



Land Trust Training and Apprenticeship Program

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Overview

- In late 2016, CCLT received funding from the Stewardship Council to develop a scoping plan to develop a youth pathway program for youth to get training and experience working at land trusts.
- Stewardship Council also provided funding to launch a pilot program during the summer of 2017 that would place 6 interns at three land trusts.
- Participating land trusts are Wildlife Heritage Foundation, Sequoia Riverlands Trust and Mendocino Land Trust, who will host 2 interns each.
- Interns will receive a \$400/week stipend for 8-10 weeks during the summer.
- CCLT will provide training, tracking, evaluations and program oversight.
- Training will be an intensive 3-day workshop in Sacramento that goes over the function and activities of land trusts.
- After the completion of the scoping plan and pilot project it is our hope to evaluate the viability and sustainability of this program.

Purpose of Program



- Current conservation leaders report increasing difficulty in recruiting staff with knowledge or experience of conservation and stewardship, and they have ranked it as a top priority for CCLT action.
- Developing the next generation of conservation professionals is essential for continued conservation success and land trust support (*Conservation Horizons*).
- Increase knowledge and competencies of young people when it comes to land trusts and conservation.

Need for Program

Land Trust Education and Training

- Interns are asked to perform certain tasks, but they do not receive general education about larger conservation programs or objectives, tools, career opportunities, etc.
- Young adults and students who possess skills and education that could be adapted and applied to working at land trusts may be unaware of these opportunities.

Recruitment of Youth

- Outreach to diverse youth and new communities has been lacking in the conservation community.
- Unpaid internships limit the applicant pool and often exclude diverse youth.



Scoping Plan

- CCLT is developing a scoping plan to explore the viability and sustainability of this program
- Draft has been written and feedback is requested from land trust EDs as to the program design, curriculum and concept
- Survey will be sent after conference with full scoping plan and opportunities for feedback and suggestions
- Dialog surrounding future funding opportunities and program development potential and viability



- CCLT connects land trusts & potential interns, land trusts select interns, CCLT provides training, and the land trust hosts, oversees, and provides a beneficial learning experience.
- The internships are proposed to be full-time, for 8-10 weeks during the summer.
- During the internship CCLT will monitor the status and progress of the interns through weekly check-ins with interns and land trusts and ongoing tracking and evaluations.
- These check-ins will help identify topics for ongoing training and provide an opportunity for feedback and discussion. CCLT will also conduct post-internship evaluations for both land trusts and interns. CCLT will collect information from, and remain in contact with, the interns post internship.
- CCLT will maintain a database of past interns for tracking and insight into the benefits the interns received from their internship and if the internship influenced their career choices.

Structure and Mechanics



General Schedule of Program



Purpose of CCLT Managing Program

- CCLT will leverage connections with youth and student-serving groups to help create a larger pool of applicants. CCLT will also work specifically to develop partnerships that will encourage more diverse applicants.
- Eventually provide a central location for land trusts to screen intern applicants to cut down on time spent recruiting.
- Provide general training so interns have a knowledge and understanding of the land trust community when placed at a land trust.
- Better integrate interns in to the larger land trust community so they become more invested in the field.
- Provide a neutral ground for interns to report honestly about their experience.

Basic Intern Requirements

18-26 years old

An interest in environmental organizations and/or study in a field related to conservation work

Can meet full commitment for program (including travel and lodging)

Some completion of college level coursework preferred

Additional requirements depending on the land trust job description

Applicants from diverse backgrounds are strongly encouraged to apply

- This internship opportunity should foster inclusion and access.
- Based on feedback from our working group, it was advised that the requirements for intern participants in this program not meet stringent education requirements that may limit some young people from applying.
- With the focus on outreach to diverse youth and working with youth groups, not just colleges and universities, there should be an understanding that all youth have not had the same opportunities in life but still may be interested in conservation work.
- For example, Sierra Native Alliance works with youth on conservation projects (in environmental restoration or education) in the Sierras. Many of their youth are enrolled part time in community college, but have a strong commitment to conservation and should still be able to be considered for this program.

Training Curriculum



Eligible Tasks

- Purpose is to expose youth to conservation opportunities and gain hands-on experience working at a land trust.
- Learning outcomes that will benefit the intern and be helpful in pursuing a career in conservation, specifically in the land trust community.
- Challenging, significant and meaningful work.
- The skills learned during the internship should be transferrable to other employment settings (and not just within your organization).
- No more than 15-25% of intern duties should be focused on administrative tasks without learning objectives. This would also include extended repetitive physical labor without more extensive learning objectives.

- Stewardship
 - Tree health tracking and monitoring
 - Restoration projects
 - Native plant identification and planting
 - Monitoring conservation easements
 - Watershed management
 - Water quality testing
 - Removal of non-native species
- Community Engagement
 - Youth outreach and education
 - Community asset mapping
 - Nature guide
- Real Estate
 - Land transactions
 - Baseline reporting
 - Appraisals
 - Title due diligence
- Other Conservation-related activities
 - Research projects
 - GIS mapping

Other Program Considerations

Legal

Communications and
Outreach

Cultural Relevancy

Funding

Partnerships





Questions?

Thank you!

