

117TH CONGRESS
1ST SESSION

H. R. 6104

To promote Federal internships and fellowships to prepare the next generation of Federal employees, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

DECEMBER 1, 2021

Mr. CONNOLLY introduced the following bill; which was referred to the Committee on Oversight and Reform

A BILL

To promote Federal internships and fellowships to prepare the next generation of Federal employees, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE; TABLE OF CONTENTS.**

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

7 (b) TABLE OF CONTENTS.—The table of contents for
8 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. Establishment of pathways program.
- Sec. 9. Enhanced hiring for recent college graduates and post-secondary students.
- Sec. 10. Information on use of expedited hiring authority for college graduates.
- Sec. 11. Competitive service examination credit.

1 **SEC. 2. DEFINITIONS.**

2 In this Act:

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

6 (2) EXECUTIVE AGENCY.—The term “Executive
7 agency” has the meaning given that term in section
8 105 of title 5, United States Code.

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

12 (A) is not less than one year and not more
13 than two year in length, or such other period as
14 determined appropriate by the Director of the
15 Office of Personnel Management for the pur-
16 poses of this paragraph; and

17 (B) is intended to provide the recipient
18 with work experience with an Executive agency
19 that is designed to prepare such recipient for
20 potential permanent employment with an Exec-
21 utive agency.

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

3 (5) FELLOWSHIP PROGRAM.—The term “fellow-
4 ship program” means any sponsoring agency pro-
5 gram or operation that recruits fellows and admin-
6 isters fellowships in the Federal Government.

7 (6) INTERN.—The term “intern” means an in-
8 dividual serving in an internship. Interns employed
9 by third-party internship providers and placed in
10 Executive agencies may, to the extent permitted by
11 law or regulation, be treated as participants in any
12 federally sponsored internship programs.

13 (7) INTERNSHIP.—The term “internship”
14 means a short-term position (other than a post-fel-
15 lowship service requirement) for an individual en-
16 rolled in a high school, trade school, technical or vo-
17 cational institute, junior college, college, university,
18 or comparable recognized educational institution, or
19 the Job Corps program, that is not less than one
20 year and not more than two years in length (or such
21 other period as determined appropriate by the Direc-
22 tor of the Office of Personnel Management for the
23 purposes of this paragraph), designed to prepare
24 such individual for potential permanent employment
25 with an Executive agency, and offered under an in-

1 ternship program. Interns at Executive agencies who
2 are supported or administered by third-party intern-
3 ship providers may, to the extent permitted by law
4 and regulations, be treated as participants in any
5 federally sponsored internship program.

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

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

13 (10) MISSION-CRITICAL SKILL.—The term
14 “mission-critical skill” means a skill or set of skills
15 that are critical to effectively carrying out the mis-
16 sion of an Executive agency, as determined by the
17 head of such Executive agency in consultation with
18 the Comptroller General of the United States.

19 (11) MISSION-CRITICAL SKILL GAP.—The term
20 “mission-critical skill gap” means a shortage of mis-
21 sion-critical skills causing, or that poses a risk of
22 causing, a substantial detrimental effect on the abil-
23 ity of an Executive agency to effectively carry out
24 the mission of such Executive agency in a manner
25 that is cost effective, as determined by the head of

1 such Executive agency in consultation with the
2 Comptroller General of the United States.

3 (12) SCHOLARSHIP.—The term “scholarship”
4 means financial support—

5 (A) paid by an Executive agency to-
6 wards—

7 (i) the cost of an individual to attend
8 either a course of study leading to a cre-
9 dential that help reduce or eliminate a mis-
10 sion-critical skill gap or another program
11 that requires the student to demonstrate
12 an interest in or agreement to pursue a ca-
13 reer in public service at an institution of
14 higher education that is authorized to par-
15 ticipate in a Federal student aid program
16 under title IV of the Higher Education Act
17 of 1965 (20 U.S.C. 1070 et seq.); or

18 (ii) financial support paid by a Execu-
19 tive agency towards the cost of an indi-
20 vidual to procure private instruction in a
21 mission-critical skill; and

22 (B) which may be paid directly to—

23 (i) the individual whose costs the
24 scholarship is intended to pay; or

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

3 (13) SPONSORING AGENCY.—The term “spon-
4 soring agency” means any entity of the executive
5 branch of the United States Government, including
6 any Executive agency, any component of the Depart-
7 ment of Veterans Affairs, and any other agency (as
8 defined in section 551 of title 5, United States
9 Code), that administers a fellowship or scholarship,
10 or internship program.

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

12 (a) ESTABLISHMENT OF FEDERAL INTERNSHIP AND
13 FELLOWSHIP CENTER.—The Director of the Office of
14 Personnel Management shall establish and maintain a
15 Federal Fellowship and Scholarship Center to administer,
16 manage, and promote all Government fellowship and in-
17 ternship programs within the executive branch to attract
18 individuals to serve in the Federal Government in a civil-
19 ian capacity and to facilitate the potential entry of those
20 individuals into the civil service.

21 (b) MANAGEMENT OF FEDERAL INTERNSHIP AND
22 FELLOWSHIP CENTER.—

23 (1) CHIEF HUMAN CAPITAL OFFICERS COUNCIL
24 GUIDANCE.—The Chief Human Capital Officers
25 Council shall provide strategic guidance to, and fa-

1 facilitate interagency cooperation with, the head of the
2 Federal Internship and Fellowship Center to help
3 such head more effectively—

4 (A) identify and attract interns to the civil
5 service; and

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

8 (2) REGULATIONS.—The Director shall issue
9 such regulations as may be necessary to implement
10 and manage the Federal Internship and Fellowship
11 Center, including the regulations described in section
12 11(d).

