

AMENDMENT IN THE NATURE OF A SUBSTITUTE
TO H.R. _____
OFFERED BY MRS. CAROLYN B. MALONEY OF
NEW YORK

Strike all after the enacting clause and insert the following:

1 SECTION 1. SHORT TITLE; TABLE OF CONTENTS.

2 (a) SHORT TITLE.—This Act may be cited as the
3 “Building the Next Generation of Federal Employees
4 Act”.

5 (b) TABLE OF CONTENTS.—The table of contents for
6 this Act is as follows:

- Sec. 1. Short title; table of contents.
- Sec. 2. Definitions.
- Sec. 3. Federal internship and fellowship center.
- Sec. 4. Internship coordinator.
- Sec. 5. Online Federal Government internship platform.
- Sec. 6. Underserved markets and demographics recruitment pilot program.
- Sec. 7. Compensation for Federal interns.
- Sec. 8. Information on use of expedited hiring authority for college graduates.
- Sec. 9. Competitive service examination advantages.
- Sec. 10. Government Accountability Office report on third-party internship providers.

7 SEC. 2. DEFINITIONS.

8 In this Act:

9 (1) CIVIL SERVICE.—The term “civil service”
10 has the meaning given such term in section 2101 of
11 title 5, United States Code.

1 (2) EXECUTIVE AGENCY.—The term “Executive
2 agency” has the meaning given that term in section
3 105 of title 5, United States Code.

4 (3) FELLOWSHIP.—The term “fellowship”
5 means a short-term position (other than a post-fel-
6 lowship service requirement) that—

7 (A) is not less than one year and not more
8 than two years in length, or such other period
9 as determined appropriate by the Director of
10 the Office of Personnel Management for the
11 purposes of this paragraph; and

12 (B) is intended to provide the recipient
13 with work experience with an Executive agency
14 that is designed to prepare such recipient for
15 potential permanent employment with an Exec-
16 utive agency.

17 (4) FELLOW.—The term “fellow” means an in-
18 dividual who receives a fellowship.

19 (5) FELLOWSHIP PROGRAM.—The term “fellow-
20 ship program” means any program or operation that
21 recruits fellows and administers fellowships in the
22 Federal Government.

23 (6) INTERN.—The term “intern” means an in-
24 dividual serving in an internship. Interns employed
25 by third-party internship providers and placed in

1 Executive agencies may, to the extent permitted by
2 law or regulation, be treated as participants in any
3 federally sponsored internship programs.

4 (7) INTERNSHIP.—The term “internship”
5 means a short-term position (other than a post-fel-
6 lowship service requirement) for an individual en-
7 rolled in a high school, trade school, technical or vo-
8 cational institute, junior college, college, university,
9 or comparable recognized educational institution, or
10 the Job Corps program, that is not less than one
11 year and not more than two years in length (or such
12 other period as determined appropriate by the Direc-
13 tor of the Office of Personnel Management for the
14 purposes of this paragraph), designed to prepare
15 such individual for potential permanent employment
16 with an Executive agency, and offered under an in-
17 ternship program. Interns at Executive agencies who
18 are supported or administered by third-party intern-
19 ship providers may, to the extent permitted by law
20 and regulations, be treated as participants in any
21 federally sponsored internship program.

22 (8) INTERNSHIP PROGRAM.—The term “intern-
23 ship program” has the meaning given that term in
24 section 3111a(c)(1) of title 5, United States Code.

1 (9) **JOB CORPS PROGRAM.**—The term “Job
2 Corps” means the Job Corps program authorized
3 under section 143 of the Workforce Innovation and
4 Opportunity Act (29 U.S.C. 3193 et seq.).

5 (10) **MISSION-CRITICAL SKILL.**—The term
6 “mission-critical skill” means a skill or set of skills
7 that are critical to effectively carrying out the mis-
8 sion of an Executive agency, as determined by the
9 head of such Executive agency in consultation with
10 the Comptroller General of the United States.

11 (11) **MISSION-CRITICAL SKILL GAP.**—The term
12 “mission-critical skill gap” means a shortage of mis-
13 sion-critical skills causing, or that poses a risk of
14 causing, a substantial detrimental effect on the abil-
15 ity of an Executive agency to effectively carry out
16 the mission of such Executive agency in a manner
17 that is cost effective, as determined by the head of
18 such Executive agency in consultation with the
19 Comptroller General of the United States.

