

**Environment and Natural Resources Trust Fund  
2019 Request for Proposals (RFP)**

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**Project Title:**

**ENRTF ID: 123-C**

Increasing Diversity in Environmental Careers: Fellowships, Internships, Mentorships

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**Category:** C. Environmental Education

**Sub-Category:**

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**Total Project Budget: \$** 250,000

**Proposed Project Time Period for the Funding Requested:** June 30, 2023 (4 yrs)

**Summary:**

This project provides a college to workforce pathway for under-represented students to successfully complete STEM based education and obtain environmental employment by reducing and eliminating barriers.

**Name:** Denise Legato

**Sponsoring Organization:** MN DNR

**Title:** Director of Human Resources

**Department:** \_\_\_\_\_

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St. Paul MN 55155

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**Email** denise.legato@state.mn.us

**Web Address**

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**Location**

**Region:** Statewide

**County Name:** Statewide

**City / Township:**

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**Alternate Text for Visual:**

Map of Minnesota showing public universities, state community technical colleges and DNR, PCA, BWSR worksites plus display of student movement through academic years of the project.

<input type="checkbox"/>	Funding Priorities	<input type="checkbox"/>	Multiple Benefits	<input type="checkbox"/>	Outcomes	<input type="checkbox"/>	Knowledge Base	
<input type="checkbox"/>	Extent of Impact	<input type="checkbox"/>	Innovation	<input type="checkbox"/>	Scientific/Tech Basis	<input type="checkbox"/>	Urgency	
<input type="checkbox"/>	Capacity Readiness	<input type="checkbox"/>	Leverage	<input type="checkbox"/>		TOTAL	<input type="checkbox"/>	%
<input type="checkbox"/> If under \$200,000, waive presentation?								



**Environment and Natural Resources Trust Fund (ENRTF)  
2019 Main Proposal**

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

**I. PROJECT STATEMENT**

The *Increasing Diversity in Environmental Careers: Fellowships, Internships, Mentorships* project provides a college to workforce pathway for under-represented students (women, ethnic and racial minorities, and individuals with disabilities) who are enrolled in and are pursuing science, technology, engineering and math (STEM) degree programs at state and tribal colleges and technical schools. Through a 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 Corps Minnesota and Iowa (CCMI), this collaborative project intends to reduce and eliminate barriers that inhibit under-represented students from successfully completing STEM degrees and obtaining environmental employment post-graduation.

This project received partial ENRTF funding (\$487,000 of the \$1,487,000 requested) in ML2017 Chapter 96 and is recommended for \$750,000 in HF3352/SF2934 (ML2018). This request is for the remaining \$250,000 needed to fully fund and operate the project as recommended by DNR, its partners and the LCCMR. This remaining amount gives the DNR and CCMI full funding and provides opportunities for another 23 students to experience a unique internship/fellowship experience in an environmental career path.

The MNDNR is the project lead; in consultation with the partners, MNDNR will design, administer and evaluate the overall project. MNDNR will contract with CCMI to recruit student applicants; administer fellowship/stipends; deliver contracted internships; and provide outreach and training to participants and their support networks. The state agencies will provide in-kind funding for mentors and the state sponsored internships. In total, this \$1.487 million project will reach 80 students over the duration of the project and provide up to 120 paid internships, 60 of which will be funded through ENRTF dollars to CCMI.

Students selected for this project will participate in learning opportunities, paid internships, and experiential on-site learning opportunities and mentoring throughout their post-secondary STEM educations. They will gain invaluable skills and direct work experience in areas such as water resources and wildlife management, recreation, conservation practices, surveying, engineering, habitat restoration and management. As a result of this work effort, student interns will be prepared for natural resources careers within the public sector upon graduation. The long-term goal of this project is that the experiences of these 80 students are shared within their communities in ways that further an awareness of and interest in environmental careers. As students embark on career planning they will seek experiential opportunities within state agencies ultimately resulting in broader diversity among Minnesota citizens engaged in natural resources and environmental careers.

