



# Forest Management Workforce Development Seminar Series

# Welcome

## Agenda

- ▶ Who We Are
- ▶ Goals/Objectives
- ▶ Industry Partner Poll
- ▶ Speakers - Workforce Needs Overview
  - ▶ CAL FIRE
  - ▶ US Forest Service
- ▶ Breakouts
- ▶ Action Items/Adjourn

# Human Capital Workforce Development Seminar Sub-Committee Members

- ▶ Nancy Gutierrez - Committee Chair/Southern Region
- ▶ Becky Roe - Northern Region
- ▶ Kim Carr - Sierra & East Side Region
- ▶ Fred Sconberg - Coastal Region
- ▶ Carlie Murphy - Logistics
- ▶ Keith Lane - Equity Lead
- ▶ Hayley Stone - Data Contributor
- ▶ Hunt Drouin - Facilitator

## Who We Are

- ▶ Rural Economic Development/Wood Utilization Group (RED/WUG)
- ▶ Forest Management Task Force
- ▶ Align with Governor's Budget Priorities
- ▶ Preparation for Workforce Development Action

# Goals/Objectives

- ▶ Connecting Partners
- ▶ Identify
  - ▶ Stakeholders
  - ▶ Employers
  - ▶ Jobs by Region
  - ▶ Skills Needed
- ▶ Equitable Hiring Practices

# Goals/Objectives - Continued

- ▶ By End of Seminars
  - ▶ Form Career Pathways Groups
  - ▶ Implement Strategies
  - ▶ Carry on the Work

Poll



# Speaker - Workforce Needs

**Angie Lottes**

Assistant Deputy Director for Climate and Energy

CAL FIRE





# CAL FIRE Workforce Needs



# Job pathways



- ▶ CAL FIRE staff
  - ▶ 7,000 staff at peak
  - ▶ Most Registered Professional Foresters
  - ▶ Fuel Reduction Crews
- ▶ CAL FIRE managed projects
  - ▶ Unit Fire Plan
  - ▶ FIA intensification
  - ▶ <https://osfm.fire.ca.gov/divisions/wildfire-planning-engineering/fire-plan/>
- ▶ CAL FIRE grants
  - ▶ Grant administrators
  - ▶ Contractors

# Recent budget



Purpose	Funding (\$, millions)
Forest Health	\$155
Forest Improvement Program for Small Landowners	\$10
Forest Legacy & Reforestation Nursery	\$8
Urban Forestry	\$10
Tribal Engagement	\$1
CalFire Unit Fire Prevention Projects	\$10
Fire Prevention Grants	\$50
	\$73
Prescribed Fire & Hand Crews	\$15
Home Hardening	\$25
Defensible Space Inspectors	\$2
Ecological Monitoring, Research & Adaptive Management	\$3
Climate Catalyst Fund	\$16
Workforce Development	\$6
Market Development	\$3

# Speaker - Workforce Needs

**Miranda Hutten**

Urban and Community Forest Program Manager

State and Private Forestry

US Forest Service

# Forest Management Workforce Development Virtual Seminar

Miranda Hutten

USDA Forest Service , Pacific Southwest Region

## Forest Service Mission

To sustain the health, diversity, and productivity of the Nation's forests and grasslands to meet the needs of present and future generations.



