



Chesapeake Conservation & Climate Corps



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Who is the Chesapeake Bay Trust?

The Trust is a nonprofit grantmaking organization, first created in 1985 by the Maryland General Assembly, dedicated to improving the watersheds of the Chesapeake Bay.

The Trust's goal is to increase stewardship through grant programs, special initiatives, and partnerships that support...

- 1) K-12 Environmental Education;
- 2) On-the-ground watershed restoration;
- 3) Community Engagement; and

the underlying science of these three realms.

The Chesapeake Conservation and Climate Corps is one of these special initiatives.

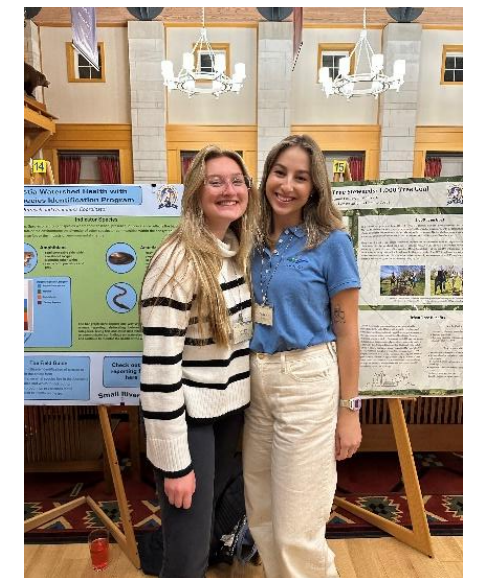


About the Chesapeake Conservation and Climate Corps



The Chesapeake Conservation and Climate Corps increases access and opportunities to green careers across the Chesapeake Bay watershed. The program supports and trains the next generation of stewards in professions that restore and protect our environment and natural resources ensuring a healthy place for all of us to live. In the Corps young adults are provided with hands-on environmental and leadership experience, training, and support network of other young environmentalists. The Corps places individuals (ages 18-25) with nonprofit or government agencies throughout the Chesapeake Bay watershed for a one-year term of service.

The Corps is designed to support young adults in refining their professional goals, propelling them forward in their careers, and building the foundation to grow into experts, thought-leaders, and change-makers in their respective fields.



Corps Program Goals



01

Prepare and empower young adults for careers and leadership in the green workforce.



02

Promote, restore, and protect the health of the natural resources and communities throughout the Chesapeake Bay watershed.



03

Increase the impact and reach of organizations advancing practices and solutions for addressing issues impacting the health of the environment.



04

Increase the diversity and influx of young talent into the green workforce across the Chesapeake Bay region.

What is the Chesapeake Conservation and Climate Corps?



History of the Program

- First established as the Chesapeake Conservation Corps by the Maryland Legislature in 2010
 - Inaugural class of 16 Corps Members
 - In the following years grew to make 30–35 placements annually
- A Green Jobs Workforce Development Program
- A stipend-supported year of service from August to August for young adults placed at nonprofits and government agencies (Host Organizations)
- Program Eligibility:
 - Age 18–25 at the start of the program
 - A citizen of the United States, permanent resident alien, or has documentation confirming permission to work in the U.S. during the year-long term of service.



What is the Chesapeake Conservation and Climate Corps?



Where we are now

- 2022 Climate Solutions Now Act – Maryland General Assembly
 - Expanded the climate focus of the Chesapeake Conservation Corps
 - Increase in # of placements (~50–55)
 - Climate focused Host Organizations
 - Increase the impact in addressing the complex environmental issues of today
- Expansion of resources to address climate change, serve communities disproportionately affected by climate change, and prepare young adults for the demands and needs of the green workforce
- Change in name to Chesapeake Conservation **and Climate** Corps!



