



Chesapeake Bay Program
Science. Restoration. Partnership.

**Internship, Employment,
and Workforce
Development Opportunities
in the Chesapeake Bay
Environmental Sector and
Beyond**

Purpose and Contents

The opportunities in this PowerPoint are programs and positions that can provide pathways for currently underrepresented individuals to enter the environmental workforce in the Chesapeake Bay region and beyond. **Opportunities marked with an asterisk (*) either solely or largely recruit students and professionals who are currently underrepresented in the environmental field.**

In addition to this document, the Diversity Workgroup is working on aggregating and developing hiring, recruitment, and retention resources that are available on our [website](#) and can be applied to many of the below opportunities to strengthen strategies that increase the number of underrepresented individuals in the environmental workforce.

This is a living document overseen by the Chesapeake Bay Program's (CBP) Diversity Workgroup. It will be updated over time with new information. If you have any edits or additional opportunities to add to this document, please email them to the Diversity Workgroup staffer and/or coordinator.

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Key Terminology

Diversity – The demographic mix of a specific collection of people, taking into account elements of human difference. For example: racial and ethnic groups, income, spectrum of built environment settings (rural to urban), faith communities, LGBTQ+ populations, people with disabilities, gender, relationship to the natural environment.

Equity – The promotion of justice, impartiality and fairness within the procedures, processes, and distribution of resources by institutions or systems. Avoid confusing equity and equality, as equity refers to fairness and justice while equality refers to ‘sameness.’ Tackling equity issues requires an understanding of the underlying or root causes of disparities within our society.

Inclusion – Refers to the degree to which diverse individuals are able to participate fully in the decision-making processes within an organization or group. While a truly “inclusive” group is necessarily diverse, a “diverse” group may or may not be “inclusive.”

Justice – the quality of being just, :Impartial, or fair.

Underrepresented groups/communities: Populations whose representation in a particular space is lower than their representation in the United States population. Their absence contributes to knowledge gaps in that space. Representation is commonly assessed using population groups like sex or race/ethnicity; however, when assessing underrepresentation, it is a best practice to consider whose lives will be impacted by decision-making (e.g., underserved or overburdened populations, environmental justice communities) and ensure that those groups are represented and included in that decision-making.

LGBTQIA+: The first seven letters in the acronym stand for lesbian, gay, bisexual, transgender, queer or questioning, intersex, and ally or asexual. Alternately, you might see LGBTQQ, LGBTQQI, and LGBTQQIA. More letters could be added to this acronym so to encourage inclusivity, some will stop at LGBTQ and add a plus sign to signify the unlisted identifiers.

Minority Serving Institutions: MSIs are institutions of higher education that serve minority populations. They are unique both in their missions and in their day-to-day operations. There are different types including:

- Asian American Native American Pacific Islander-Serving Institutions (ANNAPISIs)
- Alaska Native and Native Hawaiian Serving Institutions (ANNHs)
- Historically Black Colleges & Universities (HBCUs)
- Hispanic Serving institutions (HSIs)
- Native American-Serving Non-Tribal Institutions (NASNTIs)
- Predominantly Black Institutions (PBIs)
- Tribal Colleges and Universities (TCUs)
- MSI Community Colleges (MSICC)

A close-up, shallow depth-of-field photograph of a field of wildflowers and tall grasses. The scene is bathed in soft, golden light, likely from a low sun, creating a warm and ethereal atmosphere. The foreground is dominated by out-of-focus green grass and small white and purple flowers. In the mid-ground, several white daisy-like flowers with yellow centers are in sharper focus. The background is a soft, blurred expanse of more vegetation and a pale sky. The overall composition is natural and serene.

Opportunities from Bay Jurisdictions

- [DC Infrastructure Academy*](#)
- [Green Zone Environmental Program*](#)
- [DC's Mayor Marion S. Barry Summer youth Employment Program \(MBSYEP\)*](#)
- [River Corps*](#)
- [Solar Works Green Fellow*](#)
- [Kingman Island Rangers*](#)



DEPARTMENT
OF **ENERGY &**
ENVIRONMENT

Delaware

- [Branches to Chances*](#)
- [Delaware State Parks Youth Conservation Corps Program](#)



- [Youth Environmental Program \(YEP\)](#)
- [Blue Ridge Community & Technical College \(CTC\)
Environmental Science Technician Program](#)



Maryland

- [Maryland Conservation Corp](#)
- [Veterans Conservation Corp](#)*
- [Youth Environmental Internship with Baltimore Office of Sustainability \(high school students\)](#)*
- See the [Maryland DNR Conservation Careers Guide](#) for a large list of opportunities



Pennsylvania

- [Pennsylvania Outdoor Corps](#)
- [Correctional Conservation Collaborative*](#)



pennsylvania
DEPARTMENT OF CONSERVATION
AND NATURAL RESOURCES

Job Board Website:

<https://www.dcnr.pa.gov/JobatDCNR/Pages/default.aspx>

- [Virginia State Park Youth Conservation Corps](#)
- [Diversity Outreach summer internships](#) *
- [Wildlife internship program](#)



A close-up, shallow depth-of-field photograph of a field of wildflowers and tall grasses. The scene is bathed in soft, golden light, likely from a low sun, creating a warm and slightly hazy atmosphere. The foreground is dominated by out-of-focus green grass and small white and purple flowers. In the mid-ground, several white daisy-like flowers with yellow centers are in sharper focus. The background is a soft, out-of-focus expanse of more vegetation and a pale sky. The overall mood is peaceful and natural.