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

16 (1) Establish, maintain, and operate an inter-
17 net-based platform as part of the Platform estab-
18 lished under section 5, that is accessible to the pub-
19 lic and contains information regarding every intern-
20 ship and fellowship described in section 11(a), and
21 every scholarship opportunity, available in the execu-
22 tive branch of the Federal Government, including in-
23 formation on how individuals may apply for each
24 such opportunity.

1 (2) Promote, and facilitate internship, fellow-
2 ship, and scholarship programs at the request of any
3 sponsoring agency to meet workforce requirements
4 of such sponsoring agency, especially in mission-crit-
5 ical skill areas.

6 (3) Develop a standard application for Federal
7 internships and fellowships for use by applicants and
8 sponsoring agencies as part of the Platform estab-
9 lished under section 5, which may be supplemented
10 by additional requirements of each sponsoring agen-
11 cy.

12 (4) Ensure eligibility for an appointment under
13 subsection (d) to a position in the civil service for all
14 individuals who—

15 (A)(i) successfully complete at least one
16 year of an internship or fellowship that is part
17 of an internship or fellowship program that is
18 certified under subsection (f); or

19 (ii) are the recipients of scholarships; and

20 (B)(i) have obtained a qualifying degree or
21 completed a qualifying career or technical edu-
22 cation program, as determined by the Director;
23 or

1 (ii) are graduates (as defined in section
2 142 of the Workforce Innovation and Oppor-
3 tunity Act (29 U.S.C. 3192)).

4 (5) Develop a standard post-fellowship or post-
5 internship exit interview for use by sponsoring agen-
6 cies to solicit feedback and input from fellows and
7 interns about their experiences while performing
8 Federal service.

9 (6) Develop and promote best practices guid-
10 ance for agencies on building effective internship
11 and fellowship programs.

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

16 (d) LIMITED NONCOMPETITIVE ELIGIBILITY.—
17 Under such regulations as the Director of the Office of
18 Personnel Management shall prescribe, a sponsoring agen-
19 cy may make a noncompetitive appointment leading to
20 conversion to career or career-conditional employment of
21 each individual described in subsection (c)(4).

22 (e) SPONSORING AGENCY REPORTING.—

23 (1) OFFICE OF PERSONNEL MANAGEMENT.—

24 (A) IN GENERAL.—The head of each spon-
25 soring agency shall submit to the Director a re-

1 port on the internship and fellowship programs
2 of, and scholarship programs offered by, the
3 sponsoring agency at such time, in such man-
4 ner, and containing such information as the Di-
5 rector determines appropriate.

6 (B) REGULATIONS.—Not later than 120
7 days after the date of the enactment of this
8 Act, the Director shall issue regulations for the
9 reports required by subparagraph (A).

10 (2) FEDERAL INTERNSHIP AND FELLOWSHIP
11 CENTER.—

12 (A) IN GENERAL.—Not later than 60 days
13 after the date of the enactment of this Act, and
14 not less than every two years thereafter, the
15 head of each sponsoring agency shall submit to
16 the head of the Federal Internship and Fellow-
17 ship Center the plan of the sponsoring agen-
18 cy—

19 (i) regarding intern and fellow train-
20 ing and engagement; and

21 (ii) for ensuring that interns and fel-
22 lows who complete an internship or fellow-
23 ship, respectively, of the sponsoring agency
24 qualify for the competitive service examina-
25 tion credit under section 11.

1 (B) PLAN APPROVAL.—

2 (i) IN GENERAL.—The head of the
3 Federal Internship and Fellowship Center
4 shall approve or disapprove each plan sub-
5 mitted under subparagraph (A).

6 (ii) DISAPPROVAL NOTICE AND SUP-
7 PORT.—If the head of the Federal Intern-
8 ship and Fellowship Center disapproves of
9 a plan submitted under subparagraph (A),
10 the head shall—

11 (I) provide notice of the dis-
12 approval and an explanation why the
13 plan was disapproved to the head of
14 the sponsoring agency that submitted
15 the plan; and

16 (II) provide technical assistance
17 to such sponsoring agency to resolve
18 the deficiencies of such plan and re-
19 submit it for approval.

20 (C) COMPETITIVE SERVICE EXAMINATION
21 CREDIT.—

22 (i) IN GENERAL.—If a sponsoring
23 agency fails to submit a plan required
24 under subparagraph (A) or that submits a
25 plan that is disapproved under subpara-

1 graph (B), the interns and fellows partici-
2 pating in an internship or fellowship of
3 such sponsoring agency shall be ineligible
4 for competitive service examination credit
5 under section 11 until the date on which
6 such sponsoring agency submits a plan de-
7 scribed in subparagraph (A) and the head
8 of the Federal Internship and Fellowship
9 Center approves such plan.

10 (ii) EXCEPTION.—Clause (i) does not
11 apply with respect to a sponsoring agency
12 that submits a plan that is disapprove
13 under subparagraph (B) if, during the two-
14 year period immediately preceding such
15 disapproval, such sponsoring agency sub-
16 mitted a plan that was approved under
17 subparagraph (B).

