



TAKING HIGHER EDUCATION TO NEW HEIGHTS

AFCS INTERNSHIPS





**FUELED BY
INNOVATION**

**GUIDED BY
CURIOSITY**

**DRIVEN BY
PURPOSE**

Obviously, you have your eye on the future. Otherwise, why look into an internship with an organization that spends nearly all its time and energy there? Air Force Civilian Service (AFCS) employs the Civilian professionals who help make it possible for the United States Air Force to lead the world in air supremacy and lead the private sector in research, development, and implementation.

It's with this eye toward the future that AFCS has created a number of rewarding internship programs designed to nurture and cultivate today's brightest minds to fill mission-critical roles across many career fields in the Air Force, from science and engineering to auditing, contracting, cybersecurity, and more.

PREMIER COLLEGE INTERN PROGRAM (PCIP)

AFCS's full-time PCIP for college sophomores and juniors prepares you for a number of promising career fields within AFCS, including Science and Engineering, Cybersecurity, IT, Acquisition, and other mission-critical specialty positions. All told, 500 internships in 45 locations across America will be awarded to students who qualify.

Over the 10 to 12-week paid summer internship, you'll work side-by-side with current AFCS and military professionals, gaining invaluable hands-on experience, making tangible contributions to real-world projects in support of the U.S. Air Force and its vital mission.

SMART (SCIENCE, MATHEMATICS, & RESEARCH FOR TRANSFORMATION)

The SMART Program provides Science, Technology, Engineering, and Mathematics (STEM) students with the tools they need to maximize higher education and launch a promising career with AFCS. By providing full scholarships, SMART allows students to focus on complex research to advance the Air Force's crucial mission and create lasting impact. SMART is a one-to-one commitment; for every year of degree funding, scholars commit to working one year with AFCS as Civilian employees.

PALACE ACQUIRE PROGRAM (PAQ) & COPPER CAP (COP)

If you've graduated with a bachelor's or master's degree within the last two years, you may be eligible to enroll in AFCS' PALACE Acquire Program (PAQ). Those with a master's or bachelor's degree and real-world experience may qualify for higher-level opportunities.

PAQ is a paid, full-time, two to three-year training program for graduates interested in Financial Management, Intel, Operations, Office of Special Investigations, or Science and Engineering. Your training includes promotions and yearly salary increases based on performance and supervisor approval. Upon successful completion of the training plan, you'll be offered a permanent position at AFCS, making it the perfect vehicle to launch the career you've worked so hard for.

If contracting and procurement is your passion, COPPER CAP (COP) is for you. COP is the Air Force Civilian Service's comprehensive training program for developing Contract Specialists for permanent positions at AFCS. It provides you with immersive on-the-job training, working alongside AFCS and military Contracting Officers who will train you in every aspect of contract management, including market research, requirements definition, solicitation preparation, price justification, negotiation and award, and administration of contracts. You'll work at the heart of the complex process of supplying and sustaining the Air Force with everything from satellites, electronics, and high-performance aircraft to supplies and services necessary for the day-to-day operation of military installations around the world.

SUMMER HIRE PROGRAM

For students looking for temporary summer employment and the opportunity to gain valuable and marketable work experience during the summer months, the Summer Hire Program is a terrific option. Not to mention you'll be earning money while experiencing the life and culture of AFCS.

PRESIDENTIAL MANAGEMENT FELLOW (PMF)

The PMF program is a flagship leadership development program at the entry level for advanced degree candidates. It was created more than three decades ago by Executive Order and has gone through many changes over the years. The program attracts and selects the best candidates possible but is really designed with a narrower focus on developing a cadre of potential government leaders. It provides some sustenance during the first years of employment and encourages development of leadership capabilities. The PMF Program inculcates a lasting bond as well as a spirit of public service, ultimately encouraging and leading to a career in the government. A PMF is administered by the U.S. Office of Personnel Management (OPM).

To become a PMF, you must participate in a rigorous, multi-hurdle process. It takes patience and endurance but also gives you a chance to demonstrate your leadership ability and potential. As a PMF, you will have earned your place in the program and the opportunity to grow professionally, serve your country, and make a difference.



THESE INTERNSHIPS COME WITH SOMETHING OTHERS DON'T: A FUTURE

Upon the successful completion of your internship and training program, you'll be placed into a professional-level position at AFCS, where you'll receive federal health and retirement benefits, 100% tuition assistance toward a graduate degree while in the PAQ Program, repayment of student loans for those who qualify, and a generous Recruitment Bonus for certain positions.

NO ONE DRIVES CHANGE AND INNOVATION QUITE LIKE AFCS

Admired and respected by friend and foe alike, there's not a force on the planet that can compete with the U.S. Air Force.

One reason for their supremacy is the dedication and professionalism of people like you who comprise Air Force Civilian Service. Working side-by-side with our men and women in

uniform, Civilians shoulder much of the important work that makes the Air Force's mission possible.

Whether it's designing, building, and maintaining the equipment and infrastructure that allows the Air Force to be ready at a moment's notice, ensuring the health and wellbeing of our Airmen and their families, or conducting cutting-edge research in the world's most sophisticated labs, behind every Airman, every mission, and every milestone — there's someone like you. **Forces. Joined.**





STAY IN THE KNOW

For more information on student programs with AFCS,
please visit afintern.com.

Equal Opportunity Employer. U.S. citizenship required. Must be of legal working age. Positions may require a Security Clearance. Must be able to obtain and maintain a Security Clearance.