20 (12) **SCHOLARSHIP.**—The term “scholarship”
21 means financial support—

22 (A) paid by an Executive agency to-
23 wards—

24 (i) the cost of an individual to attend
25 either a course of study leading to a cre-

1 dential that help reduce or eliminate a mis-
2 sion-critical skill gap or another program
3 that requires the student to demonstrate
4 an interest in or agreement to pursue a ca-
5 reer in public service at an institution of
6 higher education that is authorized to par-
7 ticipate in a Federal student aid program
8 under title IV of the Higher Education Act
9 of 1965 (20 U.S.C. 1070 et seq.); or

10 (ii) financial support paid by a Execu-
11 tive agency towards the cost of an indi-
12 vidual to procure private instruction in a
13 mission-critical skill; and

14 (B) which may be paid directly to—

15 (i) the individual whose costs the
16 scholarship is intended to pay; or

17 (ii) the institutions of higher edu-
18 cation in which such individual is enrolled.

19 (13) SPONSORING AGENCY.—The term “spon-
20 soring agency” means any entity of the executive
21 branch of the United States Government, including
22 any Executive agency, any component of the Depart-
23 ment of Veterans Affairs, and any other agency (as
24 defined in section 551 of title 5, United States

1 Code), that administers a fellowship or scholarship,
2 or internship program.

3 **SEC. 3. FEDERAL INTERNSHIP AND FELLOWSHIP CENTER.**

4 (a) ESTABLISHMENT OF FEDERAL INTERNSHIP AND
5 FELLOWSHIP CENTER.—The Director of the Office of
6 Personnel Management shall establish and maintain a
7 Federal Fellowship and Scholarship Center to administer,
8 manage, and promote all Government fellowship and in-
9 ternship programs within the executive branch to attract
10 individuals to serve in the Federal Government in a civil-
11 ian capacity and to facilitate the potential entry of those
12 individuals into the civil service.

13 (b) MANAGEMENT OF FEDERAL INTERNSHIP AND
14 FELLOWSHIP CENTER.—

15 (1) CHIEF HUMAN CAPITAL OFFICERS COUNCIL
16 GUIDANCE.—The Chief Human Capital Officers
17 Council shall provide strategic guidance to, and fa-
18 cilitate interagency cooperation with, the head of the
19 Federal Internship and Fellowship Center to help
20 such head more effectively—

21 (A) identify and attract interns to the civil
22 service; and

23 (B) recruit and hire interns who success-
24 fully complete internships into the civil service.

1 (2) REGULATIONS.—The Director shall issue
2 such regulations as may be necessary to implement
3 and manage the Federal Internship and Fellowship
4 Center, including the regulations described in section
5 9(g).

6 (c) FUNCTIONS OF THE FEDERAL INTERNSHIP AND
7 FELLOWSHIP CENTER.—The head of the Federal Intern-
8 ship and Fellowship Center shall do the following:

9 (1) Establish, maintain, and operate an inter-
10 net-based platform as part of the Platform estab-
11 lished under section 5, that is accessible to the pub-
12 lic and contains information regarding every intern-
13 ship and fellowship approved under section
14 9(a)(1)(B), and every scholarship opportunity, avail-
15 able in the executive branch of the Federal Govern-
16 ment, including information on how individuals may
17 apply for each such opportunity.

18 (2) Promote, and facilitate internship, fellow-
19 ship, and scholarship programs, and certify intern-
20 ship and fellowship programs under subsection (e),
21 at the request of any sponsoring agency to meet
22 workforce requirements of such sponsoring agency,
23 especially in mission-critical skill areas.

24 (3) Develop a standard application for Federal
25 internships and fellowships for use by applicants and

1 sponsoring agencies as part of the Platform estab-
2 lished under section 5, which may be supplemented
3 by additional requirements of each sponsoring agen-
4 cy.

5 (4) Ensure eligibility for an appointment to a
6 position in the civil service for all individuals who—

7 (A)(i) successfully complete at least one
8 year of an internship or fellowship that is part
9 of an internship or fellowship program that is
10 certified under subsection (e); or

11 (ii) are the recipients of scholarships; and

12 (B)(i) have obtained a qualifying degree or
13 completed a qualifying career or technical edu-
14 cation program, as determined by the Director;
15 or

16 (ii) are graduates (as defined in section
17 142 of the Workforce Innovation and Oppor-
18 tunity Act (29 U.S.C. 3192)).

