

Written Testimony before the Select Committee on the Modernization of Congress, United States
House of Representatives

“Professionalizing & Enriching the Congressional Internship and Fellowship Experience”

April 29, 2021

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Congressional Staff Alumni Council.

Chairman Kilmer, Vice Chairman Timmons, and esteemed members of the committee: Thank you for the opportunity to speak with you today.

I am the Founder and Executive Director of TechCongress, a startup nonprofit dedicated to building 21st century government with technology talent. We place computer scientists, engineers, and other technologists as tech policy advisors to members of Congress through our Congressional Innovation Fellowships.

Technology is reshaping society— and Congress and its work— in fundamental ways and with increasing speed. But Congress is still largely a 19th century institution. While technology has transformed the country and the economy, the way Congress addresses problem solving, and recruits and retains talent, has largely not changed.

As is frequently cited in Washington, personnel is policy. Yet many of the brightest and most creative problem solvers in this country— with the lived and relevant experience necessary to tackle the huge challenges we face— simply can’t make it through the front door.

Congress needs new, creative approaches to sourcing expertise and solving problems. Fellowships can be a core part of that solution.

I founded TechCongress because I needed it when I was a staffer. In 2013, the House was voting on the *Cyber Intelligence Sharing and Protection Act*. This was a tough vote for my then-boss, Rep. Henry Waxman.

To make an informed vote recommendation, I was trying to understand a few complicated technical concepts— what is Personally Identifiable Information? And what did it mean for DHS or the private sector to anonymize data?

I'm sure all of you and your staffs have been in that exact situation— you have a tough vote in front of you, and you're trying to understand a complicated concept so you can make the best decision.

I searched for staff within Congress that could help me work through my questions. But I found there weren't staff on Capitol Hill with the necessary tech expertise to help me. As a result, I went outside the building, to a tech company lobbyist, for advice.

In the words of venture capitalist Marc Andreessen, software has eaten the world. As a consequence, every issue before Congress is a tech issue, yet, at my best estimate, out of the nearly 3,500 legislative staff in Congress, there are fewer than twenty with backgrounds and training in technology.

Why aren't there staff with tech backgrounds working in Congress? It's not for lack of supply. We had 865 technologists apply to our programs over the last year, some of whom were willing to take six-figure pay cuts to work in Congress. Importantly, those candidates also come from communities vastly underrepresented in Congress— including underrepresented people of color, women, and veterans.

The core staffing challenge for Capitol Hill is that the pipelines that feed staffing roles have remained exceedingly narrow, and not evolved to meet the needs of the institution and the country. If you're a technologist that wants to serve your country in Congress, there's no clear entryway for you.

I got my first internship with Rep. Waxman in 2004 because my dad, who had worked in the Senate, opened my first door. Many others make it into the Hill because they worked on or volunteered on campaign staffs.

These are the predominant pipelines to jobs in Congress. And these pipelines privilege a very narrow set of people at the exclusion of huge swaths of talent— including many technologists— that don't have the connections to make it in the door or the resources to survive that first unpaid internship or \$28,000 annual salary.

Our other witnesses today have developed important solutions for the earlier career stages of the pipeline of talent to Congress. But we also need methods for experts with professional experience and specific, relevant skill sets to come to Congress laterally.

Fellowships can help solve that problem.

And here's the good news: our fellowships are making progress and piloting creative solutions and building tech capacity in Congress, while supporting the incredibly hard working and under-resourced staff on Capitol Hill.

First, Congress *is* hiring technical staff, including a number of our alumni. We are proud to see this incremental progress, and we need much more.

Second, Congress is creating tech talent pipelines for itself. Sens. Cotton and Shaheen authored the Technology and National Security Fellowship in the 2020 Defense Authorization bill.¹ This fellowship is a joint program between the Department of Defense and Congress, modeled on TechCongress, and its first full cohort of recent STEM grads will arrive on Capitol Hill this fall.

Third, we had a team of fellows that were able to pilot the bipartisan proposal from Leader Hoyer and Leader McCarthy for a Congressional Digital Service with this very Committee. We are so grateful for your hosting of our team. We are proud of their contributions to address some of the digital capacity gaps in Congress that were made urgent because of COVID-19.

Fourth, fellowships are building bipartisan working relationships. We've had great ideological diversity in our program, and fellows— because of their shared experience and training at the beginning of our programs— end up being frequent collaborators in an institution where bipartisan relationships are increasingly on the wane.

