



Building the Conservation Community through Fellowship and Internship Programs

April 28, 2020

Meet The Panelists



Douglas Stewart

**Piedmont
Environmental
Council**



Taylor Fanelli

**The Nature
Conservancy**



**Jaime
Trejo-Angeles**

**Virginia
Conservation
Network**



Amanda Gookin

**Shenandoah
Valley
Conservancy**

Agenda

- 1) Mentimeter Activity
- 2) Programs Overview
- 3) SWOT Analysis / Timeline Planning
- 4) Lessons Learned & Q&A

Mentimeter Activity

Scan the QR code

OR

menti.com

Code - 1849 0362



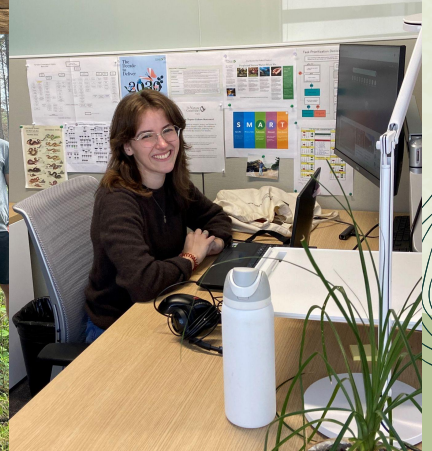
Randal Fellowship

- Immersive 8-week educational program
- 12 students learning & working together
- 20th year
- Alumni Network



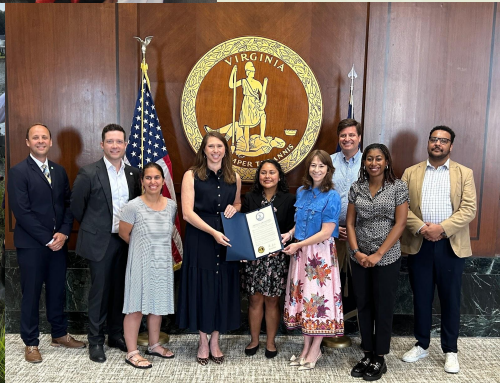
Short Term Experience Program

- 10 week summer internship program
- 8-12 interns working individual roles
- 4th year; 34 interns
- Cohort experiences & trips
- Additional programs in the fall/spring (VSU)



Environmental Leadership Fellowship

- 10-week fellowship program
- 6 fellows working alongside staff and other env nonprofits
- 5th Year; 24 Fellows
- Yale University & VCU partnerships



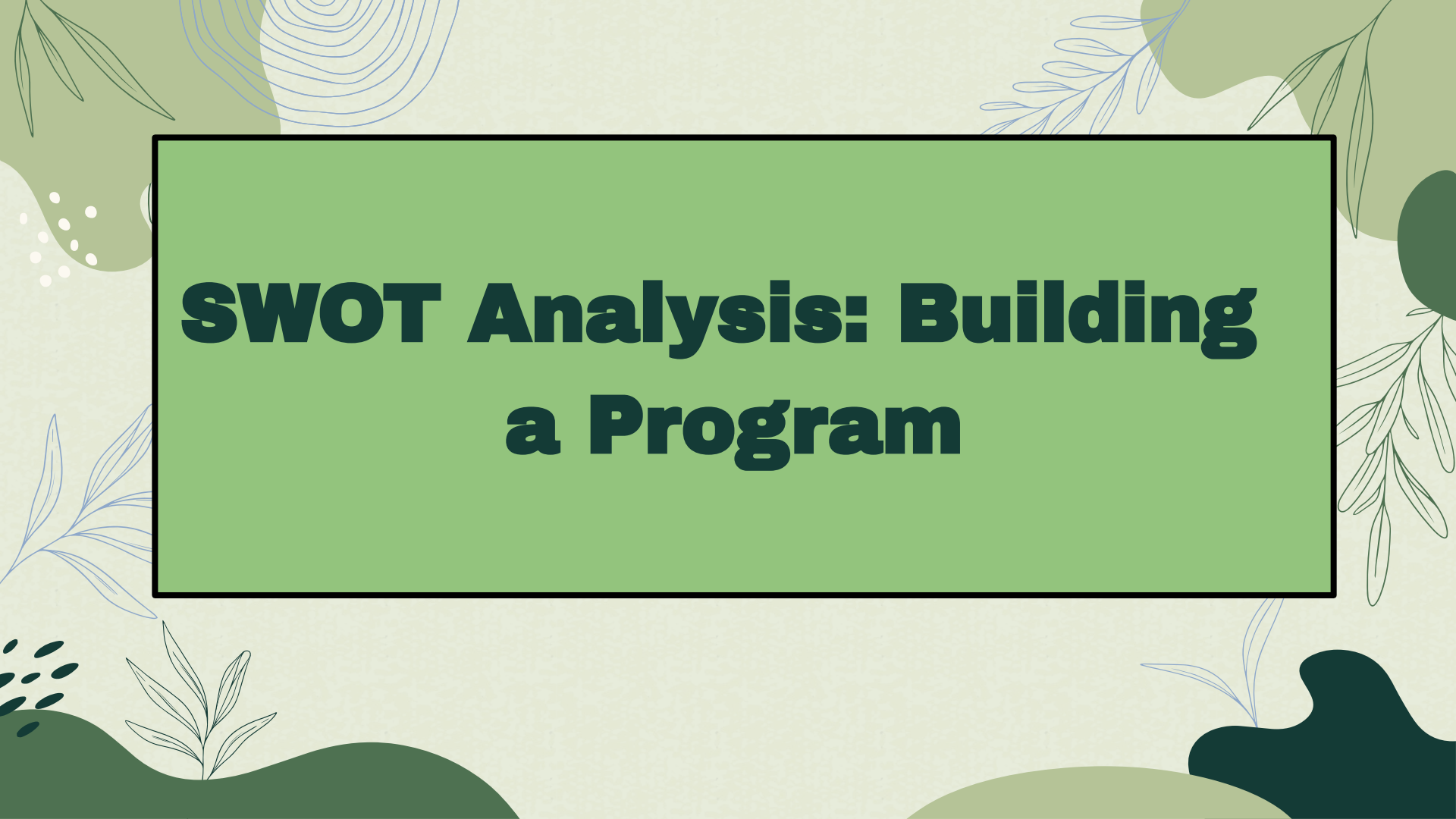
Shenandoah Valley Conservation Fellowship

