

Capitol Pathways

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

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 leadership, legislative and career readiness training alongside an immersive hands-on internship experience with organizations doing policy work 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

- Monthly cohort meetings for professional development training
- Technical training on the legislative process
- Race & equity training

Networking

- Network-building and social hours to connect students to policy professionals

Support

- Access to program alumni network for additional support and resources
- Ongoing support from program staff



Intern hosts provide:

Paid Internship Experience

- A minimum of 10 hours per week of learning alongside one host supervisor who provides mentoring and support
- Stipend of \$3,900 for the internship period

Policy Exposure

- Immersion in organization's policy priorities and professional working environment
- Facilitate networking opportunities for students



Programming

We will continue hybrid programming for the 2025 year. Details about in-person and virtual programming will be provided by program staff as they come.



Capitol Pathways Host Expectations:

- **Intern Hours.** Provide student a minimum of 10 hours per week interning with your office.
- **Program Cost.** Budget \$3,900 overall to participate as a host. Of the \$3,900 amount, \$3,400 will go directly to your student for the internship stipend.
- **Host Fee.** Of the \$3,900 amount, \$500 will go directly to the Citizens League to support programming efforts.
- **Time at the Capitol.** Hosts are only expected to bring their students to the Capitol and their office to the extent that is safe and necessary for their organizational work.
- **In-office plan.** If you expect your student to come into the office, communicate with them to develop a hybrid plan that works and makes them feel safe.
- **Hands-on learning experience and networking.** Help facilitate your student's exposure to policymaking and build their professional network.
- **Cohort Meetings.** Allow your student to attend 4-hour long monthly cohort meetings for community building with cohort peers and career readiness training.

About Students

Students will come from a variety of academic backgrounds, be civically minded and enthusiastic to learn about policymaking.

- All students are in good academic standing at an accredited undergraduate college or university in Minnesota.
- Have completed their first year in college or have the equivalent in credits as a full first year student.
- Self-identify as Black, Indigenous or a person of color.
- International students are eligible to apply.
- Students with under documented status are encouraged to apply.

"The students we have worked with through Capitol Pathways have enhanced our team and brought substantial value to our work and to our clients. We are a proud and enthusiastic host of the program."

— Dan Larson, Director of State and Government Affairs,
Lockridge Grindal Nauen PLLP



Intern Position Description

Our goal is to provide students exposure to policymaking and first-hand experience with the legislature. Students should support hosts as an intern, be involved in session preparations, and visit the Capitol when possible.

Some examples of activities your student can support with:

- Assist in scheduling, planning and staffing meetings or events
- Research, track and summarize bills
- Informational interviews with co-workers, legislators, Capitol staff and other policy professionals
- Write articles for social media (e-newsletters, blogs, etc.)

Note: All activities will be dependent on the needs and interests of host organization and student.

Selection & Placement Process

Phase One: Pre-selection

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

Phase Two: Interviews

Host sites interview with three pre-selected students. Host sites will provide program staff their top two candidates. Not all students who interview will move on to Phase Three.

Phase Three: Official Acceptance into the Program

Program staff will make final selection based on host feedback from interviews along with information from host and student applications. Program staff will notify hosts and students of final placements.



"Public policy should be informed by and made by the people who are most directly impacted by that policy. Capitol Pathways makes this a reality by bringing energetic young people from diverse communities into the process."

— Veena Iyer, Executive Director
Immigrant Law Center of Minnesota

Program Timeline

2024

October 1	Host application opens
October 9	Host info session I (virtual)
October 22	Host info session II (virtual)
October 31	Host application closes
Nov. 25 - Dec. 11	Host & student Interviews
December 18	Final placement notification
Dec. 16 - 20 (TBD)	Host orientation

2025

Dec. 31 - Jan. 3	Student legislative training
January 6	Program start date
Jan. 6 - 10 (TBD)	Host race training
January 14	First day of session
April 1-11	Host 1:1 check-ins
May 23	Program end date
June (TBD)	Capitol Pathways Celebration

Join our Info Session!

Want to learn more? We are hosting two virtual info sessions (Central Time):

- Wednesday, Oct. 9 from 1:30pm – 2:30pm
- Tuesday, Oct. 22 from 10am – 11am

RSVP by completing this form:

<https://forms.gle/CXQpDX9yGD4Q43AB6>

Apply to be a Host!

Want to host a Capitol Pathways intern?

Apply here:

citizensleague.org/CapitolPathwaysHost

Questions?

Contact Program Manager Kalia Xiong

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