

## Pathways Program Eligibility and Requirements

- 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 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.



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<https://www.facebook.com/BIA-Director-857668127607009/>

## OTS Workforce Planning and Coordination Office Supporting Natural Resources and Tribal Youth Programs Website

The *OTS Youth Engagement and Pathways Internship* webpage is under development. Please visit our page for updates at and other program information at:

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

For additional information email: [otspathways@bia.gov](mailto:otspathways@bia.gov)

Make a  
**POSITIVE  
 DIFFERENCE**  
*in BIA and 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:

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Bureau of Indian Affairs  
 Office of Trust Services'

# INTERNSHIP PROGRAM

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

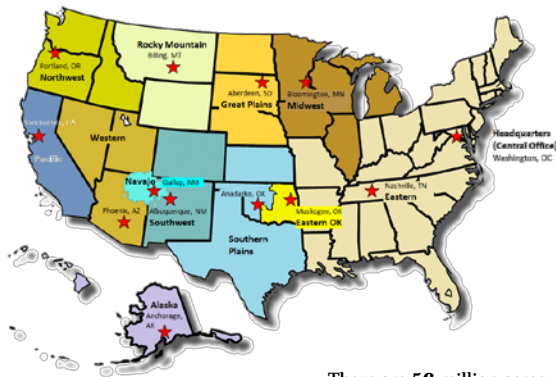


*Careers for  
 Native American &  
 Alaska Native Students*

June 20, 2020

## 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



- Head Quarters
- 12 Regional Offices
- 83 Agencies/Field Offices

The OTS has the following 7 Divisions:

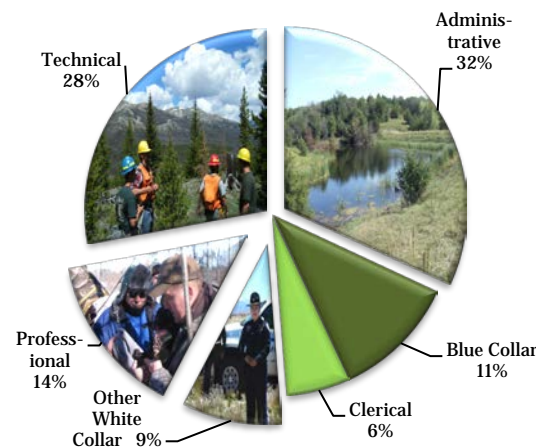
- Natural Resources (Agriculture and Rangeland Management)
- Forestry and Wildland Fire Management
- Environmental and Cultural Resources
- Probate and Special Projects
- Land Titles and Records
- Water and Power
- Real Estate Services

**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 students can train and job shadow with industry professionals.

## 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 GED diploma.

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

**GS-4:** Completion of 2 academic years of post-high school study or associate's degree leading to a bachelor's degree in related academic discipline.

**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,
- Travel and Rotational summer assignments,
- Students are recruited nationally across Indian Country,
- Do not need prior work experience,
- Mentoring, training and career development opportunities,
- Flexible schedules,
- Vacation, Sick and Holiday Pay,
- Life Insurance, Flexible Spending Accounts, Health Benefits, 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*