

The Bridge Project: A Facilitated Hiring Experience

Investing in the Future Leadership of the Natural Resource Management, Environmental, Conservation, Outdoor Recreation and Retail Industries

The Challenge:

The conservation field can be hard to break into. Hiring pathways in federal land management agencies, nonprofit conservation groups, environmental organizations, natural resource management companies, and the outdoor recreation industry need to be more consistent and replicable, and they need to be cleared of barriers that have traditionally worked to keep underrepresented candidates from finding permanent jobs in conservation.

Over the past year, Covid-19 and the demand for racial justice have only increased both the challenge and the need for focused, facilitated support for equitable hiring pathways. The pandemic has had immeasurable impacts for Black, Indigenous and people of color (BIPOC), including in employment. As the outdoor recreation and conservation community has absorbed the impacts of the pandemic, and as a wave of federal employees retire, there is an urgent need to rebuild an equitable workforce across the sector.

The Bridge Project:

The Bridge Project is a public-private partnership to create an inclusive and innovative hiring pathway that will embolden and diversify conservation employment practices. Launching on May 11 and 12, 2021 with a virtual two-day cross sector learning and hiring event, we will work to close the gap between qualified potential employees and employers in conservation, natural resource management, and outdoor recreation.

Candidates who are seeking full-time positions are invited to apply to be a part of The Bridge Project's inaugural candidate pool, which will include access to the virtual training and hiring event on May 11-12, and pre-event training, networking, and a Bridge coach.



Event Schedule

Pre-Event Trainings for Candidates

All candidates who are selected to move forward with The Bridge Project will be eligible to participate in May 11th events, and pre-event training, coaching, and a 90-minute workshop with Dr. Carolyn Finney on Tuesday, May 4th 2:00p.m. – 3:30p.m. The workshop will focus on preparation for careers in the environmental sector. Additional sessions on cover letters, virtual interviewing, and USAJOBS TBA.

Pre-Event Trainings for Employers

Training with José González on bias in recruitment and hiring and creating an inclusive workplace
 Thursday, April 29th 1:00p.m. – 3:00p.m. EST: Session 1
 Friday, April 30th 1:00p.m. – 3:00 p.m. EST: Session 2

May 11th

Time	Candidate Track
<i>Time zone: Eastern time</i>	
10:00 a.m. – 10:15 a.m.	Welcome from The Bridge Project Team
10:15 a.m. – 10:30 a.m.	Opening Speaker: Leslie Weldon, Forest Service
10:30 a.m. – 11:30 a.m.	Emerging Professional Panel
11:30 a.m. – 11:45 a.m.	Bridge Awards
<i>break</i>	
noon – 1:15 p.m.	Cross-sector Employer Panel: DEI Workforce Planning and Equitable Hiring
<i>break</i>	
1:15 p.m. – 2:15 p.m.	Keynote: Dr. Carolyn Finney
2:30 p.m. – 4:00 p.m.	Workshop with Angelou Ezeilo
<i>break</i>	
4:15 p.m. – 5:15 p.m.	Closing Speaker: José González
5:15 p.m. – 6:30 p.m.	Networking

May 12th

Time	Activity
<i>Time zone: Eastern time</i>	
9:00 a.m. – 10:00 a.m.	Candidate Breakfast with Bridge Coaches
10:00 a.m. – 5:00 p.m.	Job Interviews
TBA	USAJOBS workshops & federal agency info. session

**If needed, May 13th is available for a second day of interviewing.*



Frequently Asked Questions

When is the event?

May 11th and 12th, 2021 plus required pre-event training. Candidates who are not offered a position through the May event will be eligible to participate in a second round of facilitated hiring in September 2021.

Where is the event?

The pilot event and trainings will be virtual.

What are the qualifications to participate in this event?

Candidates will be selected from a wide range of educational backgrounds, academic disciplines, professional experiences, and years of experience. You are eligible to participate if you have had at least 3 months of experience working in the field; participated in a 21st Century Conservation Corps (21CSC) or similar programs; or are eligible for the Public Land Service Corps or Resource Assistants Program hiring authority. The Bridge Project positions are open to all forms of diversity in our candidate pool, including people of color, LGBTQIA2S candidates, differently-abled individuals, and socio-economic and geographic diversity.

What is the process to apply for The Bridge Project?

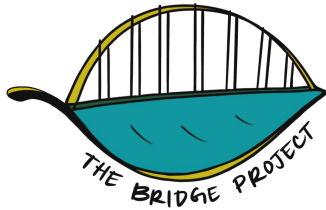
STEP 1: Candidates can apply to participate in The Bridge Project by submitting a resume or CV at serve.gyfoundation.org from March 17-April 19, 2021. **To ensure consideration, candidates should apply for the program as early as possible.**

STEP 2: Candidates should then complete The Bridge Project short [questionnaire](#). The questionnaire will be used to determine alignment with positions for the May 12th hiring event.

STEP 3: Candidates will be prescreened by The Bridge team who will assess candidate skillsets, eligibility for The Bridge Project, and alignment with position(s) of interest.

