



Environment and Natural Resources Trust Fund (ENRTF) M.L. 2014 Work Plan

Date of Report: May 28, 2014
Date of Next Status Update Report: January 1, 2015
Date of Work Plan Approval:
Project Completion Date: June 30, 2017
Does this submission include an amendment request? No

PROJECT TITLE: Diversifying Involvement in the Natural Resources Community – Part A

Project Manager: Gina Bonsignore
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Location: Ramsey, Hennepin, Dakota, Washington, Anoka, Carver, Scott Counties

Total ENRTF Project Budget:	ENRTF Appropriation:	\$416,000
	Amount Spent:	\$0
	Balance:	\$416,000

Legal Citation: M.L. 2014, Chp. 226, Sec. 2, Subd. 09d-1

Appropriation Language:

\$416,000 the second year is from the trust fund to the commissioner of natural resources and \$84,000 is to the Board of Regents of the University of Minnesota to increase participation of under-represented communities in the natural resource professions and in outdoor recreation by means of targeted urban outreach and stronger linkages between Department of Natural Resources programs and academic offerings. This initiative must be coordinated with other environmental education appropriations in this subdivision. This appropriation is available until June 30, 2017, by which time the project must be completed and final products delivered.

I. PROJECT TITLE: Diversifying Involvement in the Natural Resources Community

II. PROJECT STATEMENT: Minnesota’s natural resource professional workforce is much less diverse than its citizenry and many other professional fields. The benefits of a more diverse workforce include the ability of the organization to increase innovation and creativity, attract a higher qualified candidate pool and ensure services that meet the interests and needs of its citizens. To accelerate the diversification of the natural resources workforce, two barriers must be removed. First more under-represented urban youth and their families need to be familiar and comfortable with outdoor recreation, natural resources and natural resource professional career opportunities. Second, more under-represented youth need to be recruited to natural resource programs at the university level.

To develop an active and environmentally literate citizenry that reflects the diverse faces of Minnesota this project will engage the urban community in natural resources education and in the development of outdoor recreational skills. Additionally this project will provide more under-represented youth with the support necessary to bridge their outdoor experiences and interests with the steps necessary to enter into university natural resources programs, where upon graduation they will have the knowledge, skills, and experience necessary to qualified for natural resource careers. Those youth will build the bridge for others to be able to see themselves as part of the next generation of natural resource professionals and become a reflection of the diverse faces of Minnesota.

To diversify involvement in Minnesota’s natural resources community this project will:

- Determine the natural resources programing interests and needs of under-represented urban youth and their families and connect them with close-to-home natural resource recreation and protection to develop that will create an engaged and environmentally literate urban community.
- Conservation Corps of Minnesota will implement CLIMB (Critical-science Learning Integrative Metro Bridge), a youth and young adult professional recruitment and retention program, to introduce them to outdoor recreation and natural resource management jobs and career opportunities.
- University of Minnesota College of Food, Agriculture and Natural Resources will provide a new) Post Secondary Enrollment Options (PSEO) for under-represented urban youth entering college focused on natural resource programs and mentoring guidance to follow the natural resources education and career path. (Described in Work Plan B)
- MN Department of Natural Resources will provide mentorships and MN Department of Natural Resources internships or other introductory natural resource-based job experiences.

III. PROJECT STATUS UPDATES:

Project Status as of January 1, 2015:

Project Status as of July 1, 2015:

Project Status as of January 1, 2016:

Project Status as of July 1, 2016:

Project Status as of January 1, 2017:

Overall Project Outcomes and Results:

IV. PROJECT ACTIVITIES AND OUTCOMES:

ACTIVITY 1: Implement CLIMB (Critical-science Learning Integrative Metro Bridge) youth program

Description: CLIMB is a young adult professional recruitment and retention program which provides close-to-home opportunities designed to connect under-represented youth with nature and science-based learning experiences and skills.

