



Program Requirements

Pathways Participants must:

- Be at least 18 years old
- Be accepted or enrolled in an accredited college, university, or technical school
- Maintain part-time or full-time student status as defined by your educational institution
- Must have and maintain a cumulative GPA of 2.0 or higher
- Be an enrolled member of a federally recognized tribe and submit a **BIA Form 4432** with your application

Some positions require:

- Ability to obtain a security clearance
- Medical Exam, Drug Testing
- Valid Driver's License

FAQs

Q: What types of internships are available?

Pathways Internships are customized to fit each student's personal and professional goals. The type of work an intern performs depends on both the student's interests and the hiring needs of Tribes and the BIA. Check out the back of this brochure to see a list of common program areas!

Q: Where do internships take place?

Students may intern in-person or virtually across the United States. If an internship requires in-person fieldwork or training, we pay for all student travel and housing for the duration of the internship.

Q: What are the benefits of a federal job?

The federal government has some of the best benefits in the job market. Competitive salaries, paid time off, sick leave, retirement matching, pensions, travel opportunities, paid parental leave, and flexible healthcare options are just a handful of examples.

Q: How do I apply?

Visit USAJOBS.gov and create an account. Use the search tool to find "Student Trainee" positions with BIA, or visit our website for a direct link to the application.



PAID INTERNSHIPS

Explore Careers in Indian Country!

FEDERAL & TRIBAL INTERNSHIPS FOR NATIVE STUDENTS

✉ OTSPathways@bia.gov

🌐 www.bia.gov/bia/ots



We're looking for Native interns!

What is the Pathways Program?

The **BIA Pathways Internship Program** connects Native American and Alaska Native students to paid internships across the country. With meaningful projects, rotational assignments, and multi-semester opportunities, Pathways prepares you for an impactful career in public service and offers a direct pipeline to full-time employment with the BIA or Tribal Nations.

- Intern with a BIA office, Tribal Government, or Tribal Organization
- Explore a range of programs and gain hands-on work experience
- Fully paid travel opportunities
- No prior work experience required



Full-Time, Part-Time, & Summer Opportunities



Scholarships & Tuition Assistance



Hands-on training, fieldwork, and paid travel assignments



In-person and remote internships available across the United States



Opportunity to Convert to a Permanent Position after Graduation

WILDLAND FIRE

RANGELAND MANAGEMENT

BISON MANAGEMENT

FORESTRY

NATURAL RESOURCE MANAGEMENT

TRIBAL CLIMATE RESILIENCE

WATER AND POWER

REAL ESTATE SERVICES

GIS AND COMPUTER SCIENCE

ENERGY AND MINERALS

AND SO MUCH MORE!



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