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(Original Signature of Member)

117TH CONGRESS
1ST SESSION

H. R. _____

To establish the Department of State Student Internship Program as a paid internship program to provide students with the opportunity to learn about a career in diplomacy and foreign affairs, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

Mr. CASTRO of Texas (for himself and Mr. ZELDIN) introduced the following bill; which was referred to the Committee on

A BILL

To establish the Department of State Student Internship Program as a paid internship program to provide students with the opportunity to learn about a career in diplomacy and foreign affairs, 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 “Department of State
5 Student Internship Program Act”.

1 **SEC. 2. DEPARTMENT OF STATE STUDENT INTERNSHIP**
2 **PROGRAM.**

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

11 (b) **ELIGIBILITY.**—To be eligible to participate in the
12 Program, an applicant shall—

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

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

17 (B) an institution of higher education
18 based outside the United States, as determined
19 by the Secretary of State;

20 (2) be able to receive and hold an appropriate
21 security clearance; and

22 (3) satisfy such other criteria as established by
23 the Secretary.

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

1 (1) Demonstrable interest in a career in foreign
2 affairs.

3 (2) Academic performance.

4 (3) Such other criteria as determined by the
5 Secretary.

6 (d) OUTREACH.—The Secretary of State shall adver-
7 tise the Program widely, including on the internet,
8 through the Department of State’s Diplomats in Resi-
9 dence program, and through other outreach and recruiting
10 initiatives targeting undergraduate and graduate students.
11 The Secretary shall actively recruit people belonging to
12 traditionally under represented groups, including by con-
13 ducting targeted outreach at minority serving institutions
14 (as such term is described in section 371(a) of the Higher
15 Education Act of 1965 (20 U.S.C. 1067q(a)) to promote
16 diversity.

17 (e) COMPENSATION.—

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

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

23 (B) the minimum wage of the jurisdiction
24 in which the internship is located, whichever is
25 greatest.

1 (2) HOUSING ASSISTANCE.—

2 (A) ABROAD.—The Secretary of State
3 shall provide housing to a student participating
4 in the Program whose permanent address is
5 within the United States if the location of the
6 internship in which such student is partici-
7 pating is outside the United States.

8 (B) DOMESTIC.—The Secretary of State is
9 authorized to provide housing to a student par-
10 ticipating in the Program whose permanent ad-
11 dress is within the United States if the location
12 of the internship in which such student is par-
13 ticipating is more than 50 miles away from
14 such student's permanent address.

15 (3) TRAVEL ASSISTANCE.—The Secretary of
16 State shall provide a student participating in the
17 Program whose permanent address is within the
18 United States financial assistance to cover the costs
19 of travel once to and once from the location of the
20 internship in which such student is participating, in-
21 cluding travel by air, train, bus, or other transit as
22 appropriate, if the location of such internship is—

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

25 (B) outside the United States.

1 (f) WORKING WITH INSTITUTIONS OF HIGHER EDU-
2 CATION.—The Secretary of State is authorized to enter
3 into agreements with institutions of higher education to
4 structure internships to ensure such internships satisfy
5 criteria for academic programs in which participants in
6 such internships are enrolled.

7 (g) TRANSITION PERIOD.—

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

16 (2) WAIVER AUTHORITY.—The Secretary of
17 State may waive the transition requirement under
18 paragraph (1) for a period of not more than one
19 year if the Secretary of State—

20 (A) determines that such a waiver is nec-
21 essary; and

22 (B) submits to the Committee on Foreign
23 Affairs of the House of Representatives and the
24 Committee on Foreign Relations of the Senate

1 a report providing a justification for such a
2 waiver.

3 (h) REPORTS.—Not later than 18 months after the
4 date of the enactment of this Act and annually by January
5 31 thereafter, the Secretary of State shall submit to the
6 Committee on Foreign Affairs of the House of Representa-
7 tives and the Committee on Foreign Relations of a Senate
8 a report that includes the following:

9 (1) Information regarding the number of stu-
10 dents, disaggregated by race, ethnicity, gender, insti-
11 tution of higher learning, home State, State where
12 each student graduated from high school, and dis-
13 ability status, who applied to the Program, were of-
14 fered a position, and participated.

15 (2) Information on the number of security
16 clearance investigations started and the timeline for
17 such investigations, including whether such inves-
18 tigation were completed or if, and when, an interim
19 security clearance was granted.

20 (3) Information on expenditures on the Pro-
21 gram.

22 (4) Information regarding the Department of
23 State's compliance with subsection (g) as applicable.

24 (i) VOLUNTARY PARTICIPATION.—

1 (1) IN GENERAL.—Nothing in this section may
2 be construed to compel any student to participate in
3 the collection of data or divulge any personal infor-
4 mation described in subsection (h). Students shall be
5 informed that their participation in the data collec-
6 tion contemplated by such subsection is voluntary.

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

11 (j) DIVERSITY DEFINED.—In this section, the term
12 “diversity” means those classes of persons protected under
13 the Civil Rights Act of 1964 (42 U.S.C. 2000a et seq.)
14 and the Americans with Disabilities Act of 1990 (42
15 U.S.C. 12101 et seq.).