

Summary Report on

Collaborative Conservation Internship and Mentoring Programs

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Background

This report summarizes the findings of an inventory of internship and mentoring programs focused on collaborative conservation. The WCCN recognizes the importance of these programs in providing support, preparing, and growing the next generation of practitioners and leaders of collaborative conservation. The Western Collaborative Conservation Network (WCCN) Capacity-Building Working Group is interested in a) identifying what collaborative conservation training and mentoring programs currently exist, b) understanding how collaborative conservation training and mentoring programs currently provide support for emerging collaborative conservation professionals, and c) assessing the current capacity provided by these programs and identify if gaps exist. The WCCN worked with a CSU WCNR intern to gather information on existing programs to meet these goals. The inventory is summarized and analyzed below, and the complete inventory can be found in the WCCN Internship and Mentoring Programs Excel spreadsheet. This report will enable the WCCN to determine if expanded capacity of these programs is needed and to promote existing programs to emerging collaborative conservation professionals and leaders.

Methods

The intern, from the Environmental Science and Sustainability undergraduate program in CSU’s Warner College of Natural Resources, spent approximately 10-20 hours per week for 8 weeks on this inventory in Fall 2020. To guide the inventory, the WCCN created a spreadsheet organized by state and with sections for regional and larger scale programs. The WCCN pre-populated the spreadsheet with examples of existing programs and trained the intern prior to data collection. In addition, members of the WCCN were asked to provide examples of existing programs in their state or sub-region within the Western US. The Collaborative Resource Finder Tool (CRAFT), a searchable database of collaboration learning opportunities and resources, was the main tool used for identifying existing mentoring and training programs. Web-based research was used to find additional information about each program and also uncovered more programs. Host organizations were contacted as needed via email throughout the project to fill in information gaps.

States inventoried included Arizona, Colorado, Idaho, New Mexico, Nevada, Montana, Texas, Utah and Wyoming. Programs offered across multiple western states were categorized as regional. Programs operating across multiple regions or beyond the regional were listed under a national category.

The spreadsheet can be found at <https://collaborativeconservation.org/program/practice/wccn/> . It is separated into two sheets, one for internships and one for mentoring programs. Apprenticeships, fellowships, and training programs were included in the internship category and coaching programs were included in the mentoring category. Inventory categories included: host organization and website, program name and contact information, year program started, cohort or individual based participation, number of interns and mentors, program partners, description of training and mentoring, timing of program, program length and format (in person, online, or mixture), program cost and support, eligibility, private and public program funding sources, how the organization evaluates the program, and program-identified support that is needed or missing.

Findings

Overall, 57 organizations offer 111 internship and mentoring programs. Four of these programs offer only mentoring, 81 offered only training, and 23 offered both mentoring and training. Thirty-two programs are provided by national organizations (one mentorship, 22 internships, eight with both), twelve are regional in scale (three mentorship, seven internships, two with both), and 67 are offered at the state level. Most states offer four to five programs per state as follows: Idaho (three internships, 2 with both), Nevada (three internships, one with both), New Mexico (five internships), Montana (three internships, one both), Utah (five internships), Texas (four internships, one mentorship), and Wyoming (four internships). Two states offer a larger number of programs, nine are found in Arizona (eight internships, one with both) and 26 are found in Colorado (three mentorship, 15 internships, eight with both). Of the 57 organizations, 29 are run by nonprofit organizations, six are run by public/governmental organizations, ten are run by academic institutions, and 12 are conservation corps programs.

Basic program information is widely and easily available including the name, contact info, format, description of training and/or mentoring, timing and length, location, cost and support, and eligibility. Information about when the program started, total yearly participants, program partners, how the programs are funded, how programs are evaluated, and support needed/missing were more difficult to determine and often not able to be determined within the timeframe of this inventory.

