

2022 Wildlife Diversity Program Managers Annual Meeting Internships Action Item

There was an active chat during one of the sessions about how to develop the pipeline of talent needed by agencies and partners and develop/recruit a more diverse pool of talent. These are the programs mentioned, along with a few others, and a link to a recent webinar.

WDPM Meeting Contact	Description	Link (where provided)
Leon Hinz, Illinois DNR	IL has a one year Residency Program that targets graduate students as they finish their degrees. Many of end up getting hired by IL DNR.	
Jon Ambrose GA DNR	(Program like IL that is still new. Holds a lot of promise in terms of expanding staff diversity).	
Corina Newsome, NWF	Not in state agencies, but there are career exposure programs with zoological institutions, namely Cincinnati Zoo's Zoo Academy. It's a great model that I believe should be replicated across gov't and NGO's	https://cincinnati.org/education/the-zoo-academy/
Paul Thompson - Utah DWR	Utah has an intern program that works with first and second year college students. We have 6-7 wildlife/fisheries positions each year.	
Kerry Wixted, AFWA	In MD, the state parks have two great programs that are funded through AmeriCorps: the Maryland Conservation Corps for recent graduates and the MD conservation Job Corps for students.	https://dnr.maryland.gov/publiclands/pages/mcc.aspx https://dnr.maryland.gov/publiclands/pages/cic.aspx
Jon Ambrose GA DNR	Just started a recruitment program in GA DNR aimed at high school seniors. It's more focused on future wildlife technicians than biologists.	
Kerry Wixted, AFWA	Amphibian Foundation also has the Conservation Bridge program	https://amphibianfoundation.org/index.php/educational/college-adult-courses/bridge-program-for-conservation-research
Brian Hess - CT DEEP	Audubon CT has the wildlife guards program	https://ct.audubon.org/conservation/wildlife-guards-connecticuts-high-school-conservation-leaders
Tom Jones AZGFD	Arizona has an intern program that has been highly successful for many years. Students may apply at any time during their college career, including for 6 months following graduation. We get a lot of our permanent hires (and temporary techs when we have no permanent positions available) through the intern program.	
Kerry Wixted, AFWA	Natural Resources Conservation Camp sponsored by Forestry Boards:	https://dnr.maryland.gov/forests/Pages/NRCC.aspx
Drew Feldkirchner - WI DNR	The State of Wisconsin Student Diversity Internship Program is used by various state agencies who hire summer (paid) interns. The Wisconsin DNR hires interns each year. Our program has only one intern this summer (working on bats). We had 120 applicants for that position!	https://dpm.wi.gov/Pages/SWSDIP.aspx
Drew Feldkirchner - WI DNR	Natural Resources Foundation of Wisconsin's Diversity in Conservation Internship Program.	https://www.wisconservation.org/diversity-in-conservation-internship/

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	Our division is piloting a project with a partner non-profit this summer. This is a different from the state agency program, as it is designed to be more entry-level (i.e., college freshman and sophomores) and include more additional programs and experiences.	
Drew Feldkirchner - WI DNR	Our bureau hires (paid) interns through MOUs with six UW campuses each year. To date, these folks have primarily assisted with habitat management work. Several have come back to work for the dept on their way to finding full time jobs in conservation with various non-profits and agencies. This year, we are working on expanding these efforts to include two tribal colleges in WI.	
Drew Feldkirchner - WI DNR	Operation Fresh Start “empowers emerging adults on a path to self-sufficiency through education, mentoring, and employment training.” Our division has contracted a Conservation Academy crew for spring and fall 2022.	https://operationfreshstart.org/
[Conservation Relevancy Community]	Recording of the DEI webinar “Fostering diversity through internships & early career opportunities in conservation: The crucial role of equitable & inclusive workplaces” co-organized by the North American Bird Conservation Initiative (NABCI) Human Dimensions Subcommittee and the Diversity, Equity, Inclusion, and Justice (DEIJ) Community of Practice and hosted by Virginia Tech.	https://viriniatech.zoom.us/rec/play/DIHEgdLjlsVlrX7hYun8v_kUSMxLLs_kv5yf21vqmSVrowC5SCNrmuE6C6a_MHA2ui1xneReddyLmuEYiQ.LVIH8C_RSKgEF332L?continueMode=true&x_zm_rtaid=QoiA7WSISGalWqCnuJF8zA.1649855559040.0f7bd0987fc77f7663d2e3c8c1396059&x_zm_rhtaid=69 [Also see conservation-relevancy-community.mn.co]