

General Services Administration

Federal Supply Service Authorized Federal Supply Schedule Price List

Human Resources & EEO Services, Schedule 738X
General Support Services SIN 595.21
Recruitment, Internal Placement, and Training of
Undergraduate and Graduate Student Interns

On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order are available through GSA Advantage!, a menu-driven database system. The INTERNET address for GSA Advantage! is:
www.GSAAdvantage.gov.

Special Item Number (SIN): 595.21
General Support Services Contract Number: GS-02F-0078P
Contract Period of Performance: 2/19/04 – 2/18/19
Business Size: Large

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**The Washington Center
For Internships and Academic Seminars**
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The Washington Center Internship Program

GSA Price List

1a. Special Item Number (SIN): 595-21 General Support Services: Recruitment, Internal Placement, and Training of Undergraduate and Graduate Student Interns.

Description of Services

The Washington Center for Internships and Academic Seminars, a non-profit 501c3 organization, has more than 36 years of experience in providing undergraduate and graduate-level interns to the federal government. With affiliated relationships with over 500 colleges and universities across the country, The Washington Center is able to attract a highly skilled, diverse population of students who are interested in exploring careers in public service through an internship program. Many Washington Center interns are hired by government agencies either upon completion of the program or upon graduation. Using this program is an excellent way to recruit and attract a high-quality workforce of the future. The Washington Center provides the essential infrastructure to both students and agency supervisors to ensure a high quality experience for all participants.

The Washington Center performs the following services:

- Development and cultivation of partnerships with over 500 colleges and universities across the country (including Minority Serving Institutions) to promote public service and federal internship opportunities to young people.
- Recruitment of high-quality, diverse candidates interested in public service
- Selection and screening of potential intern candidates
- Placement of interns within government agencies
- Full-day orientation of Washington, DC and the internship program for student interns
- Education and training to agency mentors on how to make the most of working with an intern
- On-going support to agency mentors throughout the course of the semester
- Close supervision and evaluation of interns
- Professional development workshops and other training courses for students
- First-class housing accommodations for student interns in professional apartment buildings in the Washington, DC metro area

1b. Lowest priced model number: Post-graduate Rate for one intern during spring or fall semester is \$29.85/hour

1c. Labor Hour Prices See page 9-10 for a complete listing of The Washington Center's pricing for these services

2. Maximum Order: The maximum dollar value of orders to be issued is \$1,000,000.

3. Minimum Order: The minimum dollar value for this contract is \$100.00

4. Geographic Scope of Contract The geographic scope of this contract currently includes the Washington, D.C. Metropolitan area and 48 states.

5. Points of Production: Washington, DC

6. Discounts: The Washington Center (TWC) offers the following discount schedule:*

- 3% discount to the Undergraduate or Postgraduate rates per student per semester or per year for 1-4 student interns placed in the same department within the same agency
- 5% discount to the Undergraduate or Postgraduate rates per student per semester or per year for 5-10 student interns placed in the same department within the same agency
- 10% discount to the Undergraduate or Postgraduate rates per student per semester or per year for 11-14 interns placed in the same department within the same agency
- 15% discount to the Undergraduate or Postgraduate rates per student per semester or per year for 15-20 interns placed in the same department within the same agency
- Discounts for the placement of over twenty interns in one agency are negotiated separately
- Prompt Payment. TWC offers a 1% discount per student for payment within 14 days, on a net 30-day schedule.
- \$1000-\$3800 off the Undergraduate Rate. Discounts apply to students who receive scholarships secured by TWC from state legislatures to cover a portion of the students' TWC expenses.
- Law Students. Law Students. The Washington Center will discount the Postgraduate rate for agencies that take a law student during the spring and fall semesters. The agency's payment may be used by the student for reasonable out-of-pocket expenses related to the field placement, including housing, transportation, food and other living expenses in compliance with American Bar Association Standard 305. In accordance with American Bar Association Standard 305 the stipend may not be used by the student to pay for the student's tuition or programming fees."
- Full Discount. The Washington Center could also in some cases provide interns to the federal government at no cost. If students receive a full scholarship from non-federal sources, TWC would be able to offer intern services at no cost to the agency.