General Characteristics of Internship and Mentoring Programs

Training

The most frequent training skills included in internships are as follows: grant writing, reviewing, and reporting; wildfire management and mitigation; project and research design; professional development; networking; career planning and exploration; nonprofit management; conservation teaching, training and education; community outreach and engagement; natural resources management; ranch management; wildlife and fisheries conservation, management, and monitoring; field work and scientific research; leadership and facilitation; conflict resolution; public lands and parks management; collaboration; GIS, GPS, remote sensing and mapping; capacity building; professional writing and communications; policy and governance; agriculture and horticulture management and planning; environmental advocacy; environmental education and communication; habitat restoration; certifications in power tool use, CPR, wildlife first aid, etc.; and volunteer management. These skills center around professional conservation training, leadership, and teamwork.

Training skills offered less frequently include administrative training, holistic goal setting, civic engagement, sustainability, grassroots campaigning, stakeholder engagement, infrastructure, law enforcement, fundraising, and marketing. These are mainly supplemental to core collaborative conservation skills, although fundraising, administrative training, and stakeholder engagement are important and may indicate a gap in skill.

Mentoring programs generally include direct and indirect supervision, training, and guidance on both professional and personal topics. Direct training on professional topics occurred more often.

Affordability and Accessibility

Seventy-two programs include information on cost and support. Fifty-three are paid, fourteen are unpaid, and five offer both options. All those that are unpaid, offer college credit in lieu of pay. Of these 72 programs, 44 include additional support such as insurance, living and travel allowance, housing and food stipends, free housing, certifications, education awards, and college credit. Overall these programs all offer valuable financial, academic, professional, and other support.

Of the 69 programs with information on timing and length, three are on a rolling basis, 29 are one summer or semester long, eight are one to two years long, and 29 have other timing and length including ongoing, varying, and from 2-104 weeks. Of the 24 with information on hours, fifteen are full time and nine are part time. This variability indicates that a person looking to do a program at a certain time and with a specific length will most likely have a wide variety of options to choose from.

Eligibility information is provided for 80 of the programs. Eight are open to military veterans only, 25 are open to college students only (ten for those in masters or doctoral programs), twelve are for young professionals and recent graduates only, 27 are for anyone over eighteen, and eight have other various requirements, including people of color and other underrepresented communities. This represents a diverse range of opportunities for people from many backgrounds and life stages.

Format

All 60 programs with information on format explain that they are usually held in-person in the organization's offices or in the field, rather than online. Those that could operate online adapted to be remote in 2020 due to COVID-19, and those that are more hands-on remain in-person. Thirty-eight of the programs are cohort based, 25 are individual, and two have both kinds of participation. Information on intern participation was available for 43 programs; four host only one intern, thirteen host between 2-10 interns, seventeen host between 11-75 interns, and nine host more than 75 interns. Thirteen programs included information on mentor participation numbers; three host one mentor, six host between 2-20 mentors, and four host more than twenty mentors. This indicates that most programs host between two and 75 interns.

Of the 19 programs with information on program evaluation, 17 do exit interviews, one does informal evaluation, one conducts evaluations throughout the program, and one does not evaluate. The question remains whether exit interviews are an effective kind of evaluation, and what kinds of exit interviews are performed.

Program Partners, Support and Funding

Sixteen programs indicated the kind of support they need: four need recruitment support, four need fundraising support, six need more partnerships, one needs general support, and one has no current needs.

Of the 43 programs with information on partnerships, nineteen are run by governmental organizations who partner with other governmental organizations (AmeriCorps, Federal Land Management Agencies, etc.) and 24 are run by nonprofits who partner with other nonprofits. There are slightly more nonprofit organizations than public organizations that offer and support collaborative conservation internships and mentoring programs.

Information on funding was obtained for 24 programs as follows: thirteen are funded by AmeriCorps and other federal programs and eleven are funded by individual donors, private organizations, and companies. AmeriCorps is a network which provides funding to service programs across the nation. The main programs associated with AmeriCorps are the Conservation Corps programs, which are offered in most states and regions of the country, but other collaborative conservation training and mentoring programs also partner with them.