18 (f) INTERNSHIP PROVIDER CERTIFICATION.—

19 (1) IN GENERAL.—The head of the Federal In-
20 ternship and Fellowship Center shall certify each in-
21 ternship or fellowship program of each sponsoring
22 agency or third-party internship provider that the
23 head determines—

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

4 (B) possesses a meaningful training and
5 development program for interns and fellows, as
6 applicable;

7 (C) uses a non-partisan, merit-based selec-
8 tion process;

9 (D) provides career counseling services to
10 interns and fellows, as applicable;

11 (E) in the case of a sponsoring agency,
12 provides to the Office of Personnel Management
13 the plans of such sponsoring agency described
14 subsection (e)(2); and

15 (F) any other standards that the head of
16 the Federal Internship and Fellowship Center
17 determines appropriate.

18 (2) THIRD-PARTY PROVIDER ADDITIONAL RE-
19 QUIREMENTS.—To ensure the advancement of merit
20 systems principles and efficient administration of in-
21 ternship and fellowship programs, the head of the
22 Federal Internship and Fellowship Center may im-
23 pose additional requirements on a third-party intern-
24 ship provider before certifying the internships or fel-

1 lowships programs of such third-party internship
2 provider under paragraph (1).

3 (g) DEFINITIONS.—In this section:

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

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

9 **SEC. 4. INTERNSHIP COORDINATOR.**

10 (a) INTERNSHIP COORDINATOR.—Each internship
11 coordinator appointed under section 3111a of title 5,
12 United States Code, shall—

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

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

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

24 (A) the number of interns and fellows who
25 served at the sponsoring agency;

1 (B) a list of third-party organizations that
2 supplied internships or fellowships to the spon-
3 soring agency;

4 (C) information regarding the demographic
5 characteristics of interns and fellows at such
6 agency, including, but not limited to educational
7 background, age, race, gender, and ethnicity,
8 except that no intern or fellow may be required
9 to provide such demographic characteristics for
10 the purposes of such report;

11 (D) a description of the steps taken by the
12 sponsoring agency to prepare and recruit suc-
13 cessful interns and fellows for positions in the
14 civil service;

15 (E) a description of any barriers to hiring
16 interns or fellows who successfully complete
17 their internships or fellowships, respectively;

18 (F) a description of activities engaged in
19 the sponsoring agency to recruit new interns
20 and fellows, including descriptions of locations
21 visited, methods used, and schools and stake-
22 holder organizations engaged;

23 (G) a list of the position descriptions for
24 the internships and fellowships offered at each
25 sponsoring agency;

1 (H) a description of the mentorship pro-
2 grams of such internship and fellowship pro-
3 grams;

4 (I) a summary of exit interviews conducted
5 and surveys administered by a sponsoring agen-
6 cy with respect to interns and fellows upon
7 their completion of an internship or fellowship
8 program at such agency; and

9 (J) other information as determined nec-
10 essary by the internship coordinator.

11 (b) IN GENERAL.—The head of each sponsoring
12 agency shall submit, in accordance with subsection (c)(1),
13 an annual report for the one-year period ending on Octo-
14 ber 1 of the year in which such report is submitted assess-
15 ing each fellowship and internship program of such spon-
16 soring agency in which fellows or interns, respectively, par-
17 ticipated during the reporting period.

18 (c) SUBMISSION.—

19 (1) REPORT TO OPM.—Each report required
20 under subsection (a) or (b) shall be submitted to the
21 Office of Personnel Management between October 1
22 and October 31 of each year.

23 (2) CONGRESSIONAL REPORT.—Not later than
24 December 30 of each year, the Office of Personnel
25 Management shall submit to Congress a report sum-

1 marizing the information submitted to the Office of
2 Personnel Management in accordance with para-
3 graph (1) for such year.

4 (d) RULE OF CONSTRUCTION.—Nothing in this sec-
5 tion shall be construed as overriding or otherwise permit-
6 ting any action not permitted under section 552a of title
7 5, United States Code.

8 **SEC. 5. ONLINE FEDERAL GOVERNMENT INTERNSHIP**
9 **PLATFORM.**

10 (a) ESTABLISHMENT OF AN ONLINE FEDERAL GOV-
11 ERNMENT INTERNSHIP PLATFORM.—The Director of the
12 Office of Personnel Management shall establish, maintain,
13 and promote an interactive and integrated internet-based
14 platform (in this section referred to as the “Platform”)
15 to serve as a centralized resource and database for the
16 public to learn about and connect with agencies and in-
17 ternship opportunities in Federal public service and for
18 agencies with internship needs and opportunities to iden-
19 tify skill sets and individuals with the skills necessary to
20 address their needs.

21 (b) USE OF THE SERVICE PLATFORM.—

22 (1) PUBLIC ACCESSIBILITY.—The Director shall
23 determine, and make accessible to the public on the
24 Platform, information about Federal internship, fel-
25 lowship, and scholarship service organizations and

1 opportunities, without any requirement that a per-
2 son seeking such access become a member of the
3 Platform.

4 (2) INFORMATION ON FEDERAL AGENCY.—
5 Each Executive agency that hosts interns or fellows
6 shall make available on the Platform—

7 (A) information sufficient for the public to
8 identify and understand the internship and fel-
9 lowship opportunities and mission of the Execu-
10 tive agency;

11 (B) information on the availability of in-
12 ternship, fellowship, and scholarship opportuni-
13 ties of the Executive agency, including location
14 and duration;

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

17 (D) such additional information as the Di-
18 rector may determine.