19 (5) Develop a standard post-fellowship or post-
20 internship exit interview for use by sponsoring agen-
21 cies to solicit feedback and input from fellows and
22 interns about their experiences while performing
23 Federal service.

1 (6) Develop and promote best practices guid-
2 ance for agencies on building effective internship
3 and fellowship programs.

4 (7) Take such actions as the Director deter-
5 mines necessary to help Federal agencies identify
6 and recruit fellows and interns who could serve as
7 the next generation of Federal public servants.

8 (d) SPONSORING AGENCY REPORTING.—

9 (1) OFFICE OF PERSONNEL MANAGEMENT.—

10 (A) IN GENERAL.—The head of each spon-
11 soring agency shall submit to the Director a re-
12 port on the internship and fellowship programs
13 of, and scholarship programs offered by, the
14 sponsoring agency at such time, in such man-
15 ner, and containing such information as the Di-
16 rector determines appropriate.

17 (B) REGULATIONS.—Not later than 120
18 days after the date of the enactment of this
19 Act, the Director shall issue regulations for the
20 reports required by subparagraph (A).

21 (2) FEDERAL INTERNSHIP AND FELLOWSHIP
22 CENTER.—

23 (A) IN GENERAL.—Not later than 60 days
24 after the date of the enactment of this Act, and
25 not less than every two years thereafter, the

1 head of each sponsoring agency shall submit to
2 the head of the Federal Internship and Fellow-
3 ship Center the plan of the sponsoring agen-
4 cy—

5 (i) regarding intern and fellow train-
6 ing and engagement; and

7 (ii) for ensuring that interns and fel-
8 lows who complete an internship or fellow-
9 ship, respectively, of the sponsoring agency
10 qualify for the competitive service examina-
11 tion advantages under section 9.

12 (B) PLAN APPROVAL.—

13 (i) IN GENERAL.—The head of the
14 Federal Internship and Fellowship Center
15 shall approve or disapprove each plan sub-
16 mitted under subparagraph (A).

17 (ii) DISAPPROVAL NOTICE AND SUP-
18 PORT.—If the head of the Federal Intern-
19 ship and Fellowship Center disapproves of
20 a plan submitted under subparagraph (A),
21 the head shall—

22 (I) provide notice of the dis-
23 approval and an explanation why the
24 plan was disapproved to the head of

1 the sponsoring agency that submitted
2 the plan; and

3 (II) provide technical assistance
4 to such sponsoring agency to resolve
5 the deficiencies of such plan and re-
6 submit it for approval.

7 (C) COMPETITIVE SERVICE EXAMINATION
8 ADVANTAGES.—

9 (i) IN GENERAL.—If a sponsoring
10 agency fails to submit a plan required
11 under subparagraph (A) or that submits a
12 plan that is disapproved under subpara-
13 graph (B), the interns and fellows partici-
14 pating in an internship or fellowship of
15 such sponsoring agency shall be ineligible
16 for competitive service examination advan-
17 tages under section 9 until the date on
18 which such sponsoring agency submits a
19 plan described in subparagraph (A) and
20 the head of the Federal Internship and
21 Fellowship Center approves such plan.

22 (ii) EXCEPTION.—Clause (i) does not
23 apply with respect to a sponsoring agency
24 that submits a plan that is disapproved
25 under subparagraph (B) if, during the two-

1 year period immediately preceding such
2 disapproval, such sponsoring agency sub-
3 mitted a plan that was approved under
4 subparagraph (B).

5 (e) INTERNSHIP PROVIDER CERTIFICATION.—

6 (1) IN GENERAL.—The head of the Federal In-
7 ternship and Fellowship Center may certify each in-
8 ternship or fellowship program of each sponsoring
9 agency or third-party internship provider that the
10 head determines—

11 (A) demonstrates a track record of recruit-
12 ing diverse intern and fellow talent pools, as ap-
13 plicable, for at least the previous three years;

14 (B) possesses a meaningful training and
15 development program for interns and fellows, as
16 applicable;

17 (C) uses a non-partisan, merit-based selec-
18 tion process;

19 (D) provides career counseling services to
20 interns and fellows, as applicable;

21 (E) in the case of a sponsoring agency,
22 provides to the Office of Personnel Management
23 the plans of such sponsoring agency described
24 subsection (d)(2); and

1 (F) any other standards that the head of
2 the Federal Internship and Fellowship Center
3 determines appropriate.

