



# Pathways Internship Alumni

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

*2015, 2016, 2017*

Please visit our website at: <https://www.bia.gov/bia/ots/workforce-planning-coordination>

## About Our Program

The Bureau of Indian Affairs (BIA) Office of Trust Services (OTS) has established internship positions across seven different programs under the Pathways Internship Program.

These internships can be extremely effective in building a workforce pipeline for scientific, technical, engineering, and mathematics (STEM) and other program-related disciplines, which is why the OTS takes advantage of the internship component to recruit, hire, develop, and retain high-quality Indian/Alaskan Native students across the nation.

The Pathways Internship Program creates an experience that has the potential to greatly influence a student's career choice in program

areas of natural and cultural resources, forestry and fire management, water resources, and land management. Providing these opportunities can preserve traditional knowledge and land use practices that are in use today by tribal communities.

There is a deficit of qualified Native foresters, agriculture/rangeland management specialists, soil scientists, wildlife biologists, and fire management specialists who have completed Bachelor of Science degrees.

In general, our goal is to promote these career opportunities, provide training and development in a professional capacity, and facilitate the placement of the



graduates into entry-level career positions within the BIA or with tribes and tribal enterprises.

"We are investing in you, and it is our expectation that when you complete the program, you will pay that investment back in the form of service within our organization and the Tribes we serve."

— Gayla Schock,  
Pathways Program  
Manager



Chad Brown (Forestry) works in the field

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Casey Savage (Range) works on a University of Wyoming Botany Department Graduate Student project in Range Unit



Joseph Rule (Forestry) on a field trip at the Mescalero Apache Agency

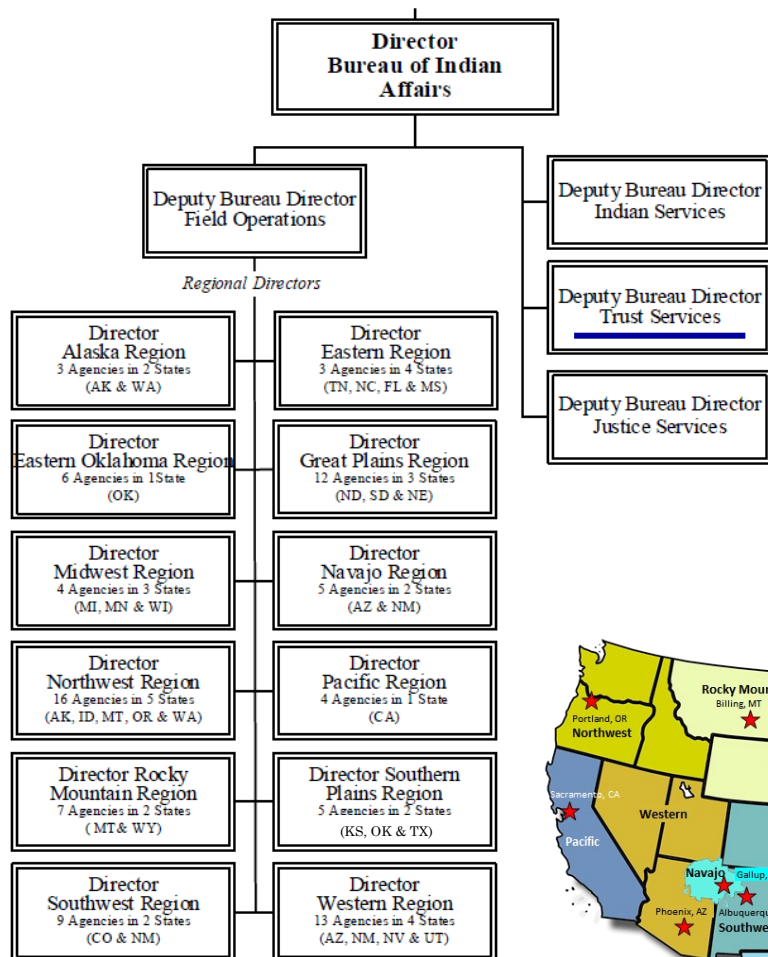


National Interagency Fire Center (NIFC), Boise, ID

# Bureau of Indian Affairs

**BIA Mission Statement** – Enhance the quality of life, promote economic opportunity, and carry out the responsibility to protect and improve the trust assets of American Indians, Indian tribes, and Alaska Natives. We accomplish this through the delivery of quality services, while maintaining government-to-government relationships within the spirit of Indian self-determination.

## Bureau of Indian Affairs



## Office of Trust Services

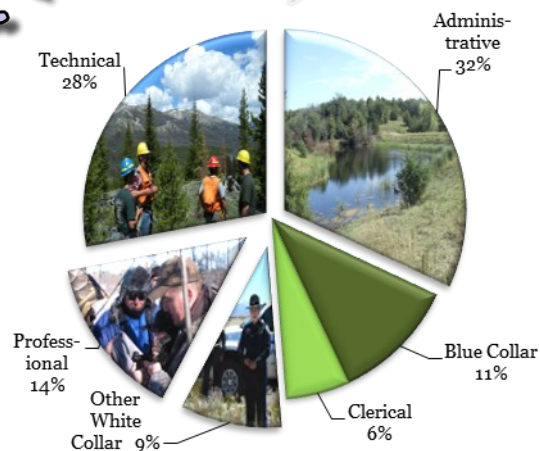
The OTS carries out trust responsibilities to Indian tribes and individuals and oversees all headquarter activities associated with management and protection of trust and restricted lands, natural resources, and real estate services. The OTS provides land related functions to Indian trust owners, including acquisition, disposal, rights-of-way, and leasing and sales, and assists them in the management, development, and protection of trust land and natural resource assets.