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

22 (1) Provide the public with access to informa-
23 tion on internship, fellowship, and scholarship oppor-
24 tunities that is user-friendly, interactive, accessible,
25 and fully functional through mobile applications and

1 other widely used communications media, without a
2 requirement that any person seeking such access
3 register as a member.

4 (2) Provide individuals with the ability to reg-
5 ister as members to customize their experience, in-
6 cluding mechanisms to connect members with agency
7 internship coordinators and internship, fellowship,
8 and scholarship opportunities that match the inter-
9 ests of the members, and ensure robust search capa-
10 bilities to facilitate the ability of members to explore
11 Federal internship, fellowship, and scholarship op-
12 portunities.

13 (3) Include mechanisms to enable agencies to
14 connect with members who have consented to be
15 contacted and meet the needs of sponsoring agen-
16 cies.

17 (4) Incorporate, to the extent permitted by law
18 and regulation, the ability of members to securely
19 upload information on education, employment, and
20 skills, knowledge, and abilities, consistent with secu-
21 rity requirements.

22 (5) Ensure compatibility, to the greatest extent
23 possible, with relevant information systems of Exec-
24 utive agencies.

1 (6) Retain all personal information in a manner
2 that protects the privacy of members in accordance
3 with section 552a of title 5, United States Code, and
4 other applicable law, provide access to information
5 relating to a member only in accordance with the
6 consent of the member, and incorporate data secu-
7 rity and control policies that are adequate to ensure
8 the confidentiality and security of information pro-
9 vided and maintained on the internet-based plat-
10 form.

11 (d) DEVELOPMENT OF SERVICE PLATFORM PLAN.—

12 (1) IMPLEMENTATION PLAN.—Not later than
13 180 days after the date of the enactment of this Act,
14 the Director shall develop a detailed plan to imple-
15 ment the internet-based platform that complies with
16 all the requirements of this section.

17 (2) CONSULTATION REQUIRED.—In developing
18 the plan under this subsection, the Director shall
19 consult with the head of the United States Digital
20 Service, the Chief Human Capital Officers Council,
21 and as needed, the heads of other Executive agen-
22 cies. Such consultation may include seeking assist-
23 ance in the design, development, and creation of the
24 internet-based platform.

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

6 (1) Details on the status of implementation of
7 the internet-based platform and plans for further de-
8 velopment of it.

9 (2) Participation rates of sponsoring agencies
10 and members.

11 (3) The number of individuals visiting the inter-
12 net-based platform, the number of agencies partici-
13 pating in the platform, and the number of internship
14 opportunities posted on the internet-based platform
15 in the preceding 12-month period.

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

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

21 (6) Any additional information the Director
22 considers appropriate.

23 (f) AUTHORIZATION OF APPROPRIATIONS.—There
24 are authorized to be appropriated to the Office of Per-
25 sonnel Management for each fiscal year such funds as may

1 be necessary for the development, maintenance, improve-
2 ment, and promotion of the internet-service platform.

3 **SEC. 6. UNDERSERVED MARKETS AND DEMOGRAPHICS RE-**
4 **CRUITMENT PILOT PROGRAM.**

5 (a) IN GENERAL.—The Director of the Office of Per-
6 sonnel Management shall, in coordination with the compo-
7 nents of Executive agencies and sponsoring agencies re-
8 sponsible for recruiting individuals, carry out a pilot pro-
9 gram to engage individuals from demographic populations,
10 such as those defined by gender, geography, socioeconomic
11 status, and mission-critical skills (as determined by a head
12 of a sponsoring agency), that the Director determines are
13 underrepresented in the Federal workforce for possible
14 participation in the civil service.

15 (b) CONSULTATION.—In developing a pilot program
16 under this section, the Director of the Office of Personnel
17 Management shall consult with the head of the Federal
18 Internship and Fellowship Center, the Chief Human Cap-
19 ital Officers Council, and the Equal Employment Oppor-
20 tunity Commission to develop best practices for engaging
21 individuals described in subsection (a).

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

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

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

3 (2) in subsection (b)—

4 (A) in the matter preceding paragraph
5 (1)—

6 (i) by striking “Notwithstanding sec-
7 tion 1342 of title 31, the” and inserting
8 “The”; and

9 (ii) by striking “voluntary service”
10 and inserting “service from a student
11 under this section”;

12 (B) in paragraph (1)—

13 (i) by inserting before the semicolon
14 the following: “, but only insofar as the in-
15 stitution provides academic credit to the
16 student for the service”; and

17 (ii) by inserting “and” at the end;

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

19 (D) by redesignating paragraph (3) as
20 paragraph (2);

21 (3) in subsection (c)—

22 (A) by striking “voluntary” each place it
23 appears; and

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

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

6 (5) by adding at the end the following new sub-
7 sections:

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

12 “(g) A scholarship that is awarded by the agency to
13 which a student is providing services under subsection (b)
14 and that is awarded based at least in part on such services
15 shall be deemed to be compensation paid to such student
16 for such services.”.

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

21 (c) CONFORMING AMENDMENTS.—

22 (1) SECTION 3111a.—Section 3111a(c)(1)(A)
23 of title 5, United States Code, is amended by strik-
24 ing “volunteer service” and inserting “student serv-
25 ice”.