The program will utilize close-to-home urban outdoor recreational and educational facilities to provide unique science focused work experience in the planning and implementation of resource management strategies and expose urban youth to a variety of natural resource careers. Youth will initially participate in basic conservation projects and training and progress to scientific-based natural resource management and research projects. Through these projects, both the youth and Conservation Corp project staff will work with natural resource professionals to expose them to range and variety of career opportunities available within the field. Youth who are interested and successful within the CLIMB program will be encouraged to apply to the Post Secondary Enrollment Options (PSEO) program through the University of Minnesota Department of Fisheries, Wildlife and Conservation Biology.

Summary Budget Information for Activity 1:

ENRTF Budget: \$ 358,550
Amount Spent: \$ 0
Balance: \$ 358,550

Activity Completion Date: June 30, 2017

Outcome	Completion Date	Budget
1. Program design and structure complete, ready for implementation.	January 1, 2015	\$ 12,000
2. MN DNR and Conservation Corps of MN will create partnerships with 2 schools; 2 recreation centers and 1 youth organization to provide outreach opportunities and encourage the participation of families in annual outdoor recreational events held in St Paul and Mpls.	January 1, 2015	In kind
3. Conservation Corps' four crew leaders will start in February of each year and complete training in youth education, leadership and natural resource management. Approximately 60 youth will start in March and participate in basic conservation projects and training. <i>These youth will comprise a pool of prospective CLIMB (Critical-science Learning Integrative Metro Bridge) youth eligible to continue in conducting more scientific-based natural resource management and research projects and attend Post Secondary Enrollment Options (PSEO) courses in the fall.</i>	July 1, 2015 July 1, 2016	(\$56,280 x 2 yrs)= \$ 112,560
4. Prospective CLIMB (Critical-science Learning Integrative Metro Bridge) youth complete basic conservation training and projects. Interested CLIMB youth are recommended for Post Secondary Enrollment Options (PSEO) program. In the summer, twelve youth in good academic standing are selected by UMN PSEO Program staff and High School Counselors to continue to the PSEO Fall program. Ideally, these youth will be high school seniors.	July 1, 2015 July 1, 2026	(\$25,000 x 2 yrs) = \$50,000
5. Conservation Corps crew leaders complete <i>specialized</i> training in youth education, leadership and natural resource management lead groups of CLIMB (Critical-science Learning Integrative Metro Bridge) youth involved with more scientific-based natural resource management and research projects.	January 1, 2016 January 1, 2017	(\$60,280 X 2 yrs) = \$ 120,560
6. Crew Leaders will continue through the summer and into the fall. The 4 Crew Leaders will be responsible for leading the 12 youth in <i>scientific-based natural resource management and research projects</i> , under guidance of MN DNR staff.	January 1, 2016 January 1, 2017	(\$29,715 x 2 yrs) = \$ 59,430

Twelve CLIMB (Critical-science Learning Integrative Metro Bridge) youth complete scientific natural resource management and research projects developed in collaboration with the MNDNR and take Post Secondary Enrollment Options (PSEO) natural resource and environmental science courses through the University of MN.		
7. Conservation Corps assists MN DNR and UMN in the collaborative evaluation of the project successes and challenges to be used to adapt the program to ensure program success in to the future.	June 30, 2017	\$ 4,000

Activity Status as of January 1, 2015:

Activity Status as of July 1, 2015:

Activity Status as of January 1, 2016:

Activity Status as of July 1, 2016:

Activity Status as of January 1, 2017:

Final Report Summary:

ACTIVITY 2: Identify interests in and barriers to diverse community involvement

Description: Project partners and collaborating partners will work together to develop at least two internship positions that will identify natural resource and recreational interests of Minnesota’s diverse communities, develop solutions to participation in the outdoors and evaluate the project successes and challenges to better continue the diversification of the natural resource professional community.

