

Environment and Natural Resources Trust Fund (ENRTF)

M.L. 2020 ENRTF Work Plan (Main Document)

Today's Date: December 8, 2019

Date of Next Status Update Report: February 15, 2021

Date of Work Plan Approval:

Project Completion Date: June 30, 2023

Does this submission include an amendment request?

PROJECT TITLE: Mentoring the Next Generation of Conservation Professionals

Project Manager: Deborah Loon

Organization: Minnesota Valley National Wildlife Refuge Trust, Inc.

College, Department, or Division: NA

Mailing Address: 3815 East American Boulevard **City, State, Zip Code:** Bloomington, MN 55425

Project Manager Direct Telephone Number: 612-801-1935

Email Address: dloon@mnvalleytrust.org **Web Address:** www.mnvalleytrust.org

Location: Metro Region; Central & Southeast Regions -- Blue Earth, LeSueur, Nicollet, Rice, Sibley,

Steele, Waseca Counties

Total Project Budget: \$500,000

Amount Spent: \$0 Balance: \$500,000

Legal Citation: M.L. 2020, Chp. xx, Sec. xx, Subd. xx

Appropriation Language:

Page 1 of 8 01/13/2020 Subd. 05d - DRAFT

PROJECT STATEMENT:

With this grant, the Minnesota Valley National Wildlife Refuge (Refuge), its Wetland Management District (District) and the MN Valley National Wildlife Refuge Trust (Trust) will build an extensive program of internship and apprenticeship opportunities on the Refuge and District. We will engage a diversity of young people in paid positions to work side-by-side with and learn from United States Fish and Wildlife Service (USFWS) professionals and other local conservation partners. Students will design and deliver environmental education programs, plan and co-lead wildlife interpretive and nature-based activities, assist USFWS personnel with habitat restoration and enhancement projects, conduct biological surveys, improve visitor facilities, and explore conservation-related career options. Some of the participants will experience outdoor activities like fishing, paddling, orienteering, camping and hunting for the first time. Activities will occur on the Refuge and District, as well as in the urban community through the Refuge's Urban Outreach Program.

These internships and apprenticeships will introduce 32 young people over two years to careers in the conservation field. There will be 18 positions each year. The 3 apprenticeships will be set up as 2-year positions, while the internships will run 8 to 50 weeks. This experience will enable the participants to compete for post-secondary education and employment opportunities, including within the federal government. In addition, their 40,320 hours of service will improve the habitat conditions of over 700 485 acres of prairie, wetland and forest, and introduce thousands of children to the wonders of the natural world through environmental education and nature-based activities.

To ensure we can attract a diversity of young people to these opportunities, all positions will be paid, with the wage ranging from \$13.00 to \$18.00/hour (weighted average of \$15.11/hour). Workers compensation insurance coverage will be provided, along with transportation assistance and free housing, as needed. Positions with terms longer than 6 months will be provided paid time off, offered health and dental insurance and offered an employer matching contribution to a retirement plan.

The Refuge is a valuable, but under-utilized resource in the Twin Cities metropolitan area. The Refuge's 14,000 acres stretch from urban to rural along nearly 70 miles of the Minnesota River. Its floodplain forest, river, lakes, prairies, oak savannas and wetlands provide critical habitat for a diversity of waterfowl and other migratory birds, fish, and resident wildlife. In addition, the Wetland Management District managed by the Refuge, is a 14-county district that manages more than 8,000 acres of land critically important to migrating, breeding and nesting waterfowl, as well as grassland birds, mammals, reptiles, amphibians, and other creatures.

The Refuge and District offer vast opportunities for Twin Cities residents to connect with wildlife, learn about their habitats and enjoy wildlife-related recreation. As one of only 14 priority urban wildlife refuges in the 568 National Wildlife Refuge System, this Refuge is charged with engaging the next generation of diverse youth who, for a variety of reasons, are not connected to outdoors and nature. This is critical to ensuring a future constituency passionate about protecting our environment and public lands, as well as encouraging youth to consider conservation careers.

