

118TH CONGRESS  
1ST SESSION

# H. R. 5681

To expand opportunities for employment of recent graduates in Federal Government positions, and for other purposes.

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## IN THE HOUSE OF REPRESENTATIVES

SEPTEMBER 22, 2023

Mr. KIM of New Jersey introduced the following bill; which was referred to the Committee on Oversight and Accountability, and in addition to the Committee on the Budget, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned

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## A BILL

To expand opportunities for employment of recent graduates in Federal Government positions, 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 called the “Pipeline to Service Act”.

5 **SEC. 2. EXPANDING OPPORTUNITIES FOR FEDERAL EM-**  
6 **PLOYMENT.**

7 (a) OPM PROGRAM TO RECRUIT STUDENTS FOR  
8 FEDERAL EMPLOYMENT.—

1           (1) IN GENERAL.—Not later than 1 year after  
2 the date of enactment of this Act, the Director of  
3 the Office of Personnel Management shall establish  
4 a program under which the Office enters into part-  
5 nerships with institutions of higher education (as de-  
6 fined in section 101 of the Higher Education Act of  
7 1965 (20 U.S.C. 1001)) to recruit and hire students  
8 to positions in the Federal Government.

9           (2) CONTENTS.—The program established  
10 under subsection (a) shall be in such form and man-  
11 ner as the Director may prescribe, but at a min-  
12 imum shall—

13                   (A) advise students on courses of study;

14                   (B) provide professional development work-  
15 shops to students;

16                   (C) assist students in searching for Fed-  
17 eral jobs on the website USAJobs.gov;

18                   (D) provide students training on preparing  
19 resumes for applying to Federal positions;

20                   (E) make an effort to recruit students  
21 from communities that are historically under-  
22 represented in Federal employment, as deter-  
23 mined by the Director; and

1 (F) provide students training on how to be  
2 competitive when applying for Federal intern-  
3 ships and the Pathways Program.

4 (3) COORDINATION.—The Director shall coordi-  
5 nate with Executive agencies in carrying out the  
6 program established under subsection (a), including  
7 by engaging in cost sharing with such agencies and  
8 in establishing agency-specific partnerships with ap-  
9 propriate institutions of higher education.

10 (4) REPORT.—Not later than 1 year after the  
11 date the program is established under subsection (a)  
12 and annually thereafter, the Director shall submit a  
13 report on the program to the Committee on Edu-  
14 cation and the Workforce and the Committee on  
15 Oversight and Accountability of the House of Rep-  
16 resentatives and the Committee on Health, Edu-  
17 cation, Labor and Pensions and the Committee on  
18 Homeland Security and Governmental Affairs of the  
19 Senate. Each such report shall include, at a min-  
20 imum, the following:

21 (A) A description of the Federal position  
22 in which students are placed during the pre-  
23 vious year.

1 (B) The institutions of higher education  
2 from which students are recruited during the  
3 previous year.

4 (C) The geographic location of Federal po-  
5 sitions in which students are being placed dur-  
6 ing the previous year.

7 (5) AUTHORIZATION OF APPROPRIATIONS.—  
8 There is authorized to be appropriated for each of  
9 fiscal years 2025 through 2029 \$15,000,000 to  
10 carry out this subsection. Of the amount appro-  
11 priated to carry out this subsection for any fiscal  
12 year, at least 30 percent of such amount shall be  
13 used for recruiting and hiring students from—

14 (A) minority-serving institutions (as de-  
15 scribed in section 371(a) of the Higher Edu-  
16 cation Act of 1965 (20 U.S.C. 1067q(a));

17 (B) junior or community colleges (as that  
18 term is defined in section 312(f) of such Act);  
19 and

20 (C) land-grant colleges and universities (as  
21 that term is defined in section 1404 of the Na-  
22 tional Agricultural Research, Extension, and  
23 Teaching Policy Act of 1977 (7 U.S.C. 3103)).

24 (b) INCREASE IN PRESIDENTIAL MANAGEMENT FEL-  
25 LWS PROGRAM POSITIONS.—During each of fiscal years

1 2022 through 2027, the Presidential Management Fellows  
2 Program carried out by the Office of Personnel Manage-  
3 ment shall have a total number of Program positions at  
4 executive agencies equal to 200 percent of the number of  
5 such positions established on the date of enactment of this  
6 Act.

7 (c) INTERN HOURLY PAY RATE.—

8 (1) IN GENERAL.—Any individual who is an in-  
9 tern in the Federal Government, including any in-  
10 tern in a Federal internship program described  
11 under section 3111a of title 5, United States Code,  
12 shall be paid a stipend of, at a minimum, \$15 for  
13 each hour that the individual is working as such an  
14 intern.

15 (2) ADJUSTMENT.—Effective January 30 of  
16 each year, the minimum hourly rate of pay under  
17 paragraph (1) shall be adjusted by the percent  
18 change in the price index on January 1 of such year  
19 over the price index on January 1 of the preceding  
20 year. In this paragraph, the term “price index”  
21 means the Consumer Price Index (all items—United  
22 States city average) published monthly by the Bu-  
23 reau of Labor Statistics.

24 (d) OPM PUBLICATION ON FEDERAL INTERNS.—

1           (1) IN GENERAL.—Not later than January 30,  
2           2024, and annually thereafter, the Director of the  
3           Office of Personnel Management shall publish, on  
4           the Office’s public website, demographic information  
5           on Federal interns, individuals participating in the  
6           Pathways Program, and students participating in  
7           the program under subsection (a).

8           (2) REQUIREMENTS.—Such information shall  
9           include, at a minimum, demographic information on  
10          race, age, the type of position occupied by the indi-  
11          vidual and where such position is located in the civil  
12          service, and hours worked. The Office shall not pub-  
13          lish any information under this subsection that re-  
14          veals the personally identifiable information of any  
15          individual.

16          (e) CONVERSION OF INTERNS.—

17               (1) IN GENERAL.—Any Federal intern who is  
18               not participating in the Pathways Program may,  
19               subject to such regulation as the Office of Personnel  
20               Management may prescribe, be eligible for non-  
21               competitive conversion to the competitive service in  
22               the same manner, to the greatest extent practicable,  
23               as Pathways Program participants under section  
24               362.107 of title 5, Code of Federal Regulations.

1           (2) REQUIREMENTS.—Such regulations shall  
2 include best-practices for non-Federal entities to fol-  
3 low to assist interns from such entities in becoming  
4 eligible for conversion under such regulations, in-  
5 cluding qualifying criteria and performance manage-  
6 ment.

7           (f) BUDGETARY EFFECTS.—The budgetary effects of  
8 this Act, for the purpose of complying with the Statutory  
9 Pay-As-You-Go-Act of 2010, shall be determined by ref-  
10 erence to the latest statement titled “Budgetary Effects  
11 of PAYGO Legislation” for this Act, submitted for print-  
12 ing in the Congressional Record by the Chairman of the  
13 House Budget Committee, provided that such statement  
14 has been submitted prior to the vote on passage.

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