

**Rocky Mountain Restoration Initiative (RMRI)  
September 8, 2022, 9:00 AM - 11:00 AM  
RMRI Workforce Capacity Subcommittee  
Meeting Summary – FINAL**

<b>RMRI WORKFORCE CAPACITY SUBCOMMITTEE</b>	
<b>ATTENDANCE:</b> Samantha Albert, Heather Houk, Molly Pitts, Tim Reader, Scott Segerstrom, Nathan Van Schaik	
<b>ACTION ITEMS</b>	
<b>Molly Pitts</b>	Work with Tara Umphries to reach out to Bill Jackson at the USFS to discuss their recreation workforce challenges.
<b>Molly Pitts and Tim Reader</b>	<ul style="list-style-type: none"> <li>• Share the University of Montana’s Bureau of Business and Economic Research 2020 Colorado timber industry data once finalized.</li> <li>• Identify which actions in the work plan the Workforce Capacity Subcommittee has already accomplished.</li> </ul>
<b>Tim Reader</b>	<ul style="list-style-type: none"> <li>• Reach out to Dr. Kurt Mackes to determine how the draft curriculum aligns with different course numbers in the community college system.</li> <li>• Gather the most up-to-date forestry industry employment figures for Colorado from the University of Montana, and share them with Nathan Van Schaik to include in the forest industry brochure.</li> </ul>
<b>Scott Segerstrom</b>	<ul style="list-style-type: none"> <li>• Share his contact at the State Wildland Inmate Fire Team program with Molly Pitts to discuss potential mechanical treatment training.</li> <li>• Share the accomplishments from the first year of the Colorado Climate Corps when available.</li> </ul>
<b>MEETING SUMMARY</b>	
<b>DISCUSSION TOPIC:</b> Action Item Updates	
<p><b>Discussion Points:</b></p> <ul style="list-style-type: none"> <li>• Molly Pitts, Colorado Timber Industry Association (CTIA), has not had the opportunity to contact someone at the US Forest Service (USFS) about their recreation workforce capacity. She has reached out to Bill Jackson about recreation workforce needs, but he has not responded. She will work with Tara Umphries, USFS, to reach out to Bill Jackson about recreation workforce needs.</li> <li>• Molly distributed the draft curriculum for a forestry operations certificate program and the scope of work for the Colorado Climate Corps to the Subcommittee.</li> </ul>	<p><b>Decision/Action Items:</b></p> <ul style="list-style-type: none"> <li>• <b>Molly Pitts:</b> Work with Tara Umphries to contact Bill Jackson at the USFS to discuss their recreation workforce challenges.</li> </ul>
<b>DISCUSSION TOPIC:</b> Legislative and Programmatic Updates	
<p><b>Discussion Points:</b></p> <ul style="list-style-type: none"> <li>• Molly Pitts and Tim Reader, Colorado State Forest Service (CSFS), presented to the Wildfire Matters Review Committee. The Committee develops ten bills each year and introduces five of them in the legislative session.</li> </ul>	<p><b>Decision/Action Items:</b></p> <ul style="list-style-type: none"> <li>• <b>Tim Reader and Molly Pitts:</b> Share the University of Montana’s Bureau of Business and Economic Research 2020 Colorado timber industry data once finalized.</li> </ul>

<ul style="list-style-type: none"> <li>• Some of the bills the Committee plans to advance this year are related to purchasing equipment for wildfire suppression.</li> <li>• Tim and Molly have worked on developing draft bills to fund an internship program for the timber industry. The draft bill would also allocate funding to stand up an additional forestry training program and increase capacity for existing programs. The bill would potentially allocate funding for the purchase of a new simulator.</li> <li>• Molly and Tim worked on another draft bill to provide funding to the CSFS loan and grant program for purchasing forestry equipment.</li> <li>• Tim and Molly are working with the Colorado Department of Natural Resources (DNR) to potentially move forward these bills through their channels. DNR can support five bills each legislative session.</li> <li>• The Colorado Youth Corps Association (CYCA) is not currently working on any legislation. Their top priority is to continue generating support for the Colorado Strategic Wildfire Action Program (COSWAP), which has provided funding to hire CYCA crews and State Wildland Inmate Fire Teams.</li> <li>• Youth Corps conservation crews regularly participate in post-fire rehabilitation programs. Crews sometimes engage in re-planting activities, but their re-planting work is often focused on mining and reclamation sites.</li> <li>• The University of Montana Bureau of Business and Economic Research regularly surveys the forest industry in Colorado. Their 2020 data indicates that amount of work occurring on private lands and the timber volume being harvested has increased significantly. Recent budgetary increases for forest management and treatments will create a more stable supply for businesses.</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Scott Segerstrom:</b> Share his contact at the State Wildland Inmate Fire Team program with Molly Pitts to discuss potential mechanical treatment training.</li> </ul>
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**DISCUSSION TOPIC:** Draft Forestry Operations Curriculum and Community College Programs

