

111TH CONGRESS
1ST SESSION

H. R. 3264

To improve Federal internship programs to facilitate hiring of full-time Federal employees, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

JULY 20, 2009

Mr. CONNOLLY of Virginia (for himself and Mr. BILBRAY) introduced the following bill; which was referred to the Committee on Oversight and Government Reform

A BILL

To improve Federal internship programs to facilitate hiring of full-time 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.**

4 This Act may be cited as the “Federal Internship Im-
5 provement Act”.

6 **SEC. 2. FEDERAL INTERNSHIP PROGRAMS.**

7 (a) **INTERNSHIP COORDINATOR.**—The head of each
8 Federal agency operating an internship program shall ap-
9 point an individual within such agency to serve as an in-
10 ternship coordinator.

1 (b) ONLINE INFORMATION.—

2 (1) AGENCIES.—The head of each Federal
3 agency operating an internship program shall make
4 publicly available on the Internet—

5 (A) the name and contact information of
6 the internship coordinator for such program;
7 and

8 (B) information regarding application pro-
9 cedures and deadlines for such internship pro-
10 gram.

11 (2) OFFICE OF PERSONNEL MANAGEMENT.—

12 The Office of Personnel Management shall make
13 publicly available on the Internet links to the
14 websites where the information described in para-
15 graph (1) is displayed.

16 (c) CENTRALIZED DATABASE.—The Office of Per-

17 sonnel Management shall establish and maintain a cen-
18 tralized electronic database that contains the names, con-
19 tact information, and relevant skills of individuals who
20 have completed or are nearing completion of an internship
21 program and are currently seeking full-time Federal em-
22 ployment.

23 (d) NONCOMPETITIVE APPOINTMENT.—

24 (1) APPOINTMENT.—Under such regulations as
25 the Office of Personnel Management shall prescribe,

1 the head of an agency may make a noncompetitive
2 appointment leading to conversion to term, career,
3 or career-conditional employment of an individual if
4 the individual—

5 (A) has completed an internship program;

6 (B) is recommended for such appointment
7 by the agency in which the individual served as
8 an intern; and

9 (C) satisfies such other requirements and
10 conditions as the Office of Personnel Manage-
11 ment may prescribe.

12 (2) TERM APPOINTMENT CONVERSION.—An in-
13 tern appointed to term employment under paragraph
14 (1) may subsequently be converted noncompetitively
15 to a career or career-conditional appointment before
16 the term appointment expires.

17 (3) REGULATIONS.—The Office of Personnel
18 Management shall prescribe such regulations as the
19 Office considers necessary to carry out this sub-
20 section.

21 (e) REPORT.—

22 (1) IN GENERAL.—The head of each Federal
23 agency operating an internship program shall annu-
24 ally submit to the Office of Personnel Management
25 a report assessing such internship program.

1 (2) CONTENTS.—Each report required under
2 paragraph (1) for a Federal agency shall include, for
3 the one-year period ending on March 1 of the year
4 in which the report is submitted—

5 (A) the number of interns that participated
6 in an internship program at such agency;

7 (B) information regarding the demographic
8 characteristics of interns at such agency, in-
9 cluding educational background;

10 (C) the percentage of individuals who
11 began full-time Federal employment at such
12 agency who were appointed to such employment
13 in accordance with subsection (d);

14 (D) a description of the steps taken by
15 such agency to increase such percentage, and
16 any barriers encountered;

17 (E) a description of activities engaged in
18 by such agency to recruit new interns, including
19 locations and methods;

20 (F) a description of the diversity of work
21 roles offered within internship programs at such
22 agency;

23 (G) a description of the mentorship portion
24 of such internship programs; and

1 (H) a summary of exit interviews con-
2 ducted by such agency upon completion of an
3 internship program by an intern.

4 (3) SUBMISSION.—Each report required under
5 paragraph (1) shall be submitted to the Office of
6 Personnel Management between March 1 and March
7 31 of each year. Not later than April 30 of each
8 year, the Office of Personnel Management shall sub-
9 mit to Congress a report summarizing the informa-
10 tion submitted to the Office of Personnel Manage-
11 ment in accordance with paragraph (1) for such
12 year.

13 (f) DEFINITIONS.—In this section:

14 (1) INTERNSHIP PROGRAM.—The term “intern-
15 ship program” means a program established by a
16 Federal agency to provide educational employment
17 experiences to individuals whose service in such
18 agency will not be used to displace any employee.

19 (2) INTERN.—The term “intern” means an in-
20 dividual serving in an internship program.

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