But we can do more. I'd like to highlight a few recommendations for how Congress can better invest in and support fellowship programs.

First: Congress should expand the two fellowship programs it already funds and operates: the Technology and National Security Fellowship and the Wounded Warrior Fellowship Program. Because so many veterans have significant technical expertise from their time in military service, expanding these programs would have the dual benefit of meeting the need for both national security *and* technical talent. In Fiscal Year 2019, 57% of discretionary spending went to the Department of Defense or the Veterans Affairs budget, yet according to a 2019 study from HillVets, only 1.6% of the workforce of Congress has served in the military.^{2 3} I'm proud that nearly a quarter of our fellows to date are veterans, and we need more representation from the

¹Appendix A

² Congressional Budget Office. (2019). *Discretionary Spending in 2019: An Infographic*. <https://www.cbo.gov/publication/56326>. (accessed April 24, 2021).

³Shane III, L. (2019, January 10). *Veterans welcome? Less than 2 percent of Capitol Hill staffers have military experience*. Military Times. <https://www.militarytimes.com/news/pentagon-congress/2019/01/10/veterans-welcome-less-than-2-percent-of-capitol-hill-staffers-have-military-experience/>. (accessed April 24, 2021).

veterans community on Capitol Hill. In addition, Congress should encourage domestic authorizing committees, including Energy and Commerce, Ways and Means, Homeland Security, Financial Services, and Veterans Affairs, to follow the lead of the House and Senate Armed Services Committees and create parallel fellowship program pipelines for STEM grads to enter those relevant agencies and Congress.

Second: Congress can improve how it supports fellows and fellowships, thereby helping mid-career individuals with lived and relevant experience find permanent work in Congress. Congress can help by:

- Creating a fellows and detailees registration system with the House Clerk or Chief Administrative Officer (CAO) that is regularly updated and publicly available, which would include sponsoring offices and fellows and detailees' areas of expertise so that Congressional staff can better identify expertise within Congress. It should identify all Congressional fellows that are paid for by outside sources, whether by the government or the private sector. It should include the original source of those funds and any pass-through entities, the funding amount, and where the fellow is placed.
- Creating an annual mandatory registration system for all fellowship sponsors and programs with the House Clerk or CAO. The Clerk or CAO should then develop a publicly available memo with general information about Congressional fellowships and points of contact for fellowship programs. Right now, aside from an infrequently updated memo from the Congressional Research Service,⁴ there is no comprehensive list of Congressional fellowship programs, and there is no publicly available list.
- Applying post-employment Ethics rules that apply to Congressional staff to Congressional fellows as well, including prohibiting fellows from lobbying the office in which they served for one year after the end of the fellowship.
- Encouraging the Ethics Committee to designate a staffer as the point of contact for fellowship-related questions and making that staffer available to answer questions from fellowship program staff, and posting that individuals' contact information on its website. Currently, Ethics Committee staff are frequently unwilling to talk to or field questions from fellowship programs directly.
- Establishing programs to better support fellows and fellowship programs including the following:
 - Encouraging the Congressional Research Service to develop a standardized set of trainings on Congressional procedure and key legislative skills targeted to

⁴ Appendix B

incoming fellows. These trainings should be posted online and also made available to the public so that citizens can gain a better understanding of the inner workings of Congress.

- Creating a fellowship speaker and networking series, modeled on the Congressional Summer Intern Lecture Series or in partnership with said series, to allow for greater professional development for fellows and connection between fellowship programs.
 - Developing a module in the newly-created Staff Academy for Congressional staff to assist them in interviewing, training, and onboarding fellows. This module could include sample interview questions and FAQs about working with fellows. Fellows may need to be managed differently than staff that began their career in Congress, and fellows frequently have deep expertise in a particular area and could be utilized as a shared resource across Capitol Hill.
 - Ensuring Staff Academy courses are made available to interns, fellows, and detailees.
-
- Working with the Office of Personnel Management (OPM) to create a pipeline of detailees from termed positions in the Executive Branch who are reaching the end of their term. Congress and OPM should also clarify that a detail to the Legislative Branch would pause the timer on an Executive Branch employee's term while they serve in Congress, incentivizing the employees to pursue details and incentivizing the agency to allow them.
 - Allowing personal offices and committees to sponsor security clearances for fellows. If this would not be appropriate for some kinds of sponsoring organizations, Congress should establish appropriate criteria for fellowship programs or other sponsoring organizations to carry clearances.
 - Working with OPM to create a well-lit path for fellowship programs and Congressional fellows to enter into other pipelines for federal service. For example, Congress should consider giving a Legislative Branch fellow expedited consideration as a Presidential Management Fellow (PMF) or Presidential Innovation Fellow (PIF) contingent on a substantive and detailed reference from the Chief of Staff of a personal office or Staff Director of a Committee or Subcommittee.
 - Establishing, with OPM, an open-house and digital portal for incoming Presidential Management Fellows to learn about opportunities to serve with Committees in Congress. Although PMFs are eligible to serve with Congressional Committees, the process is opaque and few are aware they are eligible for a rotation in Congress.