Summary Reported by State and Region

Arizona

Four organizations (2 nonprofits, 1 governmental organization, and 1 conservation corps), offer nine collaborative conservation programs: 8 internship programs and one program with both training and mentoring.

Format

All of the programs are in person. There is no available information on participation and program size: whether the programs are individual or cohort, how many interns participate, and how many mentors participate is unknown. No programs have provided information on how they evaluate their programs or if they have any needs. This indicates an information gap for program size and function in Arizona.

Mentoring and Training Skills

The two internship programs at the Southwest Wildlife Conservation Center provide skills on wildlife veterinary medicine wildlife care. The five internship programs at the Arizona Conservation Corps and the Arizona Game and Fish internship focus on technical, hands-on experience in collaborative conservation and field work at land management agencies. Mentoring skills provided by the Southwest Decision Resources program are unknown and represent an important information gap.

Affordability and Accessibility

The internship programs at the Southwest Wildlife Conservation Center offer college credit only. The Arizona Conservation Corps internships and the Arizona Game and Fish internship are all paid between \$12-15/hr. This may indicate a variety of support offered to collaborative conservation interns in Arizona.

In terms of timing, the Southwest Wildlife Conservation Center internships are offered part-time every semester. The Arizona Conservation Corps internships are offered on a rolling basis and are both part and full time. The Arizona Game and Fish internship is only offered in the summer and is full time. These six programs together offer diverse timing options.

Regarding eligibility, one program is designed for military veterans only, three programs are for college students only, one program is for indigenous and Latinx people only, and four have unknown eligibility. There is a gap in information on eligibility, but the five programs mentioned may indicate an eligibility limitation in Arizona for collaborative conservation internships and mentorships.

Gaps and Needs

The internship program at Southwest Decision Resources is not listed online and further research is needed. Information on program participation, size, evaluation, needs and eligibility remains unknown or vague for Arizona due to the limitations of publicly available online data and responsiveness to email inquiries.

Colorado

Fifteen organizations offer collaborative conservation internships and mentorships in Colorado: 11 are nonprofits, 3 academic institutions, and one conservation corps. These organizations offer 26 programs (3 mentorship, 15 internships, 8 with both components).

Format

Sixteen internship programs all indicate that they are hosted in person. Fourteen are cohort based and five are individual. Seventeen collaborative conservation internship programs indicated participation size: ten programs host between three and ten interns, two host between ten and twenty interns, and five host between 32 and 65 interns. This shows that most of the internship programs in Colorado are small.

Five collaborative conservation mentoring programs indicated participation size: one program hosts between two and five mentors, three programs host between fifteen and thirty mentors, and one hosts over 32 mentors. This indicates that the mentoring programs tend to be mid-sized.

Eight programs described evaluation processes: six conduct exit interviews, Ranchlands does not evaluate their program, and the Mountain Studies Institute does an informal evaluation but would like to create a formal process.

Mentoring and Training Skills

The common training skills from internship programs in Colorado are natural resources management, farming techniques and management, conservation planning, and field work. Less common training skills from these programs includes a wide variety: professional training, environmental policy, civic engagement, sustainability, administrative training, grant training, public speaking, nonprofit management financial and business development, ranch operations and planning, teaching, and grassroots campaigning.

Mentoring skills common in Colorado programs are relationship-building, personal support, project planning, professional development, and one-on-one meetings. Less-common skills provided by mentorships are philanthropy, trail-by-error, technical support, and resource sharing.

Affordability and Accessibility

Of the twenty programs with information on cost and support, eight programs are unpaid, and 12 programs are paid.

Eight of these same programs are summer based, two are semester based, and three occur over the period of one to two years. This indicates a variety of timing and support in Colorado. Seventeen programs indicate eligibility. Six of these are open to undergraduate students only, six are open to graduate students and professionals only, and five are open to anyone over 18. This means that most collaborative conservation training and mentoring programs in Colorado require applicants to have some sort of prior training or specialization.

Gaps and Needs

There is an identified need for recruitment support and partnership for the organizations in Colorado that host these programs.

