

**AMENDMENT IN THE NATURE OF A SUBSTITUTE  
TO H.R. 8409  
OFFERED BY MR. CASTRO OF TEXAS**

Strike all after the enacting clause and insert the following:

**1 SECTION 1. SHORT TITLE.**

2 This Act may be cited as the “Department of State  
3 Student Internship Program Act”.

**4 SEC. 2. DEPARTMENT OF STATE STUDENT INTERNSHIP  
5 PROGRAM.**

6 (a) IN GENERAL.—The Secretary of State shall es-  
7 tablish the Department of State Student Internship Pro-  
8 gram (in this section referred to as the “Program”) to  
9 offer internship opportunities at the Department of State  
10 to eligible students to raise awareness of the essential role  
11 of diplomacy in the conduct of United States foreign policy  
12 and the realization of United States foreign policy objec-  
13 tives.

14 (b) ELIGIBILITY.—To be eligible to participate in the  
15 Program, an applicant shall—

16 (1) be enrolled, not less than half-time, at—

1 (A) an institution of higher education (as  
2 such term is defined section 102 of the Higher  
3 Education Act of 1965 (20 U.S.C. 1002)); or

4 (B) an institution of higher education  
5 based outside the United States, as determined  
6 by the Secretary of State;

7 (2) be able to receive and hold an appropriate  
8 security clearance; and

9 (3) satisfy such other criteria as established by  
10 the Secretary.

11 (c) SELECTION.—The Secretary of State shall estab-  
12 lish selection criteria for students to be admitted into the  
13 Program that includes the following:

14 (1) Demonstrable interest in a career in foreign  
15 affairs.

16 (2) Academic performance.

17 (3) Such other criteria as determined by the  
18 Secretary.

19 (d) OUTREACH.—The Secretary of State shall adver-  
20 tise the Program widely, including on the internet,  
21 through the Department of State's Diplomats in Resi-  
22 dence program, and through other outreach and recruiting  
23 initiatives targeting undergraduate and graduate students.  
24 The Secretary shall actively encourage people belonging to  
25 traditionally under represented groups in terms of racial,

1 ethnic, geographic, and gender diversity, and disability  
2 status to apply to the Program, including by conducting  
3 targeted outreach at minority serving institutions (as such  
4 term is described in section 371(a) of the Higher Edu-  
5 cation Act of 1965 (20 U.S.C. 1067q(a)).

6 (e) COMPENSATION.—

7 (1) IN GENERAL.—Students participating in the  
8 Program shall be paid at least—

9 (A) the amount specified in section 6(a)(1)  
10 of the Fair Labor Standards Act of 1938 (29  
11 U.S.C. 206(a)(1)), or

12 (B) the minimum wage of the jurisdiction  
13 in which the internship is located, or  
14 whichever is greatest.

15 (2) HOUSING ASSISTANCE.—

16 (A) ABROAD.—The Secretary of State  
17 shall provide housing to a student participating  
18 in the Program whose permanent address is  
19 within the United States if the location of the  
20 internship in which such student is partici-  
21 pating is outside the United States.

22 (B) DOMESTIC.—The Secretary of State is  
23 authorized to provide housing to a student par-  
24 ticipating in the Program whose permanent ad-  
25 dress is within the United States if the location

1 of the internship in which such student is par-  
2 ticipating is more than 50 miles away from  
3 such student's permanent address.

4 (3) TRAVEL ASSISTANCE.—The Secretary of  
5 State shall provide a student participating in the  
6 Program whose permanent address is within the  
7 United States financial assistance to cover the costs  
8 of travel once to and once from the location of the  
9 internship in which such student is participating, in-  
10 cluding travel by air, train, bus, or other transit as  
11 appropriate, if the location of such internship is—

12 (A) more than 50 miles from such stu-  
13 dent's permanent address; or

14 (B) outside the United States.

15 (4) ASSISTANCE EXEMPT FROM TAXATION.—  
16 For purposes of the Internal Revenue Code of 1986,  
17 any amount which (but for this paragraph) would be  
18 includible in gross income of the eligible recipient by  
19 reason of housing assistance described in paragraph  
20 (2) or travel assistance described in paragraph (3)  
21 shall be excluded from gross income.

22 (f) WORKING WITH INSTITUTIONS OF HIGHER EDU-  
23 CATION.—The Secretary of State is authorized to enter  
24 into agreements with institutions of higher education to  
25 structure internships to ensure such internships satisfy

1 criteria for academic programs in which participants in  
2 such internships are enrolled.

3 (g) TRANSITION PERIOD.—

4 (1) IN GENERAL.—Not later than three years  
5 after the date of the enactment of this Act, the Sec-  
6 retary of State shall transition all unpaid internship  
7 programs of the Department of State, to the max-  
8 imum extent practicable and excluding internships  
9 not administered by the Department, to internship  
10 programs that offer compensation, such as the Pro-  
11 gram and the Foreign Service Internship Program.

12 (2) WAIVER AUTHORITY.—The Secretary of  
13 State may waive the transition requirement under  
14 paragraph (1) for a period of not more than one  
15 year if the Secretary of State—

16 (A) determines that such a waiver is nec-  
17 essary; and

18 (B) submits to the Committee on Foreign  
19 Affairs of the House of Representatives and the  
20 Committee on Foreign Relations of the Senate  
21 a report providing a justification for such a  
22 waiver.

23 (h) REPORTS.—Not later than 18 months after the  
24 date of the enactment of this Act, the Secretary of State  
25 shall submit to the Committee on Foreign Affairs of the

1 House of Representatives and the Committee on Foreign  
2 Relations of a Senate a report that includes the following:

3 (1) Information regarding the number of stu-  
4 dents, disaggregated by race, ethnicity, gender, insti-  
5 tution of higher learning, home State, State where  
6 each student graduated from high school, and dis-  
7 ability status, who applied to the Program, were of-  
8 fered a position, and participated.

9 (2) Information on the number of security  
10 clearance investigations started and the timeline for  
11 such investigations, including whether such inves-  
12 tigation were completed or if, and when, an interim  
13 security clearance was granted.

14 (3) Information on expenditures on the Pro-  
15 gram.

16 (4) Information regarding the Department of  
17 State's compliance with subsection (g).

18 (i) VOLUNTARY PARTICIPATION.—

19 (1) IN GENERAL.—Nothing in this section may  
20 be construed to compel any employee of the Depart-  
21 ment of State to participate in the collection of the  
22 data or divulge any personal information. Depart-  
23 ment employees shall be informed that their partici-  
24 pation in the data collection contemplated by this  
25 title is voluntary.

1           (2) PRIVACY PROTECTION.—Any data collected  
2           under this section shall be subject to the relevant  
3           privacy protection statutes and regulations applica-  
4           ble to Federal employees.