STEP 4: Beginning March 29th, candidates who have been selected to be prescreened for the May 12th hiring event will be invited to review position descriptions and will be matched with up to 3 positions for interviews. Candidates will be asked to submit a brief cover letter for each position for which they are interviewing.

STEP 5: All candidates who are selected to move forward with The Bridge Project will be eligible to participate in the May 11th peer-learning and networking and pre-event training, coaching, and a 90-minute workshop with Carolyn Finney. May 12th will be an exclusive event for participants being considered for the open positions hosted during the curated hiring event. All candidates who are selected to participate and are not matched with a position during the inaugural event will have access to participate in a second hiring event in the Fall. Candidates will be required to submit an updated resume and will have access to any focused training and networking activities leading up to the Fall event.



Frequently Asked Questions Cont.

Tell me more about what this experience is going to include.

The Bridge Project is building an innovative, equitable hiring pathway for the environmental sector focused on people of color and underrepresented communities. Candidates in the Bridge Project cohort will receive training in resume and cover letter writing and virtual interviewing, as well as workshops with Dr. Carolyn Finney and Angelou Ezeilo on preparing to work in the environmental sector. Candidates will be able to participate in a day of cross-sector panels, speakers, break-out sessions and networking on May 11th.

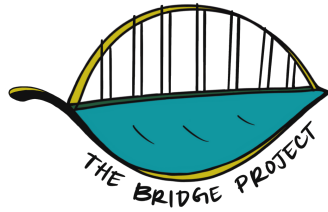
Experts in our curated hiring process will match qualified candidates with job opportunities in federal land management agencies, conservation nonprofits, and outdoor industry companies that are being hired through The Bridge Project. Those matched with specific roles will participate in job interviews on May 12th. These candidates will also be matched with a Bridge coach, who will provide mentorship and industry specific guidance.

What is the benefit of participating in The Bridge Project cohort?

The Bridge Project is a chance to participate in a groundbreaking initiative, laying the foundation to advance equitable hiring in the environmental sector. This event will convene land management agencies, the outdoor industry, and conservation non-profits. Hiring managers and organization leaders will invest in learning and solutions focused on BIPOC and hiring. The hiring component will be an opportunity to create immediate change in the sector, and the learning and networking will be a chance to build more equitable processes to integrate new skills, knowledge, processes, and policies going forward. Candidates who are selected to be a part of the inaugural Bridge candidate pool will have access to a wide range of industry leaders and experts in the field, as well as access to two rounds of job opportunities that will be offered through The Bridge Project in May and September.

Tell me more about the jobs that will be offered through The Bridge Project.

Positions being offered through The Bridge Project on May 12th and in the September round of hiring are expected to include jobs with environmental and conservation non-profits, jobs in the outdoor industry, and jobs with federal land management agencies. Positions will be full time positions for a minimum of 1-year, and will include a living wage with benefits. Additional information about specific jobs will be shared with candidates selected to move forward as part of The Bridge Project's inaugural candidate pool.



Frequently Asked Questions Cont.

What is the time commitment for this event?

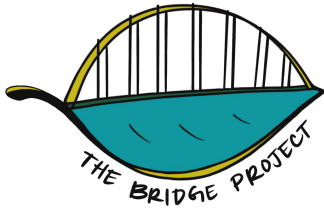
You will have the ability to attend all pre-event training and May 11th events. If you are selected to be considered for a position hosted through The Bridge Project, you will be invited to interview on May 12th. Additional interviews may be scheduled on May 13th. Please see the calendar of events below.

I know a great potential Bridge Candidate! Our candidate application portal is open until April 19 – if you know someone who would be a great candidate, they can fill out an application at this [link](#). You are welcome to let us know that you recommend someone by emailing hmalvin@gyfoundation.org.

I would like to serve as a Bridge Coach: Bridge coaches will be matched with candidates to serve as a welcoming voice and help provide advice ahead of the event and reflections afterwards. If you would like to support candidates in this way, please email hmalvin@gyfoundation.org.

Who should I contact for additional questions or concerns?

Feel free to reach out to Hannah Malvin at hmalvin@gyfoundation.org with any questions.



The Bridge Project Team

Greening Youth Foundation:

Angelou Ezeilo, Laurene Hamilton, Jaina Reed, Eboni Preston

Southern Appalachian Wilderness Stewards:

Meryl Harrell, Leandra Taylor

Project Manager:

Hannah Malvin

The Bridge Project Advisory Council

The goal of The Bridge Project is to create replicable and scalable pathways for equitable hiring in conservation and the outdoor sector. To that end, The Bridge Project's Advisory Council is helping to inform and support a thoughtful approach to the inaugural event in May 2021 and to create learning layer for the project.

Troy Ettel, Turner Foundation, Advisory Council Chair

Taishya Adams, Outdoor Afro

LA Allen, The Nature Conservancy

Adam Cramer, Outdoor Alliance

Lee Davis, Oregon State University

Teresa Martinez, Continental Divide Trail Coalition

Jeff Parker, Northwest Youth Corps

Jack Soto, American Indian College Fund

Jared Teutsch, Georgia Audubon

Marie Walker, The Corps Network