**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)
- 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,
  - In rare cases, we waive up to 320 for Interns who demonstrate high potential as evidenced by outstanding academic achievement and exceptional job performance.
- 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, and
- Performed their job successfully.

**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

**Pathways Program for Native American & Alaska Native Students**

- 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:
Rachel Smith
TREES Forestry Program Manager / Advisor
rachel_smith@skc.edu
406.275.4748 (office)
406.396.6735 (cell)

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

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.

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

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,
- 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.

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