

The Bridge Project: A Facilitated Hiring Experience

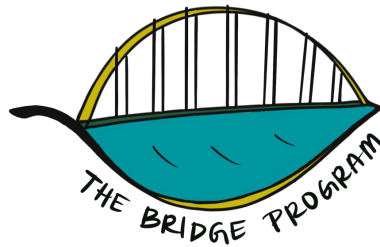
Investing in the Future Leadership of the Natural Resource Management, Environmental, Conservation, Outdoor Recreation and Retail Industries

The Bridge Program is an innovative public-private partnership and equitable hiring pathway for the environmental sector focused on people of color and underrepresented communities founded by Greening Youth Foundation and Southern Appalachian Wilderness. In its inaugural year, we hosted two virtual two-day sector-wide learning and hiring events, supported 300 candidates, trained 700 staff from 55 environmental organizations and 5 federal agencies in equitable hiring, and yielded 20 job placements. Candidates were placed in a wide array of jobs in law, human resources, communications, policy, development, membership, Program management, operations, GIS, field programs management, partnerships, education, horticulture, and sales.

The May 17-18, 2022, facilitated hiring event will build and iterate on the inaugural year to provide enhanced matching, professional development training and support for candidates, and employer training on equitable hiring.

Throughout this process, our team will work to remove barriers to entry and hiring that have historically prevented underrepresented candidates from finding permanent jobs in natural resource management, conservation, and outdoor recreation. Employers and candidates will both receive relevant training prior to the event. By creating a public-private partnership with representation from multiple employers within the conservation field, our goal is to catalyze real change with immediate results. Participants in The Bridge Program will learn from and challenge each other, so that the conservation leaders of tomorrow have real, replicable, and equitable pathways to building conservation careers. By requiring pre-work for employers, we hope to build skills to help employers address bias in hiring and recruitment practices, and ensure that candidates are placed into workplaces that are welcoming and inclusive.

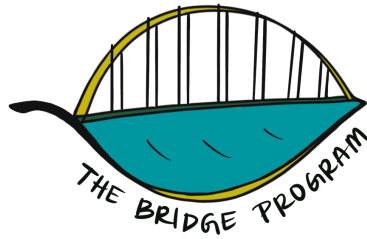
By providing support for qualified candidates, including training on resumes, cover letters, and virtual interviews, as well as matching candidates with coaches, we hope to support their successful placement into conservation and recreation jobs and reduce or remove barriers to entry. The Bridge team is committed to embedding a learning layer so that we can build a replicable and scalable model for creating equitable and successful pathways to conservation jobs and careers. Federal land management agencies, conservation and environmental groups, the outdoor industry want access to a qualified, passionate and inclusive future workforce, and that workforce exists and is hungry for opportunities. Together, we will bridge the gap and help transform the future of conservation.



The Bridge Program is a FREE facilitated hiring pathway focused on people of color and underrepresented communities to support access to jobs in the environmental sector.

Participating candidates gain access to:

- Access through our facilitated hiring pathway to jobs in the environmental sector
- Cover Letter Workshop with Kimiko Martinez on Wednesday April 6 from 4:00-5:30pm EST
- LinkedIn Training with a LinkedIn staff member
- Workshop with Angelou Ezeilo to prepare for working in the environmental sector coming from an underrepresented background
- Networking workshop with Hannah Malvin
- Bridge coaches available for moral support and industry-specific advice
- opportunity to connect with peers in The Bridge Program cohort
- Networking with human resources staff and employers from conservation nonprofits and outdoor industry companies
- A day of connecting with hundreds of candidates and employers on May 17th about equitable hiring in the environmental sector featuring Amber Hikes, the Chief Equity and Inclusion Officer at the ACLU



Event Schedule

May 17th

Time	Sessions
10:00 a.m. - 10:15 a.m.	Welcome from The Bridge Project Team
10:15 a.m. - 11:15 a.m.	Keynote: Amber Hikes, Chief Equity and Inclusion Officer, ACLU
11:15 a.m. - 12:05 p.m.	Candidate Panel
12:05 p.m. - 12:50 p.m.	Employer Panel
12:50 p.m. - 1:20 p.m.	Break
1:20 p.m. - 2:40 p.m.	Breakout Sessions (1) Candidates (3) Equity Officers (2) HR Staff (4) Organizational Leadership
2:45 p.m. - 3:00 p.m.	Closing
3:00 p.m. - 4:00 p.m. <i>Time zone: Eastern time</i>	Networking

May 18th

Time	Sessions
10:00 a.m. - 5:00 p.m.	The Bridge Program Job Interviews
10:00 a.m. - 5:00 p.m. <i>Time zone: Eastern time</i>	Bridge Candidate Coaching

Frequently Asked Questions

Can I get a video introduction to The Bridge Program?

Yes! Please see below:

- [Candidate Welcome and Application Process \(recording\)](#)
- [Resume and Cover Letter Tips \(recording\)](#)

When is the event? May 17th and May 18th, 2022

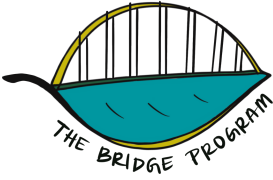
Where is the event? The event will be virtual.

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. The Bridge Program is open to all and we welcome all forms of diversity in our candidate pool, including people of color, LGBTQIA2S candidates, people with disabilities, and socio-economic and geographic diversity.

What is the time commitment for this event? You will have the ability to attend all pre event training and May 17th events. If you are selected to be considered for a position hosted through The Bridge Program, you will be invited to interview on May 18th. Additional interviews may be scheduled afterwards.

I know a great potential Bridge Candidate! Our candidate application portal is open until April 22nd – if you know someone who would be a great candidate, send them to <https://www.wildernessstewards.org/thebridgeproject>.

Who should I contact for additional questions or concerns? Feel free to reach out to Melsetta Veasey at MVeasey@gyfoundation.org or thebridge@gyfoundation.org with any questions.



How To Apply

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STEP 1: Candidates can apply to participate in The Bridge Program by submitting a resume or CV at serve.gyfoundation.org by April 22, 2022. To ensure consideration, candidates should apply for the program as early as possible.

STEP 2: Candidates should complete the short questionnaire and select positions of interest for the hiring event. The questionnaire will be used to determine alignment with positions for the May 18th hiring event.

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

What happens after I apply? Candidates' materials will be reviewed by The Bridge Program team who will assess candidate skill sets, eligibility, and alignment with position(s) of interest. Selected candidates will be invited to a pre- screening interview with The Bridge Program team.

All candidates who are selected to move forward with The Bridge Program will be eligible to participate in the May 17th 2022 peer-learning and networking, pre-event training, and coaching. For those who advance, interviews with employers will take place on May 18th, 2022.



The Bridge Program Team

Greening Youth Foundation:

Laurene Hamilton, Angelica Juarez, Jaina Reed-Thompson, Melsetta Veasey

Senior Advisor

Angelou Ezeilo

Southern Appalachian Wilderness Stewards:

Kaitlin de Varona, Eric Giebelstein, Leandra Taylor

Project Manager

Hannah Malvin

The Bridge Program Advisory Council

The goal of The Bridge Program is to create replicable and scalable pathways for equitable hiring in conservation and the outdoor sector. To that end, The Bridge Program'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

Teiko Saito, Retired U.S. Fish and Wildlife Service

Jack Soto, American Indian College Fund

Jared Teutsch, Georgia Audubon

Marie Walker, The Corps Network