Agencies are encouraged to commit to working with The Washington Center during multiple semesters in any given year. The quantity discount structure identified above provides a significant incentive to do so. For example, if a department selected two interns during the spring semester, two interns during the summer semester and one intern during the fall semester, it would be able to take advantage of the five percent discount off the total of five students in one agency during the course of one year. In order to take advantage of the quantity discounts, agencies are asked to sign a Memorandum of Understanding (MOU) expressing commitment to work with a set amount of interns per semester or per year.

Placements Outside of the Washington, DC Metro Area

The Washington Center currently places students outside of the Washington DC metro area on a limited basis. TWC will continue to work with agencies on a case-by-case basis. Pricing will be the same for the advertised Undergraduate rates, discounts for placements outside of the DC metro area will be negotiated separately. Additional costs for housing and transportation may also be billed to the agency if there is a significant difference in cost of housing for regional students compared to those placed in Washington, DC.

*Note: Concessions are not cumulative except for the Prompt Payment Discount that can be compounded to any other discount.

7. Quantity Discounts: see above

8. Prompt Payment Terms

The Washington Center will bill agencies on a monthly basis. Terms are net 30 days upon receipt of invoice for each intern or group of interns placed. A discount in the amount of one percent is available for prompt payment of 14 days on a net 30-day schedule.

9. Government Credit and Purchase Cards

Purchase cards are accepted for orders and payment at or below the micro-purchase threshold. In addition, bank account information for wire transfer payments will be shown on the invoice. Purchase cards are accepted for orders and payment above the micro-purchase threshold. In addition bank account information for wire transfer payments will be shown on the invoice.

10. Foreign Items: N/A

11. Time of Delivery

The Washington Center for Internships and Academic Seminars
The Washington Center will provide each agency with the set schedule of semester start and end dates. The Washington Center will begin the placement process of student interns at least four weeks prior to the intern start date.

Expedited Delivery: Services are available for expedited delivery.

Overnight and 2-delivery: N/A

12. FOB Points: Destination

13. Contractor's Ordering Address

a. The Washington Center for Internships & Academic Seminars
1333 16th Street, NW Washington, DC
20036 Attn: Jason Giaconia
email: Jason.Giaconia@twc.edu
phone: 202-238-7995
fax: 202-238-7700

b. For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA's) and a sample BPA can be found at the GSA/FSS Schedule homepage (fss.gsa.gov/schedules).

14. Payment Address:

The Washington Center for Internships & Academic Seminars
1333 16th Street, NW Washington, DC 20036
Attn: Chief Financial Officer

15. Warranty provision: N/A

- 16. Export Packing Charges:** N/A
- 17. Terms and conditions of Government purchase card acceptance:** N/A
- 18. Terms and conditions of rental maintenance and repair:** N/A
- 19. Terms and conditions of installation:** N/A
- 20. Terms and conditions of repair points:** N/A
- 20 a. Terms and conditions for any other services:** N/A
- 21. List of service and distribution points:** Washington, DC
- 22. List of participating dealers:** N/A
- 23. Preventive maintenance:** N/A
- 24a. Special attributes:** N/A
- 24b.** Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services. The EIT standards can be found at www.section508.gov
- 25. Duns Number:** Data Universal Numbering System (DUNS): 02-030-3574
- 26. CCR Database:** The Washington Center is registered with the Central Contractor Registration (CCR) Database.

Price List, Labor Category Descriptions

Our labor rates for SIN 595-21, March 2013 through March 2014 are shown in the table below.

In 2008 President Barak Obama looked to motivate a new generation of Americans to public service by telling them "when you choose to serve -- whether it's your nation, your community or simply your neighborhood -- you are connected to that fundamental American ideal that we want life, liberty and the pursuit of happiness not just for ourselves, but for all Americans. That's why it's called the American dream."

President Obama's call to public service is timely and is extremely important. Over the next five years, approximately 71 percent of the government's current permanent employees will be eligible for either regular or early retirement and 40 percent of those employees are expected to retire. It is with these unsettling numbers, that earlier this year President Obama launched his administrations flagship personnel policy reform to improve the federal practice of recruiting and hiring the next generation of public servants. After nearly a year-long collaboration between Office of Personnel Management (OPM) and Agencies, this program will be aimed at streamlining the hiring process and recruiting top talent, especially for mission-critical jobs including those in the aviation field and engineering.

