



NATURAL RESOURCES YOUTH AND 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 conservation of agriculture, rangeland, water resources and forestry management, cultural awareness, land management skills, and to raise awareness of the functions and values for climate resilience.

Our programs successfully leverage resources and alliances with academia, other Federal agencies, and tribal nations to increase the number of 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
- Vacation, sick and 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

* 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
- Legal and Business



STUDENT ELIGIBILITY

- Be at least 18 years of age
- Show they are enrolled in a Federally Recognized Tribe using Form BIA - 4432
- Must maintain a security clearance
- Sign and maintain a Participant Agreement
- Good academic standing
- Fully Successful or above performance ratings
- 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
- GS-5 grade level: Completion of 4 academic years of post-high school leading to a bachelor's degree or equivalent degree

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

INTERN SALARY

Hourly Rate - Rest of United States
Locality Pay Table

Grade	Step 1	Step 10
2	\$ 11.30	\$ 14.22
3	\$ 12.33	\$ 16.03
4	\$ 13.84	\$ 17.99
5	\$ 15.49	\$ 20.13

Previous education and/or experience may be evaluated to determine the highest grade / step level for which the individual is qualified

FOR MORE INFORMATION

Bureau of Indian Affairs
Office of Trust Services
Youth Program Coordination Office

1849 C Street, NW
MS-4620-MIB
Washington, DC 20240

All BIA Intern Job Opportunities are Posted to 
<https://www.usajobs.gov/studentsandgrads/>
BIA's Youth Programs Google Site
<https://sites.google.com/a/bia.gov/guide-to-youth-programs/>
Office of Trust Services
<http://www.bia.gov/WhoWeAre/BIA/OTS/index.htm>
The DOI Pathways Program
<https://www.doi.gov/pathways/>