

# Land Trust Training & Apprenticeship Program

*A program of the California Council of Land Trusts*

This **paid** internship opportunity is for young adults who are interested in working in the following fields or similar areas:

Non-profits	Environmental Causes	Wildlife Habitat
Land & Water Conservation	Field Biology	Environmental Restoration
Conservation Real Estate	Community Outreach	GIS

## Land Trust Training & Apprenticeship Program

The Land Trust Training and Apprenticeship Program, or TAP, is an opportunity for young adults to get paid for on-the-job training working with organizations dedicated to environmental, land and water conservation programs and causes. Our goal is to create a pathway for students to enter the rewarding non-profit conservation profession and to grow the future workforce dedicated to environmental stewardship. Student interns will be placed in pairs at three different land trusts throughout Northern and Central California: Fort Bragg, Visalia and Lincoln. The selected interns will receive land conservation education, job training and a living stipend of \$400 a week for an 8 to 10 week internship at a land trust.

The California Council of Land Trusts will host training to provide interns with background knowledge of land conservation in California. Training topics will cover land conservation methods, land trust operations, stewardship and community outreach. CCLT will continue to provide ongoing training and support to interns while stationed at their land trust sites.

## What is a land trust?

Land trusts are nonprofit organizations working in local communities to conserve natural areas, parks, farmlands wildlife corridors and open space for the public's benefit. These protected lands enhance the local economy, provide educational opportunities, and improve environmental and public health. **California Council of Land Trusts** represents over 130 nonprofit land trusts conserving land and water throughout the state for all Californians to enjoy.

## Important dates:

Deadline to apply: April 7

Phone interviews with land trusts: April 2 to April 20

Applicants Selected and Notified: May 1

Mandatory Training in Sacramento: June 9-11 (\$500 travel stipend will be supplied for each intern to attend training)

Internship period: (approximately) June 5 to August 11 (each intern receives a \$400 per week stipend)

## Land Trust Sites

Locations of the three land trust sites participating in this program are:

1. Mendocino Land Trust (Fort Bragg, CA – Mendocino County)
2. Sequoia Riverlands Trust (Visalia, CA – Tulare County)
3. Wildlife Heritage Foundation (Lincoln, CA – Placer County)

## How to Apply

Students and young adults ages 18-26 can apply (note requirements below). Applicants from diverse backgrounds are strongly encouraged to apply. Please send resume and a cover letter expressing your interest in the program **and specifying which land trust site you are applying for**, to: [natalie@calandtrusts.org](mailto:natalie@calandtrusts.org). Natalie Keeve is managing this program for CCLT and can be reached at 916-497-0272. Do not contact the land trusts directly.



**Land Trust Training and Apprenticeship Program**  
**Mendocino Land Trust**  
**Fort Bragg, CA**

**Internship description:**

MLT's conservation program areas include work in the acquisition and conservation of properties through conservation easements and fee title acquisitions. The intern may also assist with our ongoing salmon recovery and forest management projects as part of the Watershed Restoration Program. The intern may be asked to work on MLT's California Coastal Trail Program and our Stewardship Program.

Under the supervision of MLT staff, intern tasks and responsibilities may include:

- Conservation easement initial screenings, site visits, resource assessments, project due diligence, record-keeping.
- Research and prepare grant and permit documents.
- Assist staff with documentation of restoration activities.
- Construct and maintain MLT's public access trails.
- Collect scientific field data, pre and post restoration activities for salmon recovery.
- Conduct field and office research, as needed, to support restoration projects.
- Produce or assist with mapping activities.
- Assist with report writing, as needed.

**Desired qualities:**

Passion for natural resource protection and restoration, desire to learn and a preference for taking initiative.

Strong interpersonal skills including the ability to exercise initiative, good judgment and tact

Interest in living and working along the rugged California North Coast.

Ability and desire to work indoors in an office setting.

Ability, understanding, desire and preparedness to spend full days working outside in the field, occasionally hiking in rugged conditions, sometimes wading in streams.

**Location:** Fort Bragg, CA (Mendocino County)

**Physical requirements:** Hiking, carrying small pack and supplies, wading in cold water (with waders), exposure to rain, sun and outdoor elements. Comfort in an outdoor setting essential. The intern should feel comfortable working with a computer indoors in an office setting.

**Housing available?** No. Housing may be available through Cal State Parks, but it is not guaranteed. If housing is available with CSP, there will be a \$500 utility charge to pay for 10 weeks of electricity and propane.

**Vehicle required?** Interns will need their own vehicle to get to and from the office, but would not likely need a vehicle for work assignments.

