

ECOSYSTEM WORKFORCE PROJECT

BUILDING A SUSTAINABLE HIGH SKILL/HIGH WAGE ECOSYSTEM MANAGEMENT INDUSTRY

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Oregon's Ecosystem Workforce Demonstration Projects

Working Toward Change

On April 2, 1993, President Clinton convened the Forest Summit in Portland, Oregon to learn first hand about the environmental, social and economic ramifications of changes in federal forest management in the Pacific Northwest. Out of this effort arose the **Northwest Economic Adjustment Initiative (NEAI)**. The NEAI aims to help workers, businesses, communities, and tribes that have relied on a forest products-based economy to adjust to changing economic conditions.

The NEAI addresses four program areas of worker/community assistance:

- workers and families
- business and industry
- communities and infrastructure
- ecosystem investment

The Ecosystem Investment Team (EIT) was formed to address the ecosystem investment program area. Its mission is to link watershed restoration activities on federal and non-federal lands to dislocated workers and their families and to businesses in affected communities in order to improve social, economic, and environmental outcomes.

Congress asserted that, under the ecosystem investment program, four federal agencies would redirect approximately \$27 million in 1994 to a new program called **Jobs in the Woods (JITW)**. JITW aims to link priority watershed restoration work with family-wage jobs for dislocated workers in timber-dependent communities.

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Ecosystem Workforce Project Vision

To demonstrate the linkages between a quality workforce, healthy communities and effective management for healthy forest ecosystems in the long term.



JITW funds represent about one third of the total BLM/USFS contracting budgets. However, since contracting budgets are only a fraction of what they were during years of higher timber harvests, JITW cannot provide for all of the workers who have lost jobs due to changes in the timber industry. Some workers want to get out of the forest industry, but for those who are willing to learn new skills, JITW can provide an opportunity to begin a career path in the new forest stewardship industry.

Federal land management agencies are working to change how they distribute projects under JITW. The bidding process has typically favored the lowest bid. Contractors sometimes keep their bids low by paying low wages and may fail to comply with the terms of their contracts. Frequently compliance violations go undetected. Because many contracts are short term, few include enough work to keep workers employed full-time, year-round. The agencies are trying to improve the industry by working to design and package projects together, thereby providing steady, family-wage employment for workers. This will simplify project oversight and reduce costs for contractors and federal agencies.

Agencies and contractors agree that we need a skilled ecosystem restoration workforce that can work with land management agencies to continually improve ecosystem-based adaptive management techniques and provide quality forest management work. The current ecosystem management framework provides few firm agency standards, relying instead on continual monitoring of project outcomes. Many forest managers believe that the workforce must understand the principles of ecosystem management and be able to make on-the-spot improvements in project design. Over time, the region can develop a well-trained and stable workforce of "applied ecologists" that are needed for the new ecosystem management approach.

The goal is that all workers who participate in the Ecosystem Workforce Demonstration Projects will become part of a skilled ecosystem restoration workforce in an industry where long-term, family-wage employment becomes the norm of the future.

First Demonstration Project Created in 1994

A team of partners from the Labor Education and Research Center (LERC) at the University of Oregon, the OSU Extension Service (OSUES), the Oregon Economic Development Department (OEDD) and others worked under the NEAI to help the agencies reach their goals. In 1994, these organizations created the Ecosystem Workforce Pilot Project in Sweet Home. The goal of the "Sweet Home Pilot" was to link local workers with watershed restoration job opportunities and training at family wages. Classroom and work-based training of over 216 hours focused on knowledge, skills, and abilities needed to successfully complete

ecosystem enhancement projects. The project combined training in forest and stream ecology, restoration, and legal and entrepreneurial basics with practical field experience.

Each of the partners made special efforts to ensure the success of the project, such as:

- The USDA Forest Service and Bureau of Land Management took some of the off-the-shelf projects that would have normally been let individually as contracts and packaged them together to create a full season of work.
- Job Training Partnership Act (JTPA) partners screened dislocated workers and selected a pool of applicants.
- The Oregon Department of Forestry acted as the employer of record, hiring the workers recommended by a review team at family wages and with full benefits.
- OSUES and LERC developed and provided one day of training for every four days on the job.