- **2024 Partnership with Maryland Department of Service and Civic Innovation**
 - Expanded by an additional 38 members
 - Trust is leading a portion of trainings and members are also participating in Maryland Service Year Option trainings



The 2025–26 Chesapeake Conservation and Climate Corps



Program Information

- A stipend-supported year of service – \$33,280 annually, disbursed bimonthly (equivalent of \$16/hr)
- Healthcare through The Corps Network
- Program will run from August 19, 2025 to August 19, 2026
- ~50 Corps Members placed at Host Organizations supporting environmental projects across the state of Maryland (~93 total with DSCI partnership)



Program Snapshot



❖ 15 Professional Development Trainings

❖ 4 Project Days

❖ 4-10 Networking Visits to fellow Host Organizations

❖ Capstone

❖ Grant Opportunity

❖ Funding to attend a Professional Conference

❖ Mentorship

Successes



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Alumni

- **15 Years, over 450 graduates**
- Job & Professional Development Opportunities
- <https://cbtrust.org/chesapeake-climate-corps/alumni/>

Job Potential

- Approx. 30% of members are hired by Host organization
- Approx. 40% of members start a full-time “green job”
- Approx. 16% of members start an education opportunity (such as grad school)
- Approx. 4% of members start another service opportunity
- Approx. 10% start a non-environmental full-time job or pursue other opportunities



Challenges



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- Program Demand (both Members and Hosts)
 - In MD
 - Beyond MD
- Reaching new audiences (Connector Groups)
- Stipend
- Ensuring Members have appropriate wrap-around services and support
- Making connections with employers
- Additional alumni engagement



Questions?



Thank you!

Additional Program Information

The Chesapeake Conservation and Climate Corps



Eligible Corps Member Activities



Host Organizations include local non-profits, large non-profits, municipal and State government, and Federal agencies.

They may suggest a wide range of activities in the fields of:

- Climate Change
- Environmental Restoration
- Energy Conservation
- Sustainable Agriculture
- Forestry
- Community Engagement
- Pre-K-12 Environmental Education



Projects and activities must meet an identifiable public need with:

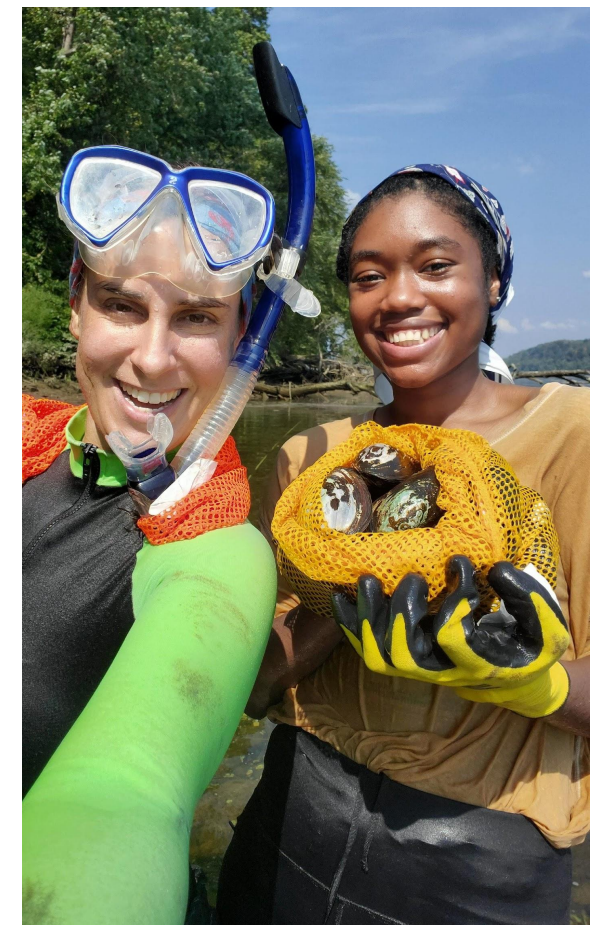
- Specific emphasis on projects and programs that result in long-term preservation, protection, and conservation of the environment and/or
- Are within a community disproportionately affected by climate impacts

Mentorship



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- Each Corps Member will have a Mentor assigned by their Host Organization that serves in two capacities:
 1. Supervisor who helps to ensure the Corps Members' projects are progressing
 2. Mentor who guides and supports the Corps Member with decisions and answering questions about:
 - What they want to do next
 - What connections and opportunities are available
 - What the Corps can do during their year to strengthen their resume for those opportunities