## Pacific Southwest Region

18 National Forests

20 Million Acres

2,109 Temp Employees

4,361 Permanent Employees

73% General Series 3-9



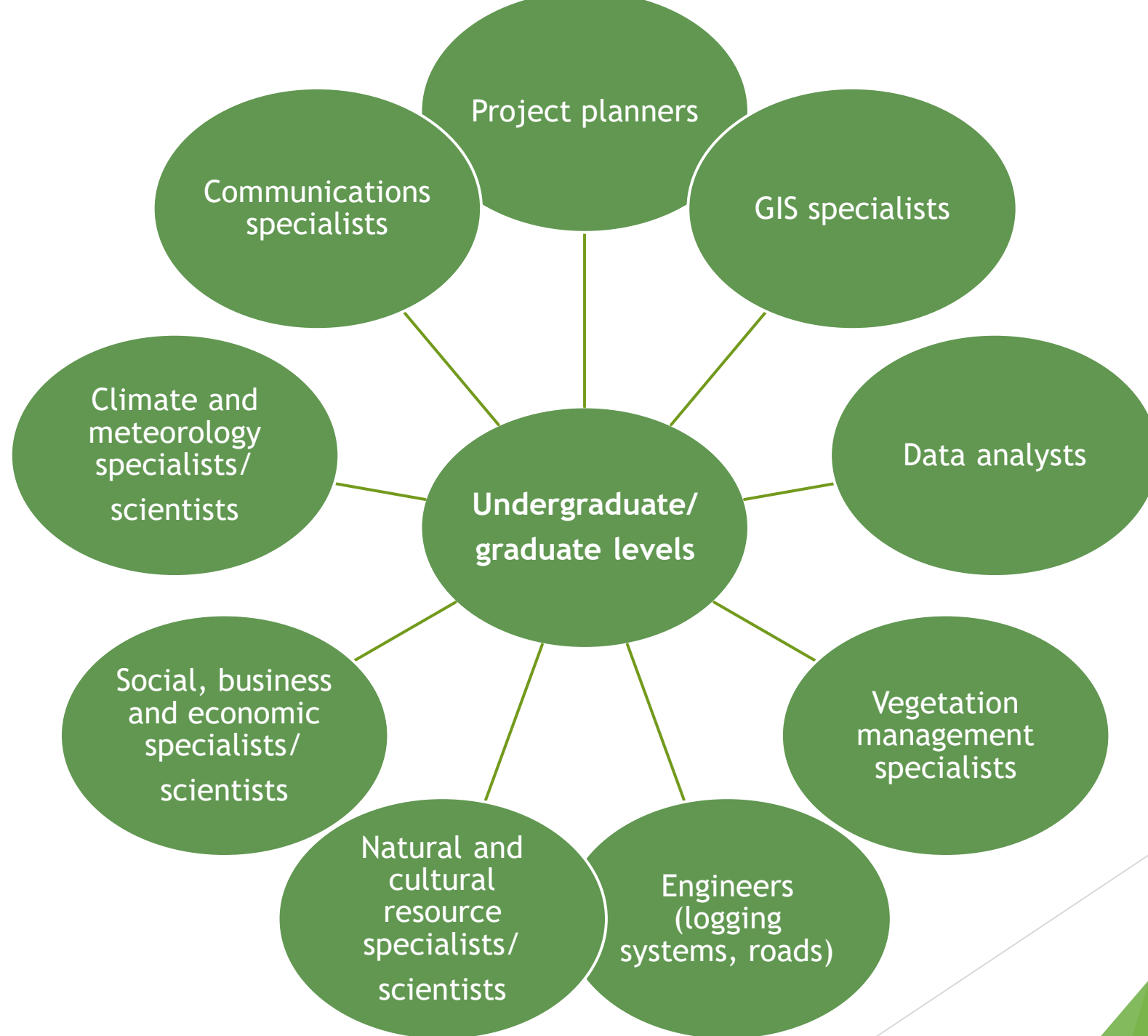
## Forest Service faces many changes

Climate change  
Recreation  
Wildfire  
Population changes  
Budget modernization

Just to name a few...







# Positions with Certifications

- ▶ Project managers
- ▶ Timber sale administrators, preparation/layout specialists, appraisers, scalers
- ▶ Contracting Officers / Contracting Officer Representative
- ▶ Grants and agreements specialists
- ▶ Equipment operators/ truck drivers (logging, fire and road equipment; includes heavy and light machines)
- ▶ Safety managers
- ▶ Information officers
- ▶ Mechanics
- ▶ Land surveyors
- ▶ Arborists and tree care workers
- ▶ Partnership and volunteer coordinators
- ▶ Tribal liaisons
- ▶ Law enforcement officers/ investigators
- ▶ Human resource/ training/ civil rights/ employee relations/ labor relations specialists
- ▶ Website developers, designers, managers

# Fire Certifications

- ▶ Suppression response and/or prescribed burning
- ▶ Aviation/ UAV / remote sensing / mapping specialists
- ▶ Fuels Inventory/Fire Modeling
- ▶ Business management - purchasing, agreements, contracts
- ▶ Dispatchers
- ▶ Cache/supply managers
- ▶ Incident management teams: planning, logistics, operations, communications
- ▶ Air Quality/Smoke Management
- ▶ Fire Prevention Messaging