The 1994 Ecosystem Workforce Pilot Project demonstrated that dislocated timber workers, ecosystem restoration projects, family wage jobs and education/training can be successfully linked. It equipped forest workers with the skills and confidence that can make them leaders in the new forest stewardship industry.

Projects Expand in 1995

Ecosystem Workforce Project partners expanded their efforts in 1995, supported by a three year grant from the Northwest Area Foundation and countless hours of in-kind staff time contribution from USDI BLM, USDA Forest Service, OSU Extension Service and Oregon Economic Development Department. In 1995, there were seven Ecosystem Workforce Demonstration Projects patterned after the Sweet Home Pilot. In Tillamook, Waldport, Sweet Home, Deschutes, Oakridge, Roseburg, and Medford, partners built demonstration projects to fit their particular circumstances.

1995 objectives

- package more and different types of projects; stretch watershed restoration scheduling to provide the longest possible working season, up to a full year's employment in the Coast Range.
- change the way federal land management agencies design and contract projects to increase opportunities for steady employment in rural forest-based communities.
- include non-federal land projects in the demonstration whenever possible.

The types of ecosystem projects bundled together, the trainers, the agency partners, and the employer will create a unique experience at each site.

1995 Project Summaries

The Ecosystem Workforce Demonstration Projects are designed to provide workers with training and education in order to develop the skills to secure family wage jobs and long-term employment in ecosystem restoration activities on federal and private land.

Worker selection

In 1995, dislocated timber workers were selected based on their interest in future forestry work, willingness to learn new skills and share their skill base, ability to work outside in a demanding environment and commitment to the program.

Benefits to workers

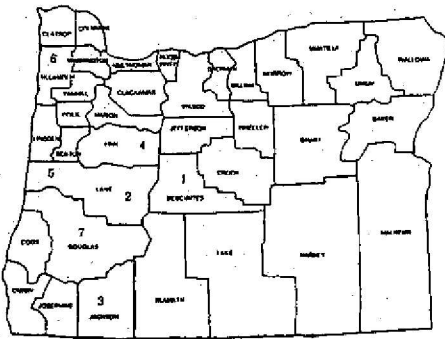
Workers broadened their experience base through education, training and hands-on work experience. The goal and a challenge is to move into permanent, full time work. The workers receive assistance in career development as part of their education and training. A certificate and apprenticeship credit were awarded on completion of the program.

Coordinating Partners

The projects are initiated by local individuals and people involved in community development organizations, educational institutions and land management agencies who have an interest in creating long-term employment opportunities for local residents. Collaborative efforts by approximately forty local partners have been important to the success of the projects.

1995 Projects

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1995 Ecosystem Workforce Demonstration Project Accomplishments

1995 worker-trainees represented a diverse group of people including men and women, and people from a variety of ethnic backgrounds whose ages ranged from 20 to 56. They received wages of \$10 to \$12 per hour plus benefits for the time spent in training and on project work in the field. They had full-time employment for 4 to 12 months and received credit under a new ecosystem management specialist apprenticeship program. The worker-trainees participating in the seven 1995 demonstration projects completed a total of \$1.5 million dollars in project work. The USDA Forest Service, USDI Bureau of Land Management, Oregon Department of Forestry, US Fish

and Wildlife Service and private landowners provided the project work.

In late 1995, the first steps were taken toward accomplishing Ecosystem Workforce Project objectives through contracting models. Relationships between communities and federal and state agency partners expanded. A forum was held in November of 1995 that drew 144 participants from Oregon, Washington and California to share experiences and strategies for creating quality jobs through Jobs-in-the-Woods.

Deschutes

The Deschutes Demonstration Project came about through a partnership between the Deschutes National Forest and the Central Oregon Intergovernmental Council (COIC), a consortium of city and county governments in Central Oregon. Unlike the other demonstration projects, the objective is summer employment for dislocated timber workers enrolled in community college programs leading to other careers.

Ecosystem Benefits: Restoration work benefited local ecosystems by decreasing erosion, sedimentation, and damage to riparian habitats; stabilizing banks and slopes; improving water quality and improving terrestrial and aquatic habitat for amphibians, mammal, birds and fish in an effort to improve diversity. A pilot native plant propagation program was initiated. Native species were planted to restore vegetation diversity. Vehicular and foot traffic was restricted and re-directed to reduce future habitat destruction.