4 (2) **THIRD-PARTY PROVIDER ADDITIONAL RE-**
5 **QUIREMENTS.**—To ensure the advancement of merit
6 systems principles and efficient administration of in-
7 ternship and fellowship programs, the head of the
8 Federal Internship and Fellowship Center may im-
9 pose additional requirements on a third-party intern-
10 ship provider before certifying the internships or fel-
11 lowships programs of such third-party internship
12 provider under paragraph (1), including require-
13 ments addressing ethical concerns or conflicts of in-
14 terest.

15 (f) **DEFINITIONS.**—In this section:

16 (1) **CAREER APPOINTEE.**—The term “career
17 appointee” has the meaning given such term in sec-
18 tion 3132(a) of title 5, United States Code.

19 (2) **DIRECTOR.**—The term “Director” means
20 the Director of the Office of Personnel Management.

21 **SEC. 4. INTERNSHIP COORDINATOR.**

22 (a) **INTERNSHIP COORDINATOR.**—Each internship
23 coordinator appointed under section 3111a of title 5,
24 United States Code, shall—

1 (1) serve as the main point of contact at the
2 sponsoring agency on all issues related to fellow-
3 ships, scholarships, and internships;

4 (2) establish a mentor program for interns and
5 fellows at the agency that incorporates best practices
6 as determined by the Federal Internship and Fellow-
7 ship Center pursuant to section 2(c); and

8 (3) generate and submit, in accordance with
9 subsection (c)(1), an annual report for the one-year
10 period ending on September 1 of the year in which
11 such report is submitted including—

12 (A) the number of interns and fellows who
13 served at the sponsoring agency;

14 (B) a list of third-party internship pro-
15 viders certified under section 3(e) that supplied
16 interns or fellows to the sponsoring agency;

17 (C) information regarding the demographic
18 characteristics of interns and fellows at such
19 agency, including, but not limited to educational
20 background, age, race, gender, and ethnicity,
21 except that no intern or fellow may be required
22 to provide such demographic characteristics for
23 the purposes of such report;

24 (D) a description of the steps taken by the
25 sponsoring agency to prepare and recruit suc-

1 cessful interns and fellows for positions in the
2 civil service;

3 (E) a description of any barriers to hiring
4 interns or fellows who successfully complete
5 their internships or fellowships, respectively;

6 (F) a description of activities engaged in
7 the sponsoring agency to recruit new interns
8 and fellows, including descriptions of locations
9 visited, methods used, and schools and stake-
10 holder organizations engaged;

11 (G) a list of the position descriptions for
12 the internships and fellowships offered at each
13 sponsoring agency;

14 (H) a description of the mentorship pro-
15 grams of such internship and fellowship pro-
16 grams;

17 (I) a summary of exit interviews conducted
18 and surveys administered by a sponsoring agen-
19 cy with respect to interns and fellows upon
20 their completion of an internship or fellowship
21 program at such agency; and

22 (J) other information as determined nec-
23 essary by the internship coordinator.

24 (b) IN GENERAL.—The head of each sponsoring
25 agency shall submit, in accordance with subsection (c)(1),

1 an annual report for the one-year period ending on Octo-
2 ber 1 of the year in which such report is submitted assess-
3 ing each fellowship and internship program of such spon-
4 soring agency in which fellows or interns, respectively, par-
5 ticipated during the reporting period.

6 (c) SUBMISSION.—

7 (1) REPORT TO OPM.—Each report required
8 under subsection (a) or (b) shall be submitted to the
9 Office of Personnel Management between October 1
10 and October 31 of each year.

11 (2) CONGRESSIONAL REPORT.—Not later than
12 December 30 of each year, the Office of Personnel
13 Management shall submit to Congress a report sum-
14 marizing the information submitted to the Office of
15 Personnel Management in accordance with para-
16 graph (1) for such year.

17 (d) RULE OF CONSTRUCTION.—Nothing in this sec-
18 tion shall be construed as overriding or otherwise permit-
19 ting any action not permitted under section 552a of title
20 5, United States Code.