Programs administered include real estate services, land title and records, probate, natural resources, forestry and wildland fire management, implementation of land and water claim settlements, repair of structural deficiencies on high hazard dams, and irrigation systems that provide electricity to rural parts of Arizona.



## Trust Statistics

- ⇒ **56.2 million** surface acres
- ⇒ **60.2 million** acres of subsurface minerals estates
- ⇒ **18.5 million** forested acres
- ⇒ **303 miles** of coastline
- ⇒ **2.3 million** acres of lakes and ponds
- ⇒ **18,800 miles** of perennial streams
- ⇒ **137** high hazard dams
- ⇒ **Over 700** low hazard dams
- ⇒ **5,350 miles** of irrigation canals



# Pathways Internship Program

**BUILD** work skills and experience

**LEARN** from a professional workforce

**RECEIVE** on-the-job training

**EXPLORE** different Federal occupations

## Pathways Program Eligibility and Requirements

- ◇ Indian Preference: Enrolled in a Federally Recognized Tribe (Submit a Form BIA-4432),
- ◇ Be at least 18 years of age,
- ◇ Accepted or enrolled full-time in an accredited college or university and seeking a degree in related academic program,
- ◇ Have and maintain 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 valid driver license.*

## Education Requirements

Students in a qualifying educational institution may be appointed to any grade level for which they qualify.

**GS-2:** Completion of high school or General Education Diploma (GED).

**GS-3:** Completion of 1 full academic year of post-high school study.

**GS-4:** Completion of 2 full academic years of post-high school study or an associate degree.

## 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,
- ◇ Receive a "Fully Successful" or above Performance Rating of Record,
- ◇ Receive favorable evaluation and recommendation from host supervisor for non-competitive conversion "appointment," and
- ◇ Accept job placement offer and relocate if necessary.

## Where to Apply

*We are continuously recruiting to fill internships. We post ALL job opportunities for Pathways Internships on USAJOBS. For current opportunities and additional information, please visit <https://www.usajobs.gov/studentsandgrads/>.*



## Student Diversity Goals

**During fiscal year (FY) 2017**, the number of students under the program increased by more than 50%. We hired **56 students**, as compared to 24 students in FY 2014. The students received training and developmental work assignments across 40 different offices/programs (as shown below).

**Student gender and tribal diversity goals** were also met during this timeframe. We had 21 females and 35 males, representing 33 different Federally Recognized Tribes, attending 28 different colleges and universities across 15 states.

### 16 Students - Ag and Range

- 12 BIA
  - 1 - Central Office
  - 5 - Regional Level
  - 6 - Agency Level
- 4 TRIBAL

### 23 Students—Forestry

- 15 BIA
  - 1 - Central Office
  - 6 - Regional Level
  - 8 - Agency Level
- 8 TRIBAL

### 17 Students—Wildland Fire

- 10 BIA
  - 1 - Central Office
  - 1 - Regional Level
  - 8 - Agency Level
- 7 TRIBAL



# Internship Program Background



OTS Pathways Internship Program staff  
(L to R): Monica Cooper, Gayla Schock,  
Brad Cress

Executive Order (EO) 13562, Recruiting and Hiring Students and Recent Graduates, December 27, 2010, created the Pathways Programs as a solution to undo the complexity of the rules governing admission to the career civil service.

The EO eliminated the former Federal Career Intern Program and is part of the overall hiring reform through which the federal government is seeking to streamline and improve the federal hiring process to specifically enable the federal government to compete effectively for students and recent graduates. The Pathways Internship Program replaces and is modeled after the former Student Career Experience Program (SCEP) and the Student Temporary Employment Program (STEP).

Along with the government-wide initiatives to promote diversity and inclusion and hire talented veterans, the programs support

agencies' efforts to fill workforce needs.

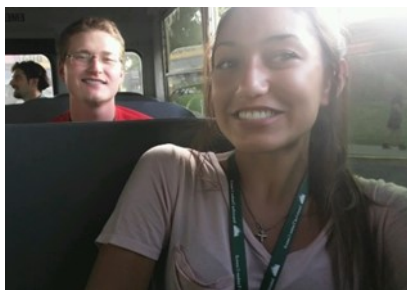
Prior to the passage of the Pathways Programs, internships within the BIA have been around for some time, even before SCEP and STEP. However, with the passage of two significant laws in 1990 and 1993, the Indian Forest and Agriculture Resources Management Acts, certain internships for BIA's Forest and Agriculture Land Management became mandated.

Taken together, these authorities enable the BIA to effectively attract, recruit, and retain highly qualified Indian/Alaskan Native students pursuing STEM and other program-related degrees.

The internship's role is essential to the accomplishment of the various missions of the tribes, BIA and the Department, and to the sound stewardship of natural and cultural resources.



Alyssa Samoy (Fire) and Nizhoni Harvey (Forestry) scale timber at the Pyramid Lumber Mill in Seeley Lake, MT



Alyssa Samoy (Fire) and Thomas McCutcheon (Forestry) during 2017 Silviculture Field Trip in the Pacific Northwest



Mitchell Kurtz (Fire), Mescalero Helitack, at the Pine Ridge Reservation, SD



Moriah Owens (Fire) after mopping up in Pablo, MT



Cordell Bird (Fire) patrolling, Crow Agency, MT



# Student Intern Training/Field Photos



Students tour the National Interagency Fire Center (NIFC) in Boise, ID



Colleen George (Forestry) marks trees



Casey Savage (Range) performs fieldwork on Wind River Reservation, MT



Brittany McAuslen (Range) explains the survey methodology for the Huckleberry Restoration Project