This new initiative is only phase one of the Administration's comprehensive initiatives to address major, long-standing impediments to recruiting and hiring the best and the brightest into the federal civilian workforce. In the next phase, OPM is preparing to streamline the federal internship process as OPM recognizes the importance of internships as part of the new recruitment and hiring practices.

In the meantime, OPM continues to encourage federal agencies to outline a practical framework to help guide agencies in the area of the strategic management of human capital. According to OPM, this framework includes establishing "an ongoing presence with professional organizations, colleges/universities, veteran organizations, and minority and community groups." OPM also names internships (presidential management interns, career interns, and other internships) as important instruments agencies should utilize as a means to develop deep and fertile pools of talent.

OPM's recommendation for agencies to use internship programs as recruitment tools is supported by the National Association of Colleges and Universities' (NACE) study on the effectiveness of internship programs which reported that internships provide the best return on investment for recruiting new talent into an organization, regardless of the number of new hires by the individual employer. The NACE report also found that intern recruits tend to stay with their employers longer, minimizing the impact of turnover in the organization.

In addition, to recognizing and attracting the right skill-sets agencies must also ensure that their workforce reflects the diversity of our nation's population. According to OPM, most diverse groups are underrepresented in the Executive Branch of government and recommends that federal agencies use student internship programs as a way to develop a strong pipeline of diversified students with the goal of permanent employment upon completion of the program.

The Washington Center was founded on the belief that the right experience can transform students' lives – setting them on a course of achievement, leadership and civic responsibility. That's why we immerse qualified college students and professionals in our uniquely intense and productive living, works and learning program.

It is for this reason that The Washington Center provides an important solution to the federal government in preparing a new generation of public sector leaders. Because of the unique academic and professional training students receive from The Washington Center's program, they are well positioned for future employment in the public sector upon graduation. Many students stay in contact with their mentors while they finish their studies and actually go back to the same agency where they interned. In fact 25% of Washington Center students interning in federal agencies are converted to full-time employment while, according to a recent study, the average conversion rate in the federal government is only 6%.¹ This increased conversion rate can be a critical factor for federal agencies as they work to attract their future workforce. The investment agencies make in our program is an important investment in the future workforce. The federal government benefits from a partnership with The Washington Center because we consistently promote the value of public service to our 1,500 yearly student population and 50,000 alumni.

¹ Leaving Talent On the Table: To Need to Capitalize on High Performing Student Interns (Partnership of Public Service, Washington DC. April 2009).

While the students work at the federal agency internship site, the agency mentor agrees to join The Washington Center as a partner in its mission of providing an educational work experience to the student. The Internship Agreement Form spells out the roles and responsibilities of each of the parties involved in the program. The students have pre-defined objectives they are charged with accomplishing during the course of the semester at the work site and The Washington Center staff plays an active oversight role in ensuring that these objectives are being met.

Program Components

The Washington Center's experiential education model is made up of the following components:

The Internship Component - Concrete Experience

The internship component of the program consists of a four and a half day internship in which students worked on substantive projects at least 80% of the time. Students receive academic credit for their internship from their home institution. The Washington Center evaluates the student's performance on the job by conducting at least one site visit per semester. The agency mentors are also asked to evaluate the students twice each semester. The student's Washington Center program advisor collects that information and assigns an overall grade for the internship.

The Portfolio Component - Observation and Reflection about the Internship

The Washington Center's academic curriculum is based on the portfolio system of learning. The portfolio is a learning tool that facilitates the student's reflection upon the learning he/she is doing on the job. The portfolio consists of a number of components that includes a resume, Individual Development Plan (IDP), internship defense letter, informational interview, and writing samples/creative products.

The Leadership Forum - Forming Abstract Concepts

This component of the experience is also facilitated by The Washington Center which provides a series of lectures, workshops and academic courses that allow students to apply abstract concepts and theoretical models to the work environment.

The Civic Engagement Project - Testing New Situations

The Washington Center encourages students to test the experience and theoretical approaches to new situations. This is achieved through the service learning component of the program. The Washington Center requires students to volunteer for an organization where they can contribute skills and knowledge to a community organization. The Washington Center facilitates this component as well.

Each component described above plays an integral role to the education provided to the student during his or her semester in Washington. As the developer and administer of the curriculum, The Washington Center maintains control over the internship experience including the internship and academic components of the program.

