



# Center *for* **Workforce Inclusion**

powering opportunity for older adults

## US Fish and Wildlife Service **Experienced Services Program (FWS-ESP)**

The U.S. Fish and Wildlife Service (FWS) Experienced Services Program (ESP) provides a cost-effective way for FWS managers to obtain skilled, experienced workers, age 55 and older, on a temporary, project-specific basis to help achieve the FWS's mission of conserving the nature of America. Skilled and experienced older Americans have an opportunity to contribute their talents and knowledge toward conservation of the nation's natural and cultural resources.

Through the FWS-ESP, FWS managers will be able to request and utilize the services of these accomplished workers with skills that could support functions of nearly all job classifications used by FWS, while minimizing agency administrative costs and saving agency time and resources.

The Center for Workforce Inclusion administers the FWS-ESP Program as one of two non-governmental organizations competitively selected by the FWS.

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

### How The Center's FWS-ESP Program Works:

Once an agreement is in place, the Center recruits, screens, and refers qualified applicants to the Fish and Wildlife Service. The FWS staff interviews and recommends candidates to the Center. The Center hires, orients, and provides ongoing support to ESP Enrollees as well as payroll and time record maintenance, benefit administrations and other support. FWS staff orients and oversees the day to day tasks and work activities of Enrollees at the job site. FWS-ESP Enrollees are not employees of the U.S. Fish and Wildlife Service.

## Who We Are

**The Center for Workforce Inclusion. (the Center) is one of America's oldest and largest non-profits dedicated to workforce development for older workers in both the public and private sectors.**

**Since 1962, the Center has delivered job training, education assistance, and support to older Americans as they pursue meaningful work opportunities.**

### CONTACT INFORMATION

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### Our Process



The Fish and Wildlife Service and the Center confer to identify needs.



The Fish and Wildlife Service and the Center negotiate and execute an agreement.



Experienced workers are hired by The Center. The Fish and Wildlife Service monitors daily work activities of Enrollees.



The Center provides ongoing support to the Fish and Wildlife Service and Enrollee.