- 4 Fellows, 3 organizations, 5 colleges per year
- 635 paid hours per Fellow
- Real-world projects & hands-on field experience
- Professional development & expert mentorship



Preparing the next generation of conservation leaders.





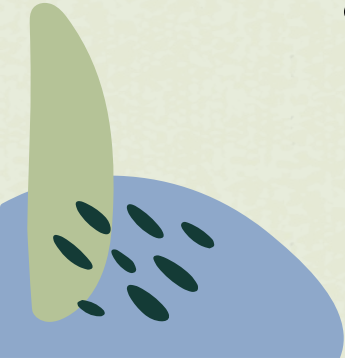
SWOT Analysis: Building a Program

Strengths	Weaknesses
• What does TNC do well? • What resources do we have? (Staff/training) • What is something unique we'd offer interns? Why work for us?	• Do we have buy in from senior leaders? • Is this a priority internally? • What skills are missing that we'd need to be successful? • What resources are missing or limited?
Opportunities	Threats
• Are there gaps this program can fill? • Can we partner to strengthen our program? • Are there funders/grants this would open up to us?	• Funding? • Do we have an audience? • Competition with other programs?

Strengths	Weaknesses
● Large scope of mission = a lot of opportunities ● On the ground work to visit ● Supportive HR team ● My role is a strength!	● Staff capacity to supervise is limited - how can I help? ● Staff training in supervision ● This isn't necessarily a priority project for TNC - how can I tie it to overall goals?
Opportunities	Threats
● Partnering with other internal/external programs for networking/ prof development ● Partnering with universities for funded positions ● Partnering with universities to increase TNC visibility in new places	● We have funding now, how can I support philanthropy long-term?

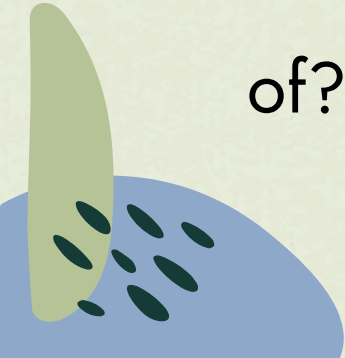
SWOT Analysis: Next Steps



- Get answers to your questions before launching the program
 - Address the weaknesses
 - Build solutions to questions into your long term plan
 - Use the strengths to create buy in if needed
 - Build your Why This, Why Now
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SWOT Activity: Pair Up!



- What are your org's strengths/weaknesses?
 - What opportunities do you see?
 - What would you worry about and/or be mindful of?
- 
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Timeline Planning



VCN Work Plan Timeline



Q&A