Internship, Employment, and Workforce Development Opportunities in the Chesapeake Bay Environmental Sector and Beyond

About this Document
The below opportunities are programs and positions that can provide pathways for currently underrepresented individuals to enter the environmental workforce in the Chesapeake Bay region and beyond. Opportunities in orange and marked with a bullet point either solely or largely recruit students and professionals who are currently underrepresented in the environmental field. Underlined opportunities include links to webpages with more information. This is a living document overseen by the Chesapeake Bay Program’s (CBP) Diversity Workgroup. It will be updated over time with new information. If you have any edits or additional opportunities to add to this document, please email them to phillips.tuana@epa.gov. In addition to this document, the Diversity Workgroup is working on aggregating and developing hiring, recruitment, and retention resources that, once available, can be applied to many of the below opportunities to strengthen strategies that increase the number of underrepresented individuals in the environmental workforce.

Delaware
• Delaware Forest Service Seasonal position in Urban Forestry, 15-week position

District of Columbia
• DC Infrastructure Academy
• DOEE’s Green Zone Environmental Program
• DC’s Mayor Marion S. Barry Summer youth Employment Program (MBSYEP)
• River Corps

Federal Agencies
All Federal Agencies
• Internship Program
• Recent Graduates Program
• Presidential Management Fellows (PMF) Program

EPA
• Hosts three summer interns through the Chesapeake Research Consortium’s C-StREAM program
• EPA Recent Graduates Pathways Program
• Environmental Management Career Development Program through the Chesapeake Research Consortium

NOAA
• NOAA Chesapeake Bay Office hosts two summer interns through the Chesapeake Research Consortium’s C-StREAM program
• CBO hosts several other summer interns
• Environmental Management Career Development Program through the Chesapeake Research Consortium

NPS
The National Park Service collaborates with other organizations to create nation-wide internship opportunities, many of which are listed below. For more information visit nps.gov/youthprograms.
• 21st Century Conservation Service Corps
Ancestral Lands Conservation Corps
• Community Assistance Fellows Program
Cultural Resources Diversity Internship Program
• Future Park Leaders of Emerging Change
• Geoscientists-in-the-Parks Internships
Historically Black Colleges & Universities Internship Program
• Historic Preservation Training Internships through the National Council for Preservation Education
• Historic Sites and Structures Documentation Internships
• Historic Preservation Training Center Traditional Trades Apprenticeship Program (HPTC)
Latino Heritage Internship Program
• Maritime Documentation Internship
Mosaics in Science Diversity Internships
• National Park Business Plan and Consulting Internships
• New Leaders in Conservation Community Assistance
• ProRanger Philadelphia Program
• HABS/Society of Architectural Historians Tompkins Fellowship
• Urban Archeology Corps

The NPS Chesapeake Bay Office collaborates with other organizations and agencies to help fund and host summer season, year-long, and three-year internship opportunities that are focused on conservation, preservation, interpretation, and stewardship of the Chesapeake Bay and its watershed.
• Chesapeake Conservation Corps – Chesapeake Bay Trust
• Maryland Conservation Corp – Maryland Department of Natural Resources
• Virginia State Park Youth Conservation Corps – Virginia Department of Conservation and Recreation
• Pennsylvania Outdoor Corps – Pennsylvania Department of Conservation and Natural Resources
• Environmental Management Career Development Program through the Chesapeake Research Consortium
• Chesapeake Bay Gateways Roving Ranger Program – Chesapeake Conservancy
• Chesapeake Bay Gateways Bilingual Rangers – Chesapeake Conservancy

USFS
Resource Assistants Program

USFWS
• Internship opportunities available across the U.S.