Resource Assistants:

- May work in office, field or both, with any of the above managers, specialists or leaders

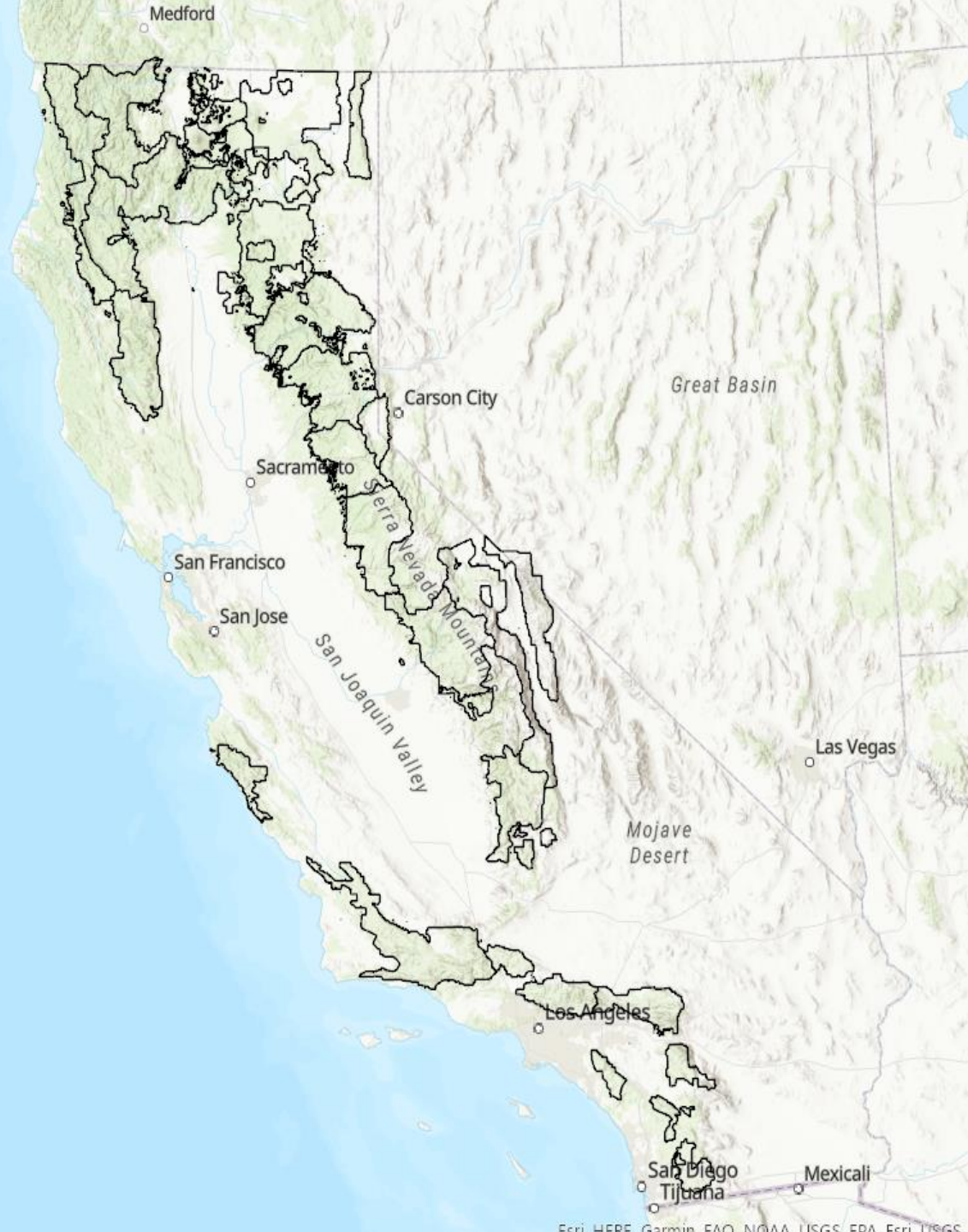
Technicians/  
Interns

Field Technicians:

