Capitol Pathways

About our program
Capitol Pathways is a paid spring internship program for Black, Indigenous, and People of Color (BIPOC) who are currently enrolled in college. With the long-term goal of making Minnesota state government more representative of our diverse communities, our program provides legislative and professional development training alongside an immersive hands-on internship experience with organizations doing work at or around the Capitol during the legislative session.

We provide:

Student recruitment and placement
- Recruitment of students from colleges and universities in Minnesota
- Coordination of selected students with host organizations for interviews
- Finalize student and host placement based on interest and fit

Training
- Five monthly hour-long cohort meetings for work readiness and professional development training
- Week-long technical legislative training that helps build a foundational understanding of the legislative process

Support
- Mentorship from program alumni throughout the internship period
- Access to program alumni network for additional support and resources
- Ongoing support from program staff

Intern hosts provide:

Professional work experience
- A minimum of 10 hours per week of meaningful work for an intern under one host supervisor who provides mentoring and support
- Compensation at a minimum of $15/hour. Host office pay intern directly.

Policy exposure
- Immersion in organization’s policy work and professional working environment
- Network-building for interns, building connections to policy professionals

Program costs

Intern Salary: $3,450
$15 x 10 hours (min) x 20 weeks x 15% estimated payroll tax

Administration & Training: $500 per intern

TOTAL COST: $3,960

Capitol Pathways during COVID-19
Due to the COVID-19 pandemic, all Capitol Pathways programming (orientation, trainings and cohort meetings) will be conducted virtually until further notice. Any changes will be communicated promptly and clearly by program staff.
Meaningful work experience for interns

This internship is meant to give BIPOC college students exposure to policy work and firsthand experience with the legislature. Interns should support your organization’s work as needed and be involved in session preparations.

Some examples of work to assign include:
- Attend and take notes during legislative and committee hearings
- Assist in scheduling, preparation, and staffing meetings & events
- Track, research, and summarize bills
- Networking opportunities, such as informational interviews and job shadowing

“We have been proud to be a Capitol Pathways partner agency from the beginning. The talented individuals we’ve recruited over four years have been deeply helpful to our legislative team and get real work done.”

— Anthony Alongi, Manager for Policy and Planning, Minnesota Department of Natural Resources

Program Timeline

2020

October 5          Host application opens
October 9          Host info session I (Zoom meeting)
October 12         Student application opens
October 21         Host info session II (Zoom meeting)
October 30         Host application closes
November 2         Student application closes
November 10 - 26   Host & student interviews
December 4         Final placement notification
December TBD       Host orientation and race & equity training

2021

January 4          First day of internship
May 21             Last day of internship (tentative)
June 10            End of Session Celebration

Student Cohort Meeting Dates

(All meetings are scheduled to take place online.

- **Orientation and legislative training week**: December 28 - January 1
- **Cohort Meeting 1**: January 22, 2020
- **Cohort Meeting 2**: February 19, 2020
- **Cohort Meeting 3**: March 19, 2020
- **Cohort Meeting 4**: April 16, 2020
- **Cohort Meeting 5**: May 14, 2020

Dates & schedule subject to change. Go to citizensleague.org/CapitolPathways for the most up-to-date information.

Host an intern!

Questions?
Contact Capitol Pathways Program Manager Kalia Xiong at kxiong@citizensleague.org, or 763-898-7848