

ISTA UniServ Intern Program Criteria and Application

This rigorous professional development training program is for members interested in pursuing future ISTA staff positions. ISTA strives to celebrate the diversity of our membership and provide opportunities that are inclusive of all members.

Internship Criteria

Level of experience

- Minimum of five years' work experience in an education related field or labor related field
- Minimum of three (3) years of demonstrated union activism. Examples include, but are not limited to:
 - Local, district, state or national committees
 - Participation in the Emerging Leaders Cohort or New Presidents Cohort
 - Served as an Association Representative, local leader and/or bargaining team member
- Understanding, or familiarity, with Indiana education law and fundamental labor principles
- Demonstrated organizing experience

Intern qualifications

- Strong verbal and written communication skills
- Flexible, dedicated and hardworking
- Understanding of UniServ staff work
- Ability to take personal time to fulfill internship curriculum
- Access to transportation to attend statewide curriculum trainings, conferences, etc.
- Must pass a background check

Application Details

Review the [ISTA UniServ Intern Program Curriculum 2027](#) and [ISTA UniServ Intern Calendar 2027](#) prior to application submission. Only candidates that can commit to the internship expectations will be considered. Applicants who are selected to move forward in the process will be scheduled for an in-person panel interview scheduled to take place either Nov. 1 or Nov. 2.

APPLICATION: <https://ista.forms-db.com/view.php?id=116921> (click here to apply and submit all documents)

The following documents must be submitted with your application. All documents are due no later than **Thursday, Oct. 1, 2026.**

1. Resume

Include the following:

- Education
- Work Experience (full time only)
- Association offices held
- Association committee work
- Experience in any of the following areas:
 - Membership recruitment
 - Organizing
 - Bargaining
 - Social and/or racial justice
 - Other union activities
 - Lobbying/political action
 - Member rights
 - Public speaking

2. References

Provide at least three (3) letters of reference. At least one should be from outside the education profession, such as community or personal contact. All reference letters should highlight your leadership abilities. A UniServ Director or UniServ Organizer may be one of your references.

3. Essay

Write an essay of no more than 500 words answering the following questions:

- Why does the ISTA UniServ Intern program interest you?
- How would you be an asset to this profession?

Note: Applicants should be aware that if selected for the Internship, they will be required to step down from any governance leadership roles (local, ISTA or NEA) due to the time commitment of this program.

Questions? Contact the ISTA UniServ Intern Program Chair Michael McPeak
mmckpeak@ista-in.org.