Given its location, size and varied habitats, the Refuge and District are able to serve as a learning laboratory and training site for future conservationists, natural resource biologists and environmental educators. Currently, this is done through a handful of unpaid internships every year. However, with the rising costs of a college education and intransigent economic disparities, many students cannot afford to take on unpaid internships. This is especially true for young people of color and low-income. Students need to take jobs outside of their chosen field to pay for college or even help support their families. Without good internships, they do not gain the experience needed. This grant program will attract students with diverse backgrounds, introduce them to the conservation field and provide mentorship and job skills to these future resource professionals.

II. OVERALL PROJECT STATUS UPDATES:

First Update February 15, 2021

Second Update August 15, 2021

Third Update February 15, 2022

Fourth Update August 15, 2022

Fifth Update February 15, 2023

Final Report August 15, 2023

III. PROJECT ACTIVITIES AND OUTCOMES:

This project is designed to be over two years, however some of the positions will carry into the third state fiscal year (FY23). All positions will be located at the Minnesota Valley National Wildlife Refuge and Wetland Management District. They will be hosted (employed) by the Minnesota Valley Trust. Office space, equipment, training, transportation and supervision will be provided by the Refuge and District.

Activity 1 Title: Apprenticeships and Internships on the Minnesota Valley National Wildlife Refuge and Wetland Management District

Description: The Minnesota Valley Trust will host 3 full-time, 24-month apprenticeships at the Minnesota Valley National Wildlife Refuge, as well as 33 full-time internships lasting 8 to 50 weeks at the Refuge and Wetland Management District. The positions will be as follows:

Refuge Urban Outreach Apprenticeship -- 1 full-time, 24-month position for a recent college graduate. This apprentice will work with the Refuge's Urban Outreach Manager to develop and present engaging outreach programs to urban youth and families both on the Refuge and in the urban community, develop new partnerships to reach urban youth, and attend community events and festivals to engage urban audiences in nature-based activities. (4,160 hours total)

Refuge Visitor Services Apprenticeship -- 1 full-time apprenticeship for 24 months for a recent college graduate. This position will work with the Refuge's Visitor Services Manager to increase visitor trips to and experiences on the Refuge through strategic communications and marketing, visitor engagement and events planning. (4,160 hours total)

Refuge Biology Apprenticeship -- 1 full-time 24-month apprenticeship for a recent college graduate. This apprentice will work with the Refuge's Wildlife Biologist to build skills in habitat enhancement and biological monitoring, engage with visitors to the Refuge, and learn how to balance needs of wildlife and visitors on the Refuge. (4,160 hours total)

Refuge Teaching Practicum Internships -- 4 full-time positions for 50 weeks each year over 2 years (September – mid-August) for pre-service elementary educators and natural resource professionals interested in further developing their understanding of environmental education and broadening their teaching skill set. The interns will learn from USFWS professionals and deliver quality educational programs to over 8,000 children, teachers and families who visit the Refuge from schools throughout the Twin Cities area. (16,000 hours total)

Refuge Urban Outreach Summer Internships -- 6 fulltime summer internships for 8 weeks and 4 fulltime summer internships for 14 weeks (5 total each year for 2 years) for high school and college students

from under-represented communities in the Twin Cities urban core. Interns will plan and co-lead nature-based education and recreation programs on the Refuge and in the community, co-staff information booths and activities at community festivals, and participate in career discovery across the Refuge. Students are recruited by partners, including StepUp Achieve (Minneapolis), Right Track (St. Paul), Hispanic Access Foundation and SEAK / Wolf Ridge ELC. (4,160 hours total)

Refuge Summer Intern Coordinator -- 1 full-time position for 14 weeks each year for 2 years in the summer to plan and coordinate the Urban Refuge Student Summer Internship program. This position will be filled by a young professional with experience supporting and leading a diversity of young people. It will serve as a mentor and guide to the interns to ensure a high-quality experience for them, encourage conservation career exploration and help solve any challenges students may have. (1,120 hours total)