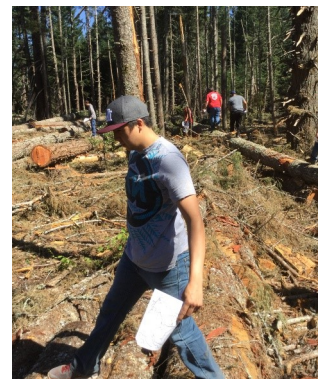
2015 Intertribal Timber Council (ITC) Forestry Summit at Yale University in New Haven, CT



Students tour the Bureau of Land Management (BLM) Smokejumpers Facility in Boise, ID



Kelly O'Bennick (Forestry) and another student collect samples of macro-invertebrates in North Crow Creek, Ronan, MT



Johnathan Skunkcap (Forestry)



Range students double sample on a range project



Jaclyn McCasland and Reynelda Piaso (both Range) during a NIFC facility tour in Boise, ID



Colleen George (Forestry) stands inside a fire-scarred giant sequoia



# Student Intern Training/Field Photos (Continued)



Kelly Bolton (Forestry) marks plots in Metlakatla, AK



Joseph Jojola (Forestry) works with Mescalero Type 2 IA fire crew and mops up by bone piling heavy fuels near Alturas, CA



Skyler Stanley (Fire) looks on during helicopter longline training



Kyle Blackman (Fire) with the Mission Valley initial attack fire crew in Polson, MT



Seneca Stevens (Forestry) at a worksite inspection of wildlife cuts monitoring a stroke boom delimber machine on Penobscot Trust land in Lakeville, ME



Arielle Quintana (Range) leads a team of high school students to cultural resources in Cochiti Pueblo, NM



Sterling Barnaby (Fire) on fire assignment during the Midway Fires, which burned more than 1,100 acres of the Flathead Indian Reservation, MT



Tyler Everett (Forestry) stumbles upon a beautiful cedar in Prentiss, ME, while buffering a lake that is located in a new timber stand improvement area



Maria Carpenter (Range) takes specific measurements to be able to draw a map of the surveyed land in Sacramento, CA



Aitana Paxson (Fire) follows Jeff Casey, Burn Boss, igniting strip-head fire to build a blackline for prescribed burning, Seminole Agency, FL



Brittany McAuslen (Range) prepares game cameras in Gifford Pinchot National Forest, WA



Skyler Stanley (Fire) humps into fire with the Fort Apache Hotshots



# TREES Partnership and Field Trips

## TREES Student Program



Adrian Leighton, TREES Forestry Director /Dean, SKC Natural Resources Division)



Nicole Stiffarm, TREES Forestry/Fire Program Manager/Advisor



Craig Cook, TREES Fire Program Coordinator/Advisor



L to R: Nicole Stiffarm, Bradley Cress, Monica Cooper, Mitchell Kurtz, a student, and Craig Cook (TREES Fire Program Coordinator/Advisor) at the American Indian Science and Engineering Society in Minneapolis, MN—November 2016

The BIA OTS partners with the Salish Kootenai College's Center for Tribal Research & Education in Ecosystem Sciences (TREES) Student Program to support tribal forestry and wildland fire programs and initiatives and further tribal capacity for land and natural resource stewardship, promote tribal self-determination, and self-governance initiatives.

The Salish Kootenai College founded the Center for TREES in January 2014 with the purpose of mentoring,

supporting, and training American Indian natural resource students nationwide.

The Center for TREES is dedicated to engaging in partnerships that allow us to leverage current faculty and staff skills and experience to expand in opportunities for growth and development for American Indian students. The TREES program provides up to \$5,000 in tuition assistance!

## TREES Student Intern Silviculture Training and Field Trips



Inaugural TREES Field Trip (2014) to Worley, ID (Coeur d'Alene)

The BIA TREES Pathways Program has replaced the program previously managed by the Forest Service.

The objective of the BIA TREES Pathways Program, which is being implemented through a contract with the Salish Kootenai College, is to increase the number of American Indians/Alaska Natives with degrees in Forestry. There continues to be a shortage of entry-level foresters in the



2017 TREES Field Trip to Colville, WA

BIA and in some tribal programs. Students enrolled in the BIA TREES Pathways Program receive annual tuition assistance and summer employment in a forestry position, and forestry students attend the Intertribal Timber Council Symposium and a Regional Forestry Field Trip each year.



## 2017 TREES Intern Silviculture Training and Field Trip



2017 TREES Field Trip to Kalispel Tribe, WA



The BIA Northwest Region and officials from the Kalispel, Coeur d'Alene, Colville and

Yakama Tribes hosted a weeklong training to expose the student interns to a broad overview of silvicultural treatments on a working forest. Twenty-two BIA Forestry and Fire Pathways interns visited three different reservations in Idaho and Washington, where foresters spent the day showing various stands and types of management. The trip was designed by Dave Koch, forester (BIA Central Office); Roger Jensen, forester (BIA Central Office); Kelly Hetzler, forester (BIA Northwest Region); and Adrian Leighton and Nicole Stiffarm from SKC TREES Student Program.

Tim Larkoski, a forester for the Kalispel Tribe, spent the day showing students various types of forest management, including uneven-aged Ponderosa pine, fuel reduction projects, and harvests designed to reset stands to early seral stages due to the presence of Armalararia root rot.

Throughout the day, Tim emphasized the role of the tribe in setting the management direction and the role of the forester in implementing it.

Following the field trip, students and staff drove to Worley, ID.

### **22 BIA Forestry and Fire Pathways interns visited three different reservations in Idaho and Washington.**

Norris Booth, a Forest Manager for Coeur d'Alene Tribe, spent the day in the field with the students. Norris gave them an overview of the tribe's objectives in forest management then took the group to five different sites that demonstrated different aspects of that management.

Even- and uneven-aged pine, mixed conifer management, and fuels and reforestation were dominant themes.