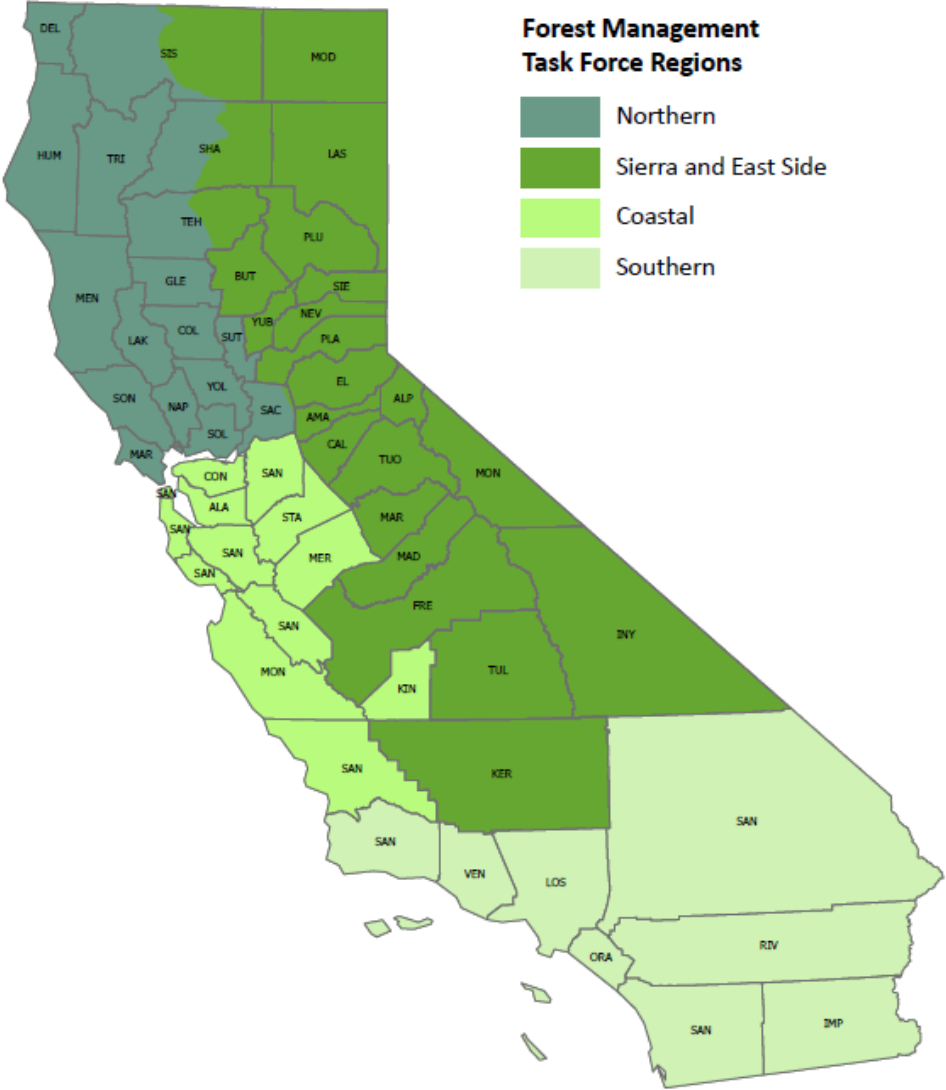
- Archaeology
  - Biology
  - Ecology
  - Forestry
- Hydrology
  - Soils
- Engineering
  - Lands



Thank You!



# Breakouts



# Breakouts

- ▶ **Brief Introductions**
- ▶ **Who's Missing**
- ▶ **Topics for Future Seminars**
- ▶ **Additional Topics (Time Allowing)**



# Final Words

- ▶ Action Items
  - ▶ Identify workforce needs in a region; if you have a project list use that to help identify workforce needs
  - ▶ Bring an employer friend
- ▶ Next Seminar - Thursday, May 27, 2021
  - ▶ Private Employer Presentation
  - ▶ More time in regional breakouts -
    - ▶ Connect stakeholders
    - ▶ Begin filling gaps in workforce development

# Questions?

Nancy Gutierrez

Statewide Director,

Agriculture, Water, Environmental Technology

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