The Work: \$42,600 of work was completed on USDA Forest Service land. The majority of the work were completed in the restoration of the lakeshore of Suttle Lake. Other work was completed in the Odell Watershed. The project work categories included species surveys, riparian vegetation planting, bank stabilization and lake restoration. The project work included:

- a fish habitat diversity study
- fish structures assembled and placed in Davis Lake
- tree planting at Suttle Lake for fish habitat enhancement and erosion control
- willow planting along Odell Creek and the edge of Davis Lake
- bank stabilization of the Little Deschutes River using logs and posts
- riparian restoration of Suttle Lake using structures and native plantings
- rock walls and rock and wood stairs constructed for trail support
- fences built to re-direct foot traffic away from sensitive areas

The Workers: The Deschutes project provided training and employment for fifteen dislocated timber workers in 1995. Three women and twelve men participated. They ranged in age from 21 to 56. One had previously worked as a logger, twelve had been millworkers and two had worked in another occupation.

Project costs and revenue sources: The Deschutes project was different than the other 1995 projects in that all project work was coordinated and funded by the Forest Service. Project work totaled \$42,600.

Community Partners: The Deschutes National Forest and COIC implemented the program and provided orientation and training for the workers. Volunteers from the community also participated in field projects.

Program Contacts:

USDA FS - Kelle Reynolds, 503-433-3258
COIC - Mike Riehle, 503-548-8163
COIC - Rick McKay, 503-548-8163
USDA FS - David Summer, 503-383-5567

Medford

Project work in the Medford demonstration project provided employment for eleven dislocated timber workers from late spring through December. Workers received training in ecosystem management skills through field based training and satellite downlink training sessions.

Project Work: Project work, listed below, totaled \$275,750 in 1995 and included all of the major project categories.

- instream projects
- road work
- riparian and upland vegetation planting and maintenance
- species inventory and data analysis
- lake restoration
- fencing
- trail construction
- restoration of former ATV trails

The Workers: Eleven workers, one woman and ten men participated in the 1995 demonstration project. They ranged in age from 23 to 59. Their previous job experiences varied and included two former agricultural workers, a federal land manager, a logger, four millworkers, a rancher, and two from other backgrounds. They earned an average of \$11.10 in wages and health benefits.

Project costs and revenue sources: The total cost of the demonstration project was \$365,050. Project work totaled \$275,750, 75.5% of total project costs. Training costs were \$49,200 (13.5%), worker recruitment costs

were \$26,700 (7.3%) and local planning and technical assistance costs were \$13,400 (3.7%). Costs were shared by the BLM, USDA Forest Service, JTPA, and local administration grants.

Community Partners: The Medford demonstration project was coordinated by the Rogue Institute for Ecology and Economy. The Rogue Institute participated in worker selection, employed the workers and coordinated project work. The Jobs Council (JTPA) recruited workers, participated in worker selection, and provided worker support services and career development training. Rogue Community College and the BLM Medford office also participated in worker selection. Rogue Community College coordinated the training. Project work was provided by the Forest Service and BLM.

Program Contacts:

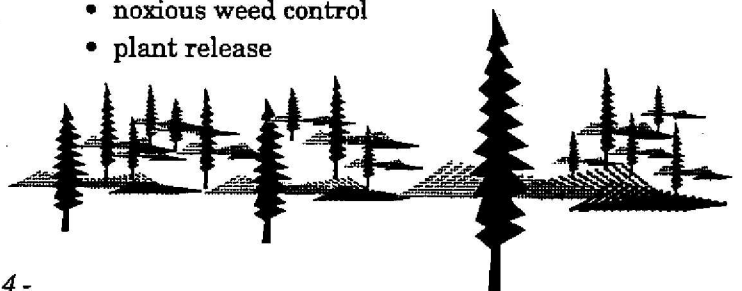
Rogue Institute - Brett KenCairn, 541-482-6031
Rogue Institute - Glen Brady, 541-482-6031
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USDA FS, Rogue River - Tom Dew, 541-858-2301
USDA FS, Rogue River - Dan Ingledue,
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USDI BLM, Medford - Jim Roper, 541-770-2222
The Jobs Council (JTPA) - Ray Olsen, 541-776-5100
Convenio - Juan Villaseca, 541-535-8348

Oakridge

The Oakridge demonstration project provided work for eight dislocated workers from May through November. The partnership included the City of Oakridge, BLM, Forest Service, Lane Community College and Southern Willamette Private Industry Council (SWPIC). They coordinated the successful implementation and completion of project work on BLM and Forest Service managed land.