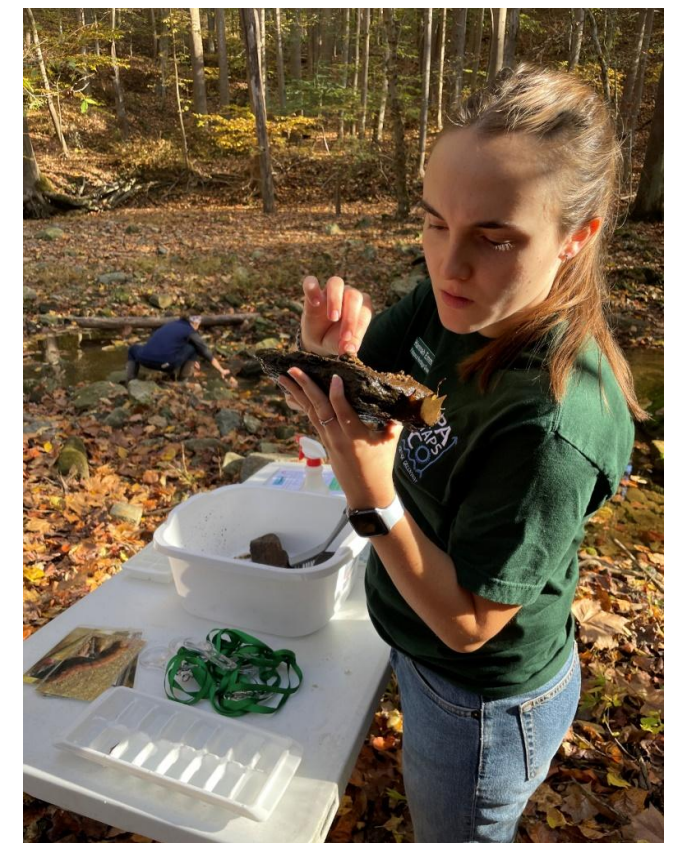


Capstone Project



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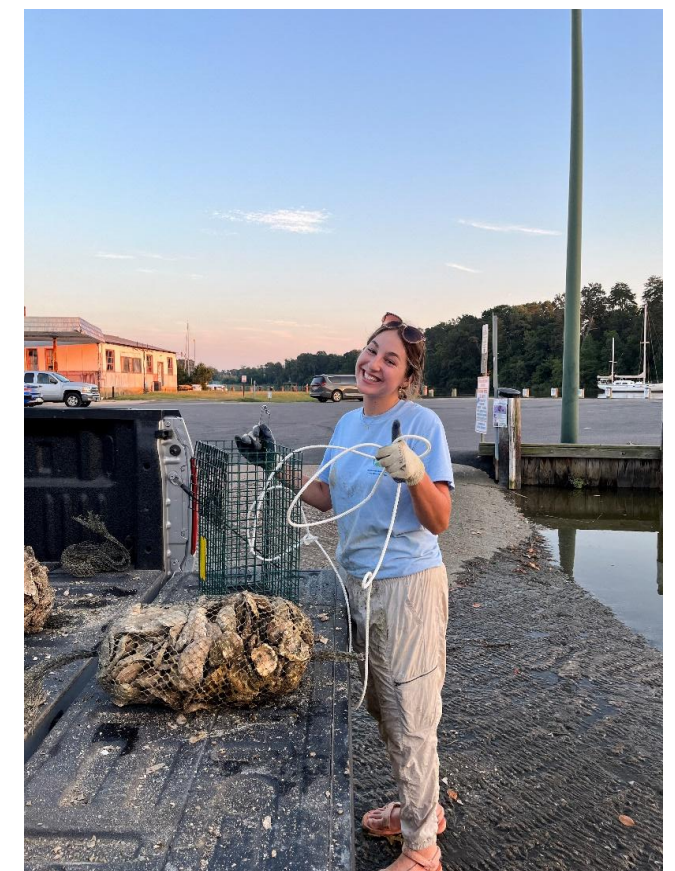
- As part of their 40 hour per week work plan, each Corps Member selects a project to lead during the year in the program (this is a required program element).
- Through leading their Capstone Project, the Corps Member gains experience and skills that aligns with what they want as their next step(s) after the program.
- Corps Alumni have used their Capstone Project to showcase their Corps experience and skills as part of graduate school and job applications.



Corps Mini Grant Opportunity



- The Trust offers a small grant opportunity for Corps Members to apply for funds from the Trust to support their Capstone Project or project they are leading with their Host Organization.
- Corps Members Gain:
 - Grant-writing experience
 - Budgeting experience
 - Additional funding to support efforts at their Host Organization



Corps Capstone Project & Mini Grant Example



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Jamal Childs – Chesapeake Conservancy Environmental Protection Docuseries

This environmental protection project utilized a docuseries to showcase conservation success stories from Chesapeake Bay Watershed partners.



