



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. Employers across the sector, from federal land management agencies to conservation nonprofits and outdoor industry companies struggle to connect with a talented, diverse pool of potential employees. Hiring pathways 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 couple years, 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 an innovative public-private partnership and equitable hiring pathway for the environmental sector focused on people of color and underrepresented communities. The pilot event in May 2021 convened 687 participants including 177 candidates and representatives from 56 organizations. 17 candidates were hired at 12 organizations. The October 12-13, 2021 facilitated hiring event will build and iterate on the pilot event in May 2021 to provide enhanced matching, professional development training and support for candidates, and employer training on equitable hiring. This will be available to the 52 participating organizations and 4 federal agencies from the spring event.

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 Project 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.



Candidate Info. Packet Contents

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How To Apply

Candidates can view the job postings [here](#). To apply, create a profile on the GYF job portal and submit your resume and cover letter, then fill out the candidate questionnaire. Both of those steps are due by September 17th to be considered for the roles. If you're interested in a federal job, create a profile on the GYF portal, fill out the candidate questionnaire and then apply through USAJobs.

Note the federal positions have their own application timelines, please double check the appropriate window and apply via USAJobs.

STEP 1: Create a profile on The Greening Youth Foundation Job Portal at: www.serve.gyfoundation.org. Details about creating a profile are available at the end of this packet.

Click on the listing labeled 'The Bridge Project' Please upload resumes and cover letters for any non-federal roles of interest. You will be able to log into your account at any point to submit additional supporting documentation to include cover letters, references, and any writing samples.

STEP 2: Complete the candidate questionnaire. In the Bridge Project listing, you will be directed to a separate Microsoft Form link to complete the candidate questionnaire. Please note that both the questionnaire and the Serve profile must be submitted for your application packet to be considered.

STEP 3: Candidates who are interested in applying for federal jobs should complete steps 1 and 2, and be sure to apply for the jobs directly at USAjobs.gov. See the individual federal job postings as each agency has different hiring timelines and application windows. See the job descriptions for information on info sessions available to support candidates navigating the federal application process.

If you participated in the Bridge Project event in May, you will not be required to create a new profile in the GYF application portal; however, you should submit updated cover letters and resumes for positions of interest on the job portal and submit an updated assessment indicating the new jobs of interest.

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

All candidates who are selected to move forward with The Bridge Project will be eligible to participate in the October 12th peer-learning and networking, pre-event training, and coaching. For those who advance, interviews with employers will take place on October 13th.

Frequently Asked Questions

Can I get a video introduction to The Bridge Project?

Yes! Please see below:

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

When is the event? October 12th and 13th, 2021

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. 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 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 are the benefits 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 focused on people of color and underrepresented communities. Candidates who are selected to be a part of the Bridge candidate pool will gain”

- access to federal roles with wraparound support and guidance for demystifying the application process
- exclusive access to roles in conservation nonprofits and the outdoor industry
- training on cover letter and resume writing, networking and virtual interviewing
- access to cross-sector learning sessions and networking with a wide range of industry leaders and experts in the field
- access to recorded workshops on conservation careers with Carolyn Finney and Angelou Ezeilo
- Bridge coaches available for moral support and industry-specific advice
- opportunity to connect with peers in The Bridge Project cohort

What is the time commitment for this event? You will have the ability to attend all pre-event training and October 12th events. If you are selected to be considered for a position hosted through The Bridge Project, you will be invited to interview on October 13th. Additional interviews may be scheduled afterwards.

Frequently Asked Questions Cont.

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I know a great potential Bridge Candidate! Our candidate application portal is open until September 17th – if you know someone who would be a great candidate, send them to www.wildernessstewards.org/thebridgeproject or 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 thebridgeproject@gyfoundation.org or jreed@gyfoundation.org with any questions.



Navigating Serve

(The Bridge Project Job Portal)

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When applying for a position through Serve, candidates should make sure to create a profile instead of using the 'Quick Apply' option so that there is access to reenter, modify, and add documents to an application package. Below you will find instructions to both navigate and create a profile successfully.

Note: It is best to create a profile and apply for positions using a laptop computer or desktop instead of a cell phone.