**II. PROJECT ACTIVITIES AND OUTCOMES**

**Activity 1:** *Fellowships and Project Administration*

**Budget: \$250,000**

<b>Outcome</b>	<b>Completion Date</b>
1. MNDNR and CCMI will supplement funding appropriated to the DNR in ML2017 and ML 2018 (recommended) to design the project and recruit cohorts of 20 student enrolling in two or four-year STEM degree programs. (Total of 4 cohorts/80 students over duration of projects).	June 30, 2019
2. CCMI awards fellowships and provide additional education funding information and STEM degree/career information to students and their families). Total of 80 fellowships over duration of project with annual installments.	September 30, 2019
3. CCMI and student completed end-of-academic-year retention evaluations	June 30, 2020
4. Repeat steps 1 through 3 for remaining three cohorts.	June 30, 2023

**Activity 2:** Assign agency mentors to students and provide paid summer internships representing a wide range of science, environment and natural resources careers.

**Budget: \$0**

Funding appropriated in ML 2017 and ML2018 (pending) will support MNDNR staff member to coordinate, train and assign up to 80 mentors to students as well as coordinate up to 120 internships to students that will address



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2019 Main Proposal**

cultural and perceptual barriers while provided the students with paid internship experiences (60 paid for with ENRTF funding; state agencies (DNR, BWSR and PCA) will fund the remaining internships.

<b>Outcome</b>	<b>Completion Date</b>
1. DNR and its partners to supplement funding appropriated to the DNR in ML2017 and ML2018 (recommended) to develop the agency mentorship program.	April 30, 2019
2. Develop and implement agency mentorship program.	July 31, 2019
3. Assign mentors to students	
4. MNDNR, PCA and BWSR identify internship positions and provide posting to CCMI	April 30, 2020
5. Award internships	May 31, 2020
6. Repeats steps 2 through 5 through the duration of the project.	June 30, 2023

**III. PROJECT PARTNERS:**

**A. Partners receiving ENRTF funding**

<b>Name</b>	<b>Title</b>	<b>Affiliation</b>	<b>Role</b>
Tom Landwehr	Commissioner	Minnesota Department of Natural Resources	Fund administrator and overall project oversight
Jill Johnson	Board Chair, CCMI	Conservation Corps of Minnesota & Iowa (CCMI)	Contractor to DNR

**B. Partners NOT receiving ENRTF funding**

<b>Name</b>	<b>Title</b>	<b>Affiliation</b>	<b>Role</b>
John Jaschke	Executive Director	Board of Water and Soil Resources	Partner – will provide in-kind internships for selected students.
John Linc Stein	Commissioner	Minnesota Pollution Control Agency	Partner – will provide in-kind internships for selected students

**IV. LONG-TERM- IMPLEMENTATION AND FUNDING:**

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

Despite Minnesota’s change 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 different today than in 2001. Through this project, under-represented students will receive financial support, learning and experiential opportunities that will encourage graduation rates and post-graduation placements into career fields that will benefit Minnesota’s environment and natural resources for generations to come.

**V. TIME LINE REQUIREMENTS:**

Project research and design to be leveraged with the ML2017 and ML2018 (recommended) ENRTF appropriations. Work will start once the remaining project dollars (\$775,000) are secured. Project research and design will be completed by March 2019 with recruiting, fellowship and mentorships beginning in spring of 2019 and continuing through the project term. Internships begin summer 2020 and continue through the summer of 2022. Overall project evaluation completed spring 2023 with on-going student assessment.