Jeremy Hunt, a forester with the BIA Colville Agency, provided students with an overview of forestry operations in the agency forestry conference room. This was the first time on the trip that the students saw a management operation that was a blend of tribal and BIA foresters. An engaged discussion took place regarding the Trust Responsibility and the different ways that it could manifest in forest management. Following the overview, the group toured the greenhouse to see reforestation and native plant projects.

The rest of the day was spent in the field, discussing salvage following the fires of 2015, uneven-aged management, the role of mills and enterprises in forest management, and many other

topics, including management of tribal recreation sites.

The trip ended with students driving to Yakima, WA, where they attended the three-day Intertribal Timber Council's Indian Timber Symposium, including an all-day tour of forest and natural resource management activities on the Yakama Nation and the tribal sawmill.



Nathan Wade (Forestry) during discussion of salvage following the wildland fires of 2015



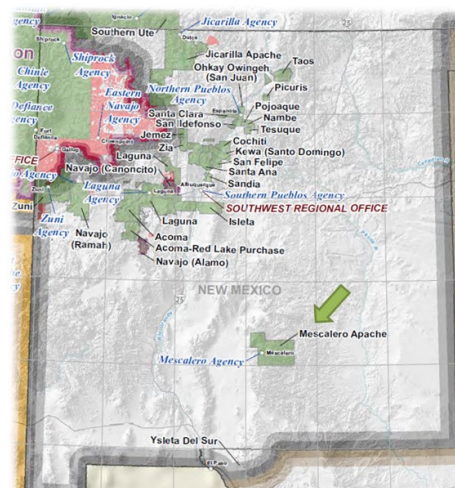
Norris Booth, Coeur d'Alene Tribe, gives an overview of tribal forestry objectives



## 2016 TREES Intern Silviculture Training and Field Trip



*Stone House—where the Indian Reorganization Act was drafted on Mescalero Reservation*



The Mescalero Apache Agency and Tribe hosted a weeklong training to expose the student interns to a broad overview of silvicultural treatments on a working forest. Several field stops and lengthy discussions were centered on silvicultural treatment strategies for the control of **Ponderosa Pine**

**Dwarf Mistletoe**—a parasitic plant that can cause extreme timber volume loss through growth suppression and tree mortality.



The mistletoe control field trip showed treatment areas at various stages of post-treatment stand development, ranging from seedling and sapling stage to final precommercial thinning treatment in pole-sized stands (a time span of approximately 25 years).

Classroom presentations and discussions were also conducted on the broader aspect of silvicultural treatments. Field trip stops highlighted treatments designed to maximize timber production and areas where treatment objectives of timber production, forest health, and hazardous fuel reduction were combined.

Field trip stops to observe and discuss wildfire impacts on the ecosystem and post-fire flooding and stabilization treatments were also part of the training.



Students learn more about the Mescalero Apache Tribal Forestry projects



Erica Enjady (left—hands spread out), forester at Mescalero Agency, shows students a previous burn on the Mescalero Tribal land (Little Bear Fire near ski resort)



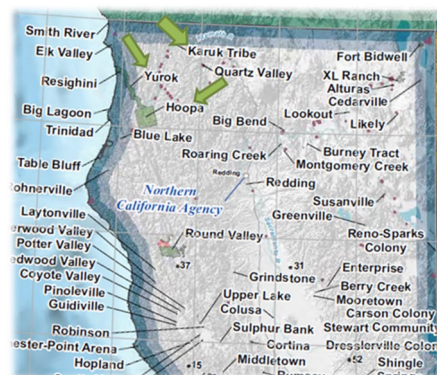
Thora Padilla, Mescalero Apache Natural Resources Director, talks about tribal forestry programs with students



## 2015 TREES Intern Silviculture Training and Field Trip



Students pose in front of a huge Giant Sequoia tree



The Pacific Region hosted the 2015 BIA Pathways Program Field Trip for the silviculture and forest management in northern California. The trip was hosted by Gerald Jones, Pacific Regional Forester, and in attendance was the Amy Dutsche, Regional Director.

Students traveled to the Yurok, Hoopa, and Karuk Tribes and toured their forest management, wildlife, and wildland fire management programs. Students hiked in the Redwood National Park and had a cookout on a beach near Hoopa, CA.

## 2014 TREES Intern Silviculture Training and Field Trip

The Midwest Region hosted the first BIA Pathways Program Field Trip focusing on regional silviculture and forest management in Minnesota and Wisconsin. The weeklong program, developed by Matt Anderson, Midwest Regional Forester, featured practical classroom overviews of what it takes to be a forester for the BIA or a tribe.

Forest management, inventory and planning, silviculture, timber sales preparation and administration, forest development, and fire ecology were the primary field trip focus areas.



Students tour the timber sale administration on the Lac Courte Oreilles Reservation, WI.



Tim Johnson, a forester with BIA Great Lakes Agency, shows TREES students a timber sale area on the Lac Courte Oreilles Reservation near Hayward, Wisconsin, during harvest operations.



Tribal forester Al Murray talks with TREES students about forest management planning on the Forest County Potawatomi Indian Reservation.



# The Internship Experience—Fire Program

by Craig Cook



Craig Cook, Fire Pathways Program Coordinator/Advisor



Garth Fisher, Fire Management Specialist (Training), BIA/NIFC, works closely with Craig to support the Fire Pathways Internship Program



Craig providing Wildland Fire training at the Student Training and Orientation, Boise, ID

The summer of 2016 was the inaugural year for the BIA Fire Pathways Program, and it saw seven intrepid interns begin to learn the ropes around wildland fire fighting. While the interns were spread out across various geographic areas, they shared some common experiences as Fire interns.

The typical day for firefighters begins with showing up to work to complete physical training (PT). PT is usually done in a group and entails running and weight-bearing exercise to ensure physical readiness for the fire suppression missions.

