

# Student Intern Program



**ARMY  
CIVILIAN  
CAREERS**



**U.S. ARMY**

# STUDENT INTERN PROGRAM

Army Civilians are federal civilian employees like those in other federal organizations—no uniform or boot camp required!

For more information about Army Civilian careers, please visit:



[www.goarmy.com/careers-and-jobs/find-your-path/army-civilians.html](http://www.goarmy.com/careers-and-jobs/find-your-path/army-civilians.html)

Interested in applying?



[https://portal.chra.army.mil/afp?id=acdp\\_public\\_jobs](https://portal.chra.army.mil/afp?id=acdp_public_jobs)

Locate positions titled "Student Trainee." Summer internships will be announced in September for the following year.

**Questions? Please email:**

[usarmy.belvoir.chra-hqs.mbx.accma-optalent-acquistion@army.mil](mailto:usarmy.belvoir.chra-hqs.mbx.accma-optalent-acquistion@army.mil)

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The Student Intern Program is a paid summer internship that enables participants to be exposed to the civilian workforce of the Army.

- One- to three-year appointments
- Internships occur during the summer months for up to 12 weeks
- Up to \$10,000 towards tuition per academic year
- Potential conversion into full-time positions such as the Army Fellows Program after graduation (without further competition)



With a focus on civilian training and development programs, new hires are being set up for a successful career path to support the Army and its mission.



***Get ready to launch your career with an exciting, paid summer internship opportunity!***



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## Career Progression of Student Interns

Once interns successfully complete the Student Intern Program, they will have a unique opportunity to continue their Army Civilian career in the Army Fellows Program.

The Army Fellows Program is a two-year program that provides Fellows with the opportunity to embark on a developmental accelerated career path as an Army Civilian employee. Upon successful completion of the Army Fellows Program, Fellows will then be non-competitively promoted into a permanent position.

## Eligibility Requirements

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## Salary & Benefits

### 1 U.S. Citizen

Ability to obtain and maintain a clearance (if required)

### 2

### 3 Current student enrolled in a full-time degree program



*The Student Intern Program welcomes applicants majoring in a variety of fields including:*

- Computer Science
- Information Technology
- Instructional Design/Methods
- Logistics Management
- Physical Sciences
- Finance/Accounting
- Mathematics
- Engineering
- Architecture
- Biology
- Geology
- Business
- Communications

*Plus many more!*

*Army Civilian careers fall into one of the eleven career fields.*



### Salary

Internship positions follow the General Schedule (GS) pay scale:

- GS-03: \$15.00-\$20.60\* per hour upon completion of one full academic year of post-high school study
- GS-04: \$15.00-\$23.12\* per hour upon completion of two full academic years of post-high school study or an Associate's degree

\*Salaries vary depending on location and position. For more information, visit: [www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/](http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/)

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### Benefits Highlights

- Competitive salary with annual pay increases and locality pay adjustments
- Generous annual leave and sick leave accumulation
- Benefits for health, dental, vision, and investment that offer tax savings
- Federal Employee Retirement System (FERS)
- Thrift Savings Plan (TSP): 401(k) with employer matching contributions
- Continued training and educational opportunities

## Fellows Program

The Army Fellows Program was established to attract, recruit, and hire top civilian talent for enterprise needs.

Those selected earn full pay and benefits as soon as they begin training and are guaranteed job placement on a career promotion track upon successful completion of the two-year program.

For more information on available Army Fellows vacancies, please visit:



[https://portal.chra.army.mil/afp?id=acdp\\_public\\_jobs](https://portal.chra.army.mil/afp?id=acdp_public_jobs)

**Apply today!**



## ARMY CIVILIAN CAREERS

**Army Civilians are federal civilian employees like those in other federal agencies.**

**Questions? Please Email:**

[armyciviliancareers@army.mil](mailto:armyciviliancareers@army.mil)

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# Fellows Program



***Army Civilians are  
critical to the success of  
the Army***



## The Fellows Program Advantage

The Army Fellows Program is a two-year program that provides Fellows the opportunity to embark on a developmental, accelerated career path as an Army Civilian employee. Upon successful completion of the program, Fellows will then be promoted into a permanent position.



Fellows begin their first year in a developmental entry level position.

Upon completion of Army Fellows Program requirements after the 1st year, the Fellow receives a promotion to the next level.

After successfully completing the second year, the Fellow receives a two-level promotion to a permanent position.

## Salary & Benefits

### Benefit Highlights

- Competitive salary and benefit package with annual pay increases
- Generous annual leave and sick leave
- Flexible work schedule
- Benefits for health, dental, vision, and retirement pension
- Thrift Savings Plan (TSP): 401(k) with employer matching contributions
- Worldwide locations

Recruitment incentive of up to 25% of annual rate of salary for difficult-to-fill positions

Full-time, 40-hour workweek

Salaries vary depending on location and position. Higher starting salaries and signing bonuses may be negotiated for in-demand positions. For more information, visit: [www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/](http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/)

### Army Fellows may also receive:

- Paid job-related training and certifications
- Rotational assignments

## Eligibility Requirements & Position Information

### Eligibility Requirements

- U.S. Citizenship
- Ability to successfully pass applicable background and security investigations
- Degree requirements (vary by position)

### Examples of Positions

- Computer Scientist
- Information Technology
- Operations Research
- Education Instructional Design/Methods
- Logistics Management
- Physical Scientist
- Financial Management
- Engineering
- Architect
- Biologist
- Geologist
- Contracting
- Public Affairs
- and many more!

Every position aligns with one of the following Army Career Fields:

