



THE GEORGE WASHINGTON UNIVERSITY
THE TRACHTENBERG SCHOOL OF
PUBLIC POLICY AND PUBLIC ADMINISTRATION

Federal Government Student Educational Employment Program Federal Career Internship Program

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Agenda

- Competitive Examination Process
- Student Educational Employment Program (SEEP)
 - STEP
 - SCEP
- Federal Career Employment Program (FCIP)
- FCIP and PMF
- Fellowship Options



Competitive Examining

- Traditional hiring method
- Competitive service appointment
- Job vacancies must be posted on USAJobs
- Open to all
- Applicants' qualifications are assessed against set criteria (KSA)
- Qualified applicants are ranked to identify "best-qualified"
- Ranking affected by Veterans' Preference
- Candidates are referred based on score or quality grouping (Rating & Ranking)



Student Educational Employment Program (SEEP)

- Student Temporary Employment Program (STEP)
- Student Career Experience Program (SCEP)
- Others (e.g., high school, vocational students, etc.)
- Excepted service appointment
- **No citizenship requirements while in SEEP**
- No financial need requirement
- Not required to be posted on USAJobs



Requirements for SEEP

- Enrolled or accepted for enrollment
- Taking at least half-time course load
- At least 16 years old
- Meet minimum qualification requirements for the grade
 - Written tests are waived
 - No rating and ranking



Student Temporary Employment Program (STEP)

- Duties do not have to be related to academic field of study
- 1-year temporary appointment; can be extended in 1-year increments
- Employment opportunities range from summer jobs to positions that can last for as long as the student is a student
- Students who complete academic requirements for degree/diploma/certificate are no longer eligible and must be separated



STEP (continued)

- Eligible for promotion
- Eligible for vacation and sick leave
- Ineligible for retirement and life insurance
- Generally ineligible for health insurance
- Ineligible for conversion to permanent appointment
- Eligible for conversion to SCEP



Student Career Experience Program (SCEP)

- Duties directly related to academic study
- Requires written agreement between agency, school, and student
- May be converted to permanent “in-status” after:
 - successful completion of degree program AND
 - meeting work experience of 640 work hours
- 320 hours can be waived for outstanding academic achievement or exceptional job performance (Federal or non-Federal work)—Includes STEP positions



Continued: SCEP

- At the end of the SCEP, student may stay extra 120-days, then graduate is either converted or separated
- Conversion can be with a different agency
 - Importance of being “In-Status”
- Eligible for promotion (i.e., GS7 to GS9)
 - “Time in Grade” issue — **Ends March 9**
- Eligible for both health and life insurance coverage (buy-in), vacation (accrues) and sick leave, retirement



