**Land Trust & State Agency Retreat October 6, 2023**

**Increasing the Pace of Conservation: Project Management Capacity**

* Training to increase the workforce pipeline
* Potential funding for project management
* DCS capacity building grant in the pipeline, which started as a way to boost municipal staff capacity to apply for grants
	+ Idea is now for both land trusts AND municipalities to apply for funding to hire consultants to complete their work
	+ Would this grant be only to be tied to a grant application?
	+ Plan would be for grant to go out sometime this fiscal year
	+ Is there a big enough pool of consultants to be called upon if there is a grant program to fund capacity?
* National Park Service money can be used in some cases if there is Indigenous lands involved for historical surveys – think about which groups you can partner with to expand your reach of eligible grants to apply for
* MDAR is looking to release a BID for similar capacity building work
	+ 3-4 regions with each of its own pot of funding
	+ Regional coordination of service providers, one full-time land acquisition staff person, ½ time/full-time staff person for case worker for farmers to connect them with service providers, land access initiatives, due diligence costs, and AT LEAST $1 million/region for land acquisition costs
* Create collaborative internship pipeline initiative
* This is important to our diversity initiatives as well
* TerraCorps work is similar to this for stewardship positions, maybe not land acquisition positions
* Integrating training into a certificate program? Mixed opinions on if this is the right path, i.e. would people who have been doing this work for 20 years have to go back and get a certificate?
* Concern that there isn’t a large enough pool of consultants to do all of this work
* MassAudubon Early Career Program has been very successful
	+ Recruitment is done through its DEI team and sourced through undergraduate schools throughout the country
* Certificate Program would have to have a certain amount of rigor associated with it
	+ Conway School could be a model
* NRCS has an internship program where they monitor easements, look at soils maps for new applications, assessors maps and are looking at opportunities for wetland easements opportunities and salt marsh restoration opportunities, good with GIS and new technologies
* Keystone Cooperators is a good crash course, Lincoln Institute of Land Policy
* TerraCorps doesn’t necessarily line up with the acquisition timeline
* Use your local universities’/colleges’ intern programs
* Have land trust time acknowledged by state agency for the work it does (financially) – applying for a grant to get paid to do the work that you’re doing? That doesn’t seem right.
* Land trust could apply for a staff person as a trainee and then at the end of that year they could be hired as a consultant
* DCR Forestry is looking to build up the Service Forestry Program has asked EQLT to house the forester and partner with them to train new people – good program since EQLT doesn’t have to spend all of its time training the staffer