Opportunities from Federal Agencies

US Environmental Protection Agency

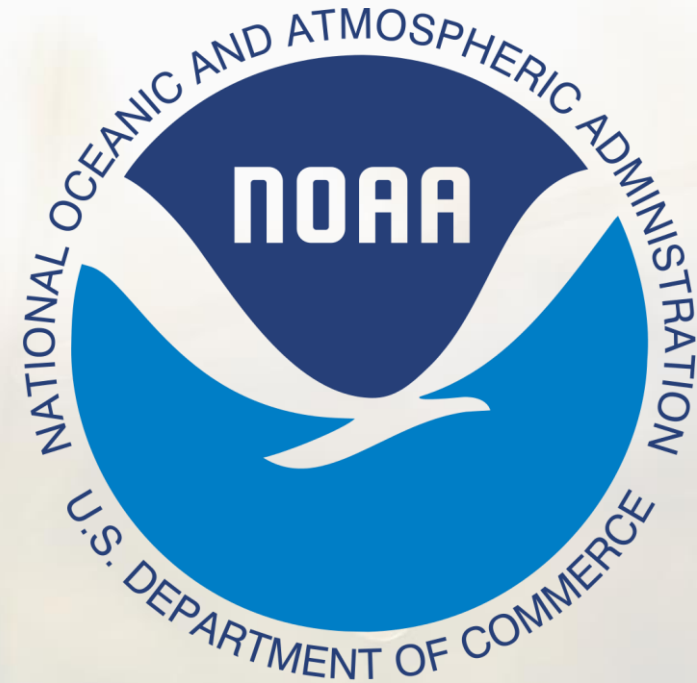
- [Internship Pathways](#)
- [Recent Grad Pathways](#)
- [Chesapeake Bay Program Opportunities](#)



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The National Oceanic and Atmospheric Administration

- [Knauss Fellowship Program](#)
- [The Chesapeake-Student Recruitment, Early Advisement and Mentoring \(C-StREAM\) Program*](#)
- [The NOAA Chesapeake Bay Summer Internship Program](#)
- [EPP/MSI Undergraduate Scholarship Program*](#)



- [Smithsonian Tropical Research Institute \(STRI\) Earl S. Tupper Postdoctoral Fellowship](#)
- [Internships at the Smithsonian Asian Pacific American Center*](#)
- [National Museum of the American Latino Internships and Fellowships*](#)
- [Smithsonian Office of Advancement Internship for undergraduate students](#)
- [Smithsonian Environmental Research Center \(SERC\) Internship Program in Environmental Studies \(undergraduate and beginning graduate students\)](#)



Smithsonian

- [STEP-UP: Secondary Transition to Employment Program – USGS Partnership*](#)
- [STEM Educational Partnerships with Minority Serving Institutions*](#)
- [College Partnerships in Neurodiversity*](#)
- [Native American Research Assistantship Program*](#)



