

112TH CONGRESS
1ST SESSION

H. R. 914

To improve Federal internships by expanding the conversion rate of Federal interns to full-time employees, establish consistent tracking mechanisms among Executive agencies for internship programs, and accelerate adoption of internship best management practices by Executive agencies.

IN THE HOUSE OF REPRESENTATIVES

MARCH 3, 2011

Mr. CONNOLLY of Virginia (for himself, Mr. BILBRAY, Mr. CUMMINGS, Mr. SARBANES, Mrs. MALONEY, Ms. NORTON, Mr. MORAN, Mr. PRICE of North Carolina, and Mr. MEEKS) introduced the following bill; which was referred to the Committee on Oversight and Government Reform

A BILL

To improve Federal internships by expanding the conversion rate of Federal interns to full-time employees, establish consistent tracking mechanisms among Executive agencies for internship programs, and accelerate adoption of internship best management practices by Executive agencies.

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”.

1 **SEC. 2. FEDERAL INTERNSHIP PROGRAMS.**

2 (a) IN GENERAL.—Subchapter I of chapter 31 of title
3 5, United States Code, is amended by inserting after sec-
4 tion 3111 the following:

5 **“§ 3111a. Federal internship programs**

6 “(a) INTERNSHIP COORDINATOR.—The head of each
7 agency operating an internship program shall appoint an
8 individual within such agency to serve as an internship
9 coordinator.

10 “(b) ONLINE INFORMATION.—

11 “(1) AGENCIES.—The Office of Personnel Man-
12 agement shall make publicly available on the Inter-
13 net—

14 “(A) the name and contact information of
15 the internship coordinator for each agency; and

16 “(B) information regarding application
17 procedures and deadlines for each internship
18 program.

19 “(2) OFFICE OF PERSONNEL MANAGEMENT.—

20 The Office of Personnel Management shall make
21 publicly available on the Internet links to the
22 websites where the information described in para-
23 graph (1) is displayed.

24 “(c) CENTRALIZED DATABASE.—The Office shall es-
25 tablish and maintain a centralized electronic database that
26 contains the names, contact information, and relevant

1 skills of individuals who have completed or are nearing
2 completion of an internship program and are currently
3 seeking full-time Federal employment.

4 “(d) EXIT INTERVIEW REQUIREMENT.—The agency
5 operating an internship program shall conduct an exit
6 interview, and administer a survey (which shall be in con-
7 formance with such guidelines or requirements as the Of-
8 fice shall establish to ensure uniformity across agencies),
9 with each intern who completes such program.

10 “(e) REPORT.—

11 “(1) IN GENERAL.—The head of each agency
12 operating an internship program shall annually sub-
13 mit to the Office a report assessing such internship
14 program.

15 “(2) CONTENTS.—Each report required under
16 paragraph (1) for an agency shall include, for the 1-
17 year period ending on September 1 of the year in
18 which the report is submitted—

19 “(A) the number of interns who partici-
20 pated in an internship program at such agency;

21 “(B) information regarding the demo-
22 graphic characteristics of interns at such agen-
23 cy, including educational background;

24 “(C) a description of the steps taken by
25 such agency to increase the percentage of in-

1 terns who are offered permanent Federal jobs
2 and the percentage of interns who accept the
3 offers of such jobs, and any barriers encoun-
4 tered;

5 “(D) a description of activities engaged in
6 by such agency to recruit new interns, including
7 locations and methods;

8 “(E) a description of the diversity of work
9 roles offered within internship programs at such
10 agency;

11 “(F) a description of the mentorship por-
12 tion of such internship programs; and

13 “(G) a summary of exit interviews con-
14 ducted and surveys administered by such agen-
15 cy with respect to interns upon their completion
16 of an internship program at such agency.

17 “(3) SUBMISSION.—Each report required under
18 paragraph (1) shall be submitted to the Office be-
19 tween September 1 and September 30 of each year.
20 Not later than December 30 of each year, the Office
21 shall submit to Congress a report summarizing the
22 information submitted to the Office in accordance
23 with paragraph (1) for such year.

24 “(f) DEFINITIONS.—For purposes of this section—

25 “(1) the term ‘internship program’ means—

1 “(A) a volunteer service program under
2 section 3111(b);

3 “(B) the Student Educational Employment
4 Program (hereinafter ‘SCEP’), as established
5 under section 213.3202 of title 5 of the Code
6 of Federal Regulations (as in effect on January
7 1, 2009); and

8 “(C) a program operated by a nongovern-
9 ment organization for the purpose of providing
10 paid internships in agencies pursuant to a writ-
11 ten agreement comparable to an SCEP agree-
12 ment under section 213.3202(b)(12) of title 5
13 of the Code of Federal Regulations (as in effect
14 on January 1, 2009);

15 “(2) the term ‘intern’ means an individual par-
16 ticipating in an internship program; and

17 “(3) the term ‘agency’ means an Executive
18 agency.”.

19 (b) CLERICAL AMENDMENT.—The table of sections
20 for chapter 31 of title 5, United States Code, is amended
21 by inserting after the item relating to section 3111 the
22 following:

“3111a. Federal internship programs.”.

○