The Work: Oakridge project work totaled \$165,700. Projects were completed in the categories of instream, upland and riparian vegetation improvement, watershed analysis, and species inventory and data analysis. Some of the project work done included:

- seeding and fertilizing
- cone collection
- trail relocation
- riparian planting; yew planting
- installation of owl platforms
- noxious weed control
- plant release



- young stand density management
- small bird and mammal habitat improvement
- construction of erosion control structures

The Workers: Eight men participated in the project. The workers ages ranged from 31 to 44. Six had been millworkers and two had previously worked as loggers. Average wages plus major medical insurance benefits were \$10.25 per hour plus \$5.76 per hour in benefits.

Project costs and revenues: The total cost of the project was \$212,800. Project work totaled \$165,700, 78% of the cost of the project. Other costs included training, \$29,600 (14%) and worker support services and recruitment, \$17,500 (8%). Sources of revenue were the USDA FS, BLM, JTPA and local administration grants.

Community Partners: The Oakridge demonstration project was coordinated by the Oakridge District of the USDA Forest Service. Worker trainees were recruited by SWPIC and selected by SWPIC, the City of Oakridge and the Forest Service. The City of Oakridge coordinated the projects and employed the workers. Project work was provided by the Forest Service and BLM.

Program Contacts:

- USDA FS, Oakridge - Pam Moody, 541-782-2291
- SWPIC (JTPA) - Val Pichel, 541-687-3800
- USDI BLM, Eugene - Emily Rise, 541-683-6987
- OSUES - Flaxen Conway, 541-737-1418
- LCC (JTPA) - Sherry Svetich, 541-782-4287
- Project Work Coordination - Jerry Skordahl, 541-782-4650

Roseburg

The 1995 demonstration project employed four crew members. Project work was completed from April of 1995 through February of 1996. A majority of the work was done in Adaptive Management Areas through a joint effort between the BLM and FS. The Oregon Fish and Wildlife Department and Oregon Park Service also contributed project work. Through an innovative multi-agency agreement, a local community development corporation gathered and contracted project work to a local contractor. The contractor hired the worker-trainees and participated in the training program.

The Work: \$201,000 of work was completed on federal and state managed lands. The categories of project work included instream, upland and riparian vegetation planting, watershed analysis and species inventory. Project work included:

- inventory and surveys of stream habitat, stream structure, and noxious weeds
- survey of great grey owls and red tree voles

- vegetation improvement including pruning and thinning upland vegetation and Scotch broom removal
- analysis of watershed data
- instream structure placement
- timber stand exams and data collection

The Workers: Four workers, one woman and three men, participated in the project. They ranged in age from 23 to 41. Two had been millworkers and two had worked as loggers. Average wages were \$11.28 per hour plus \$.32 per hour in benefits.

Project costs and revenue sources: Total project cost was \$278,000. Project work totaled \$201,000, 72% of the total cost of the project. Other costs included training, \$36,000 (13%), worker support services and recruitment, \$24,000 (9%) and local planning and administration, \$17,000 (6%). Sources of revenue were the USDA FS, BLM, JTPA, local administration grants, and in-kind and private contributions.

Community Partners: The Roseburg project was coordinated by the Umpqua Community Development Corporation who also provided training. Tioga Resources, Inc. employed the crew and coordinated project work. Umpqua Training and Employment (UTE) assisted the workers in career development. The Forest Service Forest, BLM, and Oregon Department of Fish and Wildlife provided the project work.

Program Contacts:

- County Commissioner - Joyce Morgan, 541-672-3311
- USDA FS - Roger Evenson, 541-672-6601
- USDI BLM - Larry Brooks, 541-440-4930
- UTE (JTPA) - Susan Buell, 541-672-7761
- UTE (JTPA) - Norm Gershon, 541-672-7761
- Umpqua CDC - Sandra Jackson, 541-673-4909
- Umpqua Community College (UCC) - Sandy Smick, 541-440-4651
- Tioga Resources, Inc. - Mark Eason, 541-672-1805

Sweet Home

In 1994, Sweet Home was the first Ecosystem Workforce Demonstration Project. 1994 laid the groundwork for a successful project in 1995. The crew, composed of eleven members, worked four days a week and trained for one day each week. They completed work on federal (BLM and FS) and private industrial lands.