The first internship, during first year of project, will focus on Identifying outdoor recreational and environmental educational needs and interests of under-represented urban youth, their families and community partners. The intern will work with partners to utilize existing knowledge and experience to identify and develop solutions to identified barriers to participation in outdoor recreation and choose natural resource careers. This information will be used to refine programming and recreational opportunities to ensure under-represented urban families will begin to be comfortable in participating in outdoor recreation, contribute to natural resource protection efforts and support their youth in pursuing natural resource professional career opportunities.

During the third year of the project, the second internship will focus on assessing and evaluating the project successes and continued challenges. The data that is gathered will be used by the project partners to adapt the program components to ensure continued success in to the future. Assessment, evaluation and adaptive management of this project will ensure the program is fulfilling participant’s needs and resulting in more diverse community involvement. Having representation from a diverse community will ensure interest and support for natural resource protection.

In addition, CLIMB Youth will be informed of other internships available at MN DNR and other natural resource agencies.

Summary Budget Information for Activity 2:

ENRTF Budget: \$ 57,450
Amount Spent: \$ 0
Balance: \$ 57,450

Activity Completion Date:

Outcome	Completion Date	Budget
1. At least two MN DNR internships, paid based on DNR rates. Under-represented youth's outdoor experiences and interests are bridged with the steps necessary to enter into University of MN natural resources programs. Through internships they will gain professional experience that will bolster their knowledge, skills, and real work experience necessary to be qualified for natural resource careers.	June 30, 2017	\$57,450

Activity Status as of January 1, 2015:

Activity Status as of July 1, 2015:

Activity Status as of January 1, 2016:

Activity Status as of July 1, 2016:

Activity Status as of January 1, 2017:

Final Report Summary:

V. DISSEMINATION:

Description: We will work with our partners at the University of Minnesota College of Food, Agriculture and Natural Resource Sciences (CFANS) and Conservation Corps of Minnesota (CCM) to identify opportunities and venues for disseminating information and findings about this project. Documents prepared in connection with this project will be published and available free to citizens and will be posted at www.dnr.mn.gov. Conservation Corps of MN will be the primary disseminator and provide a link on their website describing the CLIMB (Critical-science Learning Integrative Metro Bridge) youth program www.conservation-corps.org. The partnerships developed with schools, recreation centers and youth organization will also serve as outlets for introducing families to outdoor recreational activities and career opportunities and to recruit youth to participate in the CLIMB (Critical-science Learning Integrative Metro Bridge) program. In addition, collaboration with other youth outdoor programs will provide the opportunity to promote and enhance the program.

Status as of January 1, 2015:

Status as of July 1, 2015:

Status as of January 1, 2016:

Status as of July 1, 2016:

Status as of January 1, 2017:

Final Report Summary:

VI. PROJECT BUDGET SUMMARY:

A. ENRTF Budget Overview:

Budget Category	\$ Amount	Explanation
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Personnel:		
MN DNR Internships	\$ 57,450	Provides at least two internships.
Professional/Technical/Service Contracts:		
Conservation Corp of MN	\$358,550	Fund Staff to provide crew training, work with partners to develop community partnerships, participate in project evaluation and implement CLIMB (Critical-science Learning Integrative Metro Bridge) program. Crew Leaders; Youth Crew to implement CLIMB youth program.
TOTAL ENRTF BUDGET:	\$ 416,000	

Explanation of Use of Classified Staff: N/A

Explanation of Capital Expenditures Greater Than \$5,000: N/A

Number of Full-time Equivalent (FTE) Directly Funded with this ENRTF Appropriation:

Total = 1.6 FTE (2 interns at 0.8 FTE, one during 1st year and one during 3rd year of project)

Conservation Corp of Minnesota = Total 22 FTE (Crew leaders account for 4 FTE, youth participants account for 6.5 FTE, and staff account for 0.5 FTE. While the grant period is for 3 years, CCM will be directly involved with programming for 2 years.)

