



OFFICE OF TRUST SERVICES PATHWAYS INTERNSHIP PROGRAMS

Careers for Native American and Alaska Native Students



PAID INTERNSHIPS!

Intern with the Bureau of Indian Affairs and expand your knowledge and networking possibilities in the program areas of agriculture, rangeland, water resources and forestry management, and raise your awareness of the values for preserving traditional knowledge and land-use practices that are in use today by tribal communities.

Our goal is to increase the number of highly qualified entry-level students in science, technology, engineering and mathematics (STEM) careers across Indian country.

PROGRAM BENEFITS

- Paid employment related to academic field of study
- Up to \$5,000 tuition / education assistance*
- Rotational work assignments
- Travel and transportation
- Students are recruited nationally across Indian Country
- Do not have to have prior work experience
- Mentoring, training and career development opportunities
- Flexible schedules
- Earn vacation, sick & holiday pay
- Life insurance, flexible spending accounts, health and retirement benefits
- Job-shadow with industry professionals
- Potential for non-competitive placement after graduation into a permanent professional entry-level BIA or tribal position

INTERN STARTING SALARY
OPM Hourly Rate - Rest of United States Locality Pay Table (2018)

Grade	Step 1
2	\$ 11.68
3	\$ 12.74
4	\$ 14.30

STUDENT ELIGIBILITY

- Be at least 18 years of age
- Must be enrolled full-time or accepted for enrollment full-time in an accredited institution
- Seeking a degree in a career field related directly related to the program area
- Priority given to students enrolled in a Federally Recognized Tribe (Form BIA – 4432)
- Must maintain a security clearance
- Enrolled full-time enrollment
- Good academic standing (cumulative GPA of 2.0 or higher)
- Sign and maintain a Participant Agreement
- Some positions may also require a medical exam, drug testing, and a valid driver license and specific education certification or degree requirements

EDUCATION REQUIREMENTS

Students must be accepted for enrollment or enrolled and seeking a degree (diploma, certificate, etc.) in a qualifying educational institution, on a full or half-time basis. Because internship varies; please refer to the job vacancy announcement on USAJOBS for positions qualifications and requirements.

GS-2 grade level: Completion of high school or GED diploma

GS-3 grade level: Completion of 1 academic year of post-high school study

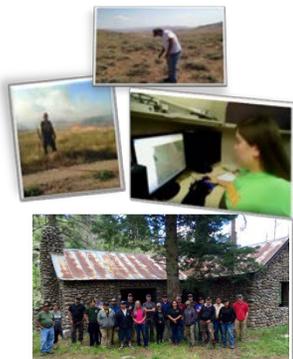
GS-4 grade level: Completion of 2 academic years of post-high school study or associate's degree leading to a bachelor's degree in related academic discipline

One year of education is defined as 30 semester hours or 45 Quarter hours

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

AREAS OF STUDY (NOT ALL LISTED)

- Biological Sciences
- Forestry
- Wildland Fire
- Agriculture and Rangeland
- Engineering and Architectural
- Physical Science



FOR MORE INFORMATION

Bureau of Indian Affairs
Office of Trust Services
Workforce Planning and Coordination Office

1849 C Street, NW
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All BIA Intern Job Opportunities are Posted

<https://www.usajobs.gov/studentsandgrads/>

OTS's Youth Programs

<https://www.bia.gov/WhoWeAre/BIA/OTS/Youth/index.htm>

Office of Trust Services

<http://www.bia.gov/WhoWeAre/BIA/OTS/index.htm>

DOI Pathways Program

<https://www.doi.gov/pathways/>

