



Fish and Wildlife Service

Student Temporary Employment Program

The U.S. Fish and Wildlife Service (Service) is the principal Federal agency assigned to the protection, conservation, and enhancement of fish, wildlife, plants, and their habitats.

To accomplish its mission, the Service employs many of the country's best biologists, wildlife managers, engineers, realty specialists, law enforcement agents, and others who work to save endangered and threatened species and conserve migratory birds and inland fisheries.

The Service provides expert advice to other Federal agencies, industry and foreign governments; and manages more than 700 offices and field stations.

The Student Temporary Employment Program (STEP) was designed to introduce talented students to the advantages and challenges of working for the Federal government; to provide opportunities for students to combine academic study with on-the-job work experience; and to provide opportunities for students to earn money while continuing their education. This program includes positions in all occupational groups within the Service.

To be eligible for the STEP, students must be:

- At least 16 years of age.
- U.S. citizen or a national.
- Enrolled or accepted for enrollment in a program of study leading to a degree, diploma, or certificate, at an accredited high school, technical or vocational school, two or four year college or university, graduate or professional school.
- Taking at least a half-time course load as defined by the school. An exception to this requirement is permitted when a student is in the final period before graduation and needs to complete less than a half-time course load.
- A student in good standing with the academic institution and maintaining the grade point average (GPA) requirements of the school.

STEP Advantages:

- Provide maximum flexibility to agencies and students.
- Appointments are for one year and may be extended in one year increments as long as the student continues to meet program eligibility requirements.

- Duties of STEP positions are not required to be related to the student's academic/career goals.
- Students are eligible for annual (vacation), holiday, and sick leave.
- Students are eligible for health insurance once they are continuously employed for one year.
- Students may be converted to the Student Career Experience Program (SCEP), and STEP work experience may be creditable toward SCEP work experience requirements.
- Appointments may be made at any grade for which a student qualifies, under either the General Schedule or Wage Grade. Those under the General Schedule are eligible for locality pay, and if applicable, special pay rates.
- Work schedules may be part-time, full-time, alternating, or concurrent with course work.

If you are a student interested in temporary employment which focuses on or supports the protection and conservation of fish, wildlife, and their habitats; offers vacation, holiday, and sick leave; and offers competitive pay rates, the U.S. Fish and Wildlife Service's Student Temporary Employment Program is for you.

For more information contact Arlene Pangelinan at 808-541-3441.