B. Other Funds:

Source of Funds	\$ Amount Proposed	\$ Amount Spent	Use of Other Funds
Non-state			
US Forest Service- Urban Connections Program	\$ 5,000	\$	Outreach activities, field trips
UMN-CFANS Faculty/Administrative Support (In-Kind Support)	\$ 20,000	\$	Post Secondary Enrollment Options (PSEO) Coordination for 2 yrs
State			
MN DNR - Direct and Necessary	\$8,993		Direct and Necessary costs for appropriation.
MN DNR – Regional Planner	\$ 40,198	\$	Project management, outreach .2 FTE, 3 years
TOTAL OTHER FUNDS:	\$ 69,191	\$	

VII. PROJECT STRATEGY:

A. Project Partners:

Project partners receiving funds:

- University of Minnesota College of Food, Agriculture and Natural Resource Sciences \$84,000.00
- Conservation Corps of Minnesota \$ 358,550.00
- Minnesota Department of Natural Resources 57, 450

Project partners not receiving funds:

- US Forest Service - Urban Connections Program

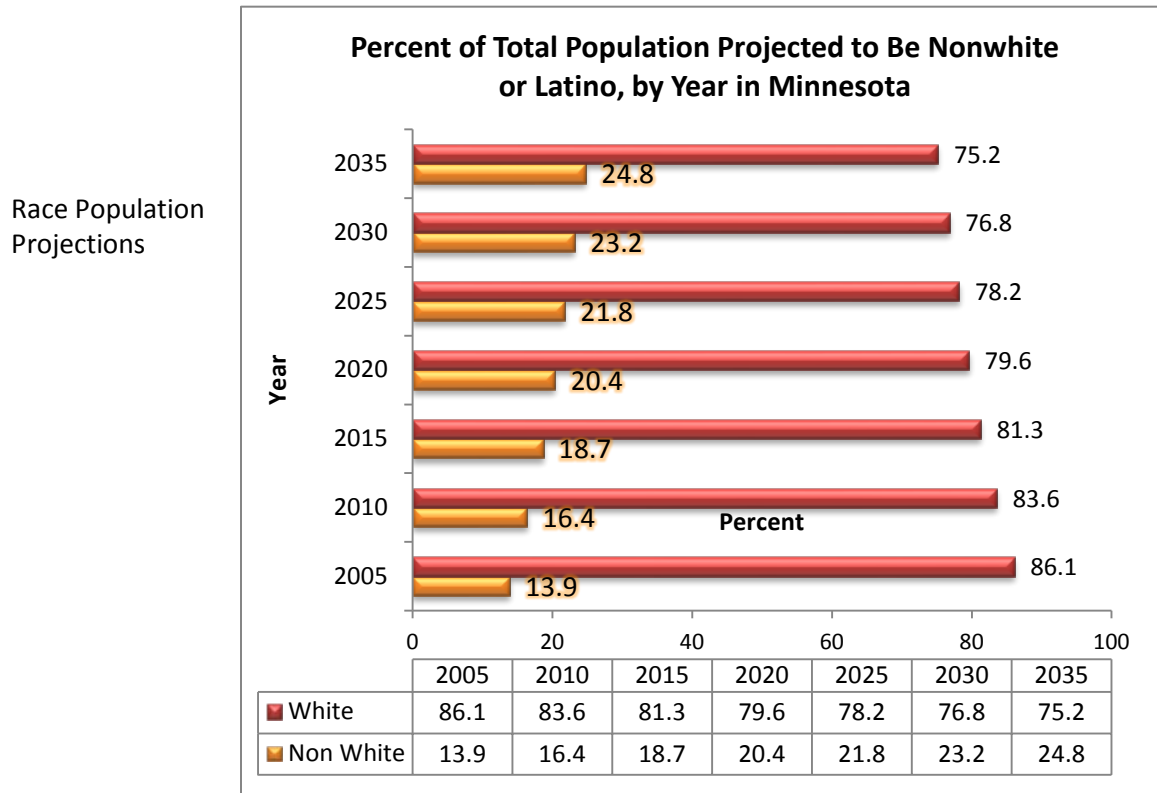
B. Project Impact and Long-term Strategy: This project will establish a focused approach to integrate diversity into the natural resource community and DNR workforce. This three-year comprehensive approach addresses the need to connect under-represented families and their communities with outdoor recreation and natural resource higher education to create a path to professional natural resource career opportunities. The project pathway takes under-represented urban youth from outdoor experience, to higher education, to real world natural resource management experiences and onto professional careers in natural resources. Their success will provide other youth with the familiar faces they need to be able to imagine themselves as part of the next generation of natural resource professionals. MN DNR, Conservation Corp of MN and UMN will continue to expand this program to ensure the DNR workforce becomes a reflection of the diverse faces of Minnesota.