- Encourage Legislative Branch support agencies— including the Clerk, CAO, Parliamentarian, and Legislative Counsel’s Office— to engage with fellows generally, such as quarterly open houses or focused training sessions on topics relevant to similarly focused fellowship programs.
- Clarifying Ethics rules to ensure offices are able to lend resources necessary for interns, fellows, and detailees to carry out their duties— including in a virtual environment or during telework— which include a desk, stationary, badge, laptop, phone or other necessary items.
- Developing a talent pipeline to recruit data scientists to work in Congress in order to collect and analyze statistics on the diversity and retention of Congressional interns, staff, and fellows.
- Funding internship and fellowship programs for technical staff, including data scientists, developers, and user experience designers (UX/UI), to serve with institutional offices, like the Clerk, CAO, Office of Diversity and Inclusion, and Ombuds.
- Initiating a study of existing Congressional staff to map the current pipelines for jobs in Congress. The study should ask respondents to identify the first role they had in Congress (i.e. Intern, Staff Assistant, Legislative Correspondent, etc.), how they discovered said role, their corresponding salary or stipend, and if they experienced any financial hardship during the early years of their careers in Congress.
- Investing in licenses and making available to member offices and committees recruiting tools, like the platform Handshake, to reach early-career candidates from Historically Black Colleges or Universities (HBCUs), Hispanic Serving Institutes (HSIs), Tribal Colleges or Universities, Minority Serving Institutions (MSIs), community colleges, and rural schools.
- Prohibiting or strongly discouraging offices from posting anonymous job announcements—postings which fail to identify the member or committee who is hiring for said role. This practice is by definition exclusionary and badly out of sync with hiring best practices. Anonymous job postings make it nearly impossible for anyone without a pre-existing network in Congress to identify roles that might be a good fit for their skills and abilities.
- Investing in licenses for Human Resources tools, which include features to anonymize candidate review, a common best practice for inclusive hiring, and making said tools

available to member offices and committees in order to streamline staff and intern hiring.

- Investing in technology tools that can improve the language of job postings to be more inclusive, like Textio, so that Congress can attract a more diverse range of applicants for internships and staffing roles, consistent with modern hiring best practices.
- Creating a centralized job board for all member offices, committees, and legislative support offices to post open positions. This job board should be open and machine readable and with an Application Programming Interface (API).
- Utilizing comprehensive diversity, equity, and inclusion resources, like the playbook from [Project Include](#), when reviewing Congressional staff and intern hiring and retention practices.

Finally, I would like to conclude by saying that although the COVID-19 pandemic has raised considerable challenges to the nation, it has not diminished the desire of technology professionals to serve their country in government. From our view, COVID has in fact *increased* interest in working in Congress. People do this work because they want to make a difference, and the pandemic has been an awakening for a massive number of individuals that want to devote their careers to serving the public. Because ultimately, our greatest resource as a country is our people.

Thank you again for having me, and for all the hard work of the committee to date. I look forward to questions.

Travis Moore is the Founder and Executive Director of TechCongress, which places computer scientists, engineers, and other technologists to serve with Members of Congress on tech policy matters through its Congressional Innovation Fellowships. Travis worked on Capitol Hill for six years and was the Legislative Director for Rep. Henry A. Waxman. Travis is the Co-Founder of the Congressional Staff Alumni Council and #CongressToo, a group of 1,500 former Congressional staffers that brought the #MeToo movement to Capitol Hill and spearheaded a reform overhaul signed into law in late 2018.

Appendix A: Technology and National Security Fellowship Legislative Language, S.1790 - National Defense Authorization Act for Fiscal Year 2020

SEC. 235. TECHNOLOGY AND NATIONAL SECURITY FELLOWSHIP.

