



Fisheries and Oceans  
Canada

Pêches et Océans  
Canada

Gulf Region  
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Our file *Notre référence*

**MAR - 7 2011**

MECTS: 2011-702-00026  
EKME:2345946

Chief David Peter Paul  
1290 Pabineau Falls Rd.  
Papineau First Nation, NB  
E7C 1W9

Dear Chief David Peter Paul:

**Subject: Federal Student Work Experience Program (FSWEP)**

The Gulf Region of Fisheries and Oceans Canada (DFO) intend to hire students of Aboriginal origin during the 2011 summer months. In order to facilitate the hiring of students from your community, interested students need to apply online through the following internet address: <http://jobs-emplois.gc.ca/fswep-pfete/fswep-pfete-eng.htm>. Attached is a printed copy of that internet document. You will see that the document contains a link to complete an application form electronically. Please note that this application form is available on-line only.

We encourage you to circulate this information to student members of your community who you think could be interested in working with the federal government and particularly Fisheries and Oceans Canada. It is important to inform those who are interested to indicate on their application that they are a member of a First Nation, as we will be targeting those individuals specifically.

Our goal is to hire several students from Mi'Kmaq and Maliseet communities, for future summer employment. This is how I was first introduced to the Federal Government and to the idea of becoming a public servant.

Regards,

Andrew Maw,  
Regional Director  
Fisheries and Aquaculture Management

Attachment

Cc: John G. Paul, Executive Director, APC  
Serge Thériault, Regional Director General, Gulf Region  
Bernard Thériault, A/Aboriginal Fisheries Director, Gulf Region

**Canada**

## About FSWEP

The Federal Student Work Experience Program (FSWEP) is the primary vehicle through which federal organizations recruit students. This program, established in 1990, provides some 10 000 students a year with temporary jobs in different federal organizations.

The prime objective of FSWEP is to provide full-time students with work experience related to their field of study and to provide them with learning opportunities. The program is also designed to give full-time secondary school, CEGEP, college, technical institute and university students employment opportunities that will:

- Enrich their academic programs;
- Help fund their education and encourage them to complete their studies;
- Develop their employability;
- Improve their ability to find good jobs after graduation;
- Offer insights into future employment opportunities; and
- Help them evaluate their career options within the public service.

Through FSWEP, students obtain:

- Fair and equal access to student jobs offered by the public service;
- Opportunities to learn about the federal government; and
- Valuable work experience while developing and improving their employability.

## How does FSWEP work?

The core of the program is a computerized national inventory of students seeking a job with the public service. This inventory is managed by the [Public Service Commission \(PSC\) of Canada](#), the agency that administers various federal government staffing programs.

Students who would like to find a job within the federal government must first complete the FSWEP application form, which is only [available on-line](#).

## After you submit your job application

- The form is sent electronically to a computerized database containing the application of every student who applied during the current campaign (about 55 000 applicants per year);
- Federal organizations offering student jobs submit a request to the PSC;
- The PSC conducts a search in the database based on organizational requirements (e.g. year/level of education, field of study and skills). The system identifies all of the students who meet the search requirements and randomly selects at least five candidates to refer for each position;
- The PSC contacts the selected candidates by e-mail or by phone to check their interest and availability; and

- The organization making the request assesses the referred candidates and appoints the successful candidate.

The FSWEP computerized inventory is designed to search for and randomly select candidates who meet the job requirements set by the hiring organization. **There are, on average, 10 000 available jobs and over 55 000 applicants each year, so it is possible that some students will not receive any response to their applications.**

Because student jobs with the federal government are in great demand, the random selection process is a fair and equitable way of finding potential candidates.

## Recruitment period

FSWEP campaigns normally run from October of one year to September of the following year. The exact date of the beginning of the campaign is posted on our Web site.

At the end of each campaign, the PSC deletes all the data from its computerized inventory, so students who wish to be considered for jobs must complete a new application for each campaign.

There is no cut-off date for FSWEP applications. Students may complete and submit an application at any time during the campaign. Student jobs in federal organizations are filled throughout the year.

**Please note that the period from March to June is the peak recruitment time for summer jobs.**

## Compensation

Students are paid an hourly rate based on their educational level and experience.

To find out more about pay rates for [students](#), see the [Terms and Conditions of Employment for Students](#) or contact the Treasury Board of Canada Secretariat at [student.etudiant@tbs-sct.gc.ca](mailto:student.etudiant@tbs-sct.gc.ca).

## Related sites

- [Student Employment Policy](#)
- [Student Employment Programs in the Federal Government](#)

## Bridging Mechanisms

The bridging mechanism is a staffing option provided to managers to facilitate the integration of students into positions in the federal public service after the completion of their educational programs. The hiring of a student through the FSWEP, RAP or Co-op/Internship program may lead to temporary or permanent positions for which the student meets the merit criteria and conditions of employment. Please note that managers have no obligation to appoint graduate students who were previously hired through an approved student program.