



GreenLeaders FELLOWSHIP

Powered by EarthShare Texas

EarthShare Texas proposes a nuanced solution that addresses Green Workforce constraints while building the green leadership pipeline.

About the Program

The Fellowship program strives to provide capacity relief to environmental nonprofits. NPOs are encouraged to apply with a specific and impactful project. Fellows are vetted and placed with a host nonprofit and project based on their skills and interests.

Participant Benefits

- Skilled fellow placement for 12 weeks
- Fellow recruitment, screening, and interviews for project and fellow fit (led by EarthShare Texas)
- Diversity, equity, and inclusion coaching and training for participating nonprofit leadership
- Workforce preparedness and fellow coaching provided by EarthShare Texas and learning & development partners
- 8 ESTX member participants will receive a \$5k capacity grant

Success Stories

In 2024, EarthShare Texas placed 6 fellows with 5 host nonprofits and launched the inaugural cohort of Green Leadership Fellows. Fellows completed projects in community outreach, program evaluation, communication and marketing, and more.

"This fellowship has been an amazing help to our organization to increase staff capacity."
- 2024 NPO Participant



**Project
Deliverables**



DEI Training



**Talent Vetting
& Screening**



**Paid Fellow
Placement**



GreenLeaders FELLOWSHIP

Powered by EarthShare Texas

Cost Breakdown

With support from H-E-B, EarthShare Texas has the funding to provide **8 ESTX members with free participation** in the program. As a member benefit, additional ESTX members may join the cohort for a small fee. Nonprofits that are not members of EarthShare Texas can participate by covering the full cost of the program.

| Program Element | Member Pricing | Non-Member Pricing |
|---------------------------------|----------------|--------------------|
| Fellow Stipend | \$4,500 | \$4,500 |
| DEI Training | \$2,000 | \$2,000 |
| Fellow Learning and Development | \$0 | \$5,000 |
| Administrative Services | \$0 | \$500 |
| Total Investment | \$6,500 | \$12,000 |

“Our fellows have been a huge asset. They’ve taken initiative and have already transformed our social media presence. They’ve both created cool, informational designs, and they have decided they want to overhaul our website. These are HUGE gains for our tiny staff.”

- 2024 NPO Participant

Application Timeline

| Date | Program Element |
|------------------|--|
| 5/20/24 | Application cycle announced |
| 5/28/24 | Fellowship Information Session |
| 6/3/24 | Nonprofit Project Application opens |
| 6/12/24 | Fellowship Information Session |
| 7/3/24 | Fellowship Project Application Office Hour |
| 7/12/24 | Nonprofit Project Application closes |
| 7/22/24 - 8/9/24 | Nonprofit Project interviews and evaluations |
| 8/16/24 | Nonprofit Projects selected and finalized |
| 8/26/24 | Fellows Application opens |

Program Timeline

| Date | Program Element |
|---------------------|---|
| 9/15/24 | Fellows Application closes |
| 9/23/24 - 10/4/23 | First round of Fellow interviews |
| 10/9/24 | Fellow finalists selected and NPOs notified |
| 10/14/24 - 10/30/24 | Second round Fellow/NPO interviews |
| 11/1/24 | Fellows selected and notified |
| 1/7/25 - 1/9/25 | Fellowship orientation |
| 1/13/25 | Project work begins |
| 4/4/25 | Project work ends |
| 4/19/25 (Tentative) | Fellowship Project Presentation Event |

Fellow Selection Process

EarthShare Texas is responsible for application distribution, applicant screenings, and initial interview of potential fellows. After a preliminary round of interviews, EarthShare Texas will recommend 2 applicants for the nonprofit to interview for team fit. The nonprofit will make the final selection, at which point EarthShare Texas will take over hiring and onboarding the Fellow. Our goal is for the application process to be efficient and positive for NPO participants.

Let's Get Started!

Contact Us:

jordan@earthshare-texas.org

earthshare-texas.org | 214-733-4874