



August 8, 2024

## Report to Congress on the USAID Internship Program

The U.S. Agency for International Development (USAID) submits this report pursuant to section 7019(e) of the Department of State, Foreign Operations, and Related Programs Appropriations Act, 2024 (Div. F, P.L. 118-47) and House Report 118-146, which reads as follows:

Internships.—Not later than 90 days after the date of enactment of this Act, the Administrator of USAID shall submit a report to the Committees on Appropriations on the feasibility of providing internship opportunities in a manner similar to the Department of State.

### REPORT

In recent years, USAID has made significant strides in expanding and enhancing its internship programs, recognizing the importance of nurturing and attracting the next generation of talent. USAID is taking a proactive approach to ensure its interns are fairly compensated for their contributions. This commitment has been accompanied by a remarkable growth in USAID's internship program over the past four years, with the upcoming summer of 2024 set to host approximately 135 paid interns through various initiatives.

At the forefront of USAID's internship efforts is the Pathways Programs, which has experienced a significant expansion. From just 24 paid interns in fiscal year (FY) 2021, the program has grown exponentially, with 59 interns in FY 2022, 97 in FY 2023, and a projected 207 interns for FY 2024. This rapid growth underscores USAID's dedication to providing valuable hands-on experiences and exposure to public service careers.

In the summer of 2023, USAID launched its first Overseas Pathways summer internships, enabling interns to participate in critical overseas work. Building on this success, the Agency will send its second class of interns to Missions this summer, with the program expanding from three intern positions in FY 2023 to six this calendar year.

USAID will onboard its first class of Pathways Career interns in late FY 2024, marking a significant shift from solely seasonal short-term offerings to year-round paid employment for students. This program not only provides developmental experiences but also offers eligibility

for conversion to permanent positions with the Agency, strengthening the available talent pool for early career professionals.

In addition to the Pathways Programs, USAID partners with third-party initiatives to ensure a strong pipeline of student interns from diverse backgrounds. Collaborations with organizations such as the Hispanic Association of Colleges and Universities (HACU) National Internship Program, the International Leadership Foundation (focused on the Asian American Pacific Islander community), CyberCorps, and InRoads have complemented the interns recruited through the Pathways Programs, fostering a rich and inclusive talent pool.

Looking ahead, USAID has increased resourcing for internships in FY 2024 and launched the Pathways Career program to provide an additional pipeline for filling Mission Critical Occupation and other staffing needs with early career talent. Furthermore, the Agency has embarked on the Acquisition Workforce Certification Program, a pilot program in partnership with Fayetteville State University, aimed at increasing the number of qualified acquisitions and assistance staff who can hit the ground running at USAID upon hiring.

USAID's commitment to nurturing future talent extends beyond traditional internship programs. The Agency also participates in the CyberCorps Internship Program, which funds colleges and universities for student scholarships in areas relevant to cybersecurity. In return, recipients agree to work for the Federal Government, State, Local, Tribal, or Territorial Governments, or Federally funded Research and Development Centers in cybersecurity-related positions upon graduation.

USAID is committed to providing paid internships and identified the following hiring targets for these opportunities in the remainder of Fiscal Year 2024 through 2025 as follows:

- Pathways Career Internships - 125 positions
- Pathways Seasonal Internships - 300 positions
  - Summer FY 2024 - 140 positions
  - Fall FY 2025 - 75 positions
  - Spring FY 2025 - 75 positions
  - Summer FY 2025 - 10 positions\*

\* Full summer FY 2025 full resourcing to be confirmed.

Through these multifaceted initiatives, USAID is paving the way for the next generation of professionals and fostering a diverse and talented workforce that will drive the Agency's mission forward. By investing in internship programs and forging strategic partnerships, USAID is not only attracting top talent but also cultivating a pipeline of future leaders who will shape the Agency's impact for years to come.