21 **SEC. 5. ONLINE FEDERAL GOVERNMENT INTERNSHIP**
22 **PLATFORM.**

23 (a) ESTABLISHMENT OF AN ONLINE FEDERAL GOV-
24 ERNMENT INTERNSHIP PLATFORM.—The Director of the
25 Office of Personnel Management shall establish, maintain,

1 and promote an interactive and integrated internet-based
2 platform (in this section referred to as the “Platform”)
3 to serve as a centralized resource and database for the
4 public to learn about and connect with agencies and in-
5 ternship opportunities in Federal public service and for
6 agencies with internship needs and opportunities to iden-
7 tify skill sets and individuals with the skills necessary to
8 address their needs.

9 (b) USE OF THE SERVICE PLATFORM.—

10 (1) PUBLIC ACCESSIBILITY.—The Director shall
11 determine, and make accessible to the public on the
12 Platform, information about Federal internship, fel-
13 lowship, and scholarship service organizations and
14 opportunities, including a list of all third-party in-
15 ternship providers placing interns in Executive agen-
16 cies, without any requirement that a person seeking
17 such access become a member of the Platform.

18 (2) INFORMATION ON FEDERAL AGENCY.—
19 Each Executive agency that hosts interns or fellows
20 shall make available on the Platform—

21 (A) information sufficient for the public to
22 identify and understand the internship and fel-
23 lowship opportunities and mission of the Execu-
24 tive agency;

1 (B) information on the availability, loca-
2 tion, and duration of internship and fellowship
3 opportunities at, and scholarship opportunities
4 offered by, the Executive agency, including in-
5 ternships at the Executive agency available
6 through third-party internship providers;

7 (C) internet links to the hiring and recruit-
8 ing websites of the Executive agency; and

9 (D) such additional information as the Di-
10 rector may determine.

11 (c) MINIMUM DESIGN REQUIREMENTS.—In addition
12 to the requirements set forth in this section, the Platform
13 shall do the following:

14 (1) Provide the public with access to informa-
15 tion on internship, fellowship, and scholarship oppor-
16 tunities that is user-friendly, interactive, accessible,
17 and fully functional through mobile applications and
18 other widely-used communications media, without a
19 requirement that any person seeking such access
20 register as a member.

21 (2) Provide individuals with the ability to reg-
22 ister as members to customize their experience, in-
23 cluding mechanisms to connect members with agency
24 internship coordinators and internship, fellowship,
25 and scholarship opportunities that match the inter-

1 ests of the members, and ensure robust search capa-
2 bilities to facilitate the ability of members to explore
3 Federal internship, fellowship, and scholarship op-
4 portunities.

5 (3) Include mechanisms to enable agencies to
6 connect with members who have consented to be
7 contacted.

8 (4) Incorporate, to the extent permitted by law
9 and regulation, the ability of members to securely
10 upload information on education, employment, and
11 skills, knowledge, and abilities, consistent with secu-
12 rity requirements.

13 (5) Ensure compatibility, to the greatest extent
14 possible, with relevant information systems of Exec-
15 utive agencies.

16 (6) Retain all personal information in a manner
17 that protects the privacy of members in accordance
18 with section 552a of title 5, United States Code, and
19 other applicable law, provide access to information
20 relating to a member only in accordance with the
21 consent of the member, and incorporate data secu-
22 rity and control policies that are adequate to ensure
23 the confidentiality and security of information pro-
24 vided and maintained on the internet-based plat-
25 form.

1 (d) DEVELOPMENT OF SERVICE PLATFORM PLAN.—

2 (1) IMPLEMENTATION PLAN.—Not later than
3 180 days after the date of the enactment of this Act,
4 the Director shall develop a detailed plan to imple-
5 ment the internet-based platform that complies with
6 all the requirements of this section.

7 (2) CONSULTATION REQUIRED.—In developing
8 the plan under this subsection, the Director shall
9 consult with the head of the United States Digital
10 Service, the Chief Human Capital Officers Council,
11 and as needed, the heads of other Executive agen-
12 cies. Such consultation may include seeking assist-
13 ance in the design, development, and creation of the
14 internet-based platform.

15 (e) REPORTS TO CONGRESS.—Not later than 12
16 months after the date of the enactment of this Act, and
17 every 12 months thereafter, the Director shall provide a
18 report to Congress on the internet-based platform. Such
19 report shall include information on the following:

20 (1) Details on the status of implementation of
21 the internet-based platform and plans for further de-
22 velopment of it.

23 (2) Participation rates of sponsoring agencies
24 and members.

