

**Rocky Mountain Restoration Initiative (RMRI)**  
**June 24, 2021, 1:00 PM - 3:00 PM**  
**RMRI Workforce Capacity Subcommittee**  
**Meeting Summary – FINAL**

<b>RMRI WORKFORCE CAPACITY SUBCOMMITTEE</b>	
<b>ATTENDANCE:</b> Samantha Albert, Patt Dorsey, Samuel Dosumu, Molly Pitts, Bethany Powell, Tim Reader, Scott Segerstrom, Nathan Van Schaik, Matt Williams	
<b>ACTION ITEMS</b>	
<b>Samantha Albert</b>	<ul style="list-style-type: none"> <li>• Research what funding opportunities are included in the state’s workforce stimulus bill.</li> <li>• Research whether there are incentives for businesses to hire displaced coal workers.</li> </ul>
<b>Scott Segerstrom</b>	Consider how an apprenticeship/ internship program with private industry could work through the Colorado Youth Conservation Corps.
<b>Samuel Wallace</b>	Send out a Doodle to schedule the next Workforce Capacity Subcommittee meeting in August.
<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), continues to explore options for a registered apprenticeship program. She has met with Kevin Heiner, Southwest Conservation Corps, to discuss the potential to use the corps to recruit people into the apprenticeship program.</li> <li>• Molly Pitts shared flyers for forestry programs and degrees with Jake Todd, US Forest Service (USFS), to bring to Fort Carson job events.</li> <li>• Molly Pitts and Tim Reader, Colorado State Forest Service (CSFS), presented to the workforce center leadership on May 17 and June 16. There is a lot of interest in developing the forestry workforce.</li> <li>• Molly Pitts will be meeting with the Office of Just Transition to talk about the option for recruiting displaced coal miners to the forestry workforce.</li> <li>• Molly Pitts and Tim Reader will be presenting at an economic development conference in October.</li> <li>• Tara Umphries, USFS, connected with the recreation staff at the USFS Region 2 Office, but they were unable to present at today’s meeting on the recreation workforce.</li> <li>• Samantha Albert, Colorado Outdoor Recreation Industry Office, provided figures on recreation employment to Tim and Molly ahead of their meeting with the workforce centers.</li> </ul>	<p><b>Decisions/Action Items:</b></p> <p>None.</p>

**DISCUSSION TOPIC:** Colorado Youth Corps Association Update

**Discussion Points:**

- Scott Segerstrom, Colorado Youth Corps Association, is keeping a close eye on the federal infrastructure bill, which may increase funding for the corps program and establish the Civilian Climate Corps.
- The statewide stimulus bill provided funding to the conservation corps program over the next couple of years and the Colorado Correctional Industries State Wildland Inmate Fire Team program. The funding should increase the capacity to conduct forest health projects. The conservation corps will continue to provide their service for a fee, but the stimulus funding may pay for conservation corps services for projects. The conservation corps have to publicly compete for contracts through cooperative agreements. The conservation corps cannot take jobs away from the private sector. The number of conservation corps crews will expand until the stimulus funding expires.
- The Colorado conservation corps can sometimes provide S-212 training for members but cannot normally provide S-130 or S-190 training. The conservation corps sometimes partner with agencies to implement trainings. Pueblo Community College is interested in offering these trainings for students to earn a wildland certificate and will reach out to Scott Segerstrom to explore opportunities with the CYCA.
- The Colorado Department of Public Safety (DPS), Department of Natural Resources (DNR), and Colorado State Forest Service (CSFS) are discussing how to spend the state stimulus funding, including how to select projects for funding. Some of the funding is going to a National Incident Management Team to conduct a statewide prioritization process to identify high-risk acres.
- The conservation corps complete all their work by hand currently. There is an opportunity for the corps to expand to mechanized treatment. If they did expand to mechanical treatment, the conservation corps would have to make sure they are not taking contracts from private industry and make the private industry aware that the

**Decisions/Action Items:**

- **Scott Segerstrom:** Consider how an apprenticeship/ internship program with private industry could work through the Colorado Youth Conservation Corps.

