

# Student Career and Exchange Program Opportunities at the U.S. Department of State

## Gilman International Scholarship Program

The Benjamin A. Gilman International Scholarship Program provides scholarships of up to \$5,000 for U.S. citizen undergraduates with limited financial means to study or intern abroad. The program encourages students to study critical need languages during their abroad experience through a supplemental award of up to an additional \$3,000. Since its inception in 2003, more than 41,000 scholarships have been awarded to students participating in study abroad programs through the Gilman Program.

- **NCE Eligible:** Yes
- **Service Commitment:** No
- **Applicant Criteria:** Eligible undergraduate students must be receiving a Federal Pell Grant during the time of application or provide proof that they will be receiving a Pell Grant during the term of their study abroad program or internship.
- **Application Cycles:** Two Application cycles in March and October (Fall 2024 deadline is October 10).
- **More Information:** <https://www.gilmanscholarship.org/>

## Boren Awards Scholarship & Fellowship Programs

The Boren Scholarship and Fellowship program provides up to \$25,000 toward study abroad opportunities focused on critical language learning in countries outside of Western Europe, Canada, Australia, or New Zealand. The Boren Awards are available to matriculated U.S. undergraduate or graduate students for summer (STEM only), semester, and year-long programs (preferred). Participants of this Department of Defense program commit to work in qualifying national security positions for a minimum of one year.

- **NCE Eligible:** Yes
- **Service Commitment:** Yes
- **Applicant Criteria:** Open to all fully matriculated U.S. citizens in undergraduate (Scholarships) and graduate programs (Fellowships) in the United States to study in a country of which they are **not** a citizen.
- **Application Cycles:** Scholarship and fellowship applications are typically due close to the start of the calendar year. The next deadlines for both scholarship and fellowship applications are late January 2025.
- **More Information:** <https://www.borenawards.org/>

## Pathways Internship Programs

The U.S. Department of State's Pathways Internship Program includes both the Internship Experience Program (IEP) and the Internship Temporary Program (ITEP). Both programs provide

U.S. students with opportunities to explore Federal careers while being paid for the work performed.

- **NCE Eligible:** Yes.
- **Service Commitment:** No
- **Applicant Criteria:** U.S. Citizenship. Must be at least 16 years of age by the closing date of the announcement. You will be subject to random drug testing and must be able to receive a Secret or Top-Secret security clearance. Participants must maintain student eligibility for duration of internship. Cumulative GPA of 2.0 at time of application and throughout internship appointment required.
- **Application Cycles:** Prospective candidates may apply for a Pathways position only when one is announced in a position Vacancy Announcement on the USAJOBS online application site.
- **More Information:** <https://careers.state.gov/interns-fellows/pathways-programs/pathways-internship-programs/> ; <https://www.usajobs.gov/>

## Presidential Management Fellowship

For more than four decades, the Presidential Management Fellows Program (PMF) through the Office of Personnel Management (OPM) has been the Federal government's premier leadership development program for advanced degree holders. The Program focuses on developing a cadre of future government leaders through a paid, full-time, two-year fellowship at a federal agency that includes full federal benefits, two rotational assignments outside your home office, specialized training, senior level mentoring, and assistance finding a permanent position after successful completion of Fellowship.

- **NCE Eligible:** Yes
- **Service Commitment:** No
- **Applicant Criteria:** Fellowships are available to current graduate students or recent graduate students who have completed an advanced degree from a qualifying university.
- **Application Cycles:** The PMF Program accepts applications annually each fall for about two weeks.
- **More Information:** <https://www.pmf.gov/> (eligibility details)
- **More Information:** <https://www.usajobs.gov>

## Thomas R. Pickering Foreign Affairs Graduate Fellowship & Charles B. Rangel International Affairs Programs

The Thomas R. Pickering Foreign Affairs Graduate Fellowship Program along with the Charles B. Rangel International Affairs Program, help finance two-year graduate programs, provide two summer internships (Pickering at State, Rangel on Capitol Hill), offer mentoring from a Foreign Service Officer, and provide other professional development activities to highly qualified candidates from communities historically underrepresented within the U.S. Foreign Service. The program welcomes applications by members of minority groups, women, and those with a

demonstrated financial need for graduate school. Participants agree to a five-year Foreign Service commitment.