(a) Fellowship Program.--

(1) In general.--The Secretary of Defense, acting through the Under Secretary of Defense for Research and Engineering, may establish a civilian fellowship program designed to place eligible individuals within the Department of Defense and Congress to increase the number of national security professionals with science, technology, engineering, and mathematics credentials employed by the Department.

(2) Designation.--The fellowship program established under paragraph (1) shall be known as the ``Technology and National Security Fellowship'' (in this section referred to as the ``fellows program'').

(3) <<NOTE: Time period.>> Assignments.--Each individual selected for participation in the fellows program shall be assigned to a one year position within--

- (A) the Department of Defense; or
- (B) a congressional office with emphasis on defense and national security matters.

(4) Pay and benefits.--To the extent practicable, each individual assigned to a position under paragraph (3)--

(A) shall be compensated at a rate of basic pay that is equivalent to the rate of basic pay payable for a position at level 10 of the General Schedule; and

(B) shall be treated as an employee of the United States during the assignment.

(b) Eligible Individuals.--

(1) Eligibility for dod assignment.--Subject to subsection(e), an individual eligible for an assignment in the Department of Defense under subsection (a) (3) (A) is an individual who--

- (A) is a citizen of the United States; and
- (B) <<NOTE: Determinations.>> either--
 - (i) <<NOTE: Deadline.>> expects to be awarded a bachelor's degree, associate's degree, or graduate

degree that, as determined by the Secretary, focuses on science, technology, engineering, or mathematics course work not later than 180 days after the date on which the individual submits an application for participation in the fellows program;

(ii) possesses a bachelor's degree, associate's degree, or graduate degree that, as determined by the Secretary, focuses on science, technology, engineering, or mathematics course work; or

(iii) is an employee of the Department of Defense and possesses a bachelor's degree, associate's degree, or graduate degree that, determined by the Secretary, focuses on science, technology, engineering, or mathematics course work.

(2) Eligibility for congressional assignment.--Subject to subsection (e), an individual eligible for an assignment in a congressional office under subsection (a) (3) (B) is an individual who-- (A) meets the requirements specified in paragraph(1); and(B) has not less than 3 years of relevant work experience in the field of science, technology, engineering, or mathematics.

(c) Application.--Each individual seeking to participate in the fellows program shall submit to the Secretary an application therefore at such time and in such manner as the Secretary shall specify.

(d) Coordination.--In carrying out this section, the Secretary may consider working through the following entities:

(1) The National Security Innovation Network.

(2) Universities.

(3) Science and technology reinvention laboratories and test and evaluation centers of the Department of Defense.

(4) Other organizations of the Department of Defense or public and private sector organizations, as determined appropriate by the Secretary.

(e) Modifications to Fellows Program.--The Secretary may modify the terms and procedures of the fellows program in order to better achieve the goals of the program and to support workforce needs of the Department of Defense.

(f) Consultation.--The Secretary may consult with the heads of the agencies, components, and other elements of the Department of Defense, Members and committees of Congress, and such institutions of higher education and private entities engaged in work on national security and emerging technologies as the Secretary considers appropriate for purposes of the fellows program, including with respect to assignments in the fellows program.

Appendix B: Congressional Research Service Memorandum on Congressional Fellowships



MEMORANDUM

August 13, 2019

Subject: Congressional Fellowship Programs

From: Jennifer Manning, Senior Research Librarian, 7-7565
Kathleen Marchsteiner, Research Librarian, 7-1465

This memorandum was prepared to enable distribution to more than one congressional office.

The following is a selected list of programs that place fellows in congressional offices. Civilian fellowship programs are listed first, followed by military programs. The details of the programs have been taken from the websites of their sponsoring organizations and from discussions with program staff. Because there is no centralized listing of all congressional fellowships and the availability of fellowships varies from year to year, we cannot guarantee the details provided are entirely accurate and complete.

The terms "fellowship" and "internship" are sometimes used interchangeably in the names of specific programs. Fellowships are generally intended for persons with advanced degrees or substantial professional experience, and are usually salaried positions lasting nine months to a year or more. Internships, which are either salaried or volunteer short-term arrangements, usually require relatively little experience, and are often filled by students. For more information about congressional internships, see CRS Report 98-654, *Internships, Fellowships, and Other Work Experience Opportunities in the Federal Government*.