Following PT, the fire management group is usually assembled to receive a briefing covering the fire weather conditions for the specific fire zone, as well as sharing information regarding the national fire situation.

Since fire resources are shared across geographic and land management agencies, it is not uncommon for a crew assembled at the local unit to be sent to another state to assist on large fires. Last year, in fact, two of our interns traveled across multiple states in the west as part of a twenty-person crew to help suppress large fires.

One intern got the opportunity to work a couple weeks as part of a helitack crew. Helitack crews are trained in aviation operations and firefighting, and they are usually delivered high in the mountains by helicopter to wildfires where access is not available by road. Many



A BLM Smokejumper shows a student how he packs his parachute during the student tour at NIFC in Boise, ID

times, helitack crewmembers must pack carefully to be self-sufficient overnight as they work the wildfire. When the fire is out, they either hike or construct a landing zone on the mountain so the helicopter can land and return them to base.

All in all, the summer of 2016 offered a good introduction into fire management activities for the first group of fire interns. We look forward to continuing to improve on the experiences and training of the BIA fire interns by working with the hosting units.



Sam Youngbull (Fire) on a fire assignment at Crow Agency, MT



Moriah Owens (Fire) finds her first hotspot in Pablo, MT



Mitchell Kurtz (Fire) helps tame a fire

# Student Standout and Success Factors

## Student Standout: Chad Brown



I am from Santo Domingo Pueblo, NM, and a forestry student at Northern Arizona University (NAU). Currently, I am a student trainee under the forestry section for the BIA TREES Pathways Program. Since I started the program, I have interned with the Menominee Tribal Enterprise, Confederated Salish and Kootenia Tribes, and the BIA Branch of Forest Research Planning office.

During my downtime from work and school, I am a member of the NAU

Logging Sports team. I was taught how to chop wood for the women in my family at a young age. We would use the wood in the adobe pueblo bread ovens to cook. I also learned how to operate a chainsaw when I was a forestry technician at Santa Clara Pueblo. Naturally, I found an interest in logging sports competitions during my time at NAU. What other sport could swing sharp axes and play with chainsaws for fun?



As a member on the Logging Sports team, I placed 1<sup>st</sup> in Men's Powersaw, 1<sup>st</sup> in Jack and Jill Double Buck, and 2<sup>nd</sup> in Men's Single Buck. I also helped my team earn 1<sup>st</sup>, 3<sup>rd</sup>, and 4<sup>th</sup> overall team awards at various competitions.

I personally enjoy Single Buck, Horizontal Chop, and Powersaw the most. I will be a senior this upcoming year and hope to continue my team and my personal success in this sport.



## Success Factors



**Dave Koch,  
Forester**

There are many factors which will play into your success, like finances and relationships.

No matter what we do in life, these factors always loom large in our decision-making process and, often, our ability to successfully navigate through a life event (such as college). There are six things that really make a difference in your success at completing college; these are personal attributes such as drive and motivation, persistence in the face of adversity, positive thinking skills, on-campus and off-campus support, and organizational skills.



**Nathan Lillie,  
Natural  
Resource  
Specialist  
(GIS/NEPA)**

The SCEP (now Pathways Program) guided my career path;

the internships provided the most intangible knowledge that I will carry with me over my career.

My first internship moved a 21-year-old small town Oklahoma kid to the Colville Indian Reservation, Nepspelem, WA, for three months. Having never really been in the "Big Timber" or the mountains, I was hooked. I knew the following summer I wanted to get back to the Northwest.

When the choices came out the following year, I chose to work for the Confederated Salish Kootenai Tribe,

on the Flathead Indian Reservation, Ronan, MT, where I was able to experience large wildfires.

My last internship was at the Concho Agency in Oklahoma, where I helped write Hazardous Fuels Plans and created a geographic information systems (GIS) database for fuels projects. The next spring, they hired me as the Range/Forestry Technician.

For the past three years, I have been given a chance to give back to the program by hosting six student interns to help with fuels, fire, GIS, and other natural resource projects.

If you are unsure about this program, take this small town Oklahoma boy's advice: Go experience places you have never been, gain on-the-job knowledge, and best of all, get paid for it!!



# Alumni Stories

## Jordan Roof, Forestry

I am a member of the Cherokee Tribe of Oklahoma. After high school, I served in the U.S. Army for three years. In 2014, I was transitioning into civilian life. During that time, I joined the Pathways Internship Program while attending Colorado State University. This was one of the best decisions I've made because the Pathways Program has given me the opportunities to gain valuable on the job training, beneficial skills, and knowledge—while getting paid for it!

In 2015, I went on my first trip with Pathways to the Intertribal Timber Council Conference in Oregon, as well as take road trips to a variety of forestry operations in Oregon and California. I enjoyed seeing the differences in management and operations at each location, as well as enjoy all of the fry bread.

Following the trip, I started my summer internship in White Swan, WA (Yakima), where my team and I helped timber sales officers mark trees and monitor sales.

When it came to graduate, all of the networking I did throughout the program paid off. Although my initial job offer fell through, my Pathways Coordinator worked with me to find a position that fit. I wouldn't be where I am today without the help and guidance of the Pathways Program.



Jordan Roof

## Tara Lehrmann, Forestry



Tara Lehrmann

I am a member of the Citizen Potawatomi Nation, OK. I am the mother of two great children and a wife to my wonderful husband, Donald, of thirteen years.

With the help of the Pathways Internship Program, and my hard work, I will begin my career with the BIA as a Forester at the Yakama Agency.

While living in Philomath, I attended Oregon State University (OSU), where I graduated with honors in December 2016 with a Bachelor of Science degree with a specialty in Ecosystem Perspective and Management.

I joined the TREES Pathways Program. Although I was only in the program for two years, it gave me the hands-on experience that was needed in order to become a forester. This experience allowed me to not only build my resume and highlight the different skills that I learned, but it also helped me expand my network of people and build relationships with others.

