**INTERNSHIP FAQ**

**Can graduate students and postdoctoral fellows participate in URBEST to explore research-related opportunities and participate in professional skills and career development?**

Yes, both graduate students and postdoctoral appointees are considered as having dual roles at research institutions, even when appointed as a researcher on research grants.

Section .400-2 of The Office of Management and Budget’s Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards (2CFR 200)

[(https://cfo.gov/wp-content/uploads/2014/08/2014-08-29-Frequently-Asked-Questions.pdf](https://cfo.gov/wp-content/uploads/2014/08/2014-08-29-Frequently-Asked-Questions.pdf)) states:

*For non-Federal entities that educate and engage students in research, the dual role of students as both trainees and employees contributing to the completion of Federal awards for research must be recognized in the application of these principles." Staff in postdoctoral positions engaged in research, while not generally pursuing an additional degree, are expected to be actively engaged in their training and career development under their research appointments as Post-Docs. This dual role is critical in order to provide Post- Docs with sufficient experience and mentoring for them to successfully pursue independent careers in research and related fields.*

**Does 200.400(f) require recognition of the dual role of postdoctoral staff appointed on research grants as, both trainees and employees, when appointed as a researcher on research grants?**

*Yes, the Uniform Guidance 200.400(f) requires the recognition of the dual role of all pre and post-doctoral staff, who are appointed to research positions with the intent that the research experience will further their training and support the development of skills critical to pursue careers as independent investigators or other related careers. Neither Pre-Docs or Post-Docs need to be specifically appointed in 'training' positions to require recognition of this dual role. The requirements and expectations of their appointment will support recognition of this dual role per 200.400(f).*

**Can individuals on a T32 training grant participate in URBEST to explore research-related opportunities and participate in professional skills and career development?**

Yes, the T32 program for application (<http://grants.nih.gov/grants/guide/pa-files/PA-14-015.html>) states:

*The career outcomes of individuals supported by NRSA training programs include both research-intensive careers in academia and industry and research-related careers in various sectors, e.g., academic institutions, government agencies, for-profit businesses, and private foundations. Training programs should make available structured, career development advising and learning opportunities (e.g., workshops, discussions, Individual Development Plans). Through such opportunities, trainees would obtain a working knowledge of various potential career directions that make strong use of the knowledge and skills gained during research training and the steps required to transition successfully to the next stage of their chosen career.*

More importantly the POA reads:

*The PD/PI should describe program activities intended to develop the working knowledge needed for trainees to select among and prepare for the next step in varied research-intensive and research-related career options available in the biomedical workforce. For example, programs should provide all trainees with instruction and training in oral and written presentation, leadership skills, and in skills needed to apply for individual fellowship or grant support. All postdoctoral trainees should also be provided with instruction in laboratory and project management.*

Therefore, the URBEST program could help T32 trainees meet some of their goals.

**Can students that are on NIH training grants (individual or institutional) participate in URBEST internships?**

Certain internship opportunities will be easier to participate in than others. For internships that require a few hours a week, PhD graduate students or postdoctoral fellows can participate in these experiences on “their own time.” If an internship will take place off-campus for up to two weeks, pre-negotiated time-off − counting as vacation days − will have to be approved by the trainee’s PI. In each case, URBEST trainees will need to manage their time in order to accomplish both laboratory training with their PI as well as internship participation with their host company or institute.

If an internship opportunity will take place over a longer time period (1 to 3 months), registration for Internship will be required, which will include approval of the trainee’s PI, and a formal request to NIH for a short-term interruption in a training grant fellowship position will need to be filed at least 3 months in advance of internship start date.

The NIH Ruth L. Kirschstein National Research Service Awards states (<http://grants.nih.gov/grants/policy/nihgps_2012/nihgps_ch11.htm#_Toc271265124>)

*Interruptions (Break in Service)…Requests for extension of support also will be considered if a short additional period would provide the trainee an opportunity to use an exceptional training resource directly related to the approved research training program.*