

**Environment and Natural Resources Trust Fund
2017 Request for Proposals (RFP)**

Project Title:

ENRTF ID: 082-C

Increasing Diversity in Environmental Careers: Fellowships, Internships, Mentorships

Category: C. Environmental Education

Total Project Budget: \$ 1,487,519

Proposed Project Time Period for the Funding Requested: 5 years, July 2017 - July 2022

Summary:

Provides comprehensive, continued support to ensure successful pursuit of STEM educations and careers by underrepresented students who will diversify Minnesotas workforce and benefit our natural environemnt for generations to come.

Name: Vikki Getchell

Sponsoring Organization: MN DNR

Address: 500 Lafayette Rd
St. Paul MN 55155

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Web Address _____

Location

Region: Statewide

County Name: Statewide

City / Township:

Alternate Text for Visual:

A chart detailing the breakdown of fellowship, internship and mentor assignments to student participants and a map showing the potential statewide impact of this project based on potential educational institution and intern placement sites.

_____ Funding Priorities	_____ Multiple Benefits	_____ Outcomes	_____ Knowledge Base
_____ Extent of Impact	_____ Innovation	_____ Scientific/Tech Basis	_____ Urgency
_____ Capacity Readiness	_____ Leverage	_____ TOTAL	_____ %



Environment and Natural Resources Trust Fund (ENRTF)

2017 Main Proposal

Project Title: Increasing Diversity in Environmental Careers: Fellowships, Internships, Mentorships

PROJECT TITLE: Increasing Diversity in Environmental Careers: Fellowships, Internships, Mentorships

I. PROJECT STATEMENT

This project provides fellowships, multiple internship opportunities and mentorships for 80 underrepresented students (women, ethnic and racial minorities, and individuals with disabilities) over the course of a 5-year program, and will break down barriers that inhibit those students from pursuing post-secondary science, technology, engineering and math (STEM) educations and careers.

As diversity and STEM educations have become increasingly important to the complex management, conservation and enjoyment of Minnesota's natural resources, hiring diverse STEM graduates is needed to sustain and advance emerging technologies and innovative environmental efforts well into the 21st century.

But despite Minnesota's changing demographics and more than a decade of both national and state focus on directing more students---particularly women and minorities---toward STEM careers, research shows that the STEM workforce is no more diverse today than it was in 2001 (Change the Equation, 2015). Besides their low STEM enrollment rates, a U.S. Dept. of Education study shows that women, minorities, and first-generation students are likely to withdraw from STEM studies. Minority students, for example, are not only less likely to choose a STEM major initially, but if they do, almost 70% leave STEM by their senior year (National Longitudinal Survey of Freshman, 2008) due in part to lack of STEM role models and financial aid (Chen & Soldner, 2013).

Through this strategic partnership between the Minnesota Department of Natural Resources (MNDNR), the Minnesota Pollution Control Agency (MPCA), the Board of Water and Soil Resources (BWSR) and Conservation Corp Minnesota & Iowa (CCMI), students will receive financial assistance, experiential on-site learning opportunities and mentoring throughout their post-secondary STEM educations. This comprehensive continuity of support will increase graduation rates and post-graduation placements into career fields that will benefit Minnesota's environment and natural resources for generations to come. The goals of this project are:

- **Enrollment** – 80 underrepresented students are enrolled into post-secondary STEM degree programs at state and tribal public colleges and technical schools.
- **Graduation** – 80 underrepresented students successfully graduate with post-secondary STEM degrees.
- **Job Placement or Advanced Degree** – 80 underrepresented students obtain employment at an environmental agency or organization within one year of graduation or pursue advanced STEM degrees.

This project will achieve its goals by capitalizing on the foundational work and achievements of CCMI and the LCCMR project *Bridges to Diversifying Involvement in the Natural Resources Community*. After identifying CCMI students who have demonstrated interests and aptitudes for STEM, this project will provide the critical components needed (i.e., fellowships, internships and mentorships) to sustain that interest by reducing or eliminating the socioeconomic, cultural, perceptual and awareness barriers that inhibit those students from pursuing post-secondary STEM educations and careers.

II. PROJECT ACTIVITIES AND OUTCOMES

Activity 1: Fellowship awards and program administration.

Budget: \$775,000

Funding will be used for the monetary fellowship awards and for a CCMI staff member to provide the overall administration of this program which includes recruiting and selecting students, awarding fellowships, working with MNDNR to assign mentors, and matching students with internships. The CCMI staff member will also assist prospective students and their families in researching scholarships and additional funding sources to further alleviate socioeconomic barriers. This outreach would provide education on the importance and benefits of STEM degrees/careers so that families become an important source of support and encouragement for their students, especially for students who are the first in their families to pursue a post-secondary education.