- **NCE Eligible:** Yes, to the Foreign Service
- **Service Commitment:** Yes
- **Applicant Criteria:** U.S. citizens seeking admission to a two-year, full-time, on-campus, master's degree program at a U.S.-based graduate institution to begin in the fall semester in an academic field relevant to the work of the Foreign Service (public policy, international affairs, public administration, business, economics, political science, management science, organizational development/leadership, sociology, or regional studies). Undergraduate cumulative GPA of at least 3.2 on a 4.0 scale at the time of application.
- **Application Cycles:** Pickering applications open early July and close late September. Rangel applications open late June and close mid-late September.
- **More Information:** <https://rangelprogram.org/>
- **More Information:** <https://pickeringfellowship.org/>

## Peace Corps

The Peace Corps Volunteer program provides a two-year opportunity to volunteer in one of more than 60 countries while fully integrating into a host country community. Projects focus on six sectors: agriculture, community economic development, education, environment, health and youth development.

- **NCE Eligible:** Yes
- **Service Commitment:** No
- **Applicant Criteria:** Must be a U.S. citizen and at least 18 years old
- **Applicant Cycles:** Apply anytime at <https://www.peacecorps.gov/>
- **More Information:** <https://www.peacecorps.gov/>

## Critical Language Scholarship (CLS) Program

This program places U.S. undergraduate and graduate students in fully funded intensive summer language institutes overseas in 12 critical foreign languages. The CLS Spark initiative offers virtual language learning in Arabic, Chinese, Korean, Japanese, and Russian.

- **NCE Eligible:** Yes
- **Service Commitment:** No
- **Applicant Criteria:** Be a U.S. citizen or national at the time of application. Be at least 18 years old by the start of the program. Be enrolled in an accredited U.S. degree-granting program at the undergraduate or graduate level at the time of application. Applicants must meet the language requirements of the program to which they apply. Applicants may only apply once, for one language, each year.
- **Applicant Cycles:** Open early October to close mid-November
- **More Information:** <https://clscholarship.org>

## Fulbright U.S. Student Program

Note: Program policies are subject to change, please visit program websites for updated information and dates.

The Fulbright U.S. Student Program offers fellowships for U.S. graduating college seniors, graduate students, young professionals, and artists to research, study, or teach English abroad for one academic year. The program facilitates cultural exchange through direct interaction on an individual basis in the classroom, field, home, and in routine tasks, allowing the grantee to gain an appreciation of others' viewpoints and beliefs, the way they do things, and the way they think.

- **NCE Eligible:** Yes
- **Service Commitment:** No
- **Applicant Criteria:** Applicants must be U.S. citizens or nationals at the time of application. Must have a bachelor's degree or equivalent before the start of the grants. Must meet the language requirements of the award to which they are applying and demonstrate sufficient competency to complete their project and adjust to life in the host country.
- **Applicant Cycles:** Applications open in the fall of the year prior to the award cycle, with the deadline in October. The deadline for applications for the 2025-2026 award cycle is October 8, 2024.
- **More Information:** <https://us.fulbrightonline.org/>

## Future Leaders Exchange (FLEX) Abroad

Living with a host family and attending a local school for an academic year, Future Leaders Exchange (FLEX) Abroad students promote mutual understanding between the United States and their host country by forming lasting relationships with the local community. FLEX Abroad is a full scholarship program of the U.S. Department of State's Bureau of Educational and Cultural Affairs.

- **NCE Eligible:** No
- **Service Commitment:** No
- **Applicant Criteria:** U.S. citizens ages 15 to 18.5 years at the start of the program and enrolled in high school at the time of application. Do not have any immediate family members who work at the U.S. Department of State, U.S. Agency for International Development, or public or private organizations that are under contract or grant agreement with the U.S. Department of State on U.S. Department of State exchange programs. Have not previously participated in the Kennedy-Lugar Youth Exchange and Study (YES) Abroad, National Security Language Initiative for Youth (NSLI-Y), Congress-Bundestag Youth Exchange (CBYX), Youth Leadership Program (participants who traveled overseas only), or Youth Ambassadors Program.
- **Applicant Cycles:** Applications open and close fall semester. The deadline for the 2025-26 academic year for students from the United States is December 4, 2024.
- **More Information:** <https://www.discoverflex.org/>

## Congress Bundestag Youth Exchange (CBYX)

The Congress-Bundestag Youth Exchange, or CBYX, program is a dynamic and immersive exchange program jointly offered by the U.S. and German governments. CBYX is a crucial

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thread in the people-to-people ties between the United States and Germany. CBYX's three components offer opportunities to study and/or work abroad for high school students, recent high school graduates with a vocational interest, and young professionals. The High School and Young Professional components are reciprocal, with Americans going to Germany and Germans coming to America. No previous language experience is required for the CBYX program.

