

# FORCE RENEWAL PROGRAMS FAQ



## **Q: What is the difference between the Premier College Intern Program (PCIP) & PALACE Acquire (PAQ)/COPPER Cap (COP)?**

A: The PCIP is a 10-12 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 program. You must be enrolled full-time with at least 60 credit hours from a non-profit institution.

The PAQ or COP are our recent graduate programs. COP is designated for our Contracting career field, while PAQ is for all of our other participating career fields. This is a two to three year developmental program designed for recent graduates (must have obtained degree within two years before program start date, six years if veteran). The programs are designed to shape and develop the next generation of Air Force and Space Force Civilian leaders. Both programs have the same basic requirements: must be a U.S. citizen and have a cumulative GPA of 2.95 or higher.

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

A: Upon your submission to [www.afintern.com](http://www.afintern.com), your application will be reviewed by the appropriate career field(s) based on your degree to ensure we find your best fit with the AFCS. A hiring manager may contact you upon reviewing your submission 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: How is your location determined if you were accepted into the program?**

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

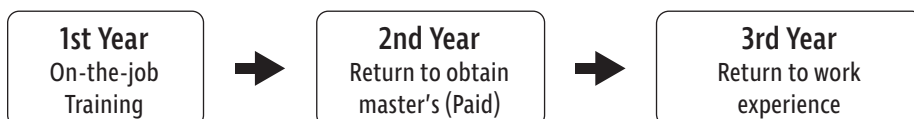
## **Q: Does being prior service start you higher on the GS scale?**

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

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

A: For all career fields, with the exception of 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: Does PAQ 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).

**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.

**Q: If we met an AFCS recruiter at a career fair and emailed our resume/transcripts, should we still complete an online application?**

A: We suggest you do apply, and in the "additional comments," mention you met the recruiter. It could help our hiring managers get your information to the right person.

**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 of up to \$30,000.

**Q: Are the internships virtual?**

A: We aim for all of our interns to have an in-person experience. With the exception of summer 2020, we have executed the PCIP in-person.

**Q: Is PCIP only for full-time students?**

A: Yes, to qualify for PCIP, you must be enrolled full-time. Other qualifications are: U.S. citizen, cumulative GPA of 2.95 or higher, and able to pass a background check (funded by Air Force).

**Q: Is the PCIP only for undergraduate students? Is PALACE Acquire PAQ/COP only for graduate students? The website says that PCIP also considers graduate students. Could you please clarify?**

A: PCIP considers students currently enrolled full-time pursuing a four-year undergraduate degree or currently enrolled full-time in their master's program. The PAQ/COP programs consider recently graduated students (who obtain 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.

**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: Should the resume be in federal format or traditional format?**

A: Submitted resumes do not have to be in federal format. You can utilize the USAJobs resume builder to assist in your resume, if desired. However, a non-federal format is perfectly acceptable. (NOTE: do not include a photo, ensure you provide good contact information, and list your cumulative GPA, graduation date, and degree where it is easily readable).

**Q: What are some jobs with signing bonuses?**

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

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

A: Visit [www.afintern.com](http://www.afintern.com) and utilize the 'Apply Now' button. You will be asked to answer the questionnaire then asked to submit your resume and transcripts (unofficial is acceptable).

Your information will be distributed to the different career fields & hiring managers who will reach out to you if they are considering you or need more information. These programs are very competitive, and we receive many applications, so only those who are considered will be contacted by the hiring manager.

**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: Can I submit unofficial transcripts for my application?**

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

**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 the AFCS.

**Q: Is a cover letter along with a resume always required for intern positions?**

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

**Q: On the AFCS website, it says, "Bachelor of Science graduates undergo a three-year development and training program, which includes one year of graduate studies relating to selected STEM disciplines." Is this graduate study done at a local university, and do you work full time while taking classes?**

A: Your graduate studies will be done at an approved university and will be paid for. You do not work during that year of studies and you will continue to receive your salary.

**Q: How would you apply to a specific installation or are you relocated depending on where you're needed?**

A: Locations vary each year depending on the career field and their needs. A hiring manager can assist with determining a location that fits your needs and the Air Force's needs. You may also add a note in the comments section of the application so that any potential hiring managers can see your interests.

**Q: Do you apply for the intern programs through USAJobs?**

A: USAJobs is used for Job Opportunity Announcements. You may apply through USAJobs, but we also recommend that you apply through [www.afintern.com](http://www.afintern.com) as well.

**Q: If we apply for PAQ but don't get selected in the next round of selectees, does our application stay in the system, or do we need to reapply?**

A: Your information is held for future opportunities. You can also reapply if you desire.

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

A: Hiring window for PCIP is the 1st of September to mid-December of each year, and the hiring window for PAQ/COP is year-round. You can apply for PAQ/COP at any time to be considered as long as you have (obtained degree within two years before program start date, six years if veteran).

**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 the AFCS. To learn more about PAQ/COP, visit [www.afintern.com](http://www.afintern.com) and visit the different career fields we offer to see what a career with the AFCS would look like.

**Q: Do you have to be pursuing a bachelor's? Could you join with an associate?**

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 if my GPA is 2.8, but by next summer, it would be 2.9. Should I still apply?**

A: Unfortunately, a 2.8 does not meet the minimum qualifications for our programs. Wait to apply until your cumulative GPA is at least a 2.95.

**Q: Is your definition of a junior someone who is classified as a junior by their school due to amount of units or someone who is a 3rd-year?**

A: It is defined by credit hours. Sixty credit hours qualifies you for PCIP as long as you are currently pursuing a four-year degree and have a cumulative GPA of 2.95 or above.

**Q: Can pursuing a doctorate qualify an individual for the PCIP or PAQ/COP program(s).**

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](http://www.USAJobs.com) to find opportunities that align more with their level of education.