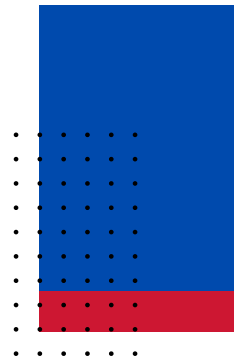




Program Catalog

TABLE OF CONTENT



Pg. 3 Program Overview

Pg. 4 Our Process

Pg. 5 What We Do

Pg. 6 Program Requirements

Pg. 7 - 20 Departments

PROGRAM OVERVIEW

About Us

The Branch of Pathways administers the Pathways Internship Program for the Bureau of Indian Affairs (BIA), Office of Trust Services.

The BIA Pathways Internship Program connects current college students to paid internships throughout the Bureau of Indian Affairs. With meaningful projects, rotational assignments, and multi-semester opportunities, Pathways prepares interns for an impactful career in public service and offers a direct pipeline to full-time employment with the BIA or Tribal Nations upon graduation.

The goals of the Branch of Pathways are to:

- Engage youth by providing opportunities for aspiring leaders to become involved in all aspects of natural resources management, protection, and conservation.
- Attract and recruit more natives into Natural Resource / Science, Technical, Engineering, Mathematics (STEM) career fields across Indian Country.
- Build Tribal capacity through informal and formal learning investments, employment opportunities, and immersion into science-based programs and projects as to sustain Tribal programs and enhance economic opportunities.
- Increase cultural awareness by raising the level of understanding and practice of Tribal communities' traditional knowledge, values, and vision for the future and how they merge with modern science.
- Retain talented young professionals within the BIA and Tribe or Tribal enterprises by cultivating their future potential with developmental student internships and placement into entry-level permanent positions.

OUR PROCESS

Mission

The mission of the Branch of Pathways is to develop the next generation of young public service professionals by connecting Native American and Alaska Native students to paid internships with the Bureau of Indian Affairs across the United States.

BIA

The Bureau of Indian Affairs is a federal agency within the U.S. Department of the Interior. Our mission is to enhance the quality of life, to promote economic opportunity, and to carry out the responsibility to protect and improve the trust assets of Native Americans, Tribes, and Alaska Natives. We manage and protect over 55 million acres of tribal trust lands and are seeking to train the next generation of Native workers.

Who we serve

The Branch of Pathways administers the Pathways Internship Program for the Bureau of Indian Affairs (BIA), Office of Trust Services.

The BIA Pathways Internship Program connects current college students to paid internships throughout the Bureau of Indian Affairs. With meaningful projects, rotational assignments, and multi-semester opportunities, Pathways prepares interns for an impactful career in public service and offers a direct pipeline to full-time employment with the BIA or Tribal Nations upon graduation.

The Branch of Pathways also provides technical and administrative assistance to BIA offices and agencies, Tribal governments, and Tribal organizations to prepare supervisors to host Pathways interns.



WHAT WE DO

- ☑ Engage youth by providing opportunities for aspiring leaders to become involved in all aspects of natural resources management, protection, and conservation.
- ☑ Attract and recruit more natives into Natural Resource / Science, Technical, Engineering, Mathematics (STEM) career fields across Indian Country.
- ☑ Build Tribal capacity through informal and formal learning investments, employment opportunities, and immersion into science-based programs and projects as to sustain Tribal programs and enhance economic opportunities.
- ☑ Increase cultural awareness by raising the level of understanding and practice of Tribal communities' traditional knowledge, values, and vision for the future and how they merge with modern science.
- ☑ Retain talented young professionals within the BIA and Tribe or Tribal enterprises by cultivating their future potential with developmental student internships and placement into entry-level permanent positions.

PROGRAM REQUIREMENTS

Pathways Internship Program Participants must:

- Be at least 18 years old
- Be accepted or enrolled in an accredited college, university, or technical school (Tribal College and University students are highly encouraged to apply!)
- 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

Some positions require:

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



FORESTRY



HELP US PROTECT OVER 18 MILLION ACRES OF FEDERAL & TRIBAL LANDS

Actively engage in the stewardship of federal and tribal forests. From hands-on forestry technicians to data-driven analysts, the **Branch of Forest Resources Planning** offers diverse federal and tribal internship opportunities that directly benefit tribal communities.

CAREER PATH EXAMPLES

- Forestry Technician
- Agency Forester
- Soil Conservationist
- Forestry Management Specialist
- Timber Sale Forester
- Inventory & Planning Forester
- Ecosystems Specialist
- Forest Development

PRIORITY DEGREE FIELDS

- Forestry
- Natural Resource Management
- Wildfire Management
- Range Management
- Environmental Science
- Biology
- Conservation
- Parks and Recreation
- Botany
- Geographic Information Systems (GIS)



AGRICULTURE & RANGELAND



SUPPORT FOOD SOVEREIGNTY AND ECONOMIC DEVELOPMENT ON INDIGENOUS LANDS



The Branch of Agriculture and Rangeland Development provides tribal nations with support and technical assistance for agricultural programs, covering over 46 million acres of tribal lands used for farming and livestock. We offer federal and tribal internship opportunities that directly benefit Native communities.