Through the contracts, The Washington Center is compensated for each of these activities by the federal agency. Our compensation is typically made on a "per student" pricing model which recognizes our costs in recruiting the interns, performing the selection and screening process, providing on-going academic

and professional development programs, providing housing and other benefits to the interns, and of course providing oversight and management of the individual interns and the program as a whole.

The Washington Center's programs are available to students and federal agencies year-round as we follow the academic calendar and provide a 15-week spring or fall semester or a 10-week summer term internship opportunities. We also provide a 10-week winter, spring, summer, and fall quarter program. The Post-Graduate Program is available to recent graduates (18 months from graduation date) for up to a maximum of two years. All undergraduate students earn academic credit for the experience.

The Washington Center maintains high standards with respect to the quality of students it accepts into the program. The application process is rigorous and comprehensive, thereby providing sufficient documentation for us to assess the students' skill-sets, and overall character. To qualify for the program, students must:

- Be a second semester sophomore or above
- Maintain a 2.75 GPA or above
- Attend an accredited college or university. Recent graduates are also eligible to participate within 18 months of their graduation date
- Obtain proof from their home institution that it will award credit for the internship program

To be accepted into the program each student must provide the following documentation:

- Official transcript
- Two letters of recommendation
- Two writing samples
- Resume
- Support from an academic advisor from the student's home institution

Each application is reviewed by the student's campus sponsor before it is forwarded to The Washington Center. Once the Washington Center receives the application it is carefully reviewed and screened. An official letter is then forwarded to the student notifying the student of his or her acceptance or rejection. Upon acceptance into the program, each student is assigned a Washington Center program advisor, who works closely with the student to assess his/her skill-sets, interests and professional goals. The program advisors contact the students via phone to discuss the type of work they are interested in doing, and the type of agency or industry in which they would like to be placed.

Summary of Logistics of the Program

<i>Recruitment</i>	The Washington Center develops and maintains affiliation agreements with over 500 colleges and universities across the country. Many of these partner institutions are designated as Minority Serving Institutions. The Washington Center visits over 200 campuses per year to promote the program to faculty and students. The affiliation agreement between the partner institution and TWC states that the partner institution agrees to grant their participating students academic credit for the program. Similar to a study abroad program, even though the student is studying off campus, the student still receives credit for the off-campus academic program.
<i>Application</i>	A student applies directly to The Washington Center through the on-line application process. A student submits an application form, resume, 2 letters of recommendation, 2 writing samples and official transcripts. To be accepted, the student must have a 2.75 GPA, be a second semester sophomore and above and receive the approval from a faculty member of his/her institution that they will receive academic credit for the program. After the applications are reviewed and it is determined that the student qualifies for the program receive an acceptance letter from The Washington Center.
<i>Acceptance</i>	The Washington Center develops partnerships with federal agencies. TWC discusses the programmatic mission, logistics, benefits and expectations for working with The Washington Center program.
<i>Contract Logistics</i>	TWC advises agencies to use the GSA Schedule Contract. Agency works through the appropriate contracting channels to develop a statement of work and purchase order identifying the number of interns they want, the types of skill sets they seek as well as a summary of the proposed project for the student to be involved with. Final contract is submitted to The Washington Center.
<i>Placement</i>	The Washington Center screens and selects between 5 and 6 student applications (of a pool of 400+ students) per position to the federal POC. The federal POC contacts the students directly to conduct a phone interview and discuss the opportunity. It is up to both the student and the federal POC to determine if it is a right fit. The student either accepts or declines the position. The federal POC notifies the TWC program advisor then contacts the student to confirm the placement.
<i>Oversight and Feedback</i>	The student will be assigned a program advisor who will assign the student to an evening class developed and given by TWC faculty. TWC assigns students housing accommodations. After student arrives, TWC conducts a full day orientation for the students. In addition, TWC conducts a morning training session at orientation for the federal POCs to prepare them for the semester.
<i>Internship</i>	Student begins their internship at the agency. Student develops a Individual Development Plan (IDP) in conjunction with the TWC program advisor and the federal POC. The IDP identifies the learning goals for the semester that need to be followed by all parties. The federal POC signs off on the IDP and submits the document to the TWC program advisor.
<i>Payroll</i>	TWC pays student stipends on the 15th and 30th of every month via direct deposit. Should the student not meet his academic and professional goals, he/she cannot get paid. TWC closely monitors the progress of this.