Maryland
DNR HBCU interns
• Maryland Conservation Corp
• Youth Environmental Internship with Baltimore Office of Sustainability (high school students)
• Branches with Parks & People in Baltimore (high school students)
• YouthWorks summer jobs – Baltimore City
• Baltimore Tree Trust Urban Roots
• Civic Works
  Civic Works Center for Sustainable Careers
Baltimore Conservation Leadership Corps with Civic Works
REACH! Partnership School with Civic Works
YouthBuild
Howard EcoWorks

Pennsylvania
- Pennsylvania Outdoor Corps – Pennsylvania Department of Conservation and Natural Resources
- Correctional Conservation Collaborative: forestry, arboriculture and riparian forest buffer maintenance program workforce development project with PA DCNR

Virginia
- Virginia State Park Youth Conservation Corps – Virginia Department of Conservation and Recreation
- Diversity Outreach summer internship with VA DCR
- Virginia DEQ: internship partnership between Mid-Atlantic Region of the EPA, Norfolk State University, Hampton University and DEQ. Note: the MOU between these universities, EPA, and DEQ strictly applies to the air program; it is not focused on water resources/programs.
- Virginia DGIF:
  - Chief Diversity and Inclusion Officer: specific job duties are diversity and inclusion within the agency’s workforce and with respect to its outreach efforts.
  - Law Enforcement Recruiter: recruits candidates for Conservation Police Officers, with a special emphasis on increasing diversity within our LE workforce.
  - Volunteer Administrator: manages the Complimentary Workforce (volunteers) and Internship programs, with part of the focus being internship opportunities for diverse students/candidates.

West Virginia
- Blue Ridge Community & Technical College (CTC) Environmental Science Technician Program

Non-Profit Partners
- Choose Clean Water Coalition’s Young Professionals of Color group
- Chesapeake Research Consortium’s Chesapeake-Student Recruitment, Early Advisement, and Mentoring (C-StREAM) summer internship program for college students
- Chesapeake Conservation Corps
- Chesapeake Research Consortium’s Environmental Management Career Development Program
- Chesapeake Network Youth and Young Professionals Portal posts a number of entry-level positions
- Chesapeake Bay Gateways Roving Ranger Program – Chesapeake Conservancy
- Chesapeake Bay Gateways Bilingual Rangers – Chesapeake Conservancy
- Clean Water Certificate (CWC) Training Program with Center for Watershed Protection
- Chesapeake Bay Landscape Professional (CBLP) Certificate Programs

Additional Opportunities
- RAY Diversity Fellowship
- Living Classrooms Workforce Development programs such as Fresh Start and Project SERVE
- Mobilize Green
• Smithsonian Office of Advancement Internship for undergraduate students
• Smithsonian Environmental Research Center (SERC) Internship Program in Environmental Studies (undergraduate and beginning graduate students)
• College Internship Program with Mote Marine Laboratory & Aquarium (college students and recent graduates)
• American Indian Graduate Center (AIGC) Fellowship with American Indian Graduate Center
• The HACU National Internship Program with Hispanic Association of Colleges and Universities
• National Museum of the American Indian Internships with The Smithsonian Institution
• Geoscientists in the Parks Internship Program with U.S. National Park Service, the Geological Society of America, the Steward Individual Placement Program (a partnership between the Corporation for National & Community Service, Americorps, & the Office of Surface Mining Reclamation & Enforcement)
• Environmental Leadership Program National Fellowship
• Internships with the National Museum of African American History & Culture
• Smithsonian Tropical Research Institute Short-Term Fellowships
• Smithsonian Tropical Research Institute (STRI) Earl S. Tupper Postdoctoral Fellowship
• Cristine Mirzayan Science and Technology Policy Graduate Fellowship Program with the National Academies of Science, Engineering & Medicine
• Smithsonian Internship to Fellowship (I2F) Program (includes programs for Latinx and Asian Pacific Americans)
• Hispanic Access Foundation’s MANO Project offers enriching internship experiences nationwide for Latinx college students and upcoming professionals who are passionate about public land conservation and natural resources
• Other paid internships for students interested in ecology at this link
• STEMSEAS aims to provide ship-based, 6-10 day exploratory experiences for undergraduates from diverse backgrounds aboard NSF-funded research vessels
• Student Conservation Association
• The Nature Conservancy GLOBE Internship Program
• The National Wildlife Federation is expanding its Conservation Fellowship & Intern Programs to create opportunities dedicated specifically for young biologists of color (students and recent grads)