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

4 (d) CURRENT STUDENTS.—

5 (1) IN GENERAL.—Notwithstanding the amend-
6 ments made by this Act and section 1342 of title 31,
7 United States Code, the head of an Executive agen-
8 cy may accept voluntary services from any student
9 (as defined in section 3111(a) of title 5, United
10 States Code) who, immediately prior to the enact-
11 ment of this Act, provides such services to such Ex-
12 ecutive agency under a program established under
13 section 3111(b) of title 5, United States Code, until
14 the earliest date on which such student ceases to
15 participate in such program.

16 (2) CONTROLLING LAW.—The acceptance of
17 voluntary service under this subsection shall be in
18 accordance with the law as in effect immediately
19 prior to the date of the enactment of this Act.

20 **SEC. 8. ESTABLISHMENT OF PATHWAYS PROGRAM.**

21 (a) DEFINITIONS.—In this section:

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

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

3 (3) EXCEPTED SERVICE.—The term “excepted
4 service” has the meaning given that term in section
5 2103 of title 5, United States Code.

6 (b) ESTABLISHMENT.—The Director shall establish a
7 program, to be known as the Pathways Program, which
8 shall—

9 (1) promote employment opportunities for stu-
10 dents and recent graduates in the Federal workforce
11 by excepting participants in the Program from the
12 competitive service requirements for certain competi-
13 tive service positions in the civil service; and

14 (2) consist of an Internship Program as de-
15 scribed in subsection (d), a Recent Graduates Pro-
16 gram as described in subsection (e), and a Presi-
17 dential Management Fellows Program as described
18 in subsection (f).

19 (c) REGULATIONS.—The Director shall issue regula-
20 tions for the Pathways Program, including—

21 (1) a description of the positions that Executive
22 agencies may fill through the Pathways Program be-
23 cause conditions of good administration necessitate
24 excepting those positions from the competitive hiring
25 rules;

1 (2) rules governing whether, to what extent,
2 and in what manner public notice should be provided
3 of job opportunities in the Pathways Program;

4 (3) a description of career-development, train-
5 ing, and mentorship opportunities for participants in
6 the Pathways Program;

7 (4) requirements that managers assess the per-
8 formance of participants in the Pathways Program
9 to identify those individuals who should be consid-
10 ered for conversion to career appointments in the
11 civil service;

12 (5) a description of oversight by the Office of
13 Personnel Management of the use by Executive
14 agencies of the Pathways Program to ensure that—

15 (A) the Pathways Program serves as a
16 supplement to, and not a substitute for, the
17 competitive hiring process; and

18 (B) Executive agencies are using the Path-
19 ways Program to develop talent for careers in
20 the civil service;

21 (6) a description of plans by the Office of Per-
22 sonnel Management to evaluate—

23 (A) competitive service requirements for
24 certain positions in the civil service;

1 (B) the effectiveness of Executive agencies
2 in recruiting and retaining talent using the
3 Pathways Program; and

4 (C) the satisfaction of those students,
5 graduates, and hiring managers participating in
6 the Pathways Program; and

7 (7) standard naming conventions across Execu-
8 tive agencies, so that students and recent graduates
9 can clearly understand and compare the career path-
10 way opportunities available to them in the Federal
11 Government.

12 (d) INTERNSHIP PROGRAM.—

13 (1) IN GENERAL.—The Internship Program
14 shall provide students in high schools, community
15 colleges, four-year colleges, trade schools, career and
16 technical education programs, the Job Corps pro-
17 gram, and other qualifying educational institutions
18 and programs, as determined by the Director, with
19 paid opportunities to work in agencies and explore
20 Federal careers while still in school.

21 (2) REQUIREMENTS AND POLICIES.—The fol-
22 lowing requirements and policies shall apply to the
23 Internship Program:

24 (A) Participants in the Program shall be
25 students enrolled, or accepted for enrollment, at

1 institution or program described in paragraph
2 (1).

3 (B) Subject to such exceptions as may be
4 provided by regulation, Executive agencies shall
5 provide participants in the Internship Program
6 with meaningful developmental work and set
7 clear expectations regarding the work experi-
8 ence of the participant.

9 (C) Students employed by third-party, non-
10 federal internship providers but placed in Exec-
11 utive agencies may, to the extent permitted by
12 regulation, be treated as participants in the In-
13 ternship Program.

14 (D) Executive agencies shall participate in
15 the Internship Program for the primary pur-
16 pose of developing and evaluating talent for fu-
17 ture permanent employment with the Federal
18 Government.

19 (e) RECENT GRADUATES PROGRAM.—

20 (1) IN GENERAL.—The Recent Graduates Pro-
21 gram shall provide individuals who have recently
22 graduated from qualifying educational institutions or
23 programs with developmental experiences in the
24 Federal Government intended to promote possible
25 careers in the civil service.

1 (2) REQUIREMENTS AND POLICIES.—The fol-
2 lowing requirements and policies shall apply to the
3 Recent Graduates Program:

4 (A) Except as provided in subparagraph
5 (B), participants in the Recent Graduates Pro-
6 gram shall have obtained a qualifying degree or
7 completed a qualifying career or technical edu-
8 cation program, as determined by the Director,
9 within the 3-year period immediately preceding
10 participation in the Recent Graduates Program.

11 (B) Any veteran who, due to the military
12 service obligation of such veteran, was pre-
13 cluded from participating in the Recent Grad-
14 uates Program during the 3-year period de-
15 scribed in subparagraph (A) shall be eligible to
16 participate in the Program within 6 years after
17 obtaining a qualifying degree or completing a
18 qualifying career or technical education pro-
19 gram.

