



## The Center for Workforce Inclusion NPS ESP Pay Scale

The Center for Workforce Inclusion Experienced Services Program Enrollment Agreements are between the Participant and The Center. Following are the wage range set for each position level:

Position Levels		Wage Range	Comparable GS Levels
1	Specialized area of study, programmatic and technical duties. 5 years of related on-the-job experience.	\$15.00 - \$24.99*	GS 4-8
2	Specific degree, specific technical skills and certification. 10 years of related on-the-job experience.	\$25.00 - \$34.99*	GS 8-12
3	Specific degree, Professional with comprehensive experience and institutional knowledge. 15 years minimum of related on-the-job experience.	\$35.00 - \$49.99*	GS 12-14
4	Professional/ expert in the field or discipline. Significant institutional knowledge regarding policy or practice within the profession and on a national level. 20 years minimum or related on-the-job experience.	\$50.00 - 80.00*	GS 14-15

\*The Center starts with the lowest wage in the range for participants, unless NSP provides guidance otherwise.

***The Center ESP will in no way displace current employees or substitute future Federal workers.***