

FORCE RENEWAL PROGRAMS FAQ



PREMIER COLLEGE INTERN PROGRAM (PCIP)

Q: What is the Premier College Intern Program (PCIP)?

A: The PCIP is a 10 to 12-week paid summer internship traditionally accomplished the summer before entering your senior year. You will intern during the summer then return to school to finish your degree. Upon successful completion of the program and if you feel Air Force Civilian Service (AFCS) is a good fit for your career, you will have the opportunity to be non-competitively converted into the PAQ or COP recent graduate programs.

Q: Who is eligible for PCIP?

A: PCIP considers students currently enrolled full-time pursuing a four-year undergraduate degree or currently enrolled full-time in their master's program. You must be a U.S. citizen, have a cumulative GPA of 2.95 or higher, have at least 60 credit hours, and be able to pass a background check (funded by Air Force).

Q: Can I apply with just an associate degree?

A: If you have obtained an associate degree, you must have at least 60 credit hours and must be currently pursuing a four-year degree full-time to qualify for the PCIP. An associate degree alone doesn't meet the minimum requirements for our intern programs.

Q: What is the hiring window for PCIP?

A: The hiring window for PCIP is September 1st to mid-December each year.

Q: Is PCIP only for full-time students?

A: Yes, to qualify for PCIP, you must be enrolled full-time.

Q: Are the internships virtual?

A: All AFCS internships and career advancement programs are in-person only.

PALACE ACQUIRE (PAQ) / COPPER CAP (COP) PROGRAMS

Q: What are the PAQ and COP programs?

A: PAQ and COP are our recent graduate programs designed for recent graduates. COP is designated for our Contracting career field, while PAQ is for all our other participating career fields. This is a two to three-year development program designed to shape and develop the next generation of Air Force and Space Force Civilian leaders.

Q: Who is eligible for PAQ/COP?

A: The PAQ/COP programs consider recently graduated students who obtained a degree within the past two years before the program start date (six years if veteran) with either a bachelor's or master's degree. You must be a U.S. citizen and have a cumulative GPA of 2.95 or higher.

Q: What is the hiring window for PAQ/COP?

A: The hiring window for PAQ/COP is year-round. You can apply at any time to be considered.

Q: Do I need to attend graduate school for the PAQ Program?

A: For all career fields, except for Science & Engineering (S&E), a graduate degree can be pursued at your discretion, and tuition assistance will be provided. If you pursue an S&E position, a graduate degree is required and worked into your development plan. For S&E PAQs, a master's is completed and paid for during your second year of the program.

Q: Do your programs provide student loan repayment?

A: Yes, our recent graduate positions (PALACE ACQUIRE and COPPER CAP) provide student loan repayment to federal loans, the amount of which will be determined upon enrollment in the programs.

Q: Can pursuing a doctorate qualify an individual for PAQ/COP?

A: PAQ/COP is an entry-level developmental position. PhDs would not have the opportunity to outpace upon completing the program. We recommend interested individuals consider applying to the SMART program or visit www.USAJobs.com to find opportunities that align more with their level of education.

APPLICATION PROCESS & SELECTION

Q: How do I apply for PCIP and/or the PAQ/COP Program?

A: Visit www.afintern.com and utilize the "Apply Now" button to access HireVue to submit your application. You'll be asked to answer the questionnaire then asked to submit your resume and transcripts (unofficial is acceptable).

Q: Is a cover letter required?

A: No, a cover letter is not needed or required for our applications.

Q: Can I submit unofficial transcripts?

A: Yes, unofficial transcripts are acceptable if they reflect your cumulative GPA.

Q: How long does it take to find out if I was selected? Will I be notified if not selected?

A: Upon your submission, your application will be reviewed by the appropriate career field(s). A hiring manager may contact you if they find you a great fit or to request further information. If you do not hear back from a hiring manager, your information will continue to stay in our reserve for future opportunities. We do not contact applicants if not selected due to the number of interested candidates received.

Q: Do PAQ programs require interviews?

A: Our hiring managers will communicate with you formally or informally if you are being considered for employment. Some career fields may conduct more structured/formal interviews (i.e., Office of Special Investigations).

CAREER PROGRESSION & BENEFITS

Q: Will the internship turn into a potential job afterward?

A: A successful completion of either the PCIP or PAQ/COP intern programs can lead to further permanent career opportunities with AFCS.

Q: What does career progression look like?

A: There is lots of career growth in the AFCS. Both the PCIP and PAQ/COP intern programs can lead to further permanent career opportunities with AFCS. To learn more about PAQ/COP, visit www.afintern.com and visit the different career fields we offer to see what a career with AFCS would look like.

Q: Does prior military or government service start you higher on the GS scale?

A: No, prior service does not affect your incoming grade. Your pay/grade is determined by credit hours completed and your career field.

Q: What are some jobs with signing bonuses?

A: Not all positions come with sign-on bonuses. Some positions that may be eligible are positions in the Science & Engineering field or hard-to-fill positions in certain locations, e.g., Los Angeles AFB.

LOCATIONS & REQUIREMENTS

Q: How is your location determined if you were accepted into the program?

A: Locations may vary slightly each year and are determined based on the needs of the Air Force and Space Force missions. We also consider availability based on the time of your graduation. If you are considered, a hiring manager will discuss positions and locations with you.

Q: Are all types of internship positions available at all Air Force locations?

A: Locations vary each year depending on the career field. A hiring manager can assist with determining a location that fits your needs and the Air Force's needs.

Q: Is it possible to do the PAQ program with Space Force?

A: Yes, some positions work with Space Force, and it varies with career field and location.

Q: Are there any medical or physical requirements?

A: There are no medical or physical requirements for our intern programs. There is one exception with the Office of Special Investigations. This is our special agent career field, and applicants will have to pass a physical test.