

Rocky Mountain Restoration Initiative (RMRI)
March 22, 2023, 10:00 AM - 12:00 PM
RMRI Workforce Capacity Subcommittee
Meeting Summary – FINAL

RMRI WORKFORCE CAPACITY SUBCOMMITTEE	
ATTENDANCE: Liz Dowling, Scott Fast, Thomas Hartman, Audrey Miles-Cherney, Molly Pitts, Tim Reader, Scott Segerstrom, Nathan Van Schaik	
ACTION ITEMS	
Nathan Van Schaik	Investigate the new recreation position at the US Forest Service Region 2 Office
Tim Reader	<ul style="list-style-type: none"> Contact BBER to inquire about finalized Colorado timber industry 2020 data results. Update subcommittee on developments with Fading West. Send the Meier Skis article to Samuel Wallace to distribute to the subcommittee.
Tim Reader and Molly Pitts	<ul style="list-style-type: none"> Find and share the report from the USFS Roundtable with the subcommittee. Send out an updated version of SB 116 to the subcommittee once it is released. Track updates to Workforce Subcommittee Work Plan to present to the subcommittee at the next meeting
Audrey Miles-Cherney	Provide the subcommittee with updates regarding opportunities for field trips at the Big Blue project.
Scott Fast	Send the agriculture and natural resource pathways to participants to provide input.
All Subcommittee Members	Provide edits to the agriculture/natural resources pathway.
Peak Facilitation	<ul style="list-style-type: none"> Share the Meier Skis article with the subcommittee. Contact participants to confirm the next meeting date.
MEETING SUMMARY	
DISCUSSION TOPIC: Action items from January 12, 2023	
<p>Discussion Points:</p> <ul style="list-style-type: none"> Molly Pitts tabled at the Lands to Your Hands event in Boulder on February 22-23. There was a good turnout; she interacted with around 600 students. Students had varying levels of understanding of the forestry process. Miller Timber Services recently completed its projects around Colorado Springs, so they will not be able to host Power Technical Early College (PTEC) field trip. There will likely be an opportunity for the field trip in the fall. Suitable sites for a Woodland Park field tour for PTEC students have not yet been confirmed. The 	<p>Decision/Action Items:</p> <ul style="list-style-type: none"> Nathan Van Schaik: Investigate the new recreation position at the USFS Region 2 Office. Tim Reader: Contact BBER to inquire about finalized Colorado timber industry 2020 data results. Tim Reader: Update the subcommittee on developments with Fading West. Tim Reader and Molly Pitts: Find and share the report from the USFS