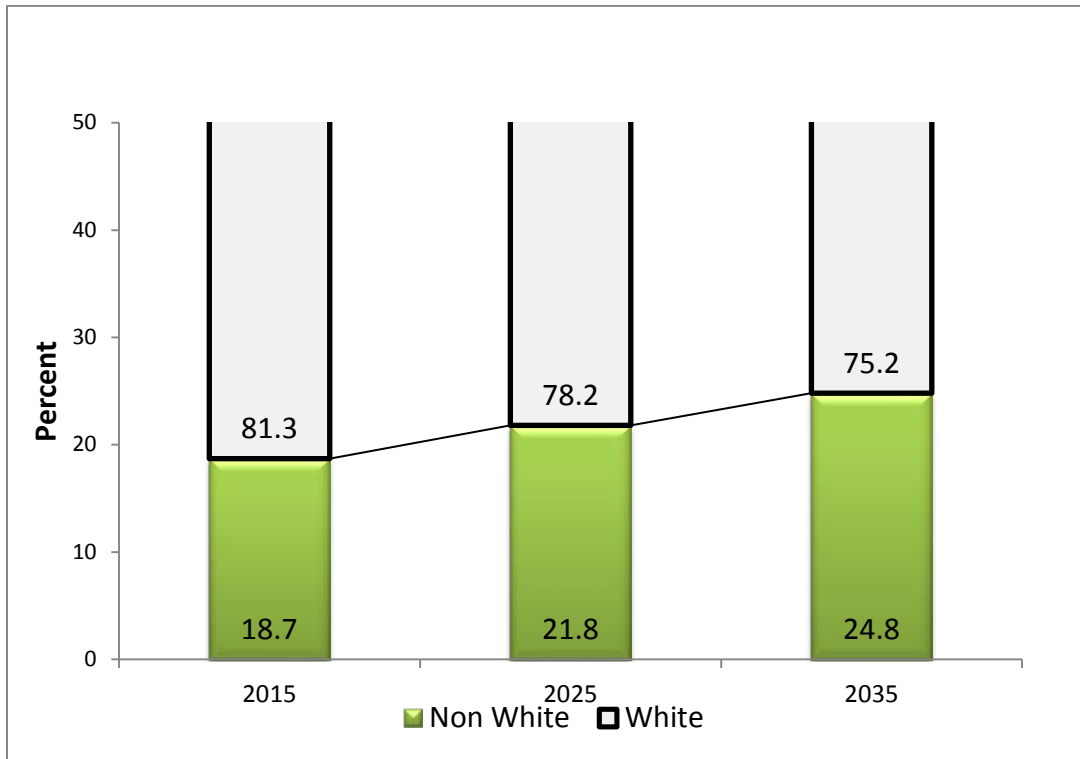
C. Spending History:

Funding Source	M.L. 2008 or FY09	M.L. 2009 or FY10	M.L. 2010 or FY11	M.L. 2011 or FY12-13	M.L. 2013 or FY14

VIII. ACQUISITION/RESTORATION LIST: N/A

IX. VISUAL ELEMENT or MAP(S):





X. ACQUISITION/RESTORATION REQUIREMENTS WORKSHEET: N/A

XI. RESEARCH ADDENDUM: N/A

XII. REPORTING REQUIREMENTS:

Periodic work plan status update reports will be submitted no later than January 1, 2015, July 1, 2015, January 1, 2016, July 1 2016 and January 1 2017. A final report and associated products will be submitted between June 30 and August 15, 2017.