Refuge and District Biology Summer Internships -- 4 full-time internships for 14 weeks each year for 2 years in the summer for high school students, college students or recent college graduates pursuing a career in natural resources. Interns will work with USFWS biologists to do plant and bird surveys, invasive species removal and mapping, water level monitoring and management, public education, pollinator surveys, habitat assessments and restoration, boundary posting, mowing and seeding. (4,480 hours total)

District Biology Internship -- 1 full-time internship for 6 months each year for 2 years (June through November) for a college student or recent college graduate. This position will work with FWS biologists on habitat plans and restoration activities on wetlands and prairies on Waterfowl Production Areas and private lands. (2,240 hours total)

ACTIVITY 1 ENRTF BUDGET: \$500,000

Outcomes	Completion Date
1. Refuge Urban Outreach Apprenticeship – 1 apprentice connects 2,500 urban	June 30, 2023
youth / year with nature-based activities (5,000 youth over 2 years)	
2. Refuge Visitor Services Apprenticeship – 1 apprentice delivers strategic	June 30, 2023
marketing and communications, visitor engagement and events planning to	
increase public awareness of the Refuge and drive 20% more visitors to	
experience the Refuge and engage in nature-based activities	
3. Refuge Biology Apprenticeship—1 apprentice gets experience and builds skills	June 30, 2023
in biological monitoring, habitat plan design and restoration activities, assists with	
restoration and enhancement of at least 250 170 acres of Refuge habitat and	
learns how to balance habitat and wildlife needs with public access.	
4. Refuge Teaching Practicum Internships – 4 interns / year (8 total) deliver	June 30, 2023
environmental education and lead nature-based activities to 8,000 students / year	
(16,000 students over 2 years)	1 00 0000
5. Refuge Urban Outreach Summer Internships – 5 high school interns / year (10	June 30, 2023
total) schedule, plan and co-lead nature-based education and recreation programs	
at the Refuge and in the community, and participate in career discovery across	
Refuge programs	1 00 0000
6. Refuge Summer Intern Coordinator – 1 coordinator mentors and guides 5	June 30, 2023
interns each summer for 2 years (10 interns over 2 years)	1 00 0000
7. Refuge and District Biology Summer Internships – 4 interns / year (8 total) gain	June 30, 2023
natural resources management experience through plant and animal surveys,	
water monitoring, habitat assessments, invasive species removal and mapping,	
boundary postings and more on at least 80 acres of Refuge and District habitat	1 00 0000
8. District Biology Internship – 1 intern / year (2 total) gets experience and build	June 30, 2023
skills in habitat plan design and restoration activities and assists with restoration	
and enhancement of at least 350 235 acres of wetlands and prairies	

First Update February 15, 2021

Second Update August 15, 2021

Third Update February 15, 2022

Fourth Update August 15, 2022

Fifth Update February 15, 2023

Final Report August 15, 2023

IV. DISSEMINATION:

Description: The Minnesota Valley Trust and Minnesota Valley National Wildlife Refuge will publicize the activities and impacts of this project through owned and partner websites, social media platforms and media relations efforts. The Minnesota Environment and Natural Resources Trust Fund (ENRTF) will be acknowledged through use of the trust fund logo or attribution language on project print and electronic media, publications, signage, and other communications per the ENRTF Acknowledgement Guidelines.

First Update February 15, 2021

Second Update August 15, 2021

Third Update February 15, 2022

Fourth Update August 15, 2022

Fifth Update February 15, 2023

Final Report August 15, 2023

V. ADDITIONAL BUDGET INFORMATION:

A. Personnel and Capital Expenditures

Explanation of Capital Expenditures Greater Than \$5,000: NA

Explanation of Use of Classified Staff: NA

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

Enter Total Estimated Personnel Hours for entire	Divide total personnel hours by 2,080 hours in
duration of project: 40,320 Hours	1 yr = TOTAL FTE: 9.7 FTE

Total Number of Full-time Equivalents (FTE) Estimated to Be Funded through Contracts with this ENRTF Appropriation: 0

Enter Total Estimated Contract Personnel Hours	Divide total contract hours by 2,080 hours in 1
for entire duration of project: NA	yr = TOTAL FTE: NA