## 2019 Proposal Budget Spreadsheet

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

### IV. TOTAL ENRTF REQUEST BUDGET 5 years

BUDGET ITEM	AMOUNT
<b>Personnel:</b> Funded through ML2017 and ML2018 (pending) appropriations for this project.	\$ -
<b>Professional/Technical/Service Contracts:</b> Contract with Conservation Corps Minnesota & Iowa (CCMI) for fellowships and internships (augments ML2017 and ML2018 funding, \$213,020 for internships and fellowships);	\$ 250,000
<b>Equipment/Tools/Supplies:</b> Contract with CCMI for equipment, tools and supplies (augments ML2017 and ML2018 funding, \$4,600)	\$ -
<b>Travel:</b> Contract with CCMI for summer internships site visits and travel related expenses, such as lodging, meals and mileage (augments ML2017 and ML2018 funding, \$9,675)	\$ -
<b>Recruitment:</b> Contract with CCMI to recruit students and conduct background checks (augments ML2017 and ML2018 funding, \$4,600)	
<b>Training:</b> Contract with CCMI to train students (augments ML2017 and ML2018 funding, \$10,350)	
<b>Printing:</b> Contract with CCMI for publishing and print materials related to the entire project (five year duration): \$7,755	
<b>TOTAL ENVIRONMENT AND NATURAL RESOURCES TRUST FUND \$ REQUEST =</b>	<b>\$ 250,000</b>

### V. OTHER FUNDS *(assumes that remaining project dollars are secured and in place -- \$1.487 million)*

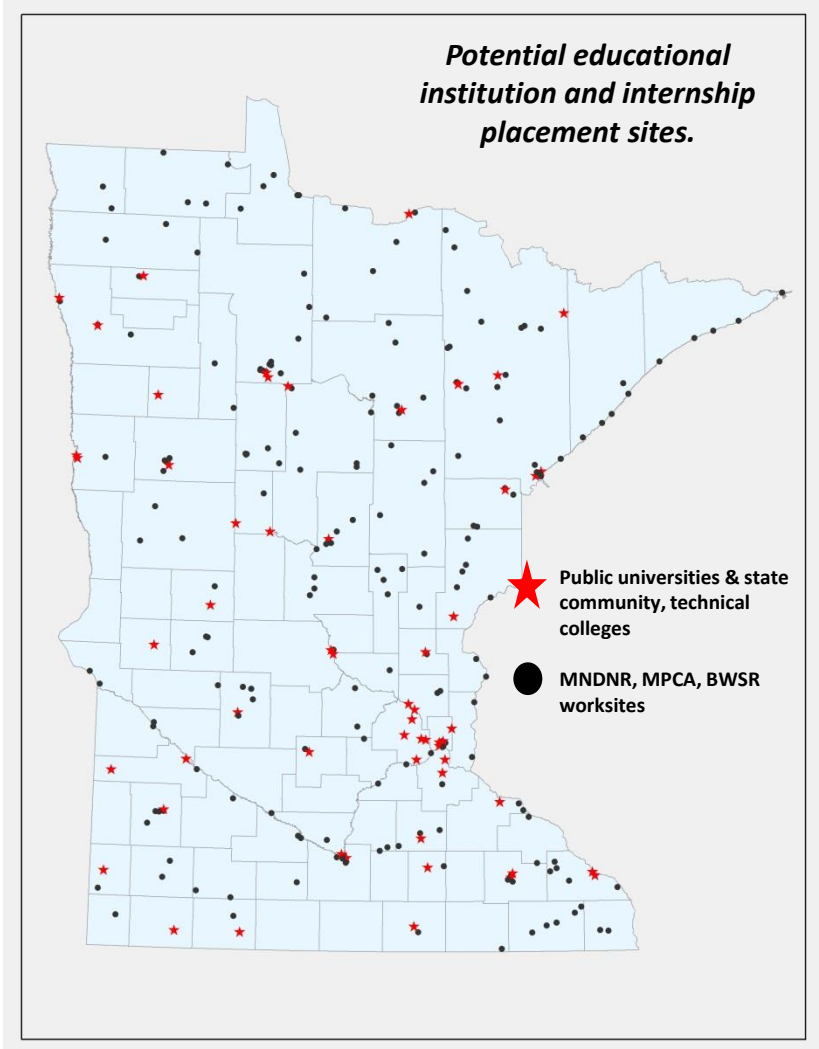
SOURCE OF FUNDS	AMOUNT	Status
<b>Other Non-State \$ To Be Applied To Project During Project Period:</b> Federal education awards by Conversation Corps of Minnesota for Year 1 interns.	\$ 90,000	
<b>Other State \$ To Be Applied To Project During Project Period:</b> MNDNR, MPCA and BWSR-awarded Sophomore and Junior Internships: awarded during summer following students' sophomore and junior years; total of 60 sophomore and junior internships awarded over duration of project.	\$ -	
<b>In-kind Services To Be Applied To Project During Project Period:</b>	\$ -	
Mentor for each Student: 80 mentors total for 40 hours/year @ \$30.01/hour for 4 years	\$ 240,080	
Intern Supervisor for each Student; 1 Supervisor FTE/10 Interns for 12 weeks @ 30% of time dedicated to supervisory duties	\$ 515,923	
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	
<b>Direct and necessary costs:</b> MNDNR's costs to support 60 <b>sophomore and junior</b> 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)	\$ 90,481	
<b>Past and Current ENRTF Appropriation:</b> \$487,000 received in ML2017 Chp. 96 but not yet expended; \$750,000 recommended for project in ML2018.	\$ 487,000	