1 (3) The number of individuals visiting the inter-
2 net-based platform, the number of agencies partici-
3 pating in the platform, and the number of internship
4 opportunities posted on the internet-based platform
5 in the preceding 12-month period.

6 (4) Any cybersecurity or privacy concerns asso-
7 ciated with the internet-based platform.

8 (5) The results of any surveys or studies under-
9 taken to increase the use and efficacy of the inter-
10 net-based platform.

11 (6) Any additional information the Director
12 considers appropriate.

13 (f) AUTHORIZATION OF APPROPRIATIONS.—There
14 are authorized to be appropriated to the Office of Per-
15 sonnel Management for each fiscal year such funds as may
16 be necessary for the development, maintenance, improve-
17 ment, and promotion of the Internet-service platform.

18 **SEC. 6. UNDERSERVED MARKETS AND DEMOGRAPHICS RE-**

19 **CRUITMENT PILOT PROGRAM.**

20 (a) IN GENERAL.—The Director of the Office of Per-
21 sonnel Management shall, in coordination with the compo-
22 nents of Executive agencies and sponsoring agencies re-
23 sponsible for recruiting individuals, carry out a pilot pro-
24 gram to engage individuals from demographic populations,
25 such as those defined by gender, geography, socioeconomic

1 status, and mission-critical skills (as determined by a head
2 of a sponsoring agency), that the Director determines are
3 underrepresented in the Federal workforce for possible
4 participation in the civil service.

5 (b) CONSULTATION.—In developing a pilot program
6 under this section, the Director of the Office of Personnel
7 Management shall consult with the head of the Federal
8 Internship and Fellowship Center, the Chief Human Cap-
9 ital Officers Council, and the Equal Employment Oppor-
10 tunity Commission to develop best practices for engaging
11 individuals described in subsection (a).

12 **SEC. 7. COMPENSATION FOR FEDERAL INTERNS.**

13 (a) IN GENERAL.—Section 3111 of title 5, United
14 States Code, is amended—

15 (1) in the heading, by striking “**volunteer**”
16 and inserting “**student**”;

17 (2) in subsection (b)—

18 (A) in the matter preceding paragraph

19 (1)—

20 (i) by striking “Notwithstanding sec-
21 tion 1342 of title 31, the” and inserting
22 “The”; and

23 (ii) by striking “voluntary service”
24 and inserting “service from a student
25 under this section”;

1 (B) in paragraph (1)—

2 (i) by inserting before the semicolon
3 the following: “, but only insofar as the in-
4 stitution provides academic credit to the
5 student for the service”; and

6 (ii) by inserting “and” at the end;

7 (C) by striking paragraph (2); and

8 (D) by redesignating paragraph (3) as
9 paragraph (2);
10 (3) in subsection (c)—

11 (A) by striking “voluntary” each place it
12 appears; and

13 (B) in paragraph (1), by inserting “, sec-
14 tion 717 of the Civil Rights Act of 1964 (42
15 U.S.C. 2000e–16),” after “for injury”;

16 (4) in subsection (e)(2)(A), by striking “vol-
17 untary service” and inserting “service”; and

18 (5) by adding at the end the following new sub-
19 sections:

20 “(f) An agency may provide reimbursement for trans-
21 portation and subsistence expenses for any student who
22 provides service under subsection (b), pursuant to regula-
23 tions issued by the Office of Personnel Management.

24 “(g) A scholarship that is awarded by the agency to
25 which a student is providing services under subsection (b)

1 and that is awarded based at least in part on such services
2 shall be deemed to be compensation paid to such student
3 for such services.”.

4 (b) CLERICAL AMENDMENT.—The table of sections
5 for chapter 31 of title 5, United States Code, is amended
6 in the item relating to section 3111 by striking “volun-
7 teer” and inserting “student”.

8 (c) CONFORMING AMENDMENTS.—

9 (1) SECTION 3111A.—Section 3111a(c)(1)(A) of
10 title 5, United States Code, is amended by striking
11 “volunteer service” and inserting “student service”.

12 (2) SECTION 7905.—Section 7905(a)(1) of title
13 5, United States Code, is amended by striking “vol-
14 untary”.

