

***How will I hear about the status of my internship with LANL?***

Students will be informed of their individual status through their mentors and managers. These decisions will be phased over time; not all decisions will be made simultaneously. We anticipate resolving the status of all pending students no later than May 1. No new applications for 2020 summer students will be processed.

***What happens next if my Summer 2020 LANL appointment has been released from the COVID-19 pause?***

Mentors will be contacting students via telephone and/or email to inform them of their current status relative to the COVID-19 pause. Students who are released to continue their work with LANL mentors will be informed of their updated remote work project descriptions and asked to either accept or decline the opportunity to participate in a virtual internship. Once students confirm their intention to accept the terms of the virtual internship a restart or onboarding date will be set up. Mentors and the students will complete a “Getting the most out of your LANL Virtual Internship” orientation.

***What will happen to students who are still subjected to the pause?***

In most cases, students who remain under the pause either require LANL onsite access for their proposed work or are impacted by our lower student capacity for summer 2020. Because the Lab lacks information regarding the timeline for return to normal onsite operating status, it is not possible to make commitments to all internships initially planned for summer 2020. Some internships will be cancelled given these uncertainties. Students will be contacted about their status by their mentors and line managers.

***Can new summer students be hired now?***

A reduced number of new student hiring actions will be allowed. For Summer 2020 this will be limited to students who can complete their internships virtually using personal computers to access LANL systems. New student hiring is also constrained by mentoring and HR on-boarding capacity. No new applications for 2020 summer students will be accommodated.

***Does this announcement refer only to new hires that already have a formal offer, or does this include brand new offers?***

Line management and mentors will make decisions on what internships are viable for summer 2020. In a limited number of cases, students who were awaiting an offer from the Laboratory may receive an offer. Given the current circumstances and the constraints around virtual onboarding, this will be a small number of students.

***Will all current interns on casual status be allowed to return to work virtually at LANL?***

No, we will not be able to accommodate all current interns who planned to return to LANL this summer. We have placed significant constraints on student mentors and their managers relative to their capacity for hosting students because of the enhanced responsibilities associated with mentoring and supervising students remotely during these extraordinary times. For those students that we simply cannot accommodate during this time, we encourage both mentors and students to remain engaged so that students are aware of future opportunities with the Laboratory.

***How will new virtual interns be onboarded?***

The HR New Hire Team and the Student Programs Office will provide each intern with the same resources that are normally provided during in-person orientation (e.g. benefits information, enrollment in Training Required to Begin Work, etc.). The HR New Hire Team will email mentors information on orientation, which include instructions for obtaining badges and cryptocards.

***Will the Lab provide the technology students need to conduct their internships virtually?***

Mentors will work with their students to determine the technology needs required for the placements to be successful. Most students will be expected to use their own personal computers. The Laboratory's Standard Rules of Use regarding the use of personal computers and the process for securing necessary electronic access into the Laboratory will be provided to students. The Laboratory's information on telework is available at the "[Telework Hub](#)."

***Will the lab reimburse costs incurred by students whose internships were cancelled or rescinded and who put money down to secure lodging or make travel arrangements?***

Unfortunately, the Laboratory is unable to reimburse such costs.

***If my Summer 2020 internship ends up being cancelled can I still come back in the Fall? Winter break? Summer 2021?***

Yes, students who are already hired and are interested in returning to the lab at any point in the future will be retained as "casual" employees. For returning students and those who were not hired by the Laboratory, we encourage you to work closely with your mentors to work out the details and timing for future internship opportunities.

***Are paused students eligible for unemployment?***

Students with questions regarding their eligibility for unemployment are advised to contact their State's unemployment agencies. The Laboratory has no role in this process.

***Can students who are being considered for an internship period extending beyond the summer be hired?***

Long-term students, as well as postgraduates, who are being considered for assignments of 6 months or more, may be hired. However, the start dates and initial working conditions may be constrained by Laboratory capacity limitations as well as the Laboratory's current operational posture.