VI. PROJECT PARTNERS:

- A. Partners outside of project manager's organization receiving ENRTF funding NA
- B. Partners outside of project manager's organization NOT receiving ENRTF funding Minnesota Valley National Wildlife Refuge and Wetland Management District (USFWS), Minnesota Valley Refuge Friends, USFWS Region 3 Division of Refuges Youth Internship Program, Hispanic Access Foundation, StepUp Achieve (Minneapolis), Right Track (St. Paul), Wolf Ridge Environmental Learning Center, Twin Cities area high schools, colleges and universities, and an expanding pool of nonprofit partners working with low-income students in education and career exploration.

VII. LONG-TERM IMPLEMENTATION AND FUNDING: The Minnesota Valley National Wildlife Refuge Trust and Minnesota Valley National Wildlife Refuge are committed to maintaining this expanded internship and apprenticeship program for the long-term. Future funding will be sought through philanthropic efforts with foundations, corporations, civic organizations and individuals by the Trust and Minnesota Valley Refuge Friends, as well as through other state and federal source of funds (e.g., workforce grant programs). We may return to the LCCMR for some funding in the future to leverage other funds so that the program can be maintained and even expanded.

VIII. REPORTING REQUIREMENTS:

- Project status update reports will be submitted February 15 and August 15 each year of the project
- A final report and associated products will be submitted between June 30 and August 15, 2023

IX. SEE ADDITIONAL WORK PLAN COMPONENTS:

- A. Budget Spreadsheet
- **B. Visual Component or Map**
- C. Parcel List Spreadsheet NA
- D. Acquisition, Easements, and Restoration Requirements NA
- E. Research Addendum NA

Attachment A: Project Budget Spreadsheet Environment and Natural Resources Trust Fund M.L. 2020 Budget Spreadsheet

Legal Citation:

Project Manager: Deborah Loon, Executive Director

Project Title: Mentoring the Next Generation of Conservation Professionals Organization: Minnesota Valley National Wildlife Refuge Trust, Inc.