20 (C) A veteran with respect to which sub-
21 paragraph (B) applies may participate not more
22 than once in the Recent Graduates Program.

23 (D) Responsibilities assigned to a partici-
24 pant in the Recent Graduates Program shall be
25 consistent with the qualifications, educational

1 background, and career interests of such partic-
2 ipant, the purpose of the Recent Graduates
3 Program, and the needs of Executive agencies.

4 (E) Appointments to the Recent Graduates
5 Program may not exceed two years, except that
6 the employing Executive agency may extend the
7 appointment for up to 120 days.

8 (3) PRE-GRADUATION APPOINTMENTS OF-
9 FERS.—

10 (A) IN GENERAL.—Executive agencies
11 may, in accordance with subparagraph (B),
12 offer appointments to participate in Recent
13 Graduates Program to individuals who, not
14 later than 182 days after such offer is made,
15 will obtain a qualifying degree or complete a
16 qualifying career or technical education pro-
17 gram described in paragraph (2)(A).

18 (B) APPOINTMENT LIMITATIONS.—An ap-
19 pointment offered under paragraph (A) shall—

20 (i) be effective on or after the date on
21 which the offer recipient obtains a quali-
22 fying degree or completes a qualifying ca-
23 reer or technical education program de-
24 scribed in paragraph (2)(A); and

1 (ii) be rescinded if the offer recipient
2 does not obtain such a qualifying degree or
3 complete such a qualifying career or tech-
4 nical education program prior to the end of
5 the 182 day period beginning on the date
6 on which the offer is made.

7 (f) PRESIDENTIAL MANAGEMENT FELLOWS PRO-
8 GRAM.—

9 (1) IN GENERAL.—The Presidential Manage-
10 ment Fellows Program shall provide opportunities to
11 individuals from various academic disciplines at the
12 graduate level who have an interest in, and commit-
13 ment to, leading and managing public programs and
14 policies.

15 (2) REQUIREMENTS AND POLICIES.—The fol-
16 lowing requirements and policies shall apply to the
17 Presidential Management Fellows Program:

18 (A) Participants in the Presidential Man-
19 agement Fellows Program must have received a
20 qualifying advanced degree, as determined by
21 the Director, within the 2-year period imme-
22 diately preceding participation in the Presi-
23 dential Management Fellows Program.

24 (B) Responsibilities assigned to a Presi-
25 dential Management Fellow shall be consistent

1 with the qualifications, educational background,
2 and career interests of the fellow, the purposes
3 of the Presidential Management Fellows Pro-
4 gram, and Executive agency needs.

5 (C) The Office of Personnel Management
6 shall establish the eligibility requirements and
7 minimum qualifications for the Presidential
8 Management Fellows Program, as well as a
9 process for assessing eligible individuals for
10 consideration for appointment to participate in
11 the Presidential Management Fellows Program.

12 (g) PATHWAY PROGRAM APPOINTMENTS.—The fol-
13 lowing requirements shall apply to appointments in the
14 Pathways Program:

15 (1) Appointments to the Pathways Program
16 shall be under the excepted service.

17 (2) Appointments to the Pathways Program
18 shall not confer any right to further Federal employ-
19 ment in either the competitive service or the ex-
20 cepted service upon the expiration of the appoint-
21 ment.

22 (h) CONVERSIONS.—

23 (1) IN GENERAL.—The head of an Executive
24 agency may, in accordance with this subsection and
25 without regard to any provision of chapter 33 of title

1 5, United States Code, and any other provision of
2 law relating to the examination, certification, and
3 appointment of individuals in the competitive serv-
4 ice—

5 (A) convert the appointments of partici-
6 pants in the Pathways Program (other than
7 participants in the Presidential Management
8 Fellows Program described in subsection (f)) to
9 term, career, or career-conditional appointments
10 in the competitive service; and

11 (B) convert the appointments of such par-
12 ticipants who are initially converted to a term
13 appointment under subparagraph (A) to a ca-
14 reer or career-conditional appointment in the
15 competitive service before the term appointment
16 expires.

17 (2) CONVERSION REQUIREMENTS.—

18 (A) IN GENERAL.—In addition to the re-
19 quirements under this subsection, the Director
20 may establish requirements for converting an
21 appointment under paragraph (1).

22 (B) INTERNSHIP PROGRAM PARTICI-
23 PANT.—The appointment of a participant in the
24 Internship Program described in subsection (d)
25 may be converted to a career or career-condi-

1 tional appointment under paragraph (1) only if
2 the participant—

3 (i) is a citizen of the United States;

4 (ii) has completed not less than one
5 year as a participant in the Internship
6 Program while enrolled as a half- or full-
7 time degree- or certificate-seeking student
8 at an institution or program described in
9 subsection (d)(1);

10 (iii) in the 180-day period ending on
11 the date on which the appointment of such
12 participant is converted under paragraph
13 (1), has completed a course of study at an
14 institution or program described in sub-
15 section (d)(1);

16 (iv) meets the qualification standards
17 for the position to which the participant
18 will be converted, including any require-
19 ments of the Executive agency in which
20 such position is located; and

21 (v) receives a favorable recommenda-
22 tion from an official of the Executive agen-
23 cy or agencies in which the participant
24 serves under the Internship Program.