The Work: Sweet Home demonstration project work totaled \$176,600. Major categories of work included road decommissioning, instream projects, upland and riparian vegetation improvement, watershed analysis and species inventory and data analysis. Over thirty projects were completed. Project work included:

- sedge planting; knappweed eradication
- mulching
- stream structure survey and construction
- Scotch broom and blackberry removal
- riparian surveys, planting and thinning
- riparian fencing
- fish surveys
- aquatic habitat inventory
- stand exams and conifer release
- conifer and vine maple release

The Workers: Twelve people, two women and ten men, participated in the Sweet Home project. Their ages ranged from 33 to 61. One had previously worked as a logger, seven as millworkers, three as forestry technicians and one in another occupation. The average wage was \$10.56 plus \$2.62 per hour in benefits.

Project costs and revenue sources: The total cost of the project was \$261,800. Project work totaled \$176,600, 67.4% of the project costs. Training costs were \$45,500 (17.4%), worker support services and recruitment costs were \$28,000 (10.7%) and local planning and technical assistance costs were \$11,700 (4.5%). Sources of revenue included BLM, USDA FS, the Soil and Water Conservation District and US Fish and Wildlife Service.

Community Partners: Sweet Home Demonstration project was coordinated by the USDA FS Sweet Home Ranger District. Community Services Consortium (CSC) recruited the workers. CSC, USDA FS and Oregon Department of Forestry (ODF) selected the workers. CSC provided career development assistance. ODF was the employer and project work coordinator.

Program Contacts:

- USDA FS, Sweet Home - Rolf Anderson, 541-367-5168
- ODF, Linn District - Dan Shults, 541-726-3588
- ODF, Linn District - Bill Lafferty, 541-726-3588
- CSC (JTPA) - Mel Wagoner, 541-451-1071
- OSU Extension Service - Flaxen Conway, 541-737-1418
- LERC - Charles Spencer, 541-346-2787
- OEDD - Bob Warren, 503-986-0092
- Central Cascade, AMA - Diana Bus, 541-465-6434

Tillamook

The demonstration project based in Tillamook had a project work season that began in May 1995 and continued into April 1996. Twelve dislocated workers were involved in the program during the season. All of the workers who completed the training and the work season received a Certificate of Completion in the North Coast Ecosystem Workforce Initiative in the 1995 Tillamook County Pilot Program.

The Work: \$547,200 in project work was completed in the Tillamook demonstration project in 1995. Major work categories included culvert and road work, instream projects, upland and riparian vegetation improvement, and habitat improvement. Some of the projects completed were:

- alder and brush release
- culvert replacement
- road rehab
- riparian improvement
- maintenance of fish structures
- creation of wildlife habitat
- road decommissioning
- fish structure construction
- culvert downspout construction
- animal damage control
- stand exams

The Workers: Twelve workers completed the training and the work season, working in small crews to complete project work. All of the workers were men ranging in age from 20 to 55. Seven had previously worked as loggers, eight as millworkers, one as a forestry worker, one as a truck driver, and two had worked in other occupations. The average wage was \$10.53 per hour plus \$1.50 per hour in benefits. Both major medical and dental insurance were provided. The work season in Tillamook lasted almost a year!

Project costs and revenue sources: The total cost of the project was \$715,500. Project work totaled \$547,200, 76.5% of the total cost. Training costs were \$88,300 (12.3%) and worker support services and recruitment costs were \$80,000 (11.2%). Costs were shared between the BLM, USDA Forest Service, U.S. Fish and Wildlife Service, JTPA and local administration grants.

Community Partners: The Tillamook project work was coordinated by Management Training Corporation (MTC). They also recruited workers and provided career development services and coordinated training. MTC, along with the Forest Service, BLM, and Pierce, Inc., selected workers. Pierce, Inc. employed the workers.