CAREER PATH EXAMPLES

- Natural Resource Specialist
- Water Rights Specialist
- Geographic Information System (GIS) Specialist
- Rangeland Program Manager
- Range Technician
- Soil Conservation Specialist
- Range Management Specialist

PRIORITY DEGREE FIELDS

- Agriculture
- Range Management
- Environmental Science
- Hydrology & Water Resource
- Management Biology Irrigation
- Science Real Estate
- Geographic Information Systems (GIS)
- Botany Animal Sciences

WILDLAND FIRE MANAGEMENT



HELP US PROTECT OVER 18 MILLION ACRES OF FEDERAL & TRIBAL LANDS

Whether it's active firefighting roles, personnel support, tribal capacity-building, or ecological restoration efforts, the **Branch of Wildland Fire Management** offers diverse federal and tribal internship opportunities that directly benefit Indian Country.

CAREER PATH EXAMPLES

- Fire Management Officer
- Wildland Firefighter
- Forestry Technician (Fire)
- Operations Specialist
- Fire/Fuels Specialist
- Inventory Technician
- Prevention & Mitigation Technician
- Ecosystems Specialist

PRIORITY DEGREE FIELDS

- Natural Resource Management
- Wildfire Management
- Range Management
- Forestry Environmental Science
- Biology Conservation
- Parks and Recreation
- Botany
- Geographic Information Systems (GIS)



WATER & POWER



HELP US PROTECT AND EXPAND TRIBAL NATIONS' WATER & ENERGY RESOURCES

The Division of Water & Power promotes water rights, tribal self-determination, economic development, and public safety through the management of irrigation, dam, and power facilities owned or operated by the Bureau of Indian Affairs. We offer federal and tribal internship opportunities that directly benefit Indigenous communities.

CAREER PATH EXAMPLES

- Civil Engineer
- Biological Science
- Technician Hydrologic
- Technician Equipment Operator
- Surveying Technician
- Utility System Water Repair Operator
- Welder
- Agricultural Engineer

PRIORITY DEGREE FIELDS

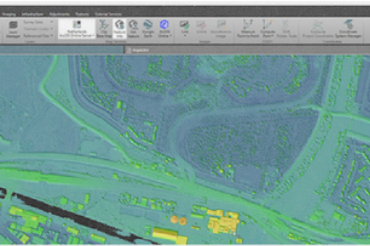
- Civil Engineering
- Engineering & Architecture
- Physical Science
- Environmental Science
- Hydrology & Water Resource Management
- Biology
- Agriculture
- Irrigation Science




GEOSPATIAL SUPPORT



PROTECT NATIVE - OWNDED LANDS AND HELP TRIBES UTILIZE THEIR NATURAL RESOURCES



The Branch of Geospatial Support provides The Bureau of Indian Affairs and all federally recognized Tribes with Geographic Information Systems (GIS) services, training, and support. By utilizing GIS systems, Tribes can map and manage their cultural and natural resources and contribute to critical datasets that benefit Indian Country. We use GIS tools like ArcGIS to support land management programs.



CAREER PATH EXAMPLES

- Geographic Information System Specialist
- Natural Resources Specialist
- Program Analyst
- Data Analyst
- GIS Coordinator
- Cartographer
- Geographer
- Interactive/UX Designer
- Data Management Support Specialist

PRIORITY DEGREE FIELDS


- Geographic Information Systems (GIS)
- GIS Systems Management
- Geomatics
- Land Surveying
- Geology
- Cartography
- Natural Resource Management
- Computer Science
- Environmental Science




TRIBAL CLIMATE RESILIENCE



HELP PREPARE OUR TRIBAL COMMUNITIES FOR THE IMPACTS OF CLIMATE CHANGE



The Branch of Tribal Climate Resilience helps tribal nations prepare for and respond to the effects of climate change. Whether it's delivering technical assistance, funding, or educational resources, we offer federal and tribal internship opportunities that directly benefit Indigenous communities.



CAREER PATH EXAMPLES

- Natural Resources
- Specialist Soil
- Conservationist Tribal
- Climate Liaison
- Environmental
- Protection Specialist
- Program Analyst
- Ecosystems Specialist
- Forest Development

PRIORITY DEGREE FIELDS


- Forestry
- Natural Resource Management
- Wildfire Management
- Range Management
- Environmental Science
- Biology
- Conservation
- Parks and Recreation
- Botany
- Geographic Information Systems (GIS)




REAL ESTATE SERVICES



PROTECT NATIVE-OWNED LANDS AND HELP TRIBES UTILIZE THEIR NATURAL RESOURCES



The Division of Real Estate Services protects and maintains the integrity of trust lands and resources by providing policy direction, technical assistance, training, and administrative review and monitoring of real property operations. We work to ensure that the natural resources of Native landowners and Tribes are protected and help tribal communities reap economic benefits from their land.



CAREER PATH EXAMPLES

- Realty Specialist
- Natural Resource Specialist
- Management Analyst
- Paralegal Specialist
- Rights Protection Specialist
- Cartographer
- Geographic Information System (GIS) Specialist
- Lease Compliance Technician
- Legal Admin Specialist
- (Probate) Land Surveyor

PRIORITY DEGREE FIELDS

- Business Administration
- Real Estate Studies
- Land Surveying
- Paralegal Studies
- Geographic Information Systems (GIS)
- Accounting
- Native American Studies
- Natural Resource Management