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Outcome – (Items 2, 3 and 4 repeated each year starting in CY2018)	Completion Date
1. CCMI designs and administers overall program objectives, specifications and evaluations.	January 31, 2018
2. CCMI recruits cohort of 20 students enrolling in two or four-year STEM degree programs. (Total of 4 cohorts/80 students over duration of project.)	June 30, 2018
3. CCMI awards fellowships and provides additional education funding information and STEM degree/career information to students and their families. (Total of 80 fellowships over duration of project with annual installment awards.)	September 30, 2018
4. CCMI and students complete end-of-academic-year retention evaluations.	June 30, 2019

Activity 2: Agency mentors assigned to each student.

Budget: \$50,000

Funding will support MNDNR staff member to coordinate, train and assign up to 80 agency mentors. Mentorships increase student retention in STEM educational programs and address cultural barriers.

Outcome – (Items 1, 2, and 3 repeated each year starting in CY2018)	Completion Date
1. MNDNR, MPCA & BWSR mentors identified and trained.	April 30, 2018
2. Mentor assigned to each student.	July 31, 2018
3. Mentors and students complete end-of-academic-year mentorship evaluations.	June 30, 2019

Activity 3: Paid summer internships representing wide range of science, environmental and natural resources careers awarded to freshman students.

Budget: \$662,519

Funding will pay for 60 **freshman** internships over the duration of the project that will address cultural and perceptual barriers. (MNDNR, MPCA and BWSR will provide in-kind funding for 60 **sophomore** and **junior** internships.) Funding will also support an MNDNR staff member to coordinate all 120 internships.

Outcome – (Items 1, 2, and 3 repeated each year starting in CY2019)	Completion Date
1. MNDNR, MPCA & BWSR identify internship positions and provide postings to CCMI.	April 30, 2019
2. Internships awarded.	May 31, 2019
3. Intern supervisors and students complete end-of summer internship evaluations.	August 31, 2019

III. PROJECT STRATEGY

A. Project Team/Partners

Project Partners Receiving Funding:

- CCMI – Provide overall program administration, recruitment, fellowship awards, student support
- MNDNR – Coordinate 80 inter-agency mentorships and 120 internships (ENRTF funded); provide intern supervisors and mentors, sophomore and junior internships (MNDNR funded)

Project Partners Not Receiving Funding:

- MPCA and BWSR – Provide intern supervisors and mentors, sophomore and junior internships

B. Project Impact and Long-Term Strategy

Funding for FY21/FY22 is requested to allow these comprehensive activities to occur over the full course of a student’s post-secondary education and will initially bring 80 talented, diverse STEM graduates into the state’s environmental and natural resources labor pool. This project is the first stage of a longer-term project that will continue until MNDNR’s, MPCA’s and BWSR’s employees represent the diversity of Minnesota’s citizens and employ the talent necessary to ensure Minnesota’s environmental future. Additional federal education awards (\$90,900) are pending. MNDNR plans to include a biennial budget request to sustain this project beyond FY22.

C. Timeline Requirements

Program research and design completed by March 2018 with recruiting, fellowships and mentorships beginning spring of 2018 and continuing throughout project term. Internships begin summer 2019 and continue through summer of 2021. Overall project evaluation completed spring 2022 with on-going student assessments.

2017 Detailed Project Budget

Project Title: Increasing Diversity in Environmental Careers: Fellowships, Internships, Mentorships

Project Manager: Vikki Getchell and Laura Gilbert

Budget Component: Combined Budget Detail



IV. TOTAL ENRTF REQUEST BUDGET: Proposed 5-Year Program

BUDGET ITEM	AMOUNT
Personnel: MNDNR Program Coordinator to identify, train and coordinate 80 MNDNR, MPCA and BWSR mentors and 120 internship placements; 5 years @ .50 FTE; 75/25 Salary/Benefits	\$ 250,000
Professional/Technical/Service Contracts: Contract with Conservation Corps Minnesota & Iowa (CCMI) to manage and administer project with the following components:	\$ 1,147,039
CCMI Program Manager and Administrator: 5 years @ 1.00 FTE; 80/20; estimated cost \$400,000	
CCMI-awarded Freshman Internships: awarded during summer following students' freshman year; total of 60 freshman internships awarded over duration of project; estimated cost \$372,039	
CCMI Fellowships: freshman fellowship award - \$2000; sophomore, junior and senior fellowship award - \$1000/year; estimated cost \$280,000	
CCMI Equipment/Tools/Supplies: 80 students total @ \$200/ea.; estimated cost \$16,000	
CCMI Site Visits: summer internship site visits during freshman, sophomore and junior internships; 120 site visits @ \$225/site visit; estimated cost \$27,000	
CCMI Recruitment: 80 students including background checks @ \$200 each; estimated cost \$16,000	
CCMI Training: 80 students @ \$450 each; estimated cost \$36,000	
Direct and necessary costs: MNDNR's costs to support 60 freshman internships: HR Support (~\$24,051), Safety Support (~\$6,736), Financial Support (~\$8,709), Communication Support7(~\$1,316), IT Support (~\$48,560), Planning Support (~\$912), Procurement Support (~\$197)	\$ 90,480
TOTAL ENVIRONMENT AND NATURAL RESOURCES TRUST FUND \$ REQUEST =	\$ 1,487,519