To summarize, A high number of collaborative conservation training and mentoring programs were identified in Colorado, providing a wide variety of opportunities to those looking for advancement in this field. The programs are generally small in size and mainly require previous specialization. This may indicate a need for larger, more open programs in Colorado. Information was highly available for these programs.

Idaho

Four organizations provide five programs for collaborative conservation in Idaho (3 internships, 2 with both mentoring and training). One organization is a conservation corps and three are nonprofit organizations.

Format

There is an information gap on format for programs in Idaho. Again, this is due to the limitations of publicly available online data and responsiveness to email inquiries. Only one program, Henry's Fork Foundation internship program has indicated that it occurs in-person, is cohort based, and supports six interns and mentors. Idaho Conservation Corps has information on the format of two of its three programs – one supports five interns, and the other is individual-based. Henry's Fork Foundation is also the only organization to indicate that it evaluates its internship program via annual exit interviews and annual program improvements.

Mentoring and Training Skills

The most commonly trained skills in internship programs in Idaho are field work, nonprofit management, conservation management, natural resources management, leadership, and professional development.

Less commonly trained skills include project planning, certifications, teamwork, environmental policy, community organizing, and teaching.

Henry's Fork internship and Conservation Voters for Idaho's fellowship both include mentoring aspects centered around professional development and one-on-one project support.

Affordability and Accessibility

Four of the five programs in Idaho provide information on cost, support, length, and timing. They are all paid and offer additional support including free housing, living allowances, education awards, college credit, and healthcare. They are all full time. Two programs occur over the summer, one is two years long, and one is on a rolling basis. Two programs have information on eligibility: one program is only eligible to college students and the other is open to anyone 18+.

Gaps and Needs

Henry's Fork Foundation identifies a need for grants and donations. No other information on program needs in the state was found.

To conclude, while there is a large format and accessibility gap for the programs in Idaho, there is much information provided on skills and affordability.

Nevada

One nonprofit organization, Great Basin Institute, provides four collaborative conservation programs in Nevada (three internships and one program with both aspects of training and mentoring). This indicates a gap in the presence of organizations and programs focused on collaborative conservation in Nevada.

Format

Two of the four programs indicate in-person design and both host over 130 interns in individual placements. The other two programs have no information on program format.

The AmeriCorps program includes formal evaluations, and the other three have no information on evaluation.

A large gap exists in terms of the format of these Great Basin Institute collaborative conservation training and mentoring programs in Nevada.

Mentoring and Training Skills

Three programs describe training skills, including field work, conservation management, and project management. One program describes mentoring in terms of technical and field guidance.

Affordability and Accessibility

Two programs are paid, and one offers university credit in lieu of payment. Education awards, free housing, and healthcare are also provided for the AmeriCorps-sponsored program. Two programs are full-time. One program is eligible to US citizens over 17 and another is for students and graduates only.

Gaps and Needs

The Great Basin Institute needs assistance with recruitment and outreach, specifically at the university level.

Nevada's collaborative conservation training and mentoring programs have one main gap: there are a limited number of programs and they are only provided by one organization.

New Mexico

One organization, New Mexico Conservation Corps, provides five internship programs in New Mexico. The New Mexico Conservation Corps is a program of Conservation Legacy, a national organization supporting locally based conservation service programs.

Like Nevada, this single organization indicates a potential gap in the number of organizations and programs focused on collaborative conservation in New Mexico.

Format

There was no information found on program format or evaluation of the training programs in New Mexico. The only information on participation is for the Ecological Monitoring Program, which serves three interns every year.

Mentoring and Training Skills

The training skills mentioned for the New Mexico Conservation Corps internships are: leadership, project planning, personal development, professional development, and field work.

Affordability and Accessibility

Cost and support have limited information. The individual placements program provides a weekly stipend. For two programs, length and timing varies. One program is eligible for anyone over 18, two programs are eligible for anyone ages 18-25, and the Veterans Fire Corps is only eligible for US military veterans ages 21-37.