1 (C) RECENT GRADUATES PROGRAM PAR-
2 TICIPANT.—The appointment of a participant
3 in the Recent Graduates Program described in
4 subsection (e) may be converted to a career or
5 career-conditional appointment under para-
6 graph (1) only if the participant—

7 (i) is a citizen of the United States;

8 (ii) has completed not less than one
9 year of continuous service as a participant
10 in the Recent Graduates Program, except
11 that such one-year requirement shall be re-
12 duced by the amount of time, if any, the
13 participant spent as a participant in the
14 Internship Program described in sub-
15 section (d);

16 (iii) has demonstrated successful per-
17 formance of the responsibilities of each po-
18 sition to which the participant has been as-
19 signed under the Recent Graduates Pro-
20 gram;

21 (iv) meets the qualification standards
22 for the position to which the participant
23 will be converted, including any require-
24 ments of the Executive agency in which
25 such position is located; and

1 (v) receives a recommendation for
2 conversion from the immediate supervisor
3 of the participant under the Recent Grad-
4 uates Program.

5 (D) OTHER AGENCY APPOINTMENT.—The
6 head of an Executive agency may exercise the
7 authority under paragraph (1) with respect to
8 a participant in the Pathways Program not ap-
9 pointed to a position in such Executive agency
10 only if the appointment of such participant is
11 converted to an appointment to a position in
12 such Executive agency.

13 (3) CONVERSION ELIGIBILITY DATABASE.—

14 (A) IN GENERAL.—Not later than 120
15 days after the date of the enactment of this
16 Act, the Director shall establish and maintain a
17 database of participants in the Pathways pro-
18 gram whose appointments are eligible for con-
19 version to career or career-conditional appoint-
20 ments under paragraph (1).

21 (B) AVAILABILITY.—The Director shall
22 make the database established under subpara-
23 graph (A) available to each Executive agency.

24 (C) CONVERSION ELIGIBILITY REPORT-
25 ING.—

1 (i) IN GENERAL.—The head of each
2 Executive agency shall submit to the Di-
3 rector such information as determined by
4 the Director regarding each participant in
5 the Pathways program appointed to a posi-
6 tion within such Executive agency whose
7 appointment is eligible for conversion to
8 career or career-conditional appointments
9 under paragraph (1).

10 (ii) FORM.—The head of each Execu-
11 tive agency shall submit the information
12 required under clause (i) at such time and
13 in such manner and form as determined
14 appropriate by the Director of the Office of
15 Personnel Management.

16 (D) AUTHORIZATION OF APPROPRIA-
17 TIONS.—There is authorized to be appropriated
18 to the Office of Personnel Management for each
19 fiscal year such funds as may be necessary to
20 carry out this paragraph.

21 (i) SUBSEQUENT APPOINTMENTS.—

22 (1) IN GENERAL.—The head of an Executive
23 agency may, in accordance with this subsection and
24 without regard to any provision of chapter 33 of title
25 5, United States Code, (other than sections 3303

1 and 3328), appoint current and previous partici-
2 pants in the Pathways Program to positions in the
3 competitive service.

4 (2) APPOINTMENT REQUIREMENTS.—

5 (A) IN GENERAL.—In addition to the re-
6 quirements under this subsection, the Director
7 may establish requirements for appointments
8 under paragraph (1).

9 (B) INTERNSHIP PROGRAM.—A current or
10 previous participant in the Internship Program
11 described in subsection (d) may be appointed
12 under paragraph (1) only if the participant—

13 (i) is a citizen of the United States;

14 (ii) has completed not less than one
15 year as a participant in the Internship
16 Program while enrolled as a half- or full-
17 time degree- or certificate-seeking student
18 at an institution or program described in
19 subsection (d)(1);

20 (iii) in the 120-day period ending on
21 the date on which such participant is ap-
22 pointed under paragraph (1), has com-
23 pleted a course of study at an institution
24 or program described in subsection (d)(1);

1 (iv) meets the qualification standards
2 for the position to which the participant
3 will be appointed, including any require-
4 ments of the Executive agency in which
5 such position is located; and

6 (v) receives a favorable recommenda-
7 tion from an official of the Executive agen-
8 cy or agencies in which the participant
9 served under the Internship Program.

10 (C) RECENT GRADUATES PROGRAM PAR-
11 TICIPANT.—A current or previous participant in
12 the Recent Graduates Program described in
13 subsection (e) may be appointed under para-
14 graph (1) only if the participant—

15 (i) is a citizen of the United States;

16 (ii) has completed not less than one
17 year of continuous service as a participant
18 in the Recent Graduates Program, except
19 that such one-year requirement shall be re-
20 duced by the amount of time, if any, the
21 participant spent as a participant in the
22 Internship Program described in sub-
23 section (d);

24 (iii) has demonstrated successful per-
25 formance of the responsibilities of each po-

1 sition to which the participant was as-
2 signed under the Recent Graduates Pro-
3 gram;

4 (iv) meets the qualification standards
5 for the position to which the participant
6 will be appointed, including any require-
7 ments of the Executive agency in which
8 such position is located; and

9 (v) receives a recommendation for
10 such appointment from the immediate su-
11 pervisor of the participant under the Re-
12 cent Graduates Program.

