



U.S. Customs and
Border Protection

Pathways Programs

INTERNSHIP PROGRAM FACT SHEET

INTRODUCTION

The Internship Program is designed to provide students enrolled in a wide variety of educational institutions, from high school to graduate level, with opportunities to work in agencies and explore Federal careers while still a student. Students who successfully complete the program may be eligible for conversion to a permanent job in the civil service. Additional information about the Internship Program can be found at www.usajobs.gov/studentsandgrads.

ELIGIBILITY

Current students in an accredited high school, college (including 4-year colleges/universities, community colleges, and junior colleges); professional, technical, vocational, and trade school; advanced degree programs; or other qualifying educational institution pursuing a qualifying degree or certificate.

PROGRAM ADMINISTRATION

- Interns may be hired on a temporary basis for up to one year for an initial period, or for an indefinite period, to complete the educational requirement
- Interns may work part- or full-time
- CBP must sign a Participant Agreement with the intern that sets forth the expectations for the internship
- Intern's job should relate to the intern's academic or career goals

PROGRAM COMPLETION AND CONVERSION

- Interns may be converted to a permanent position (or, in some limited circumstances, to a term position lasting 1-4 years) within 120 days of successful completion of the program
- To be eligible for conversion, interns must:
 - » Complete at least 640 hours of work experience acquired through the Internship Program;
 - » Complete their degree or certificate requirements;
 - » Meet the qualification standards for the position to which the intern will be converted;
 - » Meet agency-specific requirements as specified in the Participant's Agreement; and
 - » Perform their job successfully
- Agencies may waive up to 320 of the required 640 hours of work for interns who demonstrate high potential as evidenced by outstanding academic achievement and exceptional job performance
- In addition, students working in agencies through third-party intern providers may count up to 320 of the hours they work toward the 640-hour requirement
- Time spent under previous Internship Program appointments may count towards required work experience hours

For more information about employment opportunities, visit CBP.GOV/CAREERS or e-mail CBPPathwaysPrograms@cbp.dhs.gov.

Must be a U.S. Citizen to apply.