Step 1: Click on the "Register" Tab, which will take you to the page below:

Home Language Sign in Register

Registration

Create your account so you can:

- Upload or build your resume
- Apply online for open positions and track your applications
- Ask the system to suggest ideal job positions based on your resume experience and skill profile

TO CREATE A NEW ACCOUNT:

You have a choice of four methods to input your resume. Don't worry about personal info, our intelligent robot will fill in the details for you. Or you can choose to make a new resume.

UPLOAD PASTE RESUME MAKER REGISTER WITHOUT RESUME

Step 2: Select one of the four methods to input your resume and complete the registration form.

Please review the information below for accuracy.

Personal Info

First Name*

Last Name*

Address 1

Address 2

City

State

Zip Code

Country

Home Phone

Work Phone

Cell Phone

Current Salary

Desired Salary Range

Email*

Password*

Confirm Password*

Suggestions : I have a couple of suggestions for you, for instance, you didn't write your home phone number in the resume. Your home phone number is a great way for recruiters to reach you instantly, so providing this information may lead you to faster job placement. Another thing, which I have figured out, is that, you didn't provide your address, especially the city and/or state. The address provides the geographic information about you to recruiters, which may be useful for them to consider you as a good match for a job. Also, verify other information and if you see something wrong or missing, I advise you to change it.

Additional Information

Qualifications



Navigating Serve Cont.

(The Bridge Project Job Portal)

Step 3: Once you have successfully created a profile, you will be able to view the The Bridge Project listing. Click on the 'The Bridge Project' job posting. You will be able to apply for specific jobs through the Bridge Project on the candidate questionnaire.

Arrange by Descending - [Sign Up for Job Agent](#) [Jobs through RSS](#)

Date	Title	Job #	Location
07/28/2021	Historical Preservation Intern	21-00111	Kennesaw, Georgia
07/21/2021	Connecticut Program Co-Director	21-00110	Connecticut
07/14/2021	Massachusetts Program Co-Director	21-00109	Lowell, Massachusetts
07/12/2021	Digital Archives Intern	21-00107	Homestead, Florida
07/08/2021	Southeast Land Protection Project Associate	21-00106	Atlanta, Georgia
07/01/2021	City of East Point Environmental Workforce Development and Job Training (EWDJT)	21-00104	Atlanta, Georgia
06/17/2021	Biology Assistant	21-00102	Bozeman, Montana
06/14/2021	Appraiser	21-00100	Albuquerque, New Mexico
06/10/2021	Steward	21-00098	Atlanta, Georgia
06/10/2021	Risk Communications Student Internship	21-00094	Washington, District of Columbia
06/07/2021	Environmental Education Intern	21-00088	Mammoth Cave, Kentucky
06/07/2021	Interpretation and Education Intern	21-00087	Hayneville, Alabama
06/07/2021	Cultural Resources Intern	21-00086	St. Louis, Missouri
06/07/2021	Shuttle Tour Development Intern	21-00085	Jackson, Mississippi
04/29/2021	Historical Architecture Intern	21-00080	Frederick, Maryland
04/12/2021	Cultural Resources Museum Biology Intern	21-00080	Homestead, Florida
02/22/2021	Research Intern with GIS Experience	21-00033	Fredericksburg, Virginia
02/03/2021	Program Support Clerk	21-00022	Franklin, North Carolina
01/29/2021	Natural Resource Management Intern	21-00015	Triangle, Virginia
01/29/2021	Historical Interpreter Intern	21-00021	Appomattox, Virginia
02/13/2019	Resource Education Intern	19-00017	Florida
02/12/2019	Cultural Resources Outreach Intern	19-00014	Florida

Step 4: Once you have clicked on the desired position, you should select the 'Apply Now' tab, located on the top left hand side of the page, to apply. You will receive the following notification indicating that you have successfully applied for the role.

You've applied! Good luck!
You will automatically be directed to [Apply History](#) in 10 seconds.

Step 5: In order to add documents to your profile you should click on the 'Profile' dropdown scroll down to the 'My documents' option. You should use the corresponding dropdown found under the 'Profile' tab for additional documents with a corresponding option on the dropdown scroll. For example, you should use the 'My references' option for any references documents or 'My Certifications' for any certifications candidates desire to have on file.