

Capitol Pathways

Opening access to policymaking and public service to the next generation of Black, Indigenous, and People of Color Leaders.



About Program:

Capitol Pathways is a paid spring internship program for college students who identify as Black, Indigenous, and People of Color (BIPOC). With the long-term goal of making Minnesota state government and policymaking more representative of our diverse communities, our program provides students leadership, legislative and career readiness training alongside an immersive internship experience with an organization working in policy during the legislative session. This is a spring internship from January - May, 2025.

Eligibility:

Please carefully read the following application criteria to ensure you are eligible to apply:

To be considered for this internship, you must:

- Be a current undergraduate college student in good academic standing attending an accredited undergraduate college or university in Minnesota.
- Have completed your first year in college (at least have Sophomore status) or have the equivalent in credits of a full first year student.
- Self-identify as BIPOC.
- Have a J1/F1 visa with authorization to work in the U.S. if you are an international student.
- Under documented students are eligible to apply.
- Be available to interview with up to three organizations during the weeks of:
 - **Dates: November 25 – December 11, 2024**
- Be available to attend a mandatory paid student orientation and legislative training on:
 - **Dates: December 31 – January 3, 2025**

Programming

We will continue hybrid programming for the 2025 year. Details about in-person and virtual programming will be provided to students accepted into the program.

Apply If:

This internship is **open to all students**, but may be especially appealing to those interested in civic engagement and learning about public policymaking and understanding the legislative process.

The Internship Experience:

Our goal is to provide students exposure to policymaking and first-hand experience with the legislature.

- **Training.** Students receive technical legislative training and race & equity training.
- **Cohort Meetings.** Students join a cohort of up to 40 other students and attend 5 monthly cohort meetings for networking, leadership development and professional skill-building.
- **Internship Placement.** Students are placed with a host organization working at or around the Capitol for the internship period. All organizations will assign a staff person as the student's direct host supervisor.
- **Stipend.** Intern at their host site a minimum of 10 hours per week and receive a minimum stipend of \$3,400 (equivalent of \$17/hr).
- **Internship Activities.** Intern responsibilities and duties will vary depending on the organization however, some examples include:
 - Informational interviews with legislators, Capitol staff and other policy professionals
 - Research, track and summarize bills
 - Attend committee meetings, take notes and draft summaries
 - Assist in scheduling, preparation, and staffing meetings
 - Attend events within your organization and externally
 - Write articles for social media (e-newsletters, blogs, etc.)
- **Networking.** Connected to other job, internship and networking opportunities through their host organizations, programmed social hours, alumni network and ongoing mentorship by program staff.

Selection & Placement Process

Phase One: Pre-selection

Program staff review host and student applications to determine interests and needs. Based on this information, we pre-select student applicants to move on to the interview phase.

Phase Two: Interviews

Selected students will interview with up to three organizations. Not all students who interview will move on to Phase Three.

Phase Three: Official acceptance into the program

Program staff will make final intern selection based on feedback from interviews along with information from host and student applications. Program staff will notify students of their acceptance into the program and host site placement.

Program Timeline

2024

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| October 21 | Student application opens |
| October 29 | Info session I (virtual) |
| November 7 | Info session II (virtual) |
| November 15 | Application closes |
| November 22 | Interview notifications (phase I) |
| Nov. 25 — Dec. 11 | Interviews (phase II) |
| December 18 | Program status notification |
| December 20 | Students confirm participation |

2025

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|------------------|------------------------|
| Dec. 31 — Jan. 3 | Orientation & training |
| January 6 | Internship start |
| January 23 | Race & equity training |
| February 21 | Cohort meeting 2 |
| March 21 | Cohort meeting 3 |
| April 18 | Cohort meeting 4 |
| May 16 | Cohort meeting 5 |
| May 24 | Last day of internship |



"The exposure, opportunities, and experiences I have gained from participating in Capitol Pathways have greatly impacted my career aspirations. It has pushed me to think more about the ways in which I can impact and bring change to my community."

— Stephany Lopez, Capitol Pathways alum

Join an Info Session!

Join a virtual info session on one of the following dates and times below:

- Tuesday, October 29 from 10am — 11am
- Thursday, November 7 from 1pm — 2pm

RSVP to an info session by completing the form below:

<https://forms.gle/X8L2H5RQcxSm5fNc7>

Apply Today!

The application is open from October 21, 2024 — November 15, 2024 at 11:59 CT
citizensleague.org/CapitolPathways

Questions?

Contact Program Manager:

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