

BUREAU OF LAND MANAGEMENT

COMPARISON FACT SHEET

Student Temporary Employment Program (SCEP) VS. Federal Career Internship Program (FCIP)

	SCEP	FCIP
Program	<ul style="list-style-type: none"> The Bureau of Land Management's (BLM) SCEP places students in paid, career-track student trainee position. The SCEP provides Federal agencies with a consistent, regulated structure for hiring student employees. Students work in the BLM positions that most closely match their academic major. Students work in BLM offices throughout the nation, with an established support system of mentors and supervisors who guide them through the program. 	<ul style="list-style-type: none"> The FCIP is designed to help agencies recruit and attract exceptional individuals into a variety of occupations. The program is intended for positions at grade levels GS-5, 7, and 9 or other trainee positions (such as GS-5/6/7 technicians). In general, individuals are appointed to a 2-year internship where they will participate in a formal training program and job assignments to develop competencies appropriate to the BLM's mission and needs.
Eligibility	<ul style="list-style-type: none"> Enrolled or accepted for enrollment as a degree seeking student in an accredited college, university, technical, or vocational school with at least a half-time course load. In good academic standing, with a 2.5 grade point average or higher. Must have United States citizenship upon successfully meeting the requirements of the program and conversion to a career or career-conditional appointment. 	<ul style="list-style-type: none"> Must meet the minimum qualifications required for the position. Additional information on the qualification requirements is outlined in the OPM Qualifications Standards Handbook of General Schedule Positions. It is available for your review on OPM's web site at http://www.opm.gov/qualifications/ Must be a United States citizen.
Hiring Flexibilities	<ul style="list-style-type: none"> Under the SCEP, the BLM may hire students as career-track employees without full and open competition (Veterans' Preference applies). The BLM may also advertise the position using USAJobs On-line. Excepted Service appointment 	<ul style="list-style-type: none"> Competition is required to be considered under the FCIP. Excepted Service appointment
Work Schedule	<ul style="list-style-type: none"> Students and hiring offices arrange the work schedule that best meet both the needs of the student and the BLM. Most students work a full-time work schedule during the summer months and a part time schedule while attending classes during the school year. 	<ul style="list-style-type: none"> Full time work schedule.
Benefits	<ul style="list-style-type: none"> Participants receive financial stability with a competitive salary, eligibility for Federal benefits, and opportunities for tuition assistance. Work experience and skill development directly related to academic and career goals. 	<ul style="list-style-type: none"> Participants receive financial stability with a competitive salary and are eligible for Federal benefits Work experience provides valuable and professional training.
Conversion	<ul style="list-style-type: none"> Eligibility for career or career conditional employment upon successful completion of academic and work requirements. 	<ul style="list-style-type: none"> Eligibility for career or career conditional employment upon successful completion of the two year internship.