<i>Academics</i>	Student meets with the TWC program advisor at least every Monday afternoon. During this time, the program advisor inquires how the internship is going, if there are any problems and asks how student is progressing with the IDP. In addition, student submits weekly journals to the TWC program advisor discussing in greater detail progress being made on the IDP. This time is also spent reviewing the portfolio assignments that are described above and also providing workshops and further training opportunities to students.
<i>Feedback</i>	TWC program advisor schedules an on-site visit (at the federal agency) to meet with the federal POC and the student to discuss progress in the internship and with the IDP. Federal POC completes a written mid-year and final evaluation of the student documenting how they advanced in their learning and development of skill-sets.
	TWC program advisor reviews the documentation provided by the federal POC and assigns the student a final grade for the semester. TWC then forwards the final grade and the final portfolio to the home institution. The home institution then provides a final grade on the student and awards the academic credits.
<i>Billing</i>	TWC bills the federal agency for the work performed above.

The Washington Center adds great value to federal agency internship programs because much of the leg work involved in announcing positions, screening applications, interviewing students and matching skill-set needs with position descriptions is performed by The Washington Center. In most instances, agencies only have to review and interview between three to five applicants per position.

In addition to reducing agencies' time in posting, screening, interviewing and placing interns, The Washington Center works closely with agency managers to provide guidance on how to supervise and mentor students successfully to ensure that the student and manager are getting the most out of the experience.

Labor Hour Prices

The following labor hour prices are hourly representations of the previously mentioned semester rates (students intern 36 hours per week for 15 weeks).

Labor Category	2013
Spring and fall 15-week semester Undergraduate rate for the recruitment, internal placement, and training of undergraduate students.	\$30.15
Summer 10-week term or 10-week quarter term Undergraduate rate for the recruitment, internal placement, and training of undergraduate students.	\$34.97
Spring and fall 15-week semester Post-graduate rate for recruitment, internal placement, and training of individuals with a bachelor's degree. Interns are able to participate for a maximum of two years in the internship training program.	\$29.85
Summer 10-week semester Post-graduate rate for recruitment, internal placement, and training of individuals with a bachelor's degree. Interns are able to participate for a maximum of two years in the internship training program.	\$31.64
Spring and Fall 15-week Post-graduate rate for recruitment, internal placement, and training of individuals with a master's degree. Interns are able to participate for a maximum of two years in the internship training program.	\$36.49
Summer 10-week semester Post-graduate rate for recruitment, internal placement, and training of individuals with a master's degree. Interns are able to participate for a maximum of two years in the internship training program.	\$38.32
Spring and Fall 15-week semester Post-graduate rate for recruitment, internal placement, and training of individuals with a doctorate degree. Interns are able to participate for a maximum of two years in the internship training program.	\$40.46
Summer 10-week semester Post-graduate rate for recruitment, internal placement, and training of individuals with a doctorate degree. Interns are able to participate for a maximum of two years in the internship training program.	\$42.28

Lump Sum Rates

Rates	Program Length	2013
Undergraduate Rate	15-week fall or spring semester	\$16,282.14
Undergraduate Rate	10-week summer term or 10-week quarter term	\$12,589.22
Post-graduate Rate per student with bachelor's degree	15-week fall or spring semester	\$16,119.50
Post-graduate Rate per student with bachelor's degree	10-week summer term or 10-week quarter term	\$11,391.67
Post-graduate Rate per student with master degree	15-week fall or spring semester	\$19,702.47
Post-graduate Rate per student with master degree	10-week summer term or 10-week quarter term	\$13,794.19
Post-graduate Rate per student with doctoral degree	15-week fall or spring semester	\$21,846.78
Post-graduate Rate per student with doctoral degree	10-week summer term or 10-week quarter term	\$15,221.90
Post-graduate Rate per student with bachelor's degree	One year internship program	\$55,880.93
Post-graduate Rate per student with master degree	One year internship program	\$68,301.89
Post-graduate Rate per student with doctoral degree	One year internship program	\$75,735.50