As a student at OSU, I spent a great deal of time learning about a wide range of topics in natural resources, forestry, fish, and wildlife, along with other areas. The Pathways Program allowed me to take what I had learned in the classroom and apply it in the field. I believe this is a critical factor of becoming a successful forester.

## Russell Felicia, Fire

I am enrolled in the Lower Brule Sioux Tribe, SD. I grew up in the town of Oacoma, SD. The town is right along the Missouri River—across the river from Chamberlain, SD. Oacoma was too small to have a school, so I attended high school in Chamberlain. I graduated from there in the spring of 2013.

I went on to attend college at South Dakota State University. At first, I did not know what to pursue in school, so I tried out civil engineering. After a year, I found out that I wanted to pursue a career in what I enjoyed most; I am currently pursuing a degree in wildlife and fisheries with a minor in rangeland management.

Since the time I was in high school, I had the opportunities to have jobs and gain a lot of experience in the outdoors. Once I turned sixteen, I started working for the City of Chamberlain Parks Department. I then had the opportunity to work for South Dakota Game, Fish, and Parks. That is where I gained most of my experience and

found out that I wanted to pursue a career in this field.

I learned a lot about the habitat and spent most of my days in the field. I also had the opportunity to participate in other activities, such as goose depredation, fawn collaring, and lake surveys with fish.

I became interested in fighting fires and started working with the Lower Brule wildland crews. I have worked there for the past few summers and have loved every minute of it. My goal is to gain experience in the field of fire. I hope to learn about how and why it all works. I hope to have a lot of experience before I graduate so that I can be successful and more knowledgeable after college.



Russell (standing center with brown shirt) with a fire crew in Lower Brule, SD

# Alumni Stories (Continued)

## Ryan Morrison, Forestry

I am a member of the Choctaw Nation of Oklahoma. I am from Kiowa and attended Eastern Oklahoma State College (EOSC), where I earned an associate degree in Forestry. After EOSC, I attended Oklahoma State University and earned a bachelor's degree in Forestry, as well as a minor in Rangeland Management.

My experience with the Bureau of Indian Affairs (BIA) TREES Pathways Program was an excellent experience. During the program, I was able to expand my classroom and field work knowledge through various projects.

The BIA TREES Program is something I would highly encourage students to look into applying for, due to the great benefits of gaining experience, tuition assistance, a summer job, and the networking opportunities. In addition, I'd encourage departments and other agencies that have yet to take on an intern to consider it, because

both the departments and interns would benefit tremendously!

I currently work at the Mescalero Agency as a Forester within the BIA on the Mescalero Apache Reservation in New Mexico. Without the opportunity and the help I received from the Pathways Program and staff, I would not be where I am today.



Ryan Morrison (Forestry) carries Tucker Malott (Range) across a stream

## Brittany McAuslen, Rangeland



Brittany explains the Survey Methodology for the Huckleberry Restoration Project

I am a member of the Tangirnaq Native Village, AK. I attended Washington State University (WSU) in Vancouver, WA.

I graduated from Fort Vancouver High School before pursuing my Bachelor of Science in Biology with a minor in Psychology at WSU. I chose this course of study because I have always loved learning about the environment and health; this major incorporates elements of both.

I have spent time volunteering with Friends of Trees as a crew leader, teaching members of the community how to plant trees. I currently volunteer with the American Red Cross and Vancouver Public Schools. I really enjoy engaging with members of my community, which is why I volunteer with these amazing organizations. I am also a Cobell Scholar as well as a recipient of the Wells Fargo Undergraduate Scholarship.

My goals during my internship are to gain new skills for a career in natural resources. I'm eager to learn new concepts and tools that will allow me to succeed after graduation.

## Byron Andrew, Rangeland



Byron Andrew

I am from the Pueblo of Jemez, NM. I graduated from Jemez Valley High School back in 2009. I have been up and down the educational path, but I have finally settled down with the University of New Mexico, where I am pursuing my degree in Geography and a minor in Native American Studies.

I chose this degree because GIS just clicked for me, it was something I felt comfortable with as soon as I started working on it more and more. I enjoy the outdoors, and playing any kind of sport out there. My biggest accomplishment so far is getting through my college education; I am nearly done but will continue on with my master's degree.

I volunteer during elk hunts at the Valles Caldera National Preserve (Valles Caldera) and participate a lot within my tribal community ceremonies and events. I have been a leader during traditional ceremonies and traditional activities in the Pueblo of Jemez. A previous internship I had was back in 2013 when I attended Southwestern Indian Polytechnic Institute. I created a Burn Areas Restoration Project for the Valles Caldera and presented at the Tribal GIS Conference as well as the ESRI Conference.

Lastly, my biggest goal while I am an intern under Forestry is to learn the key essentials to succeed as an employee at BIA Forestry/Fire and to take in whatever knowledge I gain from my colleagues and use it in the future.