V. OTHER FUNDS

SOURCE OF FUNDS	AMOUNT	Status
Other Non-State \$ To Be Applied To Project During Project Period: Federal education awards leveraged by Conservation Corp Minnesota for Year 1 Interns	\$ 90,900	<i>Pending</i>
In-kind Services To Be Applied To Project During Project Period: MNDNR, MPCA and BWSR-awarded Sophomore and Junior Internships: awarded during summer following students' sophomore and junior years; total of 60 sophomore and junior internships awarded over duration of project	\$ 372,039	<i>Secured</i>
Direct and necessary costs: MNDNR's costs to support 60 sophomore and junior internships: HR Support (~\$24,051), Safety Support (~\$6,736), Financial Support (~\$8,709), Communication Support7(~\$1,316), IT Support (~\$48,560), Planning Support (~\$912),	\$ 90,480	<i>Secured</i>
Mentor for each Student: 80 mentors total for 40 hours/year @ \$30.01/hour for 4 years	\$ 96,032	<i>Secured</i>
Intern Supervisor for each Student; 1 Supervisor FTE/10 Interns for 12 weeks @ 30% of time dedicated to supervisory duties	\$ 65,189	<i>Secured</i>
Supplies and equipment for Interns (including laptops and field equipment such as GPS units, maps, data, first-aid and safety equipment); 120 Internships @ \$1,000 each	\$ 120,000	<i>Secured</i>

Increasing Diversity in Environmental Careers: Fellowships, Internships, Mentorships

Academic Year 1 2017-18	Academic Year 2 2018-19	Academic Year 3 2019-20	Academic Year 4 2020-21	Academic Year 5 2021-22
CCMI: -Program design -Scholarship research -Recruit C1 students for Fall 2018 \$	C1 Freshman fellowships : 20 \$	C1 Sophomore fellowships : 20 \$	C1 Junior fellowships : 20 \$	C1 Senior fellowships : 20 \$
MNDNR: Assign & train 20 C1 mentors \$\$	C1 – Freshman internships Summer 2019 \$\$	C1 – Sophomore internships Summer 2020 \$	C1 – Junior internships Summer 2021 \$	
	CCMI: Recruit C2 students for Fall 2019 \$	C2 Freshman fellowships : 20 \$	C2 Sophomore fellowships : 20 \$	C2 Junior fellowships : 20 \$
	MNDNR: Assign & train C2 mentors \$\$	C2 – Freshman internships Summer 2020 \$\$	C2 – Sophomore internships Summer 2021 \$	
	CCMI: Recruit C3 students for Fall 2020 \$	C3 Freshman fellowships : 20 \$	C3 Sophomore fellowships : 20 \$	
	MNDNR: Assign & train C3 mentors \$\$	C3 – Freshman internships Summer 2021 \$		
	CCMI: Recruit C4 students for Fall 2021 \$	C4 Freshman fellowships : 20 \$		
	MNDNR: Assign and train C4 mentors \$\$			

Legend

(Each Cohort = 20 students)

