

**REGION 8 - SOUTHERN
PISGAH NATIONAL FOREST
SCHENK JOB CORPS CENTER
DEVELOPMENT OF A TYPE 2 INITIAL ATTACK JOB CORPS CREW**

SUBMITTING REGION/AREA		SUBMITTING DISTRICT/UNIT	
Region 8		Schenck Civilian Conservation Center	
CONTACT RESPONSIBLE FOR THE PROPOSAL			
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Brief description of the proposal:		Schenck Job Corps Center proposes to expand the currently existing Forestry program to include a Fire training component. This is an Advanced Job Corps Training Program and students from Job Corps centers throughout the country are eligible to apply. Forestry students will then be able to select a pathway in a traditional forestry technician career, enter a college forestry program, or select the fire pathway and ultimately secure a wildland fire fighting position. A permanent Type II IA crew including overhead is a feature of this proposal. This training program qualifies for STEP & SCEP hiring appointments. This training program will have 30 students and using the data that we will be graded with under the DOL measurement system. This trade should produce approximately 20 to 25 applicants per year for positions that would be available around the country. This could easily increase pending the success of all of our cooperative efforts in recruiting and job placement.	
What is the total contribution being requested from F&AM for this proposal?		\$130,000/year (This assumes that vehicles needed for the Program would be obtained from excess vehicles from other FS units/programs.)	

<p>If you have funding levels within the proposal, provide that information:</p> <p><u>Example:</u></p> <ul style="list-style-type: none"> • If I receive \$50,000, annually, I can accomplish the following..... • If I receive \$80,000, annually, I can accomplish the following..... • If I receive \$100,000, annually, I can accomplish the following..... 	<p>\$130,000/year to pay salaries and other expenses for the permanent superintendent and assistant superintendent. Both of these positions will serve as instructors for various fire management and other types of training in the Program.</p> <p>\$210,000 Initial Start-up costs contributed by the Department of Labor – Job Corps. (this is one-time Phase In costs)</p> <p>\$160,000/year will be contributed by the Department of Labor. These funds would be used to:</p> <ul style="list-style-type: none"> - equip the crew with clothing, tools, and miscellaneous supplies. - Pay salary and other expenses for two detailed or other qualified fire management training instructors (squad boss and crew boss qualified.)
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The Regional/Area Fire Director's Signature Certifies Concurrence	Phone #
District Ranger (if appropriate):	
Forest Fire Program Manager (mandatory):/s/Lea Wofford	828-257-4811
Schenck CCC Center Director:/s/Mike Ayon	828-862-6100
Forest Supervisor (mandatory):/s/Marisue Hilliard	828-257-4268
Regional Representative to F&AM WDC (mandatory): /s/Ted Willis	850-933-0934
Regional/Area Fire Director (mandatory): /s/ Janet Anderson	404-347-3464