# Pathways Program Officials

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Natural Resource Youth  
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(202) 308-8921, Cell

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Please visit our website at:

<https://www.bia.gov/bia/ots/workforce-planning-coordination>

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Manager/Advisor**

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**Craig Cook, Wildland Fire  
Program Coordinator/Advisor**

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*Special thanks to OTS Program Managers for supporting and funding these internships!*

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(202) 208-6407, Office

**Ira New Breast, Chief**

Division of Natural Resources  
Management  
12220 Sunrise Valley Dr.  
Reston, VA 20191  
(703) 390-6491, Office

# Forestry Program Alumni



Graduated



Jannalee Armstrong  
Tribe: White Mountain Apache  
Date Entered: 4/9/2015  
College: Northern Arizona University



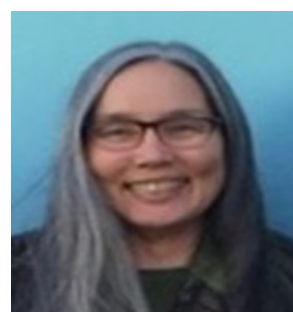
Kelly Bolton  
Tribe: Metlakatla  
Date Entered: 4/17/2017  
College: Salish Kootenai College



Dustin Bradford  
Tribe: Chippewa Cree  
Date Entered: 4/17/2017  
College: Sierra College



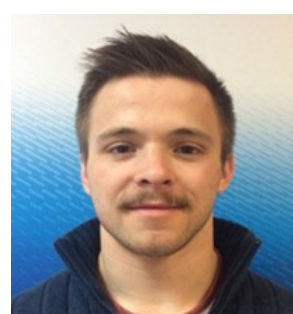
Chad Brown  
Tribe: Santo Domingo Pueblo  
Date Entered: 6/1/2015  
College: Northern Arizona University



Cynthia Coleman  
Tribe: Native Village Unalakleet  
Date Entered: 6/28/2016  
College: Salish Kootenai College



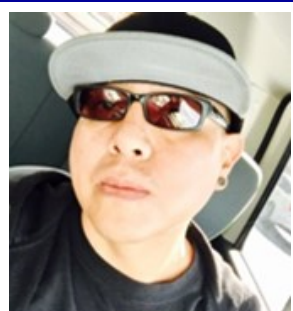
Charmayne Dayaye  
Tribe: White Mountain Apache  
Date Entered: 2/8/2016  
College: Salish Kootenai College



Tyler Everett  
Tribe: Aroostock Band of Micmacs  
Date Entered: 4/17/2017  
College: University of Maine



Colleen George  
Tribe: White Mountain Apache  
Date Entered: 6/1/2015  
College: Salish Kootenai College



Brandon Habaadiah  
Tribe: Navajo  
Date Entered: 3/25/2012  
College: New Mexico Highlands University



Nizhoni Harvey  
Tribe: Navajo  
Date Entered: 4/17/2017  
College: Salish Kootenai College



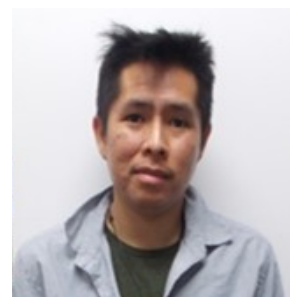
## Forestry Program Alumni (Continued)



Eldon Kinney  
Tribe: Yurok  
Date Entered: 6/1/2015  
College: Humboldt State University



Tara Lehrmann  
Tribe: Potawatomi Nation  
Date Entered: 6/1/2015  
College: Oregon State University



Daryl Lorenzo  
Tribe: Navajo  
Date Entered: 5/26/2009  
College: New Mexico Highlands University



Ryan Morrison  
Tribe: Choctaw  
Date Entered: 12/13/2015  
College: Oklahoma State University



Bobby Nelson  
Tribe: Karuk  
Date Entered: 4/8/2012  
College: Salish Kootenai College



Jordan Roof  
Tribe: Cherokee  
Date Entered: 3/8/2013  
College: Colorado State University



Joseph Rule  
Tribe: Cherokee  
Date Entered: 7/11/2016  
College: Oklahoma State University



Johnathan Skunkcap  
Tribe: Blackfeet  
Date Entered: 2/7/2016  
College: University of Montana



Seneca Stevens  
Tribe: Penobscot  
Date Entered: 6/13/2016  
College: University of Maine



Rocky Stewart  
Tribe: Crow  
Date Entered: 4/17/2017  
College: Salish Kootenai College

## Forestry Program Alumni (Continued)



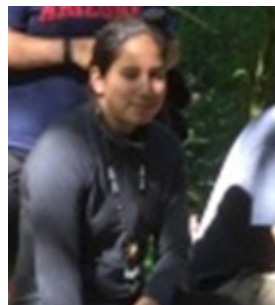
Nathan Wade  
Tribe: Choctaw  
Date Entered: 4/17/2017  
College: Oklahoma State University



Wesley Ware  
Tribe: Kiowa Tribe of OK  
Date Entered: 4/17/2017  
College: Salish Kootenai College



J'Kye Wientjes  
Tribe: Cheyenne  
Date Entered: 6/1/2015  
College: Colorado State University

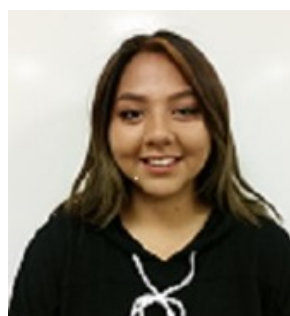


Karlen Yallup  
Tribe: Navajo  
Date Entered: 6/22/2015  
College: Idaho State University

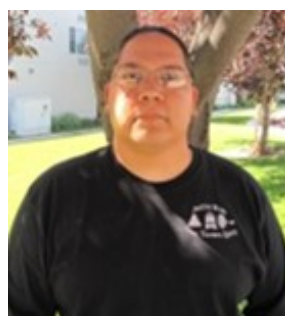




## Wildland Fire Program Alumni



Tyler Baha  
Tribe: White Mountain Apache  
Date Entered: 7/3/2017  
College: Northern Arizona University



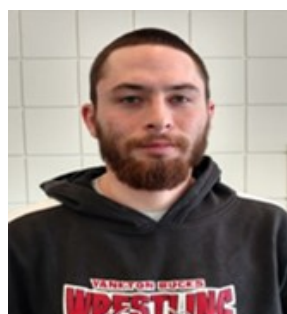
Sterling Barnaby  
Tribe: Eastern Shoshone  
Date Entered: 5/31/2016  
College: Salish Kootenai College



