



Recent Graduates Program

AIR FORCE CIVILIAN SERVICE (AFCS)

**OUR TRAINING PROGRAMS ARM YOU WITH ONE
OF THE MOST IMPORTANT THINGS YOU CAN
CARRY INTO THE FUTURE: MOMENTUM**

There's no better way to learn from experience than from experience itself. That's the operating principle behind the PALACE Acquire (PAQ) and Copper Cap (COP) programs for recent college graduates. Each program partners you with AFCS professionals from within your chosen occupation for an immersive training program designed to equip you with the specialized expertise and competence of your future.

GRADUATES →



Not only are our positions paid and full-time, but each program also features hands-on, on-the-job training, scheduled raises, and even paid post-graduate studies. Further, upon successful completion of the program, you may be eligible for a permanent position at AFCS with full federal benefits, as well as student loan repayment and attractive hiring bonuses for those who qualify.

Together, we deliver.

PALACE ACQUIRE (PAQ)/COPPER CAP (COP)

If you've graduated with a bachelor's or master's within the last two years, you may be eligible to enroll in AFCS' PAQ or COP Program. PAQ is a paid, full-time, two to three-year training program for graduates interested in Science and Engineering, Financial Management, Cyber/IT, Civil Engineering, Intel, and more. 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.

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.

QUALIFICATIONS & ELIGIBILITY

U.S. citizenship required

Completion of, within the previous two years, a qualified bachelor's, master's, or professional doctorate from a qualifying educational institution

Cumulative GPA 2.95 or above

Ability to obtain and maintain the appropriate Security Clearance (funded by USAF)

<https://afciviliancareers.com/recentgraduates/>