<p>Big Blue forestry project near Pikes Peak may start this summer but has not been confirmed. Fall is a more likely start date. This could be a good field trip opportunity for PTEC students. Audrey Miles-Cherney has reached out to Colorado Springs Utility to gauge field trip potential.</p> <ul style="list-style-type: none"> • The University of Montana Bureau of Business and Economic Research (BBER) report on Colorado timber industry data for 2020 is still being finalized. • Fading West is a new modular home company in Buena Vista. They are considering applying for a new incentive program through the Colorado Office of Economic Development. Colorado State Forest Service (CSFS) has provided resources to help finance their operations. Tim Reader has not been able to schedule a tour with Fading West yet due to conflicting schedules, but he will keep the subcommittee updated on his communications. The link to their website detailing building practices is here. • Bill Jackson, recreation supervisor at the US Forest Service (USFS) Region 2 Office, has left. It will be helpful to identify the new USFS Region 2 recreation supervisor so that the subcommittee can learn about workforce capacity challenges in the recreation sector. • Molly Pitts attended the US Forest Service (USFS) Industry Roundtable in February. The meeting had around 60 attendees from various interest groups and businesses. One key takeaway from the discussion was the low value of trees in Colorado forests and the importance of making it easier to utilize wood. Another was that it is more likely for an existing small business to become successful than for a new business to establish itself. A report should be published soon. • Colorado Youth Corps Association (CYCA) has received grant money and is working with Barefoot PR, a public relations firm, to turn natural resource job seeker PDF into a more interactive and user-friendly interface. CYCA and Barefoot will be holding listening sessions with young people to get input in the spring and summer. They will then take the input to remodel the resource in the fall. The first listening session will be held during Colorado Parks and Wildlife (CPW)'s Careers in Natural Resources summit on 	<p>Industry Roundtable with the subcommittee.</p> <ul style="list-style-type: none"> • Audrey Miles-Cherney: Provide the subcommittee with updates regarding opportunities for field trips at the Big Blue project.
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<p>April 27, 12:30-3:30pm. Subcommittee members are encouraged to attend.</p> <ul style="list-style-type: none"> • The CYCA Job Seeker PDF will remain online and accessible until a new resource has been created. The current PDF mostly focuses on governmental jobs and navigating the USA Jobs website. • Funding from State Bill 005, which focuses on the development of workforce resources for USFS in Colorado, could potentially be used to support this project. 	
<p>DISCUSSION TOPIC: Colorado State Legislation</p>	
<p>Discussion Points:</p> <ul style="list-style-type: none"> • There have been few legislative updates since the last meeting. Currently, the Legislature is focused on the budget. Until this is done, new state bills will generally not be considered. • Currently, it seems unlikely that any money from Colorado State Wildfire Action Plan Program (COSWAP) will remain in Senate Bill 005. The proposed \$1 million allocation to COSWAP creates too large of a fiscal note. COSWAP is not a priority in SB 005 because it has received money from other legislation. The internship program was removed from SB 1018. The bill is now solely focused on tax incentives. SB 005 still contains an internship program. • The Legislature will likely prioritize SB 005 over SB 1018. 	<p>Decision/Action Items:</p> <ul style="list-style-type: none"> • Molly Pitts & Tim Reader: Send out the updated version of SB 116 to the subcommittee once it is released.
<p>DISCUSSION TOPIC: Brainstorming Session: ‘Why am I a Logger?’ video shared by Pat Dorsey</p>	
<p>Discussion Points:</p> <ul style="list-style-type: none"> • The level of diversity in the video is good. The natural resource management field is moving in a more diverse direction. Future outreach should focus on the inclusion of younger people, people from diverse backgrounds, and those who do not have friends or family in the industry. • Modern forestry is missing a generational component that historically helped to populate the field. • It would be helpful to tie messaging to aspects of forestry that do not have negative stigmas, like fire mitigation and forest health. • The Women’s Forest Congress was recently founded with a focus on building diversity in forestry. This could be an important group to engage in the process of building a workforce. • To connect with younger audiences, any video(s) developed should be put on YouTube or TikTok. 	<p>Decision/Action Items:</p> <ul style="list-style-type: none"> • Tim Reader: Send the Meier Skis article to Samuel Wallace to distribute to the subcommittee.

<ul style="list-style-type: none"> • Fox News Denver featured an article on Meier Skis, featuring marketing staff discussing the importance of wood products. This provides an example of a video on wood products that is accessible and attractive to younger people. 	
<p>DISCUSSION TOPIC: Colorado Workforce Development Council: Agriculture and Natural Resource Pathways</p>	
<p>Discussion Points:</p> <ul style="list-style-type: none"> • . MyColoradoJourney is an online application focused on connecting students and people looking for new careers with different career pathways in Colorado. The agricultural pathway includes a focus on forestry. The pathway is in development, and the plan is to publish the pathway in late summer. • Partners like RMRI can help to identify open jobs and critical occupations within their industries, as well as ground-truthing what level of certification and/or experience is required for different positions specific to Colorado. • The USFS has discussed posting a jobs page but has limited capacity. Leveraging this tool and sharing it through the channels of different forestry organizations could prove helpful. • Adding Natural Resources to the title so that it reads the “agriculture natural resources pathway” may be more attractive and more encompassing of conservation jobs. • Pathways are developed on a three-year schedule. The process starts with collecting data on job postings. Staff at the Colorado Workforce Development Council then verify information with industry professionals and experts before finalizing the pathway. • Sharing information about MyColoradoJourney at the April Natural Resources Careers Summit could be beneficial. • The Colorado Workforce Development staff welcomes comments from the Workforce Capacity Subcommittee members to ground truth the information in the tool. • Some of the technician jobs identified in the agriculture and natural careers pathway may require a greater degree of training than currently indicated in the pathways. 	<p>Decisions/Action Items:</p> <ul style="list-style-type: none"> • Scott Fast: Send the agriculture and natural resource pathways to participants to provide input. • Subcommittee members: Provide edits to the agriculture/natural resources pathway.

DISCUSSION TOPIC: 2023 Work Plan

Discussion Points:

- Subcommittee members will discuss the Workforce Capacity Subcommittee Work Plan at the April meeting.

Decisions/Action Items:

- **Molly Pitts and Tim Reader:** Track updates to Workforce Capacity Subcommittee Work Plan to present to the subcommittee at the next meeting

NEXT STEPS

- The RMRI Social License and Communications Subcommittee is launching its Brown Bag Lunch Program on April 24.
- The next Workforce Subcommittee meeting is scheduled for the last week in April.
- The subcommittee will discuss the 2023 Workforce Capacity Subcommittee Work Plan at the next meeting.