AAAS Fellowships (American Association for the Advancement of Science) ·

Website: <https://www.aaas.org/programs/science-technology-policy-fellowships>

- The fellowship lasts one year beginning September 1 and ending August 31.
- To be considered, applicants must have a doctoral level degree in any of the following categories:
 - Social and behavioral sciences
 - Medical and health sciences

- Biological, physical, or earth sciences
- Computational sciences and mathematics
- Engineering
- The AAAS manages placement of fellows sponsored by more than 30 scientific societies including the American Physical Society, the American Geophysical Union, and the Society for Research in Child Development. A full list of the sponsoring societies can be found on the AAAS website.
- Federal employees are not eligible.
- Applicants can be from anywhere in the United States and generally must hold U.S. citizenship, though dual citizenship is acceptable.
- Congressional offices interested in taking a fellow may contact Christine Rovner at crovner@aaas.org or (202)-326-6748, or visit <https://www.aaas.org/programs/sciencetechnology-policy-fellowships/legislative-branch>.
- General inquiries about the program may be directed to (202) 326-6700.

Albert Einstein Distinguished Educator Fellowship Program (U.S. Department of Energy)

- Website: <https://science.osti.gov/wdts/einstein/>
- The fellowship lasts 11 months beginning September 1 and ending July 31.
- The applicant must be a U.S. citizen.
- The applicant must have been teaching full-time in a public or private elementary or secondary school for at least five of the last seven years in a science, technology, engineering, or mathematics (STEM) discipline.
- The applicant must be currently employed full-time in a U.S. school or school district; and be able to take a leave of absence from teaching for the full 11 months.
- For general questions about the program, please contact Mr. Robert Tuttle, DOE Office of Congressional and Intergovernmental Affairs, at robert.tuttle@hq.doe.gov or (202) 586-4298.
- Congressional offices interested in hosting an Einstein Fellow may contact the program coordinator at the Oak Ridge Institute for Science and Education (ORISE), which administers the program on behalf of DOE and other participating agencies, Jill Latchana, at Jill.Latchana@orau.org or (865) 320-2467.
- General inquiries about the program may be directed to sc.einstein@science.doe.gov.

American Political Science Association Fellowship (APSA)

- Website: <https://www.apsanet.org/cfp>
- The fellowship is nine months long beginning in December and lasting through August. There is an orientation session in November.
- Applicants must have U.S. citizenship, permanent residency, or appropriate visa or other immigration authorization under U.S. law. However, international participation is

possible for institutionally-sponsored candidates from various programs including the Asia Foundation and the Matsushita Institute of Government and Management.

- There are several types of applicants, each with different requirements:
 - Political scientists must have a PhD completed within the last 15 years (or will have defended a dissertation by November of the fellowship year) and demonstrated a scholarly interest in Congress and the policymaking process.
 - Journalists must have a bachelor's degree and 2-10 years of professional experience in broadcast or print journalism. The experience may be in reporting, editing, producing, directing, or writing.
 - Communications scholars must have a PhD completed within the last 15 years (or will have defended a dissertation by November of the fellowship year), or 2-10 years of experience in print, broadcast, or online journalism.
 - Federal executives must have a minimum grade of GS-13 or equivalent at the time of application, at least two years of federal service in the executive branch, and relevant long-term career goals.
- The program involves placement of fellows from a number of separately-funded programs. Fellows include political scientists, journalists, federal executives, Robert Wood Johnson Health Policy Fellows, and Health and Aging Policy Fellows.
- Duties may include researching policy issues, drafting remarks and press pieces, briefing staffers and Members, meeting with constituents and advocacy groups, and assisting with a limited amount of administrative work.
- Congressional offices interested in a fellow may contact Janna Deitz at jdeitz@apsanet.org or (202) 483-2520.
- General inquiries about the program may be directed to (202) 483-2512.

American Psychological Association (APA) Fellowship

- Website: <https://www.apa.org/about/awards/congress-fellow>
- The program lasts one year beginning in September.
- The applicant must be a U.S. citizen.
- The applicant must be a psychologist, member of the APA, and have a doctorate in psychology or related field from an APA accredited program.
- Activities may involve drafting legislation, conducting oversight work, assisting with congressional hearings and events, and preparing briefs and speeches.
- Congressional offices may express their interest to Program Director Amalia Corby at acorby-edwards@apa.org or (202) 336-6068.
- General inquiries about the program may be directed to (202) 336-6068.

