

**REGION 8 - SOUTHERN
NATIONAL FORESTS IN FLORIDA
DEVELOPMENT OF 1890 COLLEGE STUDENTS FOR F&AM POSITIONS**

SUBMITTING REGION/AREA	SUBMITTING DISTRICT/UNIT
National Forests in Florida	National Forests in Florida – F&AM

CONTACT RESPONSIBLE FOR THE PROPOSAL:

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Brief Description of the proposal:

Proposal title: Phase II of the 1890 Universities Program proposal, to include the Historic Black Colleges and Universities (HBCU).

The National Forests in Florida is requesting refunding of the Region 8 1890 Universities Program which was funded in FY 2006 and 2007 with National F&AM Diversity program funding. The funding is scheduled to end in September 2007. The program would operate as in previous years with the exception that the training delivery will be moved to the National Prescribed Fire Training Center (PFTC) in Tallahassee. If funded for the FY 2008-2010 round of diversity funding the recruitment would not be limited to the 1890 Universities, as it was in 2006-2007. Recruitment would occur at all of the other Historically Black Colleges and Universities (HBCU).

However, priority would be given to students from 1890 whose education will meet qualifications for the Interagency Fire Program Management (IFPM) 401 series, as well as other natural resource series. Prior to their seasonal summer off-time, students will be recruited for the following summer. Currently, four students who participated in the program in 2006 have been offered jobs on the Rogue River/Siskiyou NF as firefighters for the 2007 western fire season.

These positions should not be considered long-term or allude to the promise of a permanent job. However, once the student's education is complete; the training and experience provided by the Diversity program will provide the 1890 and HBCU candidates with competencies which will make them highly competitive for permanent positions in the Fire and Aviation organization. The idea is to provide qualified students with exposure to job opportunities in the F&AM organization which have traditionally been unavailable to them without several years of training and experience.

What is the total contribution being requested from F&AM for this proposal?

Total amount requested for this proposal in \$130,000 per year

If you have funding levels within the proposal, provide that information:

If we receive only \$65,000, annually, we can employ seven students

The Regional/Area Fire Director's signature certifies concurrence

PHONE #:

District Ranger (if appropriate):	
Forest Fire Program Manager (mandatory): James Hart	850/523-8562
Forest Supervisor (mandatory): Marsha Kearney	850/523-8500
Regional Representative to F&AM WDC (mandatory): Ted Willis	850/933-0934
Regional/Area Fire Director (mandatory): /s/ Janet Anderson	404/347-3464

1. Workforce Diversity Management:

- Outreach: Outreach activities would consist of providing 1890 Liaisons and other HBCU Career Center's flyers and other recruitment materials describing the program. Outreach would begin October 1, 2007 lasting through February 28, 2008. Participation in this program would provide students from 1890 Universities and other HBCU's with an awareness of the career opportunities in fire management.
- Recruitment: 1890 Liaisons and Career Placement Officers at other HBCU's will recruit and refer up to three students per University for consideration by the selecting official. This proposal gives the Forest Service an opportunity to bring on high quality and highly motivated students from minority communities and give them a safe and well-trained fire fighting experience.
- Selection/hiring: Due to the success of the program four graduates from the 1890 Diversity Program 2006 funding have been hired into positions on the Rogue River/Siskiyou in Region 6 in the fire and aviation management organization on that blended National Forests.
- Retention: The 1890 program graduates already have an excellent retention record in F&AM positions: Maurice Evans, GS-11 Fuels Planner, Deschutes-R6; Slater Turner, Air Attack Group Supervisor/GS-12 Timber, Deschutes-R6, Willie Adams, AFMO, NF's of Alabama; Joe Bruner, Firefighter, NF's in Mississippi; Byron Hart, Firefighter; NF's in Florida. Continuation of this program will produce additional candidates to be hired into permanent positions who will most probably continue the excellent retention record of the 1890 students.

2. Management Support:

The program is supported by the Regional Fire Management Director, National Forests in Florida Forest Supervisor and Fire Management Officer. With students training being conducted at PFTC instructors from the National Forests in Florida will be provided at no additional cost to the program. Additionally, the Forest Supervisor has committed to hosting two of the 1890 students for summer 2008, if funded.

3. Scope and Sustainability:

Students will not only be hosted on the National Forests in Florida but will be placed on others Forests throughout the Southern Region. During the outreach/recruitment previous students will be contacted as to their availability for placement in fire positions outside of the southern region.

4. Partners & Shared Funding/Resources:

In-kind cost share will be in the form of instructors salaries, facilities, and vehicles provided by the National Forests in Florida.

PFTC is a Nationally-funded training center, funded by WO F&AM. By moving the training delivery platform from the NF's in Mississippi (who hosted the curriculum delivery during the FY 2006-2007 round) to PFTC, it is better utilization of an existing facility, more cost-efficient, and 5 of the cadre are from Tallahassee, Florida. Cadre per diem/travel costs will be reduced. Hands-on practicum location in the National Forests in Florida is available for students can practice what they have learned.

5. Integration with Civil Rights and Human Capital Management Professionals:

- Explain CR involvement in implementing the proposal.

Region 8 Civil Rights will be contacted to assist in the outreach efforts at the various 1890's and HBCU's.

- Explain HCM involvement in implementing the proposal (workforce planning, recruitment, etc.)

HCM will ensure that appropriate employment authorities are utilized in bring students on board.

6. Management Directive (MD) 715:

Under-representation in F & AM: African American

Barrier: African-Americans are not typically aware of careers in firefighting.

Action: Recruit STEP students from 1890's and HBCU's.

7. Measurement of Success:

Four students who completed the program in 2006 have been hired for the 2007 summer in Region 6, on the Rogue River/Siskiyou National Forest. This is a proven "sustainable pipeline" for diversity.