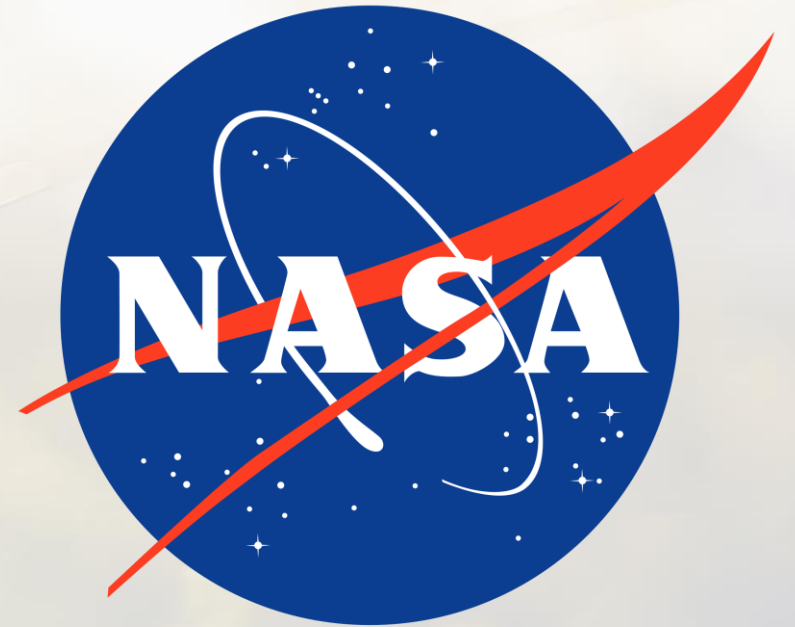
National Park Service

- [All Youth and Young Adult Programs](#)
- [Scientists in Parks](#)
- [21st Century Conservation Corps*](#)
- [Cooperative Ecosystem Study Units Network National Office Minority Fellowship*](#)
- [Historically Black Colleges & Universities Internship Program](#)
- [Latino Heritage Internship Program*](#)
- [Mosaics in Science Diversity Internships*](#)
- [National Park Business Plan and Consulting Internships](#)
- [ProRanger Philadelphia Program w/ Temple University*](#)
- [Heritage Documentation Programs Jobs, Internships and Fellowships](#)
- [Urban Archeology Corps](#)



The National Aeronautics and Space Administration

- [All NASA Internships and Fellowships](#)
- [Minority University Research and Education Project \(MUREP\)*](#)



US Fish and Wildlife Service

- [Resource Assistants Programs*](#)
 - [MobilizeGreen](#)
 - [Greening Youth Foundation](#)
 - [Hispanic Access Foundation](#)
 - [Environment for the Americas](#)
 - [Minorities in Agriculture, Natural Resources, and Related Sciences \(MANRRS\)](#)
- [Directorate Fellows Program](#)
- [All Internships and Fellowships](#)



US Forrest Service

- [Job Corps Civilian Conservation Centers](#)
- [Opportunities for Young People](#)



A close-up, shallow depth-of-field photograph of a field of wildflowers and tall grasses. The scene is bathed in soft, golden light, likely from a low sun, creating a warm and ethereal atmosphere. The foreground is dominated by out-of-focus green grass and small white and purple flowers. The background shows more of the field, with a few taller stalks and a blurred horizon line under a pale sky. The overall composition is natural and serene.

Opportunities From Non-Profit Partners

Chesapeake Research Consortium

- [Chesapeake Research Consortium's Chesapeake-Student Recruitment, Early Advisement, and Mentoring \(C-StREAM\) summer internship program for college students*](#)
- [Chesapeake Research Consortium's Environmental Management Career Development Program](#)



Chesapeake Bay Trust

- [The Chesapeake Conservation and Climate Corps](#)



Chesapeake Conservancy

- [Chesapeake Bay Gateways Roving Ranger Program – Chesapeake Conservancy](#)
- [Chesapeake Bay Gateways Bilingual Rangers – Chesapeake Conservancy*](#)



Job Board Website:

<https://www.paycomonline.net/v4/ats/web.php/jobs?clientkey=14B329E3D0A2E479F3FE06280008FB70>

- [Civic Works Center for Sustainable Careers Workforce Training Programs*](#)
- [Baltimore Conservation Leadership Corps with Civic Works](#)
- [REACH! Partnership School with Civic Works](#)



Civic Works

CENTER FOR

SUSTAINABLE CAREERS

National Wildlife Federation

- [All Student Opportunities](#)
- [Choose Clean Water Coalition](#)
[Young Professionals of Color](#)
[Mentorship Program](#)



A close-up, shallow depth-of-field photograph of a field of wildflowers and tall grasses. The scene is bathed in soft, golden light, likely from a low sun, creating a warm and ethereal atmosphere. The foreground is dominated by out-of-focus green grass and small white daisy-like flowers. In the mid-ground, several white daisies with yellow centers are in sharper focus, surrounded by other wildflowers in shades of purple and pink. The background is a soft, blurred expanse of more vegetation and a bright, hazy sky.

Additional Opportunities & Resources

Mentorship Programs

- [Environmental Leadership Program National Fellowship](#)
- [RAY Diversity Fellowship*](#)
- [STEMSEAS*](#)
- [Black in Marine Science Immersion Program*](#)
- [Presidential Management Fellowship \(PMF\)](#)
- [Charting Careers*](#)
- [Coastal & Estuarine Research Federation RISING TIDES*](#)



Additional Job Boards

- [Conservation Jobs](#)
- [Conservation Biology Jobs](#)
- [Conservation Careers](#)
- [Ed's Clean Energy and Sustainability Job List](#)
- [Environmental Job Board put together by UMich Program in the Environment](#)
- [LGBTQIA+ Environmental Job Seekers and Job Postings Board](#)
- [Seven Seas Media Ocean Jobs](#)
- [Diversity in Conservation Jobs](#)
- [TAMU Department of Wildlife and Fisheries Sciences Job Board](#)
- [The Nature Conservancy](#)
- [Water and Climate Jobs](#)
- [USA Jobs](#)
- [Green Jobs Network](#)
- [LinkedIn](#)
- [Chesapeake Network](#)
- [Chesapeake Network Youth and Young Professionals Portal](#)
- [Eco Jobs](#)