13 (D) PRESIDENTIAL MANAGEMENT FEL-
14 Lows PROGRAM PARTICIPANT.—A previous par-
15 ticipant in the Presidential Management Fel-
16 lows Program described in subsection (f) may
17 be appointed under paragraph (1) only if the
18 participant—

19 (i) is a citizen of the United States;

20 (ii) successfully completed the Presi-
21 dential Management Fellows Program in
22 accordance with the standards set by the
23 Office of Personnel Management and the
24 relevant agency;

1 (iii) for each position to which the
2 participant was assigned under the Presi-
3 dential Management Fellows Program—

4 (I) if the performance of the par-
5 ticipant for such position was assessed
6 under the performance appraisal pro-
7 gram of the Executive agency in
8 which this position was located, re-
9 ceived a rating for such performance
10 that is not less than fully successful
11 or an equivalent rating; and

12 (II) for any other such position,
13 demonstrated successful performance
14 of the responsibilities of such position;

15 (iv) meets the qualification standards
16 for the position to which the participant
17 will be appointed, including any require-
18 ments of the Executive agency in which
19 such position is located; and

20 (v) receives a recommendation for
21 such appointment from the immediate su-
22 pervisor of the participant under the Presi-
23 dential Management Fellows Program.

24 (j) INTERACTION WITH OTHER LAW.—Beginning
25 one year after the date of the enactment of this Act, any

1 program that may be established or operated under this
2 section, Executive Order 13562 (75 Fed. Reg. 82583, re-
3 lating to recruiting and hiring students and recent grad-
4 uates), or Executive Order 13318 (68 Fed. Reg. 66317,
5 relating to the Presidential Management Fellows Pro-
6 gram) and any authority provided under this section and
7 such Executive Orders, shall be deemed to be established,
8 operated, and provided, as applicable, under this section.

9 (k) DEFINITION OF FEDERAL INTERNSHIP PRO-
10 GRAM.—Section 3111a(c)(1) of title 5, United States
11 Code, as amended by this Act, is further amended—

12 (1) by redesignating subparagraphs (B), (C),
13 and (D) as subparagraphs (C), (D), and (E), respec-
14 tively;

15 (2) by inserting after subparagraph (A) the fol-
16 lowing:

17 “(B) the Internship Program established
18 under section 8 of the Building the Next Gen-
19 eration of Federal Employees Act;”;

20 (3) in subparagraph (D), as so redesignated, by
21 inserting after “(75 Federal Register 82525)” the
22 following: “or the Internship Program established
23 under section 8 of the Building the Next Generation
24 of Federal Employees Act”; and

1 (4) in subparagraph (E)(i), as so redesignated,
2 by inserting after “(75 Federal Register 82525)”
3 the following: “or the Internship Program estab-
4 lished under section 8 of the Building the Next Gen-
5 eration of Federal Employees Act”.

6 **SEC. 9. ENHANCED HIRING FOR RECENT COLLEGE GRAD-**
7 **UATES AND POST-SECONDARY STUDENTS.**

8 (a) **RECENT GRADUATE HIRING AUTHORITY.**—Sec-
9 tion 3115(e)(1) of title 5, United States Code, is amended
10 by striking all that follows “exceed” and inserting “the
11 greater of either 15 percent of the number of individuals
12 that the agency head appointed during the previous fiscal
13 year to permanent employment or 1 percent of the average
14 number of permanent employees in the agency during the
15 previous fiscal year.”.

16 (b) **POST-SECONDARY STUDENT HIRING AUTHOR-**
17 **ITY.**—Section 3116 of title 5, United States Code, is
18 amended—

19 (1) in subsection (d)(1), by striking all that fol-
20 lows “exceed” and inserting “the greater of either
21 15 percent of the number of individuals that the
22 agency head appointed during the previous fiscal
23 year to permanent employment or 1 percent of the
24 average number of permanent employees in the
25 agency during the previous fiscal year.”; and

1 (2) in subsection (e)(2), by striking “640” and
2 inserting “400”.

3 **SEC. 10. INFORMATION ON USE OF EXPEDITED HIRING AU-**
4 **THORITY FOR COLLEGE GRADUATES.**

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

12 (b) PUBLICATION.—

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

18 (A) the number individuals appointed
19 under section 3115 of title 5, United States
20 Code;

21 (B) the demographic information of such
22 individuals;

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

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

1 (2) **EXISTING DATABASE USE.**—The database
2 described in this paragraph is a publicly available
3 online database that is publicly available online as of
4 the date of the enactment of this Act.

5 **SEC. 11. COMPETITIVE SERVICE EXAMINATION CREDIT.**

6 (a) **IN GENERAL.**—Except as provided in section
7 3(e)(2)(C), in examinations for the competitive service in
8 which experience is an element of qualification, a fellow
9 or intern shall be entitled to 5 additional points above the
10 earned rating of such fellow or intern if such fellow or
11 intern completes a fellowship or internship, respectively,
12 that—

13 (1) is not less than six months in duration;

14 (2) the Director of the Office of Personnel
15 Management has approved as entitling the individ-
16 uals who complete such fellowship or internship to
17 such credit.

18 (b) **CREDIT AVAILABILITY.**—The credit under sub-
19 section (a) shall remain available for a period of 12
20 months beginning on the later of the date on which the
21 fellowship or internship of the fellow or intern ends or the
22 date on which the fellow or intern graduates from a quali-
23 fying institution, as determined by the Director of the Of-
24 fice of Personnel Management.

1 (c) APPLICATION.—A sponsoring agency or third-
2 party internship provider seeking the approval described
3 in subsection (a)(2) for a fellowship or internship offered
4 by such entity shall submit to the Director of the Office
5 of Personnel Management an application at such time, in
6 such manner, and containing such information as the Di-
7 rector determines appropriate.

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

○