Environment and Natural Resources Trust Fund								
M.L. 2014 Project Budget								
Project Title: Diversifying Involvement in the Natural Resources Community								
Legal Citation: M.L. 2014, Chapter 226, Section 2, 09d								
Project Manager: Gina Bonsignore								
Organization: Minnesota Department of Natural Resources								
M.L. 2014 ENRTF Appropriation: \$ 416,000								
Project Length and Completion Date: #3 Years, June 30, 2017								
Date of Report: 05-28-14								

ENVIRONMENT AND NATURAL RESOURCES TRUST FUND BUDGET	Activity 1 Budget	Amount Spent	Activity 1 Balance	Activity 2 Budget	Amount Spent	Activity 2 Balance	TOTAL BUDGET	TOTAL BALANCE
BUDGET ITEM	<i>Implement CLIMB (Critical-science Learning Integrative Metro Bridge) youth program</i>		<i>Identify interests in and barriers to diverse community involvement</i>					
Personnel (Wages and Benefits)								
2 MN DNR Interns, \$57,450 (100% salary, 0% benefits); 80% FTE, 1 year each internship				\$57,450	\$0	\$57,450	\$57,450	\$57,450
Professional/Technical/Service Contracts								
Conservation Corp of MN to fund Crew Leaders; Youth Crew, See Spread Sheet "CCMI Budget Detail"	\$358,550	\$0	\$358,550				\$358,550	\$358,550
COLUMN TOTAL	\$358,550	\$0	\$358,550	\$57,450	\$0	\$57,450	\$416,000	\$416,000

DNR Direct & Necessary Cost Calculator DRAFT 1-10-14

Fill in yellow cells to calculate services your program needs. All other cells are formulaic and locked.

Division: **OSD**

Project Title: Diversifying Involvement in the Natural Resources Community

LCCMR Request (before D&N)	Fee Title or Easement Acquisition	Pass-through Grants	Single-source Contract	Metric	Metric Value	Number of Units	Total D&N
\$ 500,000	\$ -	\$ -	\$ 442,550	People Support	FTE	1.6	\$ 2,122
				Safety Support	FTE	1.6	\$ 525
				Financial Support	All Other Costs	\$48,457	\$ 630
				Communication Support	Altmnts	1	\$ 1,141
				IT Support	IT User ID	1.6	\$ 3,637
				Planning Support	Altmnts	1	\$ 704
				Procurement Support	Altmnts	1	\$ 235
				Division Direct (project)	Cost/dollar (N/A)	0.0000	\$0
				Division Direct (program)	Cost/dollar (N/A)	0.0000	\$0
Total Direct & Necessary:							\$ 8,993
Costs before Direct and Necessary:							\$ 491,007
Total Project Costs:							\$ 500,000

Position Title	Staff Funded by Program/Project				FTE-Year Units	User ID-Year Units
	FTE's Funded	Years	User ID's Needed	Years		
Student Worker	0.8	2	0.8	2	1.6	1.6
					0	0
					0	0
					0	0
					0	0
					0	0
SUM:					1.6	1.6

Notes on calculations

- People Support: FY14 HR Budget/2012-13 March/March FTE
- Safety Support: FY14 Safety Budget/2012-13 March/March FTE
- Financial Support: Source: FY14 OMBS Budget/FY13 Approp & Dedicated Revenue Budget
- Communication Support: FY14 OCO Budget/2013 Allotments
- Computer Support: FY14-15 MN.IT Services @ DNR SLA Budget (Governance Subtotal + IT Server Initiative/2012-13 March/March FTE)
- Planning Services: FY14 Planning Budget/2013 Allotments
- Procurement Support: FY14 Procurement Budget/2013 Allotments
- Division Support: Cost/dollar (from D&N Cost Analysis)