Gaps and Needs

There are no known needs or evaluation for these programs. The research provided by the inventory provides only sparse information on New Mexico's internship and mentoring collaborative conservation programs. It is unknown if this gap is because of limited publicly available online data and responsiveness to email inquiries or because of a lack of collaborative conservation programs and organizations in New Mexico.

Montana

Two organizations provide four programs in Montana (3 internships, 1 with both training and mentoring). These organizations are the University of Montana (UM) Center for Natural Resource and Environmental Policy and the Montana Conservation Corps.

Format

Both programs are hosted in person.

The Natural Resources Conflict Resolution certificate program practicum is cohort-based, has 10-15 interns and 10-15 mentors, and has ongoing program evaluation. One of the conservation corps program indicates it hires multiple crews of 4-6 interns. The Montana Conservation Corps does not provide on program format or evaluation.

Overall the programs in Montana are small to medium in size.

Mentoring and Training Skills

Three programs describe training skills provided: leadership, conflict resolution, collaborative conservation experience and training, stakeholder engagement, technical field work training, and project planning and facilitation.

Affordability and Accessibility

The practicum for the Natural Resources Conflict Resolution certificate program at UM offers both unpaid and paid options. Tuition payment is required. The program runs over a period of one or two years and students have the opportunity to do the practicum every semester. The Montana Conservation Corps programs do not have information on cost, support, length, or timing. The practicum though is open to all university graduate students. One conservation corps program is open to anyone over 18 and another is only open to indigenous and Latinx people.

Gaps and Needs

The practicum program at UM currently has no institutional support from the university and it is looking to pursue this support. Needs of the other programs remain unknown. It is difficult to identify if and where gaps are in the state because there are currently few available collaborative conservation programs and little information on the programs which do exist.

Texas

Five organizations provide five programs in Texas. Two organizations are nonprofits, one is a conservation corps, and two are public organizations. Four programs are internships and one is a mentorship.

Format

Three of the five programs indicate that they are held in person.

There is little information on participation for these programs. The Habitat Restoration Internship for Houston Parks and Recreation indicates that they host a single intern.

There is no information on evaluation for the Texas programs. Overall, there is a gap in information on format in terms of participation and evaluation, most likely due to limited publicly available online data. Direct follow up is needed.

Mentoring and Training Skills

Common training skills are wildlife conservation, natural resources management, and habitat restoration. Less common training skills provided are law enforcement, scientific communication, and nonprofit management.

The Conservation Agricultural Mentoring Program (CAMP) run by the Texas and Southwestern Cattle Raisers Association focuses on advancing conservation in the agricultural field via mentorship between emerging professionals and experienced producers.

Affordability and Accessibility

Four of the five programs are paid. The two that indicate amount paid are between nine and ten dollars per hour. Two of the programs also provide AmeriCorps education awards.

The internship programs in Texas provide a variety of different timing patterns. Two are full time and held over the summer, and two are part time (one held in the spring, one held over 32 weeks). The mentoring program is part time and lasts more than a year.

All three programs with information on eligibility indicate that they are only open to undergraduate students and recent graduates. This indicates a gap in accessibility for those looking for collaborative conservation training in Texas.

Gaps and Needs

There is no information on support needed from the organizations in Texas. There are also gaps in information on participation and evaluation for these programs.

Overall, the accessibility is low for the collaborative conservation training and mentoring programs found in Texas.

Utah

Three organizations provide five internship programs in Utah. One organization is a conservation corps (Utah Conservation Corps) and two are academic institutions (University of Utah and Utah State University).

Format

Three programs indicate that they are held in person. Two programs are individual and two are cohort based. One program hosts 10-20 interns and three host over 55 interns.

The three Utah Conservation Corps programs indicated that they participate in the Public Lands Service Corps evaluation process. The two academic programs do not indicate evaluation processes.

Mentoring and Training Skills

Training skills provided by the programs are commonly: conservation leadership, technical field skills, and professional development. Less common skills provided are environmental education, volunteer management, and wildlife first aid.