Labor Category Descriptions

<p>Undergraduate Rate</p>	<p>Student interns are U.S. citizens and at least 18 years of age. The Washington Center will work closely with federal agencies to understand specific needs and conduct targeted recruitment. Interns are enrolled or accepted for enrollment as degree-seeking students, taking at least a half-time academic or technical course load in an accredited 2 or 4-year program. Students are in good academic standing and are required to maintain at least a 2.75 GPA. Most students have 1-5 years of experience or equivalent. Each student and agency supervisor is assigned a Washington Center Program Advisor who works closely with both the student and agency supervisor to train all participants about expectations and how to make the most of the internship. The Washington Center Program Advisor is available to both the agency supervisor and student at all times throughout the course of the year. Students receive formal professional development and leadership training from the Washington Center to supplement their work experience. Interns are able to participate for up to a two-year period.</p>
<p>Post-graduate Rate for one-year intern with a bachelor's degree</p>	<p>Interns are U.S. citizens and at least 18 years of age. Students must have successfully completed their bachelor's degree. Students work 4.5 days a week, for a maximum of 36 hours per week. Each student and agency supervisor is assigned a Washington Center Program Advisor who works closely with both the student and agency supervisor to train all participants about expectations and how to make the most of the internship experience. The Washington Center Program Advisor is available to both the agency supervisor and student at all times throughout the course of the year. Students receive formal professional development and leadership training from the Washington Center to supplement their work experience. Interns are able to participate for up to a two-year period.</p>
<p>Post-graduate Rate for one-year intern with a master's degree.</p>	<p>Interns are U.S. citizens and at least 18 years of age. Students must have completed a master's degree. Students work 4.5 days a week, for a maximum of 36 hours per week. Each student and agency supervisor is assigned a Washington Center Program Advisor who works closely with both the student and agency supervisor to train all participants about expectations and how to make the most of the internship experience. The Washington Center Program Advisor is available to both the agency supervisor and student at all times throughout the course of the year. Students receive formal professional development and leadership training from the Washington Center to supplement their work experience. Interns are able to participate for up to a two-year period.</p>
<p>Post-graduate Rate per student with bachelor's degree</p>	<p>Interns are U.S. citizens and at least 18 years of age. Students must have completed a doctoral degree. Students work 4.5 days a week, for a maximum of 36 hours per week. Each student and agency supervisor is assigned a Washington Center Program Advisor who works closely with both the student and agency supervisor to train all participants about expectations and how to make the most of the internship experience. The Washington Center Program Advisor is available to both the agency supervisor and student at all times throughout the course of the year. Students receive formal professional development and leadership training from the Washington Center to supplement their work experience. Interns are able to participate for up to a two-year period.</p>

Notes

Student interns are required to intern 36 hours per week, 4.5 days a week. They will not receive an additional stipend amount for time worked beyond 36 hours.

Students participating under the Undergraduate rate are provided with housing and a semimonthly stipend that equate to approximately the GS 7 level. Agencies can elect to increase the internship period and stipend amount for students participating in the Post-graduate Professional Development Program. The stipend amount will be determined by the student's level of education as documented by the student's transcripts. The Washington Center pays interns twice a month on the 15th and 30th. If those dates fall on a Saturday, Sunday, or holiday, the pay day is the Friday before.

The Undergraduate rate covers the costs of the students' semester in Washington. In addition to the semimonthly stipend, it covers students' travel expenses to and from Washington (up to \$300) and provides an additional housing allowance. In addition, it covers the full cost of the students' Washington Center program fees, covering the academic component of the program (TWC provides a full Washington, D.C. orientation, 40 different courses, the Washington Forum Lecture Series, career development workshops, Embassy visits and other educational and cultural events), and the direct and indirect costs of the placement, supervision and training of students in federal agencies. In addition, it covers the targeted recruitment effort necessary to attract both diversity and high-demand skill-sets to federal agencies. Agencies interested in working with The Washington Center to attract diversity and special skill-sets are encouraged to work closely with The Washington Center to communicate specific needs in advance.

The Post-graduate Rates cover a semimonthly stipend at the GS 9, 11, or 12 levels based on the students' level of education. In addition, it covers the full costs of the students' Washington Center program fees, covering the academic component of the program and the direct and indirect costs of the placement, supervision and training of students in federal agencies as well as students' travel expenses to and from Washington (up to \$300). Additionally, it covers the targeted recruitment effort necessary to attract high-demand skill-sets and education levels to meet the needs of federal agencies.

If students choose to live in Washington Center-provided housing facilities, the housing fees can be subtracted from the hourly rate provided by the Post-graduate rates.