



Increasing Diversity in Environmental Careers (IDEC) Program

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Agenda

- IDEC Video
- Overview
- Program Status Update
- Evaluation
- Cohort 5A & 5B Timeline
- Questions



Video



Funding for this project was provided by the Minnesota Environment and Natural Resources Trust Fund as recommended by the Legislative-Citizen Commission on Minnesota Resources.

What is IDEC?

Through a strategic partnership between the Minnesota Department of Natural Resources, Conservation Corps Minnesota and Iowa, the Minnesota Pollution Control Agency, and the Minnesota Board of Water and Soil Resources, the Increasing Diversity in Environmental Careers (IDEC) program aims to reduce and eliminate barriers that inhibit underrepresented students from completing STEM degrees and obtaining environmental careers after graduation.

- This collaborative program provides a unique opportunity for underrepresented STEM college students to develop a career path in the environmental and natural resource fields.
- 9-year pilot project (2019 -2028)
- 6 cohorts of 12-16 students, starts each fall semester, serve 45 to 85 students

Funding

Completed

- M.L. 2017 - \$487,000 (Cohorts 1 – 2)
- M.L. 2018 - \$550,000 (Cohorts 1 – 3)

Active

- M.L. 2019 - \$250,000 (Cohorts 2 – 4)
- M.L. 2022 - \$500,000 (Cohorts 3 – 4)
- M.L. 2023 - \$763,000 (Cohorts 5A & 5B)



Program Components

- Fellowship
- Mentorship
- Internship



IDEC Program Status Update

Cohorts	Alumni	Withdrew	Break	Active	<i>Total</i>
Cohort 1	14	2			<i>16</i>
Cohort 2	11	3		2	<i>16</i>
Cohort 3	3	2	1	7	<i>13</i>
Cohort 4				12	<i>12</i>
					<i>57</i>

Evaluation - Wilder Foundation

Alumni Survey (6 months post-graduation)	Internship Survey (Cohort 1 & 2)	Exit Survey (Cohorts 2 and 3)
15	21	19
<p>Strengths:</p> <ul style="list-style-type: none"> • Networking • Mentor • Awareness of environmental careers after the program <p>Opportunities:</p> <ul style="list-style-type: none"> • More professional development opportunities • Learning new techniques and in-person experiences • Identifying future career goals 	<p>Strengths:</p> <ul style="list-style-type: none"> • Internship met or exceeded expectations • Felt connected or very connected to their supervisor <p>Opportunities:</p> <ul style="list-style-type: none"> • Telework challenges • Lack of direction • Qualitative: clarify supervisor expectations, meet with their cohort more often, and support increased during and post internship 	<p>Strengths:</p> <ul style="list-style-type: none"> • IDEC program aligned with students' degree and professional goals • Overall experience • Satisfied with stipend • Expanded network • Felt supported by IDEC staff <p>Opportunities:</p> <ul style="list-style-type: none"> • IDEC having a more direct impact on completion of undergraduate degree • Better prepare students for employment based on participation IDEC

Examples of Agency Placement Internships



BWSR
Resource
Conservation Intern



MN DNR
Ecological and
Water
Resource Division

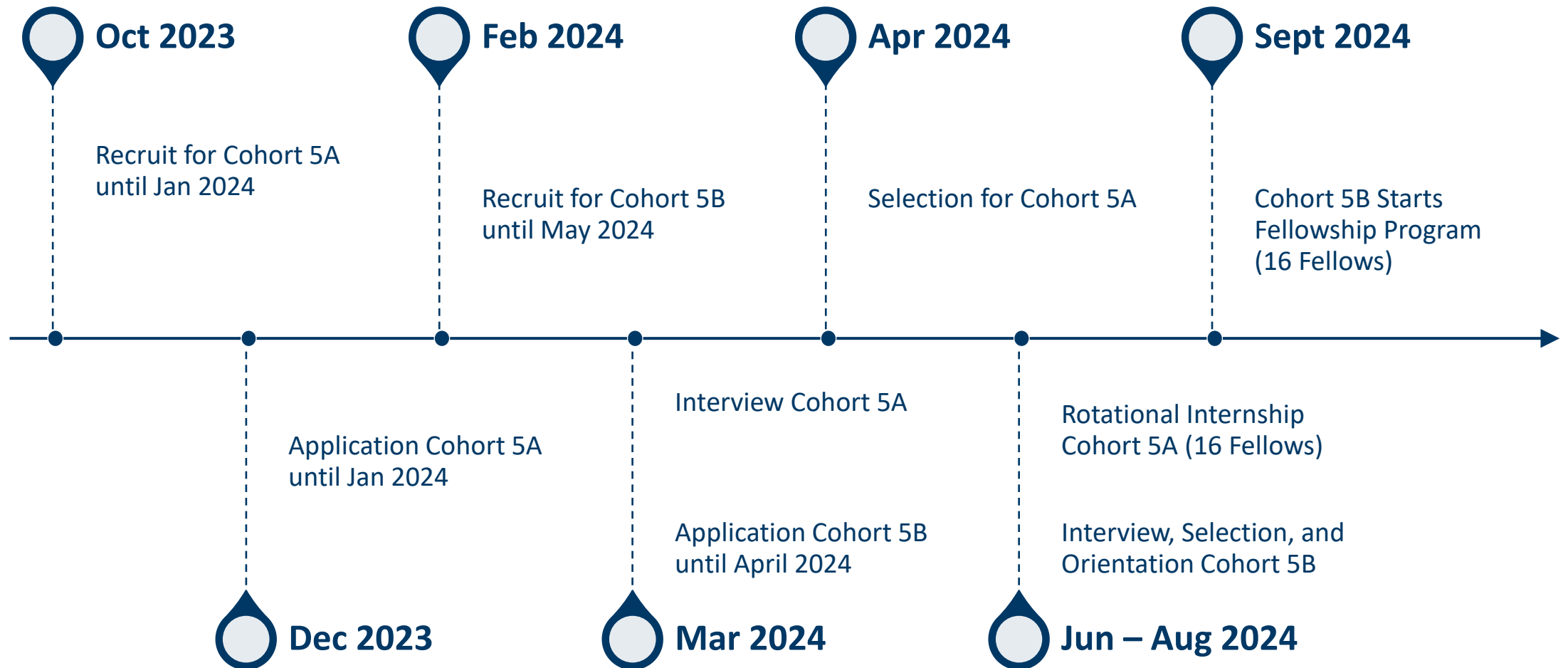


MN DNR
Fish and Wildlife
Division



MPCA
MPCA Industrial
Division

Future: Cohort 5A & 5B



Questions