**Percent of work performed inside vs. outside in the field:** 50/50

**Percent of time traveling (away from main office):** There may be travel to local outdoor assignments from 2 to 3 days per week, returning to the office most days. There could be occasional overnight camping available on some assignments.

**Anticipated start and end date:** June 5 to August 11

**Education level desired:** Pursuing BS/BA.

Prefer GPA of 3.0 or higher. 1<sup>st</sup>, 2<sup>nd</sup>, and 3<sup>rd</sup> year students welcomed to apply.



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916-497-0272 / [www.calandtrusts.org](http://www.calandtrusts.org)

**Land Trust Training and Apprenticeship Program**  
**Sequoia Riverlands Trust**  
**Visalia, CA**

**Internship Description:**

Interns will assist with a wide variety of the land trust's core conservation-related focus areas including: stewardship of nature preserves, restoration and mitigation site maintenance and monitoring (plant and/or wildlife monitoring), environmental education, conservation easements (monitoring and reporting), and native plant nursery operations. About half of the intern's time will be spent with our Education Department and the rest with our Conservation Department staff to carry out duties related to the core focus areas listed above. Specific responsibilities and tasks will be determined prior to the start of the internship to fit the current needs of the land trust at that time with the successful candidates' skills and areas of interest.

**Desired qualities:**

- Passion for natural resource protection and restoration, desire to learn and a preference for taking initiative
- Strong interpersonal skills including the ability to exercise initiative, good judgment and tact
- Interest in living and working in the Central Valley, which can be very hot in the summer
- Ability and desire to work indoors in an office setting and/or full days working outside in the field
- Must be reliable, able to follow directions, maintain a positive and professional attitude
- Dress appropriately for office and field
- Ability to work independently and part of a team
- Willingness to work on Saturdays
- Willingness to work long days on occasion (up to 10 hours), use hand tools
- Excellent written and oral communication skills
- Ability to use Microsoft Word and Excel
- Interest in pursuing career in environmental education, natural resources, or other conservation-related work

**Physical location of Internship:** Visalia, CA (Tulare County). Work will involve a combination of office and field/outdoor work in other locations within Tulare County.

**Physical requirements:** Ability to walk on uneven terrain, carry moderately heavy loads of 20-30 lbs, withstand hot summer weather temperatures while working outside.

**Housing available?** No. SRT will assist intern with finding suitable housing.

**Vehicle required?** Yes

**Percent of work performed inside vs. outside in the field:** 50/50

**Percent of time traveling (away from main office):** About half the time will be spent away from the main office, but no overnight travel is required.

**Anticipated start and end date:** June 5 to August 11

**Education level desired:** Completion of high school required; completion of at least some college coursework desired



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**Land Trust Training and Apprenticeship Program  
Wildlife Heritage Foundation  
Lincoln, CA**

**Internship description:**

As an intern, you will work on conservation easement maintenance and monitoring, land conservation projects, educational programming, and general office work such as updating our project database and other tasks as assigned. Interns will also assist with projects associated with WHF's events and fundraising efforts. Interested applicants should be willing to learn basic plant and animal identification skills, ability to perform physically demanding field work, be comfortable multi-tasking in the office, and have an interest in land conservation.

You will be responsible for assisting staff in the following areas:

- Easement monitoring and preparation of baseline documentation. including establishing photo points and taking photos, plant and animal counts and filling out site surveys.
- Preparing and maintaining pollinator gardens at K-12 school grounds in Placer County.
- Monitoring and maintenance of burrowing owl nests.
- Site maintenance including assisting with control of invasive plants species, clearing of debris and trash, and minor repairs on-site.
- Updating current and pending property database.
- Assembling and mailing correspondence and marketing material.
- Updating donor database.
- Organizing of annual or occasional event.

**Desired qualities:**

- You are energetic and have a willingness to learn.
- You have worked or are willing to learn to work with youth.
- You have transportation available to work.
- You have the ability to work outdoors.
- You are dependable, well organized, and motivated.
- You are flexible and adaptive.

**Location:** Lincoln, CA (Placer County)

**Physical requirements:** Ability to walk on uneven terrain, carry moderately heavy loads of 20-30 lbs, withstand hot summer weather temperatures while working outside.

**Housing available?** No.

**Vehicle required?** Interns will need their own vehicle to get to and from the office, but would not likely need a vehicle for work assignments.

**Percent of work performed inside vs. outside in the field:** 50/50

**Percent of time traveling (away from main office):** Approximately 15-20 hours per week.

**Anticipated start and end date:** June 5 to August 11

**Education level desired:** Some college (university or community college) preferred.



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