Project Contacts:

- MTC (JTPA) - Lou Minisce, 503-842-6675
- MTC (JTPA) - Jill Elkins, 503-842-6675
- MTC (JTPA) - Loren Franc, 503-842-6675
- USDA FS - Paul Radlet, 503-392-3161
- USDI BLM - Dana Shuford, 503-842-7546
- ODF - Steve Dutton, 503-842-2545
- NRCS - Rich Felley, 503-842-2240
- Crew Supervisor - Terry Smith, 503-842-2155
- LERC - Charles Spencer, 541-346-2787
- OEDD - Bob Warren, 503-986-0092

Waldport

The Waldport Ecosystem Demonstration Project employed eleven dislocated workers from June 1995 through February 1996. Worker-trainees participated in classroom and field training, learning a wide range of forest and watershed restoration skills to apply directly to project work and in building skills for the future.

The Work: Worker trainees completed \$237,500 of project work including road work, instream projects, vegetation improvement, watershed analysis, and species inventory and data analysis. The projects included:

- conifer release from hardwoods
- collection of native plant species
- trail repair
- stand manipulation
- forest diversity enhancement
- construction of fish structures
- riparian planting
- riparian restoration and enhancement
- noxious weed control
- riparian inventory
- native species genetic field tests
- young stand density management

The Workers: Eleven workers, three women and eight men, participated in the 1995 demonstration project. Their ages ranged from 27 to 51. Eight had previously worked in forestry. One had worked as a millworker and two had worked in other occupations. During the demonstration project, they earned wages of \$10.93 per hour plus \$1.50 per hour in benefits.

Project costs and revenue sources: The total cost of the project was \$309,700. Project work was \$237,500, 76.7% of the total. Training costs were \$49,500 (16%) and worker support services and recruitment costs were \$22,700 (7.3%).

Community Partners: The Forest Service, Waldport District coordinated the demonstration project. Community Services Consortium (CSC) recruited and selected workers, coordinated training and provided career development assistance. Pierce, Inc. assisted in worker selection and acted as employer and project work coordinator.

Program Contacts:

Pierce Inc. - Brad Pierce, 503-842-2155
CSC (JTPA) - Marie Jones, 541-265-8505
USDA FS, Waldport - Dave DeMasters,
541-563-3211
USDI BLM, Eugene - Gary Hoppe, 541-683-6987
Pierce, Inc. - Mark LaPine, 541-563-3211
USDA FS, Siuslaw - Anne Carlson, 541-750-7001
OSUES - Flaxen Conway, 541-737-1418

1996 Demonstration Projects

In 1996, Ecosystem Workforce Demonstration Projects continue, learning from past projects and implementing new strategies. Some demonstration projects are continuing from 1995 while some new projects have been initiated. In 1996 there are seven demonstration projects underway. In Tillamook and Medford training is in progress and will be combined with on-the-ground project work in ecosystem stewardship activities on federal and private lands. Projects in Newport, Clatsop County, South Coast and the Mid-Willamette area will be operating by mid-July. In Sweet Home, the first of four innovative contracts linking project work to training has been awarded.

Reaching the goals

We hope to continue progressing toward meeting the goal of the EWP, that all workers who participate in the Ecosystem Workforce Demonstration Projects will become part of a skilled ecosystem restoration workforce in an industry where long-term, family-wage employment is the norm and the forest ecosystems and watersheds remain healthy for generations to come.

Washington

Jobs for the Environment Program

The Washington State Legislature has created and funded several programs to provide opportunity for training and re-employment of forest products workers and fishers in watershed restoration and habitat improvement.

The Jobs for the Environment (JFE) Program was created in 1993. \$6.5 million was appropriated. The legislation was designed to create market wage jobs in environmental restoration for dislocated forest products workers. The Watershed Restoration Partnership Program (WRPP) was funded in 1994 with an appropriation of \$8 million for local watershed restoration projects. This program was designed to restore habitat in watersheds where fish stocks were depressed or at risk of being listed under the federal Endangered Species Act. Both programs focussed on work that produced measurable biological and economic results. These programs have coordinated efforts between federal, state, local, tribal and private entities.