Project Budget: \$500,000

Project Length and Completion Date: 3 years, end June 30, 2023

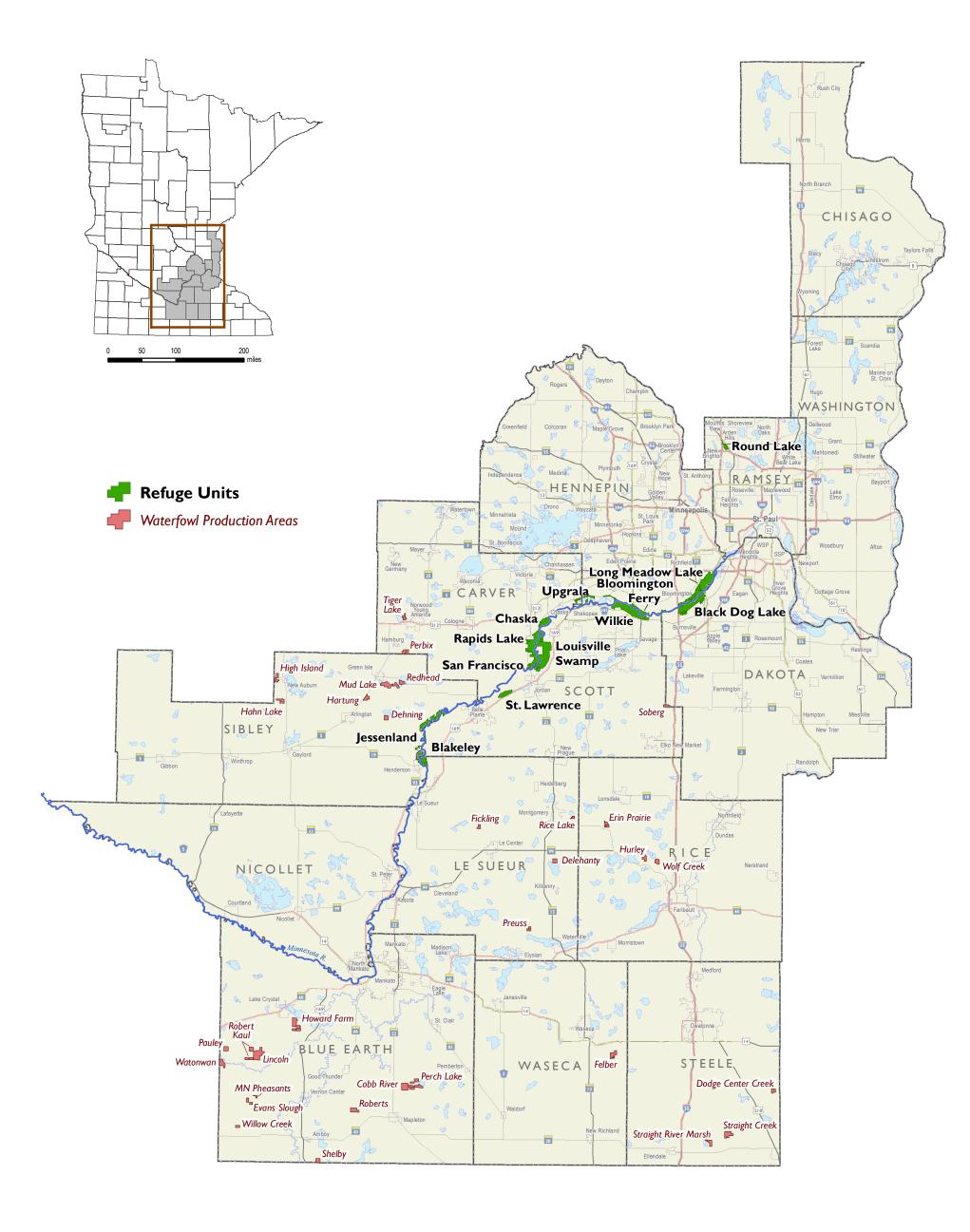
Today's Date: December 8, 2019



Reduge Urban Outreach Apprenticeship - 1 full-time apprenticeship for a college student or recent graduate in the Refuge And program to assist with outreach to urban youth and delivering engaging programming on the Refuge and in the community to connect youth with nature. 1 Joff posting or 24 months located at MN Valley National Widline Refuge, 515/hour year 1 & \$155.00 hour year 2, paid time off, worker's compensation, health and dental insurance and retrease unbits use of the Refuge through strategic communications. 10 FET or 24 months, located at the MN Valley National Widline Refuge, 515/hour year 1 & \$156.00 hour year 2, paid time off, worker's compensation insurance, health and dental insurance and retirement matching contribution officered. Refuge Wilder Spring of the Refuge through strategic communications. 1 John Spring of 200 acres of Refuge Biology Apprenticeship - 1 full-time apprenticeship to gain skills in biological monitoring, habitat plan design and restoration activities, assist with restoration and enhancement of 250 acres of Refuge Biology Apprenticeship - 1 full-time apprenticeship to gain skills in biological monitoring, habitat plan design and restoration activities, sassist with restoration and enhancement of 250 acres of Refuge Biology Apprenticeship - 1 full-time internships in the properties of the Refuge Biology Apprenticeship - 1 full-time internships and properties of the Refuge Contribution officered. Refuge Biology Apprenticeship - 4 full-time internships ach year for college students or recent graduates to assist Refuge in delivering its conformance and extrement matching contribution officered. Refuge Teaching Practicum internships - 4 full-time internships ach year for college students provided at the MN Valley National Wildlife Refuge - 518/hour year 1 & \$155.00 hour year 2, years's coordinate and members and additional matching contribution officered. Refuge Business of the Refuge Biology and the provided of the National Wildlife Refuge - 518/hour year 1 & \$155.00 hour y	Today's Date: December 8, 2019				
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Minnesota Valley National Wildlife Refuge Bloomington, Minnesota



MATT MILLETT UPDATED 6/2018 SOURCES: MVNWR, MVT, MN DNR, USGS, MET COUNCIL UTM ZONE 15N (NAD83)