<p>conservation corps program is meant to feed into their workforce.</p> <ul style="list-style-type: none"> <li>• The conservation corps has a program where they pay the salary for a federal government intern. The corps members are employees of the associated conservation corps but work with a federal agency. There may be an opportunity to apply this same model to apprenticeships in the private industry.</li> </ul>	
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**DISCUSSION TOPIC: Partner Updates**

<p><b>Discussion Points:</b></p> <ul style="list-style-type: none"> <li>• Molly Pitts and Tim Reader attended a Future Farmers of America (FFA) career convention. FFA has always included a natural resource career field in their programs, but they have not always emphasized that aspect of their program in Colorado. There may be more opportunities in the future to engage with FFA to develop the natural resource career field. In the future, it may be helpful to have handouts on natural resource careers and RMRI giveaways to share with students.</li> <li>• The state allocated \$8 million annually to the Forest Restoration and Wildfire Risk Mitigation (FRWRM) grant program. They also changed the program so funding can be used on federal land adjacent to state and private land. As funding and the number of projects increase and become more reliable, there will need to be a commiserate increase in workforce capacity to meet needs.</li> <li>• Matt Williams, USFS, is working with veterans to place them into the natural resources career field. There may be an opportunity for veterans in the future to join apprenticeship programs for the forest industry.</li> <li>• Tim Reader and Molly Pitts were contacted by a group conducting workforce surveys in USFS Region 2. They may be able to pull initial data into a workforce estimate model.</li> </ul>	<p><b>Decisions/Action Items:</b></p> <p>None.</p>
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**DISCUSSION TOPIC: Pueblo Community College – Bayfield Programs**

<p><b>Discussion Points:</b></p> <ul style="list-style-type: none"> <li>• Pueblo Community College – Bayfield is looking to start offering S-130 and S-190 classes. They have been in contact with local fire departments to assess their needs. Pueblo Community College is interested in exploring an educational program for heavy equipment operators.</li> </ul>	<p><b>Decisions/Action Items:</b></p> <ul style="list-style-type: none"> <li>• <b>Samantha Albert:</b> Research what funding opportunities are included in the state’s workforce stimulus bill.</li> <li>• <b>Samantha Albert:</b> Research whether there are incentives for businesses to hire displaced coal workers.</li> </ul>
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- Pueblo Community College would like to know more about workforce needs to help inform their program. They would also like to learn more about how to recruit potential students into the program.
- The Workforce Capacity Subcommittee has met with Shasta College and Northern Maine Community College (NMCC) to discuss their programs. The Shasta College is a one-year program, while the NMCC is a 12-week program. The 12-week program may be more accessible to those making a career transition later in life. The only existing program for heavy equipment operators in the Southwest is Northern Arizona University's (NAU) workforce training center. There is a need for a program located in Colorado.
- There are existing curriculums that Pueblo Community College could modify to meet local needs. Curriculum development should not be a big barrier.
- Businesses in Southwest Colorado are expanding their operations and looking for a skilled workforce. Tim Reader could help connect Bethany Powell and Samuel Dosumu to existing businesses in the area.
- In addition to fuels mitigation and logging needs, there is also a need for trail building programs to address the recreation side of the forest. Trinidad State Junior College is the only trail-building program in the state.
- Northern Arizona University (NAU) just conducted a workforce survey for forest businesses, and they are finalizing their results. The biggest need for forest businesses is a skilled workforce.
- There is also a need for people with commercial driver's licenses (CDL). The challenge for Pueblo Community College in establishing a CDL program is that they do not own the trucks needed for a program. Obtaining a simulator could help launch a program.
- The state legislature passed a workforce stimulus bill, which provides funding for workforce development programs. There may be an opportunity to use the funding to purchase equipment for training programs.
- The Office of Economic Development and International Trade (OEDIT) and Office of Just Transition are looking at ways to help displaced

<p>coal workers find jobs, particularly in northwest Colorado. Communities are starting to committees to address just transition.</p> <ul style="list-style-type: none"><li>• One consideration for the Workforce Capacity Subcommittee in the future is how to recruit students. Nathan Van Schaik, USFS, can help support that effort in the future.</li></ul>	
<b>Next Steps</b>	
Samuel Wallace will send out a Doodle to schedule the next Workforce Capacity Subcommittee meeting in August.	