Asian Pacific American Institute for Congressional Studies Fellowship

- Website: <https://apaics.org/programs/fellowship/>
- Fellowships last nine months beginning in September and ending in May.
- The applicant must be a U.S. citizen or lawful permanent resident.
- The applicant must have a bachelor's or graduate degree from an accredited educational institution, and relevant work experience.

- First preference in placing a fellow goes to Members of Congress who belong to the Congressional Asian Pacific Americans Caucus (who either are Asian or Pacific Islander American (APIA), or represent a district with a high APIA population), then to other offices that have expressed interest.
- Congressional offices may express their interest to Director of Programs and Community Engagement Vimala Phongsavanh at vimala@apaics.org or (202) 296-9200.
- General inquiries about the program may be directed to (202) 296-9200.

Brookings Institution LEGIS Congressional Fellowship

- Website: <https://www.brookings.edu/fellowships-programs/legis/>
- The fellowships begin in January and last either seven or 12 months.
- To be considered,
 - Applicants must be U.S. citizens.
 - Government employees must have a minimum grade level of GS-13 and be nominated by their agency's training office.
 - Private-sector executives must have at least seven years of experience and be nominated by their immediate supervisor.
- Fellows' duties will be flexible and vary in each office. However, generally the duties are most consistent with that of a legislative assistant.
- Congressional offices interested in hosting a fellow may complete a Congressional Interest Form at:
<https://www.brookings.edu/wp-content/uploads/2018/03/congressionalinterest-form-2019.docx>.
- Congressional offices may express their interest to the Director of Legis Congressional Fellows, Ian Dubin at idubin@brookings.edu.
- General inquiries about the program may be directed to (202) 797-6319.

Congressional Black Caucus Foundation Fellowship

- Website: <https://www.cbcfinc.org/fellowships/>
- The current fellowship term is from August 2018 to May 2020. The next fellowship term will be from September 2020 to May 2022. Fellows spend half of their time in a Member of Congress's office and the other half of their time working for a congressional committee.
- Applicants must be U.S. citizens or have a permit to work in the United States through the end of the fellowship.
- Applicants must have completed a graduate or professional degree prior to the start date of the fellowship program in energy policy, education, public administration, international affairs, health, or another relevant field. Applicants should have familiarity with the federal legislative process, Congress, and the Congressional Black Caucus.
- Congressional offices may express their interest by contacting fellowships@cbcfinc.org.
- General inquiries about the program may be directed to (202) 263-2800.

Congressional Hispanic Caucus Institute Public Policy Fellowship ·

Website: <https://chci.org/programs/public-policy-fellowship-program/>

- The program is nine months beginning in August and ending in May.
- Applicants must have earned a bachelor's degree within two years of the program start date, had high academic achievement, and be eligible to work in the United States.
- In addition to their congressional work, fellows are required to participate in community service.
- Congressional offices may express their interest in hosting a fellow to Vice President of Leadership Programs Marie Chough at mchough@chci.org or Director of Leadership Programs Ben Colmery at bcolmery@chci.org or (202)-548-8780.

Galloway International Congressional Fellowship (Senate Offices Only) ·

Website: <http://www.gallowayfoundation.org/foundation-programs/#gicf>

- The fellowship lasts one year beginning in October.
- The fellowship program encourages advancement of human rights in the United States and around the world.
- Fellows are placed in offices of members of the Senate Committee on Foreign Relations.
- Fellows must have a graduate or professional degree and a strong understanding of foreign relations.
- Congressional offices interested in hosting a fellow can contact Tom Galloway at gallowayfamilyfoundation@gmail.com.

Georgetown Government Affairs Institute's Capitol Hill Fellowship Program

- Website: <https://gai.georgetown.edu/courses-programs/capitol-hill-fellowship/>
- Applicants must be government or military employees with a minimum GS-13 grade level (or military equivalent), at least two years of federal service, and a bachelor's degree.
- An orientation begins in early December and covers topics such as congressional organization and process, as well as offering assistance in securing an assignment with a congressional office. Fellows start assignments in early to mid-January.
- The program is offered as a 7- or 12-month session.
- Fellows serve as full-time staff for a Member, committee, or support agency of Congress in Washington, DC.
- Congressional offices may express interest by contacting Worth Hester at whh@georgetown.edu or (202)-333-4838.

HillVets

- Website: <http://www.hillvets.org/hillvets-house/>
- The fellowship lasts up to eight months and is on a rolling basis.