15 (d) CURRENT STUDENTS.—

16 (1) IN GENERAL.—Notwithstanding the amend-
17 ments made by this Act and section 1342 of title 31,
18 United States Code, the head of an Executive agen-
19 cy may accept voluntary services from any student
20 (as defined in section 3111(a) of title 5, United
21 States Code) who, immediately prior to the enact-
22 ment of this Act, provides such services to such Ex-
23 ecutive agency under a program established under
24 section 3111(b) of title 5, United States Code, until

1 the earliest date on which such student ceases to
2 participate in such program.

3 (2) CONTROLLING LAW.—The acceptance of
4 voluntary service under this subsection shall be in
5 accordance with the law as in effect immediately
6 prior to the date of the enactment of this Act.

7 **SEC. 8. INFORMATION ON USE OF EXPEDITED HIRING AU-**
8 **THORITY FOR COLLEGE GRADUATES.**

9 (a) IN GENERAL.—The head of each Executive agen-
10 cy shall submit to the Director of the Office of Personnel
11 Management information on the use of the authority
12 under section 3115 of title 5, United States Code, by such
13 Executive agency at such time, in such manner, and con-
14 taining such information as the Director determines ap-
15 propriate.

16 (b) PUBLICATION.—

17 (1) IN GENERAL.—Not less than once each fis-
18 cal-year quarter, the Director of the Office of Per-
19 sonnel Management shall publish on a database de-
20 scribed in paragraph (2) the information received
21 under subsection (a), including—

22 (A) the number individuals appointed
23 under section 3115 of title 5, United States
24 Code;

1 (B) the demographic information of such
2 individuals;

3 (C) the occupational series of the positions
4 to which such individuals were appointed; and

5 (D) the rates of pay for such individuals.

6 (2) EXISTING DATABASE USE.—The database
7 described in this paragraph is a publicly available
8 online database that is publicly available online as of
9 the date of the enactment of this Act.

10 **SEC. 9. COMPETITIVE SERVICE EXAMINATION ADVAN-**
11 **TAGES.**

12 (a) IN GENERAL.—

13 (1) ENTITLEMENT.—Except as provided in this
14 section and section 3(e)(2)(C), a fellow or intern
15 shall be entitled to the advantages described in para-
16 graph (2) if such fellow or intern completes a fellow-
17 ship or internship, respectively, that—

18 (A) is not less than one year in duration;

19 or

20 (B) the Director of the Office of Personnel
21 Management approves as entitling the individ-
22 uals who complete such fellowship or internship
23 to such credit.

24 (2) ADVANTAGES.—The advantages described
25 in this section are, with respect to examinations for

1 the competitive service in which experience is an ele-
2 ment of qualification—

3 (A) if the examining authority evaluating
4 applicants for a position in the competitive serv-
5 ice assigns applicants for such position indi-
6 vidual numerical ratings, five additional points
7 above the earned rating; or

8 (B) if the examining authority evaluating
9 applicants for such a position uses a category
10 rating system for such evaluation under section
11 3319 of title 5, United States Code, placement
12 in not lower than the second highest quality
13 category.

14 (b) ADVANTAGES USE LIMIT.—An individual shall be
15 entitled to the advantages under subsection (a) with re-
16 spect to only one appointment to a position in the competi-
17 tive service.

18 (c) APPLICATION.—An sponsoring agency or third-
19 party internship provider seeking the approval described
20 in subsection (a)(1)(B) for a fellowship or internship of-
21 fered by such entity shall—

22 (1) submit to the Director of the Office of Per-
23 sonnel Management an application at such time, in
24 such manner, and containing such information as
25 the Director determines appropriate; and

1 (2) comply with the applicable requirements de-
2 scribed under paragraph (1) of section 3(e) and any
3 applicable requirements imposed under paragraph
4 (2) of such section.

5 (d) **AUTHORITY TO HIRE.**—The head of an agency
6 (as defined in section 5379(a) of title 5, United States
7 Code) may only appoint an individual entitled to the ad-
8 vantages under subsection (a) to a position in such agency
9 pursuant to such advantages if a program has been estab-
10 lished under 5379(b) of such title for such agency.

11 (e) **REPORTS.**—

12 (1) **APPROVED FELLOWSHIP AND INTERNSHIP**
13 **REPORT.**—Not later than 180 days after the date of
14 the enactment of this Act, and each month there-
15 after, the Director shall submit to Congress a report
16 listing each individual entitled to the advantages
17 under subsection (a) pursuant to the completion of
18 an internship or fellowship of less than one year in
19 duration and providing a detailed justification for
20 the determination of the Director under subsection
21 (a)(1)(B) with respect to the internship or fellowship
22 completed by each such individual providing such en-
23 titlement.