Affordability and Accessibility

Four of the five programs indicate that they are paid. The conservation corps programs also offer health insurance, student loan forbearance, living allowances, and education awards.

Two of the programs have varied timing, one occurs over the summer, and one is nine months long.

All three conservation corps programs are open to any US citizen over seventeen years old, and the Utah State University internship is only eligible to USU students.

Gaps and Needs

The Utah Conservation Corps is looking to partner with more higher education institutions to help address student hunger. Needs of the other programs are unknown.

Overall, there is a gap in mentorship programs in Utah centered on collaborative conservation. There is a small number of organizations who offer Utah-based programs, but the number of people these programs train is quite large.

Wyoming

Two organizations, The University of Wyoming Haub School of Environment and Natural Resources and Wyoming Conservation Corps, provide four internship programs for this state. This indicates a low number of organizations and programs supporting and training emerging collaborative conservation professionals in the state of Wyoming.

Format

The Collaboration Program in Natural Resources at the University of Wyoming indicates that it runs in-person. The Wyoming Conservation Corps does not indicate if their programs run in person, but it can be assumed that they do, due to the hands-on nature of conservation corps programs.

The UW program hosts 20 interns in a cohort each year. Two conservation corps programs indicate that they host 7-8 members, but in what format is unknown.

No programs provide information on evaluation techniques.

Mentoring and Training Skills

Information on training is only provided by one conservation corps program. It describes technical training such as chainsaw training as well as building, designing, and maintaining recreational trails.

Affordability and Accessibility

The three conservation corps programs are full time and paid between eight and nine dollars per hour. They also provide certifications, university credit, education awards, and living stipends. Two of them are held over the summer and one is held over a period of nine months. One program is open to anyone over eighteen, one is open to anyone over twenty-one, and one is only eligible to US military veterans ages eighteen to 35.

The UW program is for mid- and upper-career natural resources professionals and consists of monthly meetings held over a period of ten months.

Gaps and Needs

The collaborative conservation training programs in Wyoming do not indicate what kind of support they are looking for, nor what kind of evaluation techniques they use.

Overall, there is a small number of organizations and programs in the state. There is a lack of information on format and training skills provided by these programs.

Intermountain and Rocky Mountain West Region

Six organizations provide twelve programs (3 mentorships, 7 internships, 2 with both). One is a nonprofit, one is a conservation corps, and one is a public agency. Southwest Conservation Corps hosts half of these regional collaborative conservation training and mentoring programs.

Format

Ten programs are held in person. The training programs vary in size. Two programs host between two and three interns, two programs host between ten and fifteen interns, two programs host between 50-65 interns, and two programs host over 160 interns. One mentoring program hosts 10 mentors and two programs host between 30-35 mentors.

For all kinds of programs, three are individual based, seven are cohort based, and one has both formats. Overall, there is a wide variety of sizes and formats for regional programs.

Three of the six organizations provide information on how they evaluate their programs. These procedures vary widely in form from formal to informal, from weekly to every two years, and from written to verbal.

Mentoring and Training Skills

The most common training skills for the regional internships are field work skills, career development, and conservation management. Other skills offered are indigenous history and culture, private and public land stewardship, teamwork, teaching, goal setting, ecological monitoring, and basic ranch skills. In the Quivira Coalition New Agrarian Apprenticeship Program (NAP), interns live and work with their intern for eight months, providing significant training, experience, and development. The other two mentorships that describe their methods also provide both personal and professional development.

Affordability and Accessibility

Overall, six programs provide information on salary. Three are paid and three are unpaid but eligible for education awards. The Quivira Coalition mentoring program provides a unique scenario. The mentors pay the mentees and provide them with housing, and the Quivira coalition provides a travel and education stipend for the mentees.

Three programs occur over the summer, two programs occur over college semesters, one is ongoing, and two have other lengths and timing.

Nine programs indicate a wide variety of criteria for eligibility. Two programs are open to anyone, one program is open only to indigenous youth and young adults, one is open only to people aged 18-25, one is open only to post 9-11 veterans age 21-35, one is open only to university students, and one is open only to graduate students. These regional programs are overall open to a large group of people.

