

**SENATE, No. 3785**

**STATE OF NEW JERSEY**  
**220th LEGISLATURE**

INTRODUCED MAY 8, 2023

**Sponsored by:**  
**Senator KRISTIN M. CORRADO**  
**District 40 (Bergen, Essex, Morris and Passaic)**  
**Senator GORDON M. JOHNSON**  
**District 37 (Bergen)**

**SYNOPSIS**

Establishes the New Jersey State Government and Civil Service Student Internship Program; appropriates \$750,000.

**CURRENT VERSION OF TEXT**

As introduced.



1    **AN ACT** establishing the New Jersey State Government and Civil  
2       Service Student Internship Program, supplementing Title 11A of  
3       the New Jersey Statutes and making an appropriation.

4  
5       **BE IT ENACTED** *by the Senate and General Assembly of the State*  
6       *of New Jersey:*

7  
8       1. There is established in the Department of Labor and  
9       Workforce Development the New Jersey State Government and  
10      Civil Service Student Internship Program. The program shall aim  
11      to attract to State government service outstanding students from a  
12      variety of academic disciplines from institutions of higher education  
13      who have an interest in, and commitment to, public service.

14  
15      2. a. The New Jersey State Government and Civil Service  
16      Student Internship Program shall be open to any full-time or part-  
17      time student currently attending any accredited institution of higher  
18      education.

19      b. The program shall be open to students in undergraduate level  
20      and graduate level programs, with the exception of juris doctorate  
21      and PhD programs.

22      c. Students who are residents of New Jersey, or who are  
23      attending institutions of higher education located within New  
24      Jersey, shall be granted priority over other applicants to the  
25      program.

26      d. Participants shall be required to complete two work periods of  
27      240 hours each with a State government department or agency.

28      e. Participants shall be required to work no more than 20 hours  
29      per week, but may voluntarily work no more than 30 hours per  
30      week, during periods when semester classes are in session.

31      Participants shall be required to work no more than 40 hours per  
32      week during periods when semester classes are not in session.

33      f. A participant who successfully completes 480 hours of an  
34      internship with the program in the same State department, or agency  
35      shall be granted preference to the extent allowable by law when  
36      applying for an entry-level civil service position within two years of  
37      their graduation date with the degree which they were pursuing  
38      during the course of their internship, if the position encompasses  
39      the same or substantially similar work completed during their  
40      internship. Disabled veterans and veterans who participate in the  
41      program shall be given the highest priority for preference to the  
42      extent allowable by law; otherwise, preference for disabled veterans  
43      and veterans, pursuant to N.J.S.11A:5-5 and N.J.S.11A:5-6, shall be  
44      maintained.

45      Preference for a participant who successfully completes the  
46      program shall expire upon acceptance of a suitable position and  
47      shall not apply for consideration for promotions. Employers may

1 consider a participant's successful completion of the program when  
2 considering a potential candidate for promotion.

3 g. There shall be no penalty if a participant leaves the program  
4 before completion. If a participant leaves the program before  
5 completing the 480-hour requirement, the participant shall not  
6 receive the post-graduation preference for an entry-level civil  
7 service position.

8 h. At no time shall any portion of the hours worked during an  
9 internship with the program qualify for preference in hiring for any  
10 position in State government which requires a juris doctorate or  
11 PhD.

12 i. When a participant completes the 480-hour program  
13 requirement the State government department or agency may elect  
14 to retain the participant for an additional 240 hours if the participant  
15 agrees to continue their internship.

16

17 3. There is established a New Jersey State Government and  
18 Civil Service Student Internship Program Advisory Committee.  
19 The committee shall consist of the commissioners of each  
20 Executive Branch department, or their designees.

21 The advisory committee shall appoint a director of the New  
22 Jersey State Government and Civil Service Student Internship  
23 Program, established pursuant to section 1 of this act,  
24 P.L. , c. (C. )(pending before the Legislature as this bill), who s  
25 hall administer the program and, in cooperation with the advisory  
26 committee, develop eligibility criteria, the application process,  
27 recruit, and select the program participants. The director need not  
28 be a commissioner, or a designee, of an Executive Branch  
29 department.

30 The director of the program, shall identify and help create  
31 internship opportunities across all, or as many Executive Branch  
32 departments and agencies, as possible.

33 The director of the program shall assist program participants in  
34 receiving credit from the higher education institution for the  
35 internship, when such credits are available to the participant.

36 In the event that a program participant who successfully  
37 completes the 480-hours program requirement is denied an entry  
38 level civil service position and that position was filled by a disabled  
39 veteran or veteran, the director shall attempt to identify a suitable  
40 qualifying open position for the participant. In the event that no  
41 such position is available, the two-year post-graduation period of  
42 subsection f. of section 2 of this act, P.L. , c. (C. ) (pending  
43 before the Legislature as this bill), shall be extended until such time  
44 as a suitable qualifying position becomes available and the  
45 participant is offered employment.

46

47 4. a. Students selected to participate in the New Jersey State  
48 Government and Civil Service Student Internship Program

1 established pursuant to section 1 of this act,  
2 P.L. , c. (C. )(pending before the Legislature as this bill),  
3 shall receive a stipend of \$2,500 for every 240 hours of  
4 participation in the program. The stipend shall be prorated and paid  
5 bi-weekly.

