Pathways Program Eligibility and Requirements

- Enrolled in a Federally Recognized Tribe (Submit a form BIA - 4432),
- Be at least 18 years of age,
- Enrolled or accepted full-time in an accredited college or university and seeking a degree in related academic program,
- Completed at least 1 academic year of academic study,
- A cumulative GPA of 2.0 or higher,
- Ability to obtain and maintain a security clearance,
- Service Agreements (Tuition), and
- Maintain a valid Pathways Program Participant Agreement

Some positions may also require a Medical exam, Drug Testing, and a Driver License

Conversion Opportunities

To be eligible for non-competitive conversion into a full-time position within the BIA, Interns must:

- Complete at least 640 hours of work experience acquired through the Internship Program,
- Complete their degree or certificate requirements,
- Meet the OPM qualification standards for the position to which the Intern will be converted,
- Meet agency-specific requirements as specified in the Participant's Agreement,
- Received a "Fully Successful" or above Performance Rating of Record,
- Received favorable evaluation and recommendation from host supervisor for non-competitive conversion "appointment", and
- Accept job placement offer and relocate if necessary.

Find us on facebook https://www.facebook.com/BIA-Director-857668127607009/

OTS Website

The OTS Youth Engagement and Pathways Internship webpage is under development. Please visit our page for updates at and other program information at http://www.bia.gov/WhoWeAre/BIA/OTS/index.htm

For additional information:
Gayla Schock
OTS Pathways Program Manager
gayla.schock@bia.gov

Make a POSITIVE DIFFERENCE *in* BIA *and for the* TRIBAL COMMUNITIES WE SERVE

Where to Apply for OTS Pathways Internships

We are continuously recruiting to fill internships. We post ALL job opportunities for Pathways Internships on USAJOBS.
https://www.usajobs.gov/studentsandgrads/

Forestry and Wildland Fire Internships

BIA partners with the Salish Kootenai Tribal College's Tribal Research and Education in Ecosystem Sciences (TREES) program to provide tuition subsistence, mentorship, recruitment and other logistical support.

For additional information:

Nicole Stiffarm
TREES Forestry Program Manager / Advisor
nicole_stiffarm@skc.edu
406.275.4748 (office)
406.210.1559 (cell)

Craig Cook
TREES Fire Program Manager / Advisor
craig_cook@skc.edu
208.761.8653 (cell)

PATHWAYS
FOR STUDENTS & RECENT GRADUATES TO FEDERAL CAREERS

Bureau of Indian Affairs
Office of Trust Services'

INTERNSHIP PROGRAM

Make a Positive Difference in BIA and for the Tribal Communities We Serve

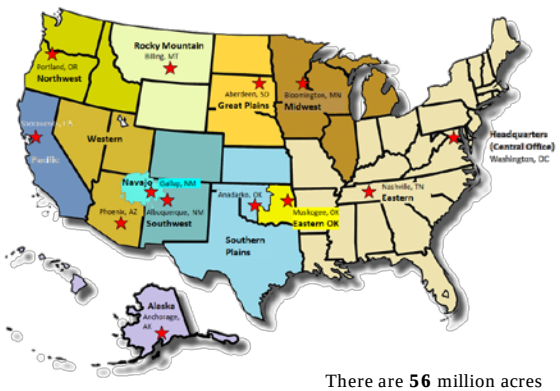
Careers for Native American & Alaska Native Students

September 1, 2016

BUILD work skills and experience **LEARN** from a professional workforce **RECEIVE** on-the-job training **EXPLORE** different Federal occupations

Our Organization

The Bureau of Indian Affairs (BIA), Office of Trust Services' (OTS), is committed to serving Tribal communities and their members by ensuring the activities associated with management and protection of trust and restricted lands; natural resources; forestry and wildland fire management; irrigation, power and safety of dams; and real estate services are improving tribal government infrastructures and communities, along with other components of long term sustainable development investments to improve the quality of life for their tribal members



There are **56** million acres of trust lands and **45** million acres of land held by Native Alaskan state-chartered corporations.

- Head Quarters
- 12 Regional Offices
- 107 – Agencies/Field Offices
- 223 - Duty Locations

As 2013 and does not include Office of Justice Services

The OTS has the following 7 Divisions:

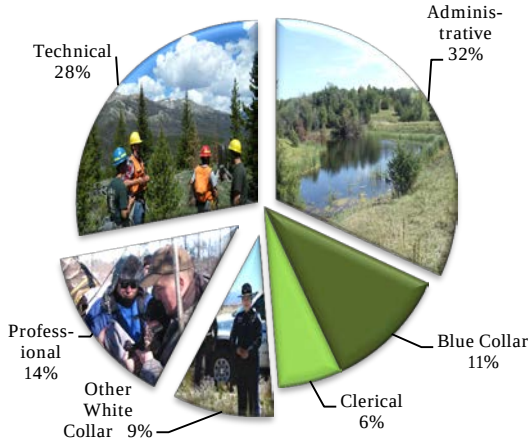
- Natural Resources (Agriculture and Rangeland Management)
- Forestry and Wildland Fire Management
- Environmental and Cultural Resources
- Probate and Special Projects
- Land Titles and Records
- Water and Power
- Real Estate Services

Fast Fact: By the year 2025, 75% of the workforce will be millennials.

Scientific, Technical, Engineering, and Mathematics (STEM)

The BIA has an unprecedented outreach initiative to target, attract and recruit American Indian and Alaskan Natives into professional, critical, and hard-to-fill occupations in scientific, engineering, mathematics, and natural resources disciplines.

BIA's Occupational Demographics



Top 3 Professions Per Category

Technical: Forestry Technician, Miscellaneous Clerk and Assistant, and Engineering Technical
Professional: Natural Resources Management, Forestry, and Engineering
Administrative: Realty, Criminal Investigating, Miscellaneous Management and Program Analyst
Other White Collar: Police, Correctional Officer, and Various Student Trainee Occupations

The Pathways Internship Program main purpose is to recruit, hire, develop, and retain students and recent graduates. This consolidated Student Temporary Employment Program (STEP) and Student Career Experience Program (SCEP) into one program and is largely modeled after SCEP. 5 CFR part 362

Pathways Internships

The OTS programs offers **paid** internships for emerging leaders who are seeking degrees in natural resources management, forestry and other related environmental and biological science fields. This Program not only offers students paid employment, while they continue their education, but also gives them valuable and unique work experiences. We offer rotational summer assignments within different programs and work environments, where they can train and job shadow with industry professionals.

Under the OTS Pathways program, there are two types of Internships.

- Annual Year Round (Career-Seasonal / Excepted Indefinite). Appointment duration is upon graduation.
- Traditional Summer Employment. Appointment normally is NTE 1 year or Term NTE 4 years.

Program Benefits (Career Conditional and temporary appointments that are more than one year)

- Up to $5,000 Tuition/education subsistence *,
- Paid Summer Employment – related to academic field of study, beginning $12-13.68 per hour,
- Travel and Rotational summer assignments,
- Students are recruited nationally across Indian Country,
- Do not have to have prior work experience,
- Mentoring, training and career development opportunities,
- Flexible schedules,
- Vacation, Sick and Holiday Pay,
- Life Insurance, Flexible Spending Accounts, Health Benefits, and Retirement, and
- Potential for non-competitive placement after graduation into a permanent professional entry-level BIA or tribal position.

**Not all internships offer tuition support, some internships are for summer employment only*