

The U.S. Department of the Interior continually strives to increase diversity in its workforce by providing leadership and career opportunities to qualified ethnically diverse and disabled students.

Through the *Diversity Internship Program*, the DOI, its agencies and nonprofit partner organizations offer qualified students internship opportunities working within the many Bureaus and offices nationwide. Internship assignments occur during the fall and spring semesters and summer months.

While the DOI's **Office of Educational Partnerships** provides project coordination and oversight of the internship program, the actual administration over internships takes place at the offices of nonprofit partner organizations.

Currently, four organizations take part in this program with the Department of Interior:

***Haskell Indian Nations University
Hispanic Association of Colleges & Universities
Minority Access, Inc.
Student Conservation Association***

Since inception in 1994, the Diversity Internship Program has been extremely successful for the Department of the Interior. As an example of its many successes, during the 10-week internship, the number of students receiving valuable training and work experience has grown from 16 in 1994 to 146 in 1998.



For a visual tour of our summer internships, please visit the following web site:

[WWW.MMS.GOV/OMM/
PACIFIC/REGION/
WHO.HTM](http://WWW.MMS.GOV/OMM/PACIFIC/REGION/WHO.HTM)

PROGRAM FEATURES

- Students earn academic credit for internships. Students must have a 3.0 cumulative GPA, be enrolled as a sophomore or higher standing, and be a U.S. citizen or permanent legal resident.
- Partner organizations recruit, screen, and pay stipends to students during the internship.
- DOI bureaus/offices identify internship opportunities, specify preferred education, skills and other credentials, make final selections and provide interns with supervision and mentoring.
- Interns are on the payroll of the respective nonprofit partner organizations and do not count against full time equivalent ceilings.
- Interns receive from their sponsoring organization an allowance for travel to and from their internship location and a weekly stipend. Special orientations, workshops, field trips and counseling are provided as specified by the DOI.

The estimated cost per intern includes: stipend, travel, and administrative costs (e.g., recruitment, screening, logistics, workshops/seminars, counseling, evaluation, liaison with DOI, overhead, etc.) are approximated below:



Internship Seasons

| | |
|------------------------|----------|
| Fall (August-December) | 15 weeks |
| Spring (January-May) | 15 weeks |
| Summer (June-August) | 10 weeks |

MAJOR FIELDS OF STUDY



Accounting
Advertising
Anthropology
Biology
Business Administration
Civil Engineering
Communications
Computer Science
Criminal Justice
Earth Science
Education

Electrical Engineering
English
Environmental Engineering
Environmental Biology
Environmental Science
Environmental Studies
Finance
Geography
Geology
Higher Education
History
Journalism
Law
Liberal Arts
Marketing
Mass Media



Mathematics
Mechanical Engineering
Microbiology
Native American Studies
Natural Science
Natural Resources
Political Science
Professional Writing
Public Administration
Recreation
Russian
Sociology
Survey Engineering
Telecommunications

PROGRAM OBJECTIVES

- ▶ Merge academic study with practical application for students majoring in relevant fields and related disciplines.
- ▶ Create a consort of talented students to explore and understand professional practices through exposure to research and development, technology, administration and the government environment.
- ▶ Provide professional experience for ethnically diverse students and students with disabilities that will enable them to make educated and informed career choices.
- ▶ Create a pool of future employees who have had positive, meaningful work experience with the federal government, and who might consider federal service as a serious career choice.



It is policy in the Department of the Interior that no person in the U.S. shall be discriminated against on the basis of race, color, national origin, disability or age in any of its federally assisted programs or activities. Additionally, discrimination on the basis of gender or sexual orientation is strictly prohibited in DOI's federally assisted programs containing specific prohibitions against sex discrimination in their statutory authority.

U.S. Department of the Interior
WWW.DOI.GOV

Minerals Management Service
WWW.MMS.GOV

Student Conservation Association
WWW.SCA-INC.ORG

Minority Access, Inc.
WWW.MINORITYACCESS.ORG

Hispanic Association of Colleges & Universities
WWW.HACU2000.ORG

Haskell Indian Nations University
WWW.HASKELL.EDU



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