- **NCE Eligible:** No
- **Service Commitment:** No
- **Applicant Criteria:** U.S. or German citizens. High School Students ages 15-18 years old by August 1 of departure year with GPA of 2.5 or higher on a 4.0 scale. Vocational School Graduates ages 18-19 years old. Young Professionals ages 18.5-24 years old.
- **Applicant Cycles:** Applications open in early fall and will be due in November.
- **More Information:** <https://usagermanyscholarship.org/>

## Kennedy-Lugar Youth Exchange and Study Abroad (YES Abroad)

The YES Abroad program provides merit-based scholarships for eligible high school students to develop a perspective of another culture first-hand. Participants spend an academic year attending a high school while living with a host family in select countries with significant Muslim populations.

- **NCE Eligible:** No
- **Service Commitment:** No
- **Applicant Criteria:** Must be a U.S. citizen, 15-18.5 years of age at start of program. Enrolled in high school (including home school) at the time of application.
- **Applicant Cycles:** Applications open early October and close early December.
- **More Information:** <https://www.yes-abroad.org/>

## National Security Language Initiative for Youth (NSLI-Y)

The U.S. Department of State's National Security Language Initiative for Youth (NSLI-Y) provides scholarship programs to American high school students to study critical languages and the regions in which these languages are spoken, sparking a lifetime interest that carries through their education and careers. Participants study one of the seven NSLI-Y languages while immersed in the culture and day-to-day life of the host country.

- **NCE Eligible:** No
- **Service Commitment:** No
- **Applicant Criteria:** Be a U.S. citizen currently enrolled in high school. Be 15-18 years old at the start of the program and have a minimum GPA of 2.5 on a 4.0 scale.
- **Applicant Cycles:** Applications open in August to September and close early November. Summer programs offered in all seven languages, academic-year programs offered in Arabic, Chinese (Mandarin), Korean, and Russian.
- **More Information:** <https://www.nsliforyouth.org/>

## Youth Ambassadors

The Youth Ambassadors Program brings together high school students and adult mentors from countries across the Americas to promote mutual understanding, increase leadership skills, and prepare youth to make a difference in their communities. Exchanges are primarily from Latin America and the Caribbean to the United States, but also include delegations from the United States to select countries. The 3-week leadership exchange abroad for U.S. teenagers ages 15-17 and adult educators provides full scholarships for 106 students and adult educators to take part in one of six exchange programs to countries in the Caribbean, Central and South America.

- **NCE Eligible:** No
- **Service Commitment:** No
- **Applicant Criteria:** Be secondary school students. Be between the ages of 15-17 and have at least one semester of school remaining after program participation.
- **Applicant Cycles:** Applications often open mid-January to early February and close early February to late March depending on selected country. Application information for summer 2025 will be available in October 2024.
- **More Information:** <https://www.worldlearning.org/program/youth-ambassadors-program/>

## Colin Powell Leadership Program

The Colin Powell Leadership Program recruits highly motivated candidates from diverse backgrounds who possess the potential and aspiration to become future Civil Service leaders at the State Department. This paid program includes a fellowship program for recent college graduates and internships for students who are enrolled at accredited institutions of higher education. Both paths will lead to full-time employment opportunities at the Department and are focused on developing future leaders through official training, mentoring, and on-the-job experience for long-term success.

- **NCE Eligible:** Yes.
- **Service Commitment:** No.
- **Applicant Criteria:** Must either be an enrolled or current student, on a part-time or full-time basis, pursuing their bachelor's degree in a qualifying post-secondary educational program. A cumulative GPA of at least 3.2 out of 4.0 is required. The duration of the internship program will be determined by the participant's anticipated graduation date and may not exceed four years from the initial appointment to the program. Must have received a baccalaureate or graduate degree within the last two years with a cumulative GPA of at least 3.2 out of 4.0.
- **Applicant Cycles:** An application announcement is expected in fall 2024.
- **More Information:** <https://careers.state.gov/interns-fellows/civil-service-fellowships/colin-powell-leadership-program/>

## **FAQ:**

### **What is Noncompetitive Eligibility (NCE)?**

- NCE allows U.S. federal government agencies to hire eligible exchange program alumni outside of the formal competitive job announcement process and to compete for certain federal employment jobs that are only open to federal employees.

### **What is a Continued Service Agreement (CSA)?**

- A continued service agreement (CSA) is an agreement an employee makes to continue to work for the Government for a pre-established length of time in exchange for Government sponsored training or education. The service obligation begins when the training is completed. If the employee voluntarily leaves Government service before completing the service obligation, he or she must repay the Government all or some of the costs of the training (excluding salary).
- Agencies may require service agreements for training of long duration or of high cost. With this authority, agencies protect their investment and secure a period of service from an employee once the employee completes the training.