Gaps and Needs

Two programs are looking to expand the services and support they provide to their participants and one program is looking for more funds.

To conclude, there are no obvious gaps in format, skills, or affordability and accessibility for the regional training and mentoring collaborative conservation programs.

Beyond the Intermountain and Rocky Mountain West Region

Seventeen organizations provide 32 national programs (1 mentorship, 22 internships, 8 with both). This national and international category is the largest section of programs.

Format

Twenty of the 32 programs that indicate format are all held in person. Eleven programs host individuals, ten programs host cohorts, and one program hosts both.

Three programs host one intern each, two programs host 20-30 interns, three programs host 20-230 interns, and two programs host over 100 interns. This shows a large variety of sizes.

Two mentoring programs indicate that they do one-on one mentoring, but don't describe the scale of their programs.

None of the programs in this category have information on evaluation. This may be because the inventory was limited by publicly available online data.

Mentoring and Training Skills

Common training skills described in thirty of the 32 programs are: conservation leadership, career development, networking, natural resources management, wildland firefighting and fire mitigation, environmental education, park management, GIS and digital mapping, field work, researching, citizen engagement and public outreach, communications, habitat restoration, and leadership. Less common skills for these national programs are as follows: farm planning, capacity building, network facilitation, volunteer coordination, wildlife and fisheries management, GIS and digital mapping, researching, field work, grant writing, marketing and funding, environmental governance and policy, certifications, visitor services, and conflict management.

All eight programs with mentoring components describe pairing a mentee with either a recent graduate of an academic program, a graduate of the mentoring program itself, or an employee of the organization.

To summarize, these national programs offer a large amount and variety of mentoring and training skills.

Affordability and Accessibility

Nineteen programs identify whether or not they pay participants: four are unpaid and fifteen are paid. Sixteen programs in both categories offer additional support such as housing and living allowances, education awards, health insurance, course credit, travel allowances, food allowances, and certifications. This indicates a high level of affordability and benefits for people looking at programs on this scale.

Twenty-two programs identify location in this category. Seven programs are nationwide, five programs span a handful of states, four are in Washington D.C., and six are in specific states outside of the western US. Twenty internship programs indicate timing and length as follows: five occur over the summer, two occur over one year, one occurs over two years, three are semester based, seven range from eight weeks to 45 weeks, and two vary. This shows a wide variety of accessibility for the national/international scale. Fifteen programs have information on eligibility.

For the internships, one is open to anyone ages 21-30, three are open only to US military veterans over 21, and ten are open only to college students (eight of which are only for graduate students and recent graduates). Six mentoring programs have eligibility as follows: five are open to college students and one is open to US military veterans. This indicates a limited accessibility in terms of eligibility for national and international collaborative conservation programs.

Gaps and Needs

No programs in this category indicate if support is needed. Overall, there are gaps in information on scale, and evaluation. There also seems to be a limited accessibility for these mentoring and internship programs in terms of eligibility. Otherwise, the national and international programs found have high capacity in many ways.

Conclusion

Given the scope and duration of the intern's project was limited to about 10 weeks, many more programs could likely be discovered through additional inquiry. Completeness of each program in the inventory was largely limited by publicly available online data (including contact information) and responsiveness to email inquiries. As a result, many programs in the inventory lack information on participation, program funding, evaluation, and support. Additionally, a few programs do not have contact information.

While there is an abundance of regional and national programs centered on training and mentoring for emerging collaborative conservation professionals, seven of nine western states have a small number of programs listed in the inventory (Idaho, Nevada, New Mexico, Montana, Utah, Texas, and Wyoming). There appears to be a large gap in presence of mentorship programs.

The majority of programs in the inventory are highly affordable and accessible for participants in terms of pay, benefits, timing, and lengths. The gaps and needs for each state vary, but overall there is a need for increased funding, program partnering, and overall number of programs, specifically mentoring.