Success Stories - Blacks of the Chesapeake Foundation

Unlisted

Chesapeake Conservancy
10.9K subscribers

Subscribe

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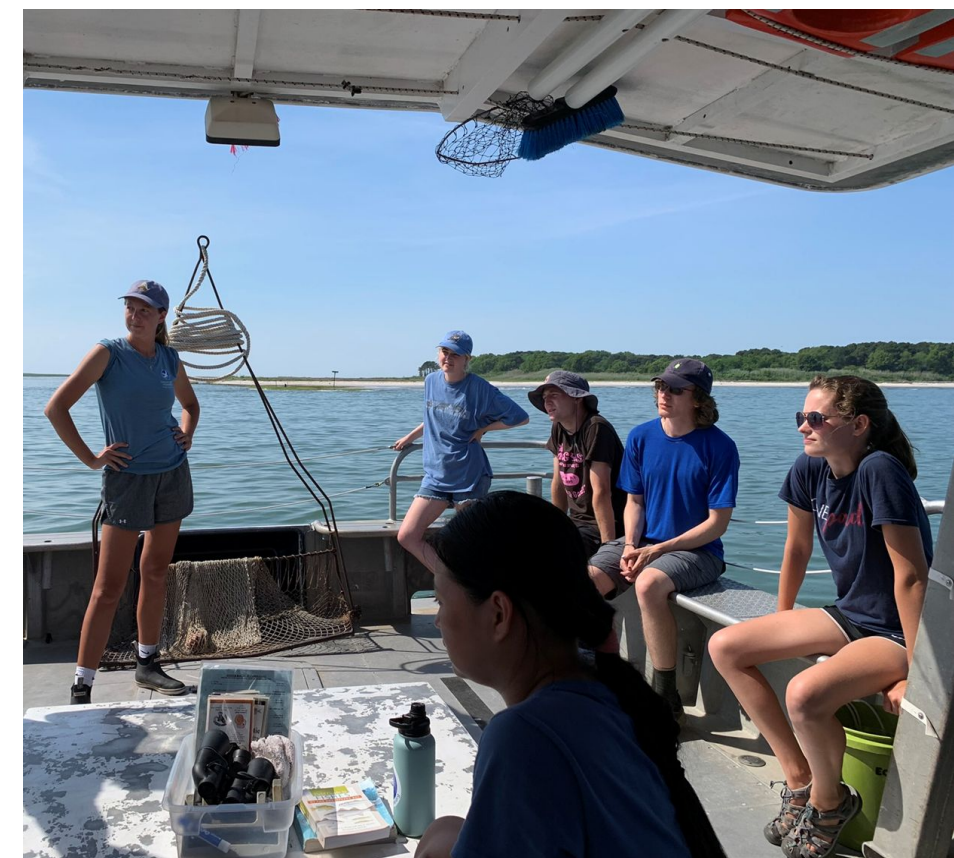


[Success Stories - Blacks of the Chesapeake Foundation - YouTube](#)

Corps Cohort Trainings



- **Why Trainings?**
 - Increase knowledge and skills in topics that will advance the Corps Members' professional careers – particularly in the environmental field.
 - Opportunity to connect and deepen relationships with fellow Corps Members
- **10+ Required Trainings for Corps Members throughout the Program Year (virtual, in-person, and overnight retreats)**
- **Training topics for the 2025–2026 program will likely include:**
 - Climate Change
 - Emotional Intelligence, Giving and Receiving Feedback, & Self-Care
 - Environmental Leadership
 - Financial Literacy
 - Diversity, Equity, Inclusion, & Justice
 - Professional Development (Resume and Cover Letter Writing, Interview Skills, etc.)
 - Environmental Education Retreat



Corps Member Community & Networking Opportunities



- **All-Hands on Deck Project Days**
 - 4 All Cohort Project days are offered each year
 - Organized and hosted by Corps Members for Corps Members.
 - Corps Members propose their project day and a committee of other Corps Members select which 4 are offered
- **Site Visits**
 - Attend 4-10 and host ~6 throughout the year
 - Increased knowledge and skills in environmental topics and activities
 - Networking with organizations and professionals across the Chesapeake
 - Deepening relationships with fellow Corps Members
- **Attendance of a Local Conference**
 - The Trust will provide financial support for each Corps Member to attend a regional environmental conference