<p><b>Discussion Points:</b></p> <ul style="list-style-type: none"> <li>• Dr. Kurt Mackes at Colorado State University (CSU) prepared a draft curriculum for forestry operations based on his experience teaching. The curriculum focuses on ecology, fieldwork, and implementation skills.</li> <li>• Dr. Mackes has likely cross-referenced the curriculum with Front Range Community College’s curriculum in forestry but not with Colorado Mountain College’s.</li> </ul>	<p><b>Decisions/Action Items:</b></p> <ul style="list-style-type: none"> <li>• <b>Tim Reader:</b> Reach out to Dr. Kurt Mackes to determine how the draft curriculum aligns with different course numbers in the community college system.</li> </ul>
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<ul style="list-style-type: none"> <li>• The courses identified in the curriculum must align with the title of a source in the community college system. It would be helpful to determine how the draft curriculum aligns with different course numbers in the community college system.</li> <li>• Colorado Mountain College – Leadville reached out to Molly Pitts with interest in creating a forest operations certificate program. The program intends to enroll students for a semester and then pair them with jobs in the field. The program administrators want to focus on saw operations. One challenge is aligning the timeline of the program with federal hiring timelines.</li> <li>• The courses outlined in the draft curriculum look appropriate.</li> <li>• Part of the curriculum should include a crash course on how to navigate USAJobs.</li> </ul>	
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**DISCUSSION TOPIC: Forest Industry Brochure**

<p><b>Discussion Points:</b></p> <ul style="list-style-type: none"> <li>• Nathan Van Schaik and Molly Pitts worked together to develop a trifold with information on forestry careers. The trifold includes contact information for CTIA.</li> <li>• The trifold should include the most up-to-date employment figures for Colorado.</li> <li>• This brochure would be helpful for volunteers enrolled in the conservation corps. The CYCA could potentially distribute these brochures.</li> <li>• It would be helpful if the brochure linked to a jobs page. Currently, there is no jobs page for forestry jobs in Colorado. In the future, the Workforce Capacity Subcommittee will discuss the idea of creating a jobs page.</li> </ul>	<p><b>Decisions/Action Items:</b></p> <ul style="list-style-type: none"> <li>• <b>Tim Reader:</b> Gather the most up-to-date forestry industry employment figures for Colorado from the University of Montana, and share them with Nathan Van Schaik to include in the forest industry brochure.</li> </ul>
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**DISCUSSION TOPIC: Colorado Climate Corps**

<p><b>Discussion Points:</b></p> <ul style="list-style-type: none"> <li>• The National Government was interested in establishing a civilian climate corps. When people in Colorado realized the national climate corps would not come to fruition, they established the Colorado Climate Corps through the state. The Corps is funded directly by the American Rescue Plan Act. The program is funded through 2024.</li> <li>• AmeriCorps provided a grant to establish the Colorado Climate Corps, which CYCA provides matching funds for. The Colorado Climate Corps funding is dedicated to training members enrolled in the program, staff time for administration, corps member compensation, and the education</li> </ul>	<p><b>Decisions/Action Items:</b></p> <ul style="list-style-type: none"> <li>• <b>Scott Segerstrom:</b> Share the accomplishments from the first year of the Colorado Climate Corps when available.</li> </ul>
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<p>stipend awarded to each enrollee upon completion. The budget can provide a weekly living allowance for around 400 members.</p> <ul style="list-style-type: none"> <li>• The Colorado Climate Corps primarily focuses on fieldwork related to watershed health, forest health, and the transition to green energy. However, new programs focus on climate resiliency and community planning, community outreach, and health equity.</li> <li>• CYCA is having challenges with filling conservation corps positions. This challenge is common across Corps throughout the nation. AmeriCorps has a federally legislative ceiling for how much they can pay volunteers. This ceiling makes it difficult for CYCA to offer positions with competitive salaries.</li> <li>• Volunteers enrolled in the Colorado Climate Corps will wear AmeriCorps branded material. There is no specific Colorado Climate Corps branding at this time.</li> <li>• On their website, CYCA has a map that shows where each conservation corps operates in Colorado. In addition to regional corps, some counties have corps programs, too.</li> <li>• CYCA is registered as a 501c3.</li> <li>• COSWAP provided funding to applicants to hire a conservation corps to do work.</li> </ul>	
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**DISCUSSION TOPIC: Workforce Capacity Subcommittee Work Plan**

<p><b>Discussion Points:</b></p> <ul style="list-style-type: none"> <li>• At each meeting, the Subcommittee should identify which actions they have completed in the work plan.</li> <li>• The Workforce Capacity Subcommittee should explore more ways to advance its strategies related to the recreation workforce.</li> </ul>	<p><b>Decisions/Action Items:</b></p> <ul style="list-style-type: none"> <li>• <b>Tim Reader and Molly Pitts:</b> Identify which actions in the work plan the Workforce Capacity Subcommittee has already accomplished.</li> </ul>
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**Next Steps**

<ul style="list-style-type: none"> <li>• Samuel Wallace will send out a Doodle to schedule the next Workforce Capacity Subcommittee meeting in September.</li> <li>• At the next meeting, Workforce Capacity Subcommittee members will discuss the following: <ul style="list-style-type: none"> <li>○ Creating a centralized location for finding forestry jobs in Colorado</li> </ul> </li> </ul>
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