# Increase Diversity in Environmental Careers to Serve Minnesota's Changing Demographics

Academic Year 1 2018-19	Academic Year 2 2019-20	Academic Year 3 2020-21	Academic Year 4 2021-22	Academic Year 5 2022-23
<b>CCMI:</b> -Scholarship research -Recruit C1 students	C1 Freshman fellowships : \$	C1 Sophomore fellowships : \$	C1 Junior fellowships : \$	C1 Senior fellowships : \$
<b>MNDNR:</b> - Program Design - Assign & train C1 mentors \$\$	C1 – Freshman internships \$\$	C1 – Sophomore internships \$	C1 – Junior internships \$	
	<b>CCMI:</b> Recruit C2 students \$	C2 Freshman fellowships : \$	C2 Sophomore fellowships : \$	C2 Junior fellowships: \$
	<b>MNDNR:</b> Assign & train C2 mentors \$\$	C2 – Freshman internships \$\$	C2 – Sophomore internships \$	
	<b>CCMI:</b> Recruit C3 students \$	C3 Freshman fellowships: \$	C3 Sophomore fellowships: \$	
	<b>MNDNR:</b> Assign & train C3 mentors \$\$	C3 – Freshman internships \$\$		
<b>Legend</b> (Each Cohort = 20 students) Program Administration = yellow Cohort 1 (C1) = blue Cohort 2 (C2) = pink Cohort 3 (C3) = orange Cohort 4 (C4) = green			<b>CCMI:</b> Recruit C4 students \$ <b>MNDNR:</b> Assign and train C4 mentors \$\$	C4 Freshman fellowships: \$

FY '19      FY '20      FY '21      FY '22      FY '23

State Fiscal Years





**Environment and Natural Resources Trust Fund (ENRTF)**

**2018 Main Proposal**

**Project Title: Increasing Diversity in Environmental Careers: Fellowship, Internships, Mentorships**

**VI. PROJECT MANAGER QUALIFICATIONS AND ORGANIZATION**

Project Manager: Denise Legato, Human Resources Director  
Organization: Department of Natural Resources, Operations Services Division  
Address: 500 Lafayette Road, St. Paul, MN 55155  
Telephone: 651-259-5317  
Email: [denise.legato@state.mn.us](mailto:denise.legato@state.mn.us)

**Qualifications**

Denise is the DNR's Director of Human Resources. She manages the agency's Human Resources (HR) Section, which provides a wide variety of HR services to the agency, including employee and labor relations, payroll and transaction processes, data maintenance; employee training and organizational development; performance management; leave management; employee benefits services; and recruitment and selection. In addition, Denise has oversight over DNR's Affirmative Action/Diversity and Inclusion/ADA program administration; internal investigations and ethics; and lead's HR consultative services for the agency. She has managed the delivery of organizational Human Resources services for over 40 years within state, regional, local government and non-profit organizations.

**Organization**

The DNR mission is to work with citizens to conserve and manage the state's natural resources, to provide outdoor recreation opportunities, and to provide for commercial uses of natural resources in a way that creates a sustainable quality of life.

The Operations Services Division facility program provides facilities that are safe, accessible, support employee productivity and model environmental sustainability and energy use. The DNR owns and actively maintains 2,700 buildings, encompassing 2.9 million square feet of floor space at over 200 locations statewide, and with replacement values of about \$365 million.