Program Administration = yellow

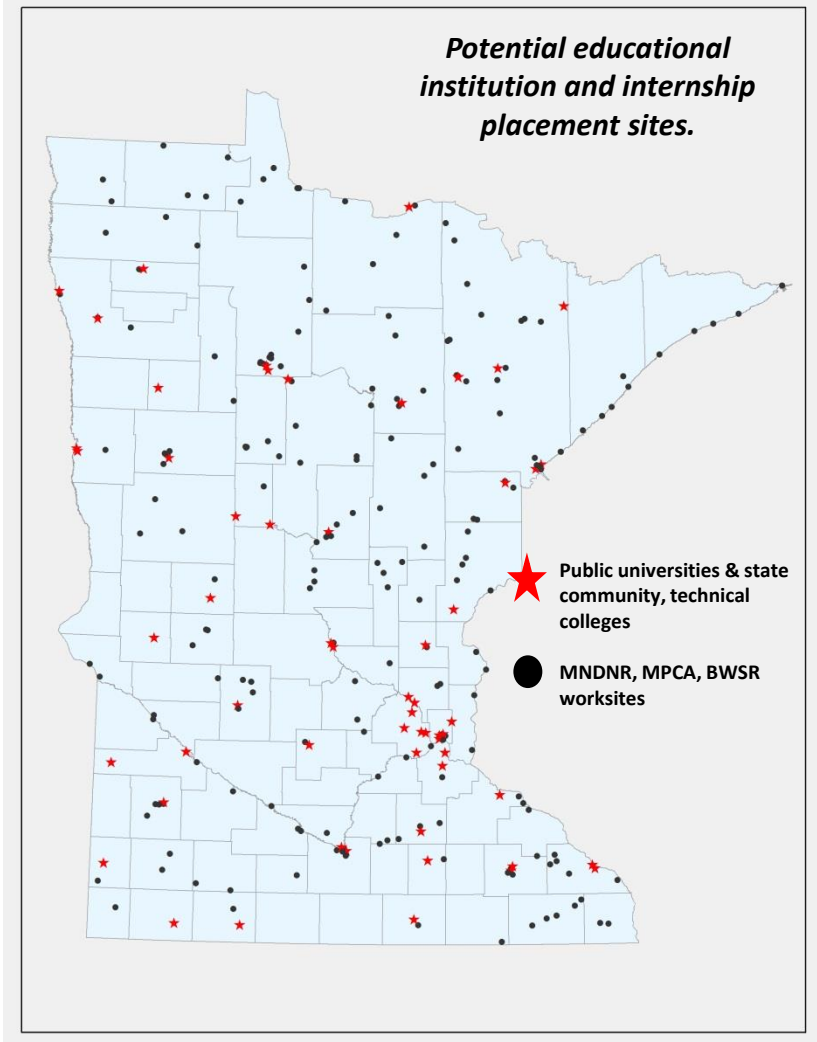
Cohort 1 (C1) = blue

Cohort 2 (C2) = pink

Cohort 3 (C3) = orange

Cohort 4 (C4) = green

\$ = Requested ENRTF funding
 \$ = Agency in-kind funding



FY '18

FY '19

FY '20

FY '21

FY '22

State Fiscal Years





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Project Managers’ Qualifications

Project Co-Manager: Vikki Getchell, Affirmative Action Officer and Americans with Disabilities Act Coordinator
Affiliation: Minnesota Department of Natural Resources (MNDNR)
Mailing Address: 500 Lafayette Road, St. Paul, MN 55155
Telephone: 651-259-5016 Email: vikki.getchell@state.mn.us

Vikki Getchell has strategically planned, designed and implemented innovative, successful diversity projects at state and federal agencies for more than 15 years. As the MNDNR Affirmative Action Officer and Americans with Disabilities Act (ADA) Coordinator, she provides ongoing analysis and interpretation of federal and state civil rights and equal opportunity laws, and designs programs and policies to achieve agency diversity goals while ensuring legal compliance.

J.D., emphasis on Disability Law and Alternative Dispute Resolution, Hamline University School of Law
Leadership and Command Certificate (Graduate Program), USAF Air Command and Staff College, Maxwell AFB
Advanced Human Resources Management Certificate, Ira C. Eaker College for Professional Development, Maxwell AFB
Equal Opportunity and Diversity Distinguished Graduate Certificate, Department of Defense Equal Opportunity Management Institute, Patrick AFB
B.S., Major Aeronautics, Minor Journalism, University of North Dakota

Project Co-Manager: Laura Gilbert,
Affiliation: Minnesota Department of Natural Resources (MNDNR)
Mailing Address: 500 Lafayette Road, St. Paul, MN 55155
Telephone: 651-259-5542 Email: laura.h.gilbert@state.mn.us

Laura Gilbert has been a project manager for numerous complex statewide employment initiatives requiring analysis of and compliance with state and federal law, state policy, union contracts and government best-practice. Her expertise in the educational field includes serving as Executive Director for *Our Plan for College* and as an adjunct professor at Concordia University. She has published four financial guide books for parents and college students and has made numerous presentations on pursuing affordable post-secondary educations.

J.D., Hamline University School of Law, *cum laude* (licensed in Minnesota, October 2005)
Ph.D., *Educational Psychology* (Learning and Cognition) University of Minnesota, Dissertation: High School Experiences and Education Attainment
M.A.I.R., *Industrial Relations*, University of Minnesota
B.A., *Major Music Pedagogy and Performance*, Boston Conservatory and Metro State University

Project Responsibilities

Vikki Getchell and Laura Gilbert will provide overall project direction and guidance. They will also serve as project coordinators between the state agencies and CCMI, and will train mentors and intern supervisors.

Organization Description

The proposed project is a collaboration among four organizations: MNDNR, MPCA, BWSR and CCMI. Collectively, these organizations have a mission to improve, conserve, protect and manage the state’s natural resources through partnerships with local organizations and all of Minnesota’s citizens; and a common interest in developing pathways to employment in conservation for youth from diverse backgrounds.