<p>1. Workforce Diversity Management: Describe how your proposal addresses two or more of the following elements:</p> <ol style="list-style-type: none"> a. Workforce Planning b. Outreach c. Recruitment d. Hiring & Selections e. Retention <p>For example, if your proposal focuses on outreach and recruitment, address outreach actions and activities first and recruitment actions and activities second.</p>	<p>a. Workforce Planning: The Forest Service, other federal and state agencies are always recruiting qualified individuals for fire related positions. Job Corps has an endless supply of incoming students, many who choose the Forestry career track. Establishing the Fire Training pathway at Schenck, will provide the federal and state fire organizations with a supply of trained candidates, many of them minorities to fill entry level positions. Job Corps benefits by providing an additional career pathway for students.</p> <p>b. Outreach: Many Job Corps students entering the Schenck program are from underrepresented groups (African American Men, African American Women Asian American Pacific Islander, American Indian Men, American Indian Women, Asian Men, Asian Women, Hispanic Men, Hispanic Women, and White Women). The sheer number of underrepresented groups present at Schenck verifies the outreach capability already in</p>
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	<p>place. Migration of these underrepresented groups into the proposed Fire Training program will occur.</p> <p>c. Recruitment: Schenck Job Corps already has a system to place Forestry and other students who participate in Type II fire crews with federal agencies for summer and permanent fire jobs. Recent experience indicates that students with fire training and experience are highly sought for permanent positions with the Forest Service. By establishing this permanent Fire Training pathway, the Forest Service and Job Corps will benefit.</p> <p>d. Hiring and Selections: Permanent Forest Service employees and the Forestry Program Instructor stationed at Schenck already have existing networks throughout the country to place their Forestry students and other students with fire experience in permanent positions with a variety of agencies. With the creation of the Fire Training pathway, there will be additional highly qualified and experienced applicants for fire related jobs with these agencies.</p> <p>e. Retention: Retention of employees is ultimately the responsibility of the agency. However, the staff at Schenck will provide orientation for students entering fire related positions about the Forest Service or other agencies the student will be entering as well as orienting the receiving agency about the Schenck student they are to receive.</p>
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<p>2. <u>Management Support:</u> Describe how the proposal is supported at each level of management. If it is a District or National Forest proposal, support must be gained from the District Ranger, Forest Fire Program Manager, and Forest Supervisor.</p> <p>All proposals will be routed through the Regional/Area Fire Director to assure support for the project and for prioritization of multiple proposals, if applicable, prior to submission for consideration.</p> <p>Signatures of the appropriate management level(s) are required for the proposal to be considered.</p>	<p>Management Support: This proposal is supported from the Forest to the Washington Office levels in the Forest Service, the local to the National levels in Job Corps and at the local levels by other Federal agencies.</p> <p>It has been the history (at least 20 years) at Schenck Job Corps to have well trained and well disciplined Type 2 Fire Crews that work on local, regional, and national incidents. The Crew Performance Evaluations given to these crews have always been outstanding. Establishment of a permanent Type 2 IA crew as a feature of this proposal will serve to make another resource available not only to the Forest Service in Region 8, but also to other federal and state fire organizations throughout the country.</p>
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3. Scope and Sustainability: Describe how the benefits of your proposal extend beyond a single unit. For example, describe the benefits at the multi-Forest/Region/Area or National level and for an extended period of time.

Scope and Sustainability: Scope and Sustainability have been addressed in the response to [Management Support](#). However, it is important to reaffirm that the Type 2 IA crew will be a local, regional and national resource. The crew will be self-sustaining and capable of traveling throughout the country on a variety of assignments. There is a never ending supply of students entering Schenck Job Corps programs, including the Forestry Program. Staffing a full time Type II IA crew will not be problematic.

4. Partners & Shared Funding/Resources: If the proposal includes partnerships with other organizations, describe how it will benefit minority and/or disabled organization partners. List the partners, their share of funding and/or resources towards your project, and note if their funding is confirmed or not. If funding is not confirmed, list a date funding is expected to be confirmed.

If the proposal does not include shared partners, indicate “not applicable to this proposal.”

If “in kind” funds are being provided, please note.

Partners & Shared Funding/Resources: It is anticipated that the Department of Labor will contribute \$210,000 to the Fire Training program initially and then \$160,000 annually to sustain the program. The higher first year contribution by Department of Labor reflects anticipated startup costs for equipment, clothing, safety items, etc. This funding is expected July 1, but is not yet confirmed.

4. EXAMPLE

Partner Name(s)	Federal (i.e. BIA, Forest Service Tribal Relations, Forest and/or /Region, etc.)	Partner Non-Federal (Urban League, NAACP, Volunteer Fire Dept., etc.)	Funding Confirmed? (Y/N)	If funding not confirmed, provide date for funding to be confirmed
Department of Labor	Job Corps Region 3 (\$210,000 initially)		N	07/01/2007
Totals	\$160,00 Annually	\$ Annually		

