BROADENING ACCESS AND PARTICIPATION IN THE GEOSCIENCES: GEO-WORKFORCE DEVELOPMENT AT UNAVCO

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UNAVCO, a non-profit university-governed consortium, facilitates geoscience research and education using geodesy

- UNAVCO operates the NSF GAGE (Geodesy Advancing Geosciences and EarthScope) Facility
- The GAGE facility supports many facets of geoscience research including instrumentation and infrastructure, data analysis, cyberinfrastructure, and broader impacts
Intentional preparation and talent development of populations historically underrepresented in the geoscience workforce will present an infusion of necessary new perspectives and people into the workforce.
• 2017: Completed 13th summer of internship program; 66 alumni

• 11-week paid summer internship - opportunity to participate for second summer

• Professional development and extensive support:
  • Career exploration via local field trips, graduate student round table
  • Writing and communications workshops
  • Graduate school application support (including GRE prep materials and exam fees; application fee support)
  • Interns present their summer work at end of summer UNAVCO intern colloquium and poster session hosted by UCAR
  • Funding available to attend scientific conference to interact with broader scientific community [funding provided by grant from ExxonMobil Foundation]

• Multiple mentors: faculty, researchers, postdocs, and graduate students from a variety of institutions
Focus on preparing students to enter the geoscience workforce at the level that best meets their needs and fits their situation.
80% of RESESS graduates are in geoscience graduate school or working in the geosciences
BROADENING PARTICIPATION STRATEGIES AT UNAVCO

- Strong institutional support
- Comprehensive and ongoing support networks for students
- Multiple mentors
- Effective partnerships with diverse stakeholders