- Applicants must have served in the U.S. military, completed a 4-year degree (B.A. or B.S.), and provide a DD214 or written statement from a current supervisor detailing an estimated separation date and endorsement for participation in the program.
- Fellows will be placed in a House or Senate office matching their party affiliation and will participate in career development programs in addition to their office assignments.
- Congressional offices may express their interest in hosting a fellow by emailing Elizabeth Watson at elizabeth@hillvets.org or Justin Brown at Justin@hillvets.org.

National Oceanic and Atmospheric Administration's Knauss Marine Policy Fellowship Program

- Website: <https://seagrant.noaa.gov/Knauss>
- The fellowship lasts one year beginning February 1 and ending January 31.
- Applicants may apply from anywhere in the United States and do not have to be U.S. citizens.
- The applicant must be working towards a degree in a graduate program at a U.S. accredited institution of higher education, and have an interest in ocean, coastal, and Great Lakes resources and in the national policy decisions affecting those resources.
- Fellows will work on policy issues affecting ocean, coastal, and Great Lakes resources.
- Congressional offices interested in hosting a fellow please see "Host Resources" here: <https://seagrant.noaa.gov/insideseagrant/Knauss-Fellowship/Host-Resources>.
- General inquiries may be directed to the Knauss Fellowship Program Manager at oar.sg.fellows@noaa.gov.

Nuclear Security Working Group's Congressional Fellowship Program

- Website: <https://nuclearsecurityworkinggroup.org/fellowship>
- Administered by George Washington University, the fellowship lasts 12 months from January to December.
- Applicants must be U.S. citizens and have no conflicts of interest. Fellows cannot be federal employees or full-time federal contractors as of the start of the fellowship year.
- Up to eight fellows will be placed in House and Senate offices, split evenly between Democratic and Republican Members.
- Duties may include preparing staffers and Members for hearings, sharing expertise on national security issues, and answering inquiries from constituents.
- Congressional offices may express interest in hosting a fellow by contacting Mary Chesnut at chesnut@gwu.edu.
- General inquiries about the program may be directed to (859) 285-7402.

Open Technology Institute's TechCongress/Congressional Innovation Fellowship Program

- Website: <https://www.techcongress.io/the-fellowship>
- The fellowships last 12 months beginning in January and ending in December.
- Applicants must have a technology background or formal technical training in a discipline such as computer science, informatics, data science, or engineering. Applicants do not have to be U.S. citizens but must have authorization to work in the United States.

- Fellows may work on technology-related issues such as NSA surveillance reform, patent reform, cybersecurity, data security, and network neutrality.
- Congressional offices interested in hosting a fellow may contact Director Travis Moore at Travis@TechCongress.io.

State Department Pearson Fellowship Program

- No public website.
- The fellowship lasts one year.
- Foreign Service Officers from the State Department are eligible to apply.
- Pearson fellows are typically assigned the duties of a Legislative Assistant responsible for domestic and foreign affairs issues.
- To express interest in hosting a fellow contact Janelle Guest-Bakker at (202)-647-8943 or GuestBakkerJR@state.gov.

Teach For America Capitol Hill Fellowship Program

- Website:
<https://www.teachforamerica.org/life-as-an-alum/alumni-resources/capitol-hillfellows>
- The fellowship lasts one year usually beginning in July or August and ending one year later. Exact start dates are determined by the fellow and their placement office.
- Applicants must be alumni of Teach For America. Per ethics rules, the fellows may not work on issues affecting Teach For America during this fellowship or lobby on behalf of Teach For America, but will instead work on projects based on the needs of the Hill office in which a fellow is placed.
- Fellows will be placed in a House or Senate office matching their party affiliation and will participate in monthly professional development activities in addition to their office assignments.
- Applicants do not have to be U.S. citizens, but must have a permit to work in the United States.
- Congressional offices may express interest by contacting:
Capitolhillfellows@teachforamerica.org.

Women's Congressional Policy Institute Fellowship Program

- Website: <http://www.womenspolicy.org/our-work/congressional-fellows/>
- The fellowship lasts seven months beginning in January and ending in August.
- Students currently enrolled in a graduate program or who have completed such a program within the past two years are eligible. Applicants must be legally eligible to work in the United States.
- Fellows work 40 hours per week as legislative assistants on policy issues.
- Offices must provide fellows with their own desk, telephone, computer, House/Senate identification, and business cards.
- Congressional offices may express interest in hosting a fellow by contacting Cindy Hall at cindy@wcpinst.org or (202) 554-2323.