<p>5. <u>Integration with Civil Rights and Human Capital Management Professionals:</u> Describe how the proposal will be integrated through Regional/Area Civil Rights (CR) & Human Capital Management (HCM) efforts.</p> <ul style="list-style-type: none"> • Explain CR involvement in implementing the proposal. • Explain HCM involvement in implementing the proposal (workforce planning, recruitment, etc.) 	<p>Integration with Civil Rights and Human Capital Management Professionals: Civil Rights and Human Capital Management professionals have been involved in the development of this proposal from the Forest Service and Department of Labor. If approved, Civil Rights and Human Capital Management staffs will continue to be involved in the selection of students for the Fire Training program, the training program itself, placement of graduates in temporary or permanent fire related positions, or assistance with admission to college programs. These professionals will be very valuable in marketing graduates to the various fire agencies.</p>
<p>6. <u>Management Directive (MD) 715:</u> Describe how the proposal ties into the Regional MD 715. Include where under representation exists for the unit the proposal is supporting, and what barriers it will address to correct the under representation.</p> <p>MD-715 addresses barriers to workforce diversity and proposed actions to mitigate those barriers. Your Regional Civil Rights staff can assist you with questions related to MD-715.</p>	<p>Management Directive (MD) 715: The FY 2003 Affirmative Employment Plan Update indicates under representation of the groups listed in 1. b. throughout Region 8. Currently there are members of those represented groups in Schenck Job Corps programs. Some are in the existing Forestry Program. If the proposal is accepted an additional twenty students would enter the Forestry and the Fire Training pathway at Schenck. These additional students would largely come from those underrepresented groups. The proposal would address the identified barrier of the lack of awareness that Forest Service units including Fire and Aviation Management have in relation to Job Corps Centers. There is a wealth of talent, energy, and intelligence posed by Job Corps students. The creation of the Fire Training pathway at Schenck will afford an opportunity to tap into this underutilized resource. As stated previously Schenck Type II fire crews have a proven track record of performance and discipline. Establishment of the Type II IA crew will only enhance that record and offer trained and skilled fire fighters for permanent positions. A support base of seasoned Forest Service firefighters already exists at Schenck Job Corps and within the Advisory Committee from other Forest Service Units that support this proposal. These individuals will mentor the program and the students to guarantee success.</p>

7. Measurement of Success: Describe how the proposal measures the success of the project and its intended outcomes as related to the elements addressed in Guideline 1.

Measure of Success: Success will be measured by:

1. the number of underrepresented individuals that enter and complete the Fire Training pathway,
2. review of Crew Performance Evaluations for every assignment the Type 2 IA crew undertakes
3. the number of temporary and permanent fire positions that graduates are placed in after graduation and,
4. retention of those hires in fire positions

Workforce Planning element a.

Creation of the Fire training pathway will provide a supply of trained and skilled individuals from underrepresented groups available for summer, seasonal and permanent fire positions in the Forest Service, and other federal and state agencies on a continuous basis. As students graduate they would be replaced in the Fire Training pathway and on the Type 2 IA crew.

Outreach element b.

The outreach mechanism is already in place at Schenck Job Corps. Students from all the underrepresented groups are present on the Center. It will be an emphasis of the Fire Training pathway to seek students from the underrepresented groups and thus providing a supply of candidates for fire positions.

Recruitment element c.

Schenck Job Corps Center already has a system to place fire experienced students in seasonal and permanent positions. By formalizing the Fire Training pathway, additional candidates will become available.

Hiring & Selections element d.

Networks for placing graduating Forestry and fire experienced students already exist at Schenck Job Corps. The Fire Training pathway will make candidates more competitive for positions throughout the fire community. Experience gained as a member of the Type 2 IA crew will be invaluable not only to the candidate students but also to the hiring agency.

Retention element e.

There has already been collaboration between Schenck Job Corps, other Forest Service regions and private fire contractors to hire and retain Forestry and other students with fire experience. This has been a great success. By formalizing the Fire Training pathway followed by advertising the capabilities of graduates, awareness among the fire community will grow.

	<p>We expect that students completing the Fire Training pathway will be sought by fire agencies.</p> <p>Direct benefits of this proposal will be an increased number of underrepresented group candidates for fire positions in Region 8 across the Forest Service and with other Federal and state fire organizations. Additionally, Job Corps students will be exposed to a new natural resource management career pathway. This will give them an additional choice. This is a win-win proposal for Forest Service Fire and Aviation Management and the Department of Labor Job Corps.</p>
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