Cordell Bird  
Tribe: Crow  
Date Entered: 7/3/2017  
College: Dakota College at Bottineau



Kyle Blackman  
Tribe: Blackfeet  
Date Entered: 6/27/2016  
College: Salish Kootenai College



Russell Felicia  
Tribe: Lower Brule Sioux  
Date Entered: 4/17/2017  
College: South Dakota State University



Grant Hopkins  
Tribe: Osage  
Date Entered: 5/15/2017  
College: Oklahoma State University



Krista Joe  
Tribe: White Mountain Apache  
Date Entered: 4/3/2016  
College: Northland Pioneer College



Jared Jojola  
Tribe: Isleta Pueblo  
Date Entered: 5/31/2016  
College: Fort Lewis College



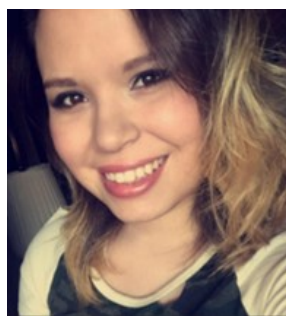
Mitchell Kurtz  
Tribe: Lower Brule Sioux  
Date Entered: 5/31/2016  
College: University of Wisconsin - Stevens Point



Thomas McCutcheon  
Tribe: Bad River Band of Lake Superior Chippewa  
Date Entered: 4/17/2017  
College: University of Wisconsin - Stevens Point



## Wildland Fire Program Alumni (Continued)



Moriah Owens  
Tribe: Kiowa Tribe of OK  
Date Entered: 4/17/2017  
College: Southwestern  
Oklahoma State University



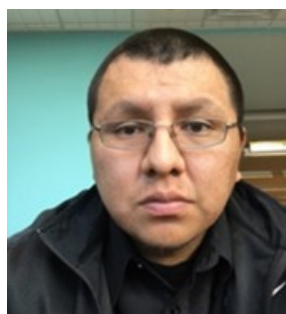
James Paddlety  
Tribe: Kiowa Tribe of OK  
Date Entered: 5/31/2016  
College: University of  
Central Oklahoma



Aitana Paxson  
Tribe: White Mountain  
Apache  
Date Entered: 5/31/2016  
College: Northern Arizona  
University



Alyssa Samoy  
Tribe: Chippewa Cree  
Date Entered: 1/20/2017  
College: Colorado State  
University



Skyler Stanley  
Tribe: White Mountain  
Apache  
Date Entered: 4/17/2017  
College: Southwestern  
Oklahoma State University

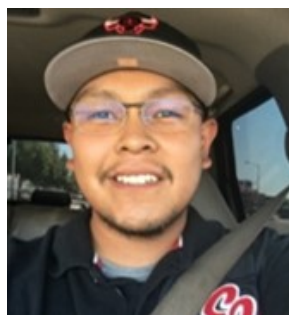


Philbert Woody  
Tribe: Navajo  
Date Entered: 4/17/2017  
College: Salish Kootenai  
College



Samuel Youngbull  
Tribe: Cheyenne and  
Arapaho  
Date Entered: 6/5/2017  
College: Haskell

## Agriculture/Rangeland Program Alumni



Byron Andrew  
Tribe: Pueblo of Jemez  
Date Entered: 7/25/2016  
College: University  
of New Mexico



Andrew Ahshapanek  
Tribe: Wichita  
Date Entered: 6/16/2015  
College: Cameron University



Daniel Ahshapanek  
Tribe: Wichita  
Date Entered: 6/16/2015  
College: University of  
Oklahoma



Kalicia Bean  
Tribe: Puyallup  
Date Entered: 6/13/2016  
College: Oregon  
State University



Royal Billy  
Tribe: Navajo  
Date Entered: 4/17/2017  
College: University  
of Arizona



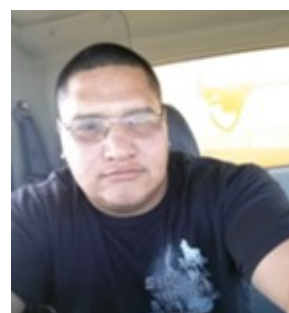
Keisha Bird Hat  
Tribe: Crow  
Date Entered: 8/21/2017  
College: Fort Lewis College



Maria Carpenter  
Tribe: Unga Tribal Council-  
Native Village of Unga  
Date Entered: 4/17/2017  
College: Oregon  
State University



Brittany McAuslen  
Tribe: Tangirnaq Native  
Village  
Date Entered: 4/17/2017  
College: Washington  
State University



Brandon Kills Small  
Tribe: Oglala Sioux  
Date Entered: 5/1/2017  
College: Oglala Lakota  
College



Tucker Malotte  
Tribe: Cherokee  
Date Entered: 6/13/2016  
College: Oklahoma  
State University





## Agriculture/Rangeland Program Alumni (Continued)



Jaclyn McCasland  
Tribe: Delaware  
Date Entered: 6/13/2016  
College: University of  
Science and Arts of  
Oklahoma



Reynelda Piaso  
Tribe: Navajo  
Date Entered: 6/22/2015  
College: University  
of New Mexico



Ryan Portalatin  
Tribe: Choctaw Nation  
Date Entered: 4/17/2017  
College: Texas Tech  
University



Arielle Quintana  
Tribe: Cochiti Pueblo  
Date Entered: 6/13/2016  
College: Colorado  
State University



Casey Savage  
Tribe: Northern Arapaho  
Date Entered: 6/13/2016  
College: Chadron State  
College



Zachary Simpson  
Tribe: Osage  
Date Entered: 7/14/2014  
College: Oklahoma  
State University



Blue Eyes Walker Over  
Ice  
Tribe: Crow  
Date Entered: 6/29/2015  
College: Montana  
State University