Wounded Warrior Fellowship Program (House Offices Only)

- Website: <https://cao.house.gov/wounded-warrior>
- Two-year fellowship beginning on date of hire (not tied to a calendar year or Congress).
- Applicants must have been honorably discharged, released from active duty in the last five years at or below the E-5 or O-3 pay grades, and have either a 20% or more service-connected disability rating or a Purple Heart.
- Veterans with 20-year or Temporary Early Retirement Authorization (TERA) retirement are ineligible.
- There are 110 funded positions that are evenly divided between Republican and Democratic Member offices. Fellows serve in district offices.
- Salary for fellows ranges from \$39,000 to \$52,000. Members decide how much the fellows earn, but the program pays the salary.
- House offices interested in hosting a fellow can contact Mac Tolar at (202) 2261965 or housewoundedwarriors@mail.house.gov.

Air Force Legislative Fellows

- Website: <https://www.airuniversity.af.edu/AF-Fellows/>
- The fellowship includes one year working in a Capitol Hill office.
- Members serving on committees related to defense, veterans' affairs, intelligence, foreign affairs, or homeland security are eligible to request a fellow.
- The Assistant Secretary of Defense for Legislative Affairs (ASD) sends out a letter to all eligible Hill offices asking who would like a fellow. The offices are then given a deadline by which they must submit written requests to the ASD's office. A "Military Fellows FAQ" page is available on the ASD's website at <https://la.defense.gov>. The ASD's office can be reached at (703) 697-6210.

Army Congressional Fellowship Program

- Website:
https://armypubs.army.mil/epubs/DR_pubs/DR_a/pdf/web/ARN2791_AR1202_Web_FINAL.pdf
- The program includes 12 months of service in a congressional office, from January through December, as well as the pursuit of a master's degree in legislative affairs.
- Regular Army, Army Reserve, and National Guard officers (O-3 or O-4) and NCOs (E-8 or E-9) are eligible, as well as Department of the Army civilians (GS-11 through GS-14 or equivalent) with at least three consecutive years of service.
- Members serving on committees related to defense, veterans' affairs, intelligence, foreign affairs, or homeland security are eligible to request a fellow.
- The Assistant Secretary of Defense for Legislative Affairs (ASD) sends out a letter to all eligible Hill offices asking if they would like to host a fellow. The offices are then given a deadline by which they must submit written requests to the ASD's office. A "Military Fellows FAQ" page is available on the ASD's website at <https://la.defense.gov>. The ASD's office can be reached at (703) 697-6210.

Marine Corps Congressional Fellowship Program

- Website:
<https://www.hqmc.marines.mil/Agencies/Office-of-LegislativeAffairs/Congressional-Fellowship-Program/>
- Eligible candidates are Marine Officers (Active Component), SNCOs, and Civilian Marines.
- The legislative part of the fellowship runs one year starting in early January.
- Members serving on committees related to defense, veterans' affairs, intelligence, foreign affairs, or homeland security are eligible to request a fellow.
- The Assistant Secretary of Defense for Legislative Affairs sends out a letter to all eligible Hill offices asking who would like a fellow. The offices are then given a deadline by which they must submit written requests to the ASD's office. A "Military Fellows FAQ" is available on the ASD's website at <https://la.defense.gov>. The ASD's office can be reached at (703) 697-6210.

Navy Legislative Fellows Program

- Website:
<https://www.public.navy.mil/bupersnpc/officer/Detailing/educationplacement/Pages/LegislativeAffairs.aspx>
- The program lasts 12 months with orientation starting in November and the fellowship starting in January and ending in December.
- The program is limited to active and full-time support, unrestricted, restricted line, and staff corps eligible officers in the permanent grades of LT, LCDR, or CDR, as well as Chief, Senior, and Master chief petty officers.
- Members serving on committees related to defense, veterans' affairs, intelligence, foreign affairs, or homeland security are eligible to request a fellow.
- The Assistant Secretary of Defense for Legislative Affairs (ASD) sends out a letter to all eligible Hill offices asking if they would like to host a fellow. The offices are then given a deadline by which they must submit written requests to the ASD's office. A "Military Fellows FAQ" page is available on the ASD's website at <https://la.defense.gov>. The ASD's office can be reached at (703) 697-6210.

This memo was coauthored with Ben Leubsdorf, Intern with the Government & Finance Division, during the summer of 2019. The listed authors are available to answer questions.