



# GreenLeaders FELLOWSHIP

*Powered by EarthShare Texas*

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

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## 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

## Success Stories

To date, EarthShare Texas has placed 16 fellows with 15 host nonprofits, and the second cohort of Green Leadership Fellows has graduated. Fellows completed projects in community outreach, program evaluation, communication and marketing, data analysis, educational program development, and more.

***"This fellowship has been an amazing help to our organization to increase staff capacity."***

***- NPO Participant***



**Project  
Deliverables**



**DEI Training**



**Talent Vetting  
& Screening**



**Paid Fellow  
Placement**



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## Cost Breakdown

With support from H-E-B, EarthShare Texas has the funding to provide **selected 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
<b>Total Investment</b>	<b>\$6,500</b>	<b>\$12,000</b>

***“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.”***

***- NPO Participant***

# Application Timeline

Date	Program Element
5/28/25	Nonprofit Project Application Opens
6/11/25	Fellowship Information Session <a href="#">Meeting Link</a>
7/2/25	Fellowship Project Application Office Hour <a href="#">Link</a>
7/18/25	Nonprofit Project Application closes
7/23/25 - 8/14/25	Nonprofit Project interviews and evaluations
7/23/25	Fellows Application opens
8/22/25	Nonprofit Projects selected and finalized

# Program Timeline

Date	Program Element
9/15/25	Fellows Application closes
9/23/25 - 10/4/25	First round of Fellow interviews
10/9/25	Fellow finalists selected and NPOs notified
10/14/24 - 10/30/24	Second round Fellow/NPO interviews
11/3/24	Fellows selected and notified
1/6/25 - 1/8/25	Fellowship orientation
1/13/25	Project work begins
4/3/25	Project work ends
4/9/25 (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.

**“The fellowship program significantly improved my knowledge and skills in environmental leadership and sustainability by immersing me in critical policy areas such as carbon management, hydrogen infrastructure, and environmental justice. I gained practical experience analyzing legislation, developing policy briefs, and evaluating stakeholder perspectives.”**

**- GLF Fellow**

# **Let's Get Started!**

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**Contact Us:**

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