From 1993 to 1995, \$13 million was awarded through 81 grants, Direct Hire projects, and Washington Conservation Corps projects. They have employed over 575 workers, 375 of which were displaced. The program has expanded and includes funding from the federal Jobs-in-the-Woods program. Local timber companies and other private interests

have contributed over six million dollars to projects in 1993 to 1995.

The 1995 legislature appropriated \$13 million for the new JFE program for 1995-1997 and merged the former JFE with the WRPP. This program is co-managed by the departments of Natural Resources and Fish and Wildlife in partnership with the US Fish and Wildlife Service and the USDA Forest Service in consultation with the Environmental Enhancement and Jobs Creation Task Force and the Washington State Watershed Coordinating Council.

California

Jobs-in-the-Woods Worker Retraining Program

from the USDA Forest Service, Pacific Southwest Region

The President's Forest Plan sketched the vision of providing expanded employment opportunities for displaced timber workers through the Jobs-in-the-Woods program. The goal was the creation of a program to provide jobs for local people and to train displaced timber workers in the new ecosystem management techniques so they would be able to remain in their communities, continue working in the woods and earn a family wage job.

The Department of Labor, through the California Employment Development Department, provided \$3.5 million to be used directly for worker retraining into a new job classification identified as a Woods Ecosystem Technician. These monies are used on actual work experience (projects) that align with curricula developed by local community colleges which will lead, upon successful completion of the course, to a certificate as an Ecosystem Technician.

The Jobs-in-the-Woods Worker Retraining Program funded three demonstration projects in 1995. Based on the success of the 1995 projects, it is anticipated that seven or eight demonstration projects will be implemented in 1996.

Jobs-in-the-Woods became a reality in California in three of the nine counties included in the President's Forest Plan. Many agencies and community leaders have continued to seek ways to design and implement a Jobs-in-the-Woods program suitable for the diverse communities of Northern California in landscapes ranging from the high desert to the coastal Redwoods.

A community based grass roots group, the **Watershed Research and Training Center** in Hayfork, California obtained a Forest Service Pacific Northwest Economic Adjustment Initiative grant. In partnership with a local community college, they developed a Model Jobs-in-the-Woods Worker Retraining program. The Model Program was designed to provide pay displaced workers while they learned

ecosystem management skills in a field-based on-the-job training program. Participants earn an Ecosystem Technician Certificate from the college when they complete the program. The Forest Service, Bureau of Land Management and California State Parks provide the funding and job sites for the work and training. This model program was accepted by the involved State and Federal Agencies. The State of California provided Job Partnership Training Act (JPTA) Funds to test the Model at three demonstration sites and establish a new worker classification as Ecosystem Technician. Jobs in the Woods Demonstration Projects were in operation in Trinity, Humboldt and Del Norte Counties in 1995.

The Watershed Research and Training Center, in cooperation with Shasta College, the Shasta-Trinity National Forest and the Six Rivers National Forest trained eighteen people in mapping, inventory, restoration, fuels reduction, and trail projects.

Del Norte County Rural Human Services Program, in partnership with the Six Rivers National Forest and California State Parks has had 20 trainees working in trail construction, restoration and riparian enhancement projects.

The Humboldt County Redwood Community Action Agency - Private Industry Council Program, in partnership with the Six Rivers National Forest, Bureau of Land Management and State Parks and Recreation has trained eleven participants working on inventory, timber stand improvement, restoration and recreation projects.

Land management agencies benefit from the program through supporting local communities, through project work completed on the land and through participating in the development of a potential future workforce of skilled ecosystem technicians. Individuals benefit through gaining skills in ecosystem analysis and restoration techniques.

The USDA Forest Service can enter into partnerships with local community providers and with the formally recognized training program for Ecosystem Management Technicians. A Forest Service Participating Agreement requires a match from the partners. The match may be in the form of items like personnel, equipment purchases, physicals for employees, some salary and administrative costs, and the curriculum delivery. The delivery of the educational components may be field instruction, tuition, instructional materials, training space and travel. The type of projects provided need to be compatible with the curricula. A wide range of project work that provides for ecosystem enhancement or management is appropriate for the Jobs-in-the-Woods Training Program. Project work has been provided by state agencies, BLM, NPS, USF&W and private land owners.

This report was prepared by Cynthia Taylor, Labor Education and Research Center. For more information, call Cynthia or Charles Spencer at 541-346-2787