6 b. There shall be appropriated in each State fiscal year for the  
7 stipends provided to program participants pursuant to section 3 of  
8 this act, P.L. , c. (C. )(pending before the Legislature as this  
9 bill), such sums as may be necessary, but not to exceed an amount  
10 as shall be determined by the Director of the Division of Budget  
11 and Accounting in the Department of the Treasury, to effectuate the  
12 purposes of the program established in accordance with section 1 of  
13 this act, P.L. , c. (C. ) (pending before the Legislature as this  
14 bill).

15  
16 5. There is hereby appropriated \$750,000 from the State  
17 General Fund to the Department of Labor and Workforce  
18 Development for the purposes of the New Jersey State Government  
19 and Civil Service Student Internship Program established pursuant  
20 to section 1 of this act, P.L. , c. (C. ) (pending before the  
21 Legislature as this bill).

22  
23 6. This act shall take effect immediately.  
24  
25

## 26 STATEMENT

27  
28 This bill establishes the New Jersey State Government and Civil  
29 Service Student Internship Program within the Department of Labor  
30 and Workforce Development which will aim to attract to State  
31 government service students from a variety of academic disciplines  
32 from institutions of higher education who have an interest in public  
33 service.

34 The program will be open to any full-time or part-time student  
35 currently attending any accredited institution of higher education  
36 and will be open to students in undergraduate level and graduate  
37 level programs, with the exception of juris doctorate and PhD  
38 programs.

39 Students who are residents of New Jersey, or who are attending  
40 institutions of higher education located within New Jersey, will be  
41 granted priority over other applicants to the program.

42 Participants will be required to complete two work periods of  
43 240 hours each with a State government department or agency.  
44 Participants will be required to work no more than 20 hours per  
45 week, but may voluntarily work no more than 30 hours per week,  
46 during periods when semester classes are in session. Participants  
47 will be required to work no more than 40 hours per week during  
48 periods when semester classes are not in session.

1       This bill establishes that a participant who successfully  
2 completes 480 hours of an internship with the program in the same  
3 State department, or agency will be granted preference to the extent  
4 allowable by law when applying for an entry-level civil service  
5 position within two years of their graduation date with the degree  
6 which they were pursuing during the course of their internship, if  
7 the position encompasses the same or substantially similar work  
8 completed during their internship. Disabled veterans or veterans  
9 who participate in the program will be given the highest priority for  
10 preference to the extent allowable by law; otherwise, employment  
11 preference for disabled veterans and veterans will be maintained.

12       This bill establishes that preference for a participant who  
13 successfully completes the program will expire upon acceptance of  
14 a suitable position and will not apply for consideration for  
15 promotions. However, Employers may consider a participant's  
16 successful completion of the program when considering a potential  
17 candidate for promotion.

18       This bill establishes no penalty if a participant leaves the  
19 program before completion. However, if a participant leaves the  
20 program before completing the 480-hour requirement, the  
21 participant will not receive the post-graduation preference for an  
22 entry-level civil service position.

23       This bill establishes that when a participant completes the 480-  
24 hour program requirement the State government department or  
25 agency may elect to retain the participant for an additional 240  
26 hours if the participant agrees to continue their internship.

27       Hours worked during an internship with the program will not  
28 qualify for preference in hiring for any position in State government  
29 which requires a juris doctorate or PhD.

30       This bill also establishes a New Jersey State Government and  
31 Civil Service Student Internship Program Advisory Committee.  
32 The committee will consist of the commissioners of each Executive  
33 Branch department, or their designees.

34       The advisory committee will appoint a director of the program  
35 who will administer the program and, in cooperation with the  
36 advisory committee, develop eligibility criteria, the application  
37 process, recruit, and select the program participants. The director  
38 need not be a commissioner, or a designee, of an Executive Branch  
39 department.

40       The director of the program, will identify and help create  
41 internship opportunities across all, or as many Executive Branch  
42 departments and agencies, as possible.

43       The director of the program will assist program participants in  
44 receiving credit from the higher education institution for the  
45 internship, when such credits are available to the participant.

46       This bill directs that, in the event that a program participant who  
47 successfully completes the 480-hours program requirement is  
48 denied an entry level civil service position and that position was

1 filled by a disabled veteran or veteran, the director will attempt to  
2 identify a suitable qualifying open position for the participant. In  
3 the event that no such position is available, the two-year post-  
4 graduation period will be extended until such time as a suitable  
5 qualifying position becomes available and the participant is offered  
6 employment.

7 This bill also establishes that students selected to participate in  
8 the program will receive a stipend of \$2,500 for every 240 hours of  
9 participation in the program. The stipend will be prorated and paid  
10 bi-weekly.

11 This bill directs that money to pay for the program will be  
12 appropriated in each State fiscal year for the stipends provided to  
13 program participants in such sums as may be necessary, but not to  
14 exceed an amount as will be determined by the Director of the  
15 Division of Budget and Accounting in the Department of the  
16 Treasury.

17 This bill appropriates \$750,000 from the State General Fund to  
18 the Department of Labor and Workforce Development for the  
19 purposes of the program.