24 (2) **IMPLEMENTATION REPORT.**—Not later than
25 one year after the date of the enactment of this Act,

1 and annually thereafter, the Director shall submit to
2 Congress a report on the implementation of this sec-
3 tion, including—

4 (A) the number of individuals appointed to
5 positions in the competitive service after becom-
6 ing entitled to the advantages under subsection
7 (a);

8 (B) the number of individuals described in
9 subparagraph (B) that became entitled to the
10 advantages under subsection (a) pursuant to an
11 internship or fellowship through a third-party
12 internship provider; and

13 (C) the Executive agencies employing indi-
14 viduals described in subparagraph (A);

15 (D) the impact of this section, if any, on—

16 (i) the appointment of veterans to po-
17 sitions in the civil service; and

18 (ii) diversity in the Federal workforce.

19 (3) DURATION EXCEPTION REPORT.—Not later
20 than one year after the date of the enactment of this
21 Act, the Director shall—

22 (A) submit to Congress a report describing
23 each internships and fellowships for which the
24 Director determines a minimum duration of one
25 year should not be relevant with respect to be-

1 coming entitled to the advantages under sub-
2 section (a) and explaining the reasoning for
3 each such determination; and

4 (B) post on the platform established under
5 section 5 such explanations and information
6 about each such internship and fellowship.

7 (f) REGULATIONS.—Not later than 180 days after
8 the date of the enactment of this Act, the Director shall
9 issue regulations carrying out this section.

10 (g) DEFINITIONS.—In this section:

11 (1) COMPETITIVE SERVICE.—The term “com-
12 petitive service” has the meaning given that term in
13 section 2102 of title 5, United States Code.

14 (2) DIRECTOR.—The term “Director” means
15 the Director of the Office of Personnel Management.

16 (h) SUNSET.—

17 (1) IN GENERAL.—This section shall terminate
18 on the date that is 10 years after the date of the
19 enactment of this Act.

20 (2) CURRENT ENTITLEMENTS.—Notwith-
21 standing paragraph (1), any individual who, imme-
22 diately before the termination date under paragraph
23 (a), is entitled to the advantages under subsection
24 (a) shall continue to be entitled to such advantages
25 in accordance with this section, as in effect imme-

1 diately before such date, for the 12-month period be-
2 ginning on the later of—

3 (A) the date on which the fellowship or in-
4 ternship of the fellow or intern ends; or

5 (B) the date on which the fellow or intern
6 obtains a qualifying degree or completes a
7 qualifying career or technical education pro-
8 gram, as determined by the Director.

9 **SEC. 10. GOVERNMENT ACCOUNTABILITY OFFICE REPORT**
10 **ON THIRD-PARTY INTERNSHIP PROVIDERS.**

11 (a) IN GENERAL.—Not later than three years after
12 the date of the enactment of this Act, the Comptroller
13 General shall submit to Congress a report on the use of
14 third-party internship providers by Federal agencies.

15 (b) CONTENTS.—The report under subsection (a)
16 shall include the following:

17 (1) The names of the third-party internship
18 providers.

19 (2) The number of interns placed at Federal
20 agencies by third-party internship providers.

21 (3) The Federal agencies that placed interns se-
22 lected by third-party internship providers.

23 (4) The process used by the third-party intern-
24 ship providers to select interns.

1 (5) Whether any of the interns placed or se-
2 lected by third-party internship providers accepted
3 an appointment to a position in the Federal govern-
4 ment following the completion of the internship
5 through the third-party internship provider.

6 (6) The compensation of interns placed or se-
7 lected by third-party internship providers.

8 (7) Recommendations for—

9 (A) improving the process of approving in-
10 ternship programs of third-party internship pro-
11 viders;

12 (B) addressing any ethical or conflict of in-
13 terest concerns arising from third-party intern-
14 ship providers paying for interns working for
15 the Federal government; and

16 (C) ensuring that the selection of third
17 party interns is based on the merit system prin-
18 ciples described in section 2301(b) of title 5,
19 United States Code.

20 (c) UPDATE.—Not later than 10 years after the date
21 of the enactment of this Act, the Comptroller General shall
22 submit to Congress an update on the report submitted
23 under subsection (a).