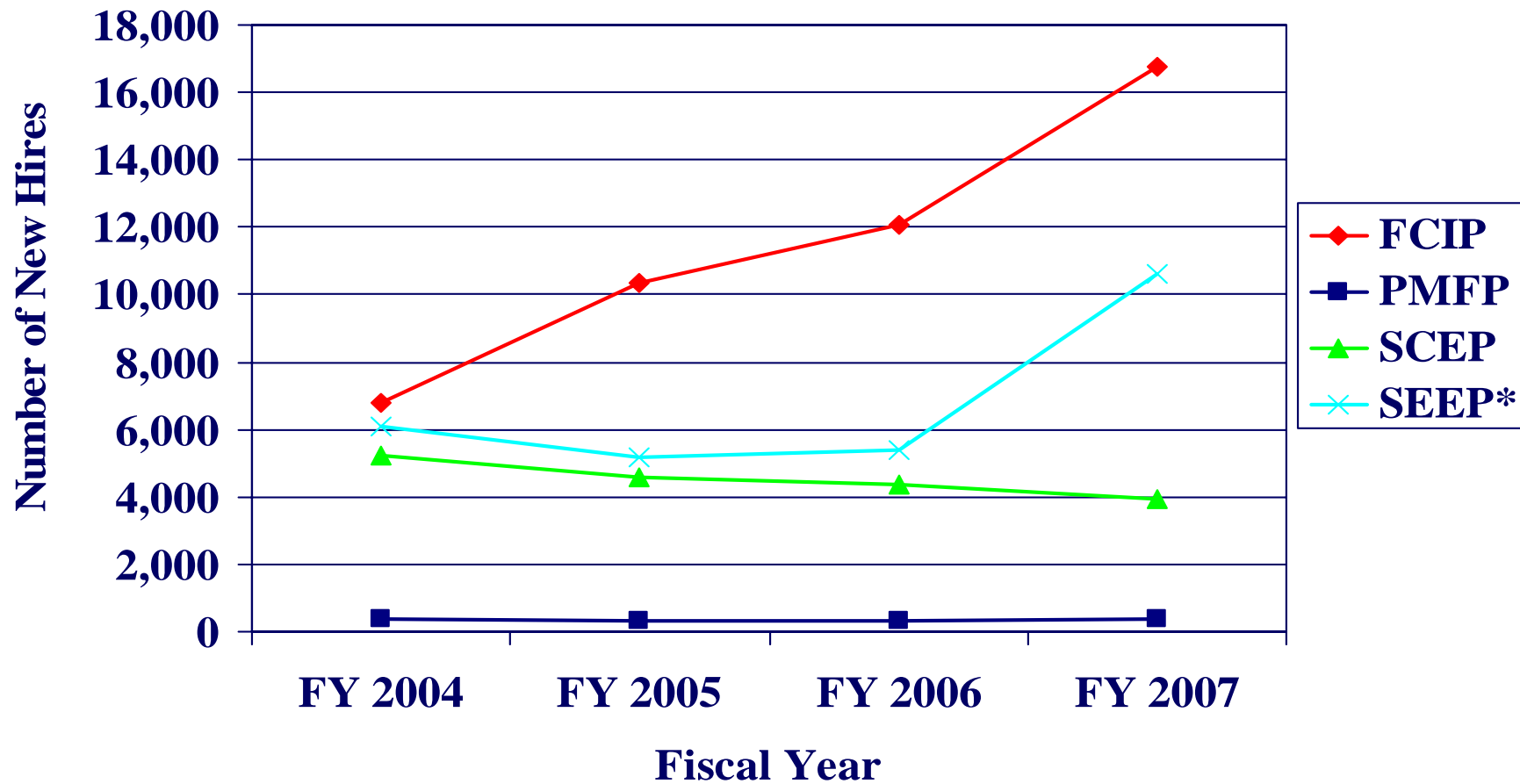
Federal Career Intern Program (FCIP)

(aka: Honors Fellowship, Emerging Leaders Program, etc.)

- Hiring protocol *preferred* by agencies
 - Excepted Service Appointment
 - No rating & ranking required—almost “on the spot” hiring
- 2-year formal training program
- Open to all, not necessarily students
- May be converted to competitive service appointment after completion of program
- Not required to be posted on USAJobs
- Fill entry-level jobs at grades: GS 5/7/9
 - Negotiable



New Hires (FY 2007)



Source: OPM, Report on Agencies' Use of Hiring Flexibilities, Fedscope (<http://www.fedscope.opm.gov>)



Student and Post-Grad Options

How to find them?...Think outside and inside the box

How/Where to Look

- Federal Government is HUGE and has office around the world
- Your Interests/Alumni
- Partnership for Public Service
 - www.makingthedifference.org
 - Best Places to Work
- USAJobs, StudentJobs.gov, AvueCentral.com
- http://watt.house.gov/SupportingFiles/documents/Internship_Opportunities.pdf

Other Possibilities

- | | |
|--------------|-------------------|
| • CNCS | • Federal Reserve |
| • DoC | • FTC |
| • DoI | • HUD |
| • DoT | • NOAA |
| • FBI | • OPIC |
| • EPA | • SBA |
| • Ex-Im Bank | • SSA |
| • FAA | • SEC |
| • FCC | • TSA & FEMA |
| • FDIC | • VA |



FCIP and PMF

Several federal agencies have developed their own professional fellowship programs and do not work through the PMF

- GAO: Professional Development Program
- White House Fellows Program
- Most of Intelligence Community (CIA, DIA, NSA, NRO, MDA, NGA, etc.)



FCIP and PMF

The following programs offer *both* PMF placement and their own internal program to graduates

- Department of Health & Human Services (DHHS)
(incl. NIH)
- Department of Labor (DoL)—MBA program
- Department of Transportation (DoT)
- Department of Energy (DoE)—NGP and CSGF
- Department of Homeland Security—DHS Honors Program/Policy Fellows
- Department of State



Fellowship Options

These programs accept PMF candidates and **may** have their own professional programs

- Department of Education (Ed)
- Department of Justice (DoJ)
- Office of Management and Budget (OMB)
- Department of Agriculture (USDA)
- Department of Defense (DoD)
- CRS uses PMF to fill entry level analysts (Changed slightly in last year)



Questions

- Questions and Comments
- Free Book
- Certified Federal Career Counselor (CFCC) Program
- FCIP Packet