

TEMPLATE FOR 2011-2013 PROPOSALS
F&AM WORKFORCE DIVERSITY

Proposals will be submitted by Region to the Washington Office. Previously approved projects (FY 2008-2010) may reapply as outlined in the Guidelines. Proposals shall be submitted to Hope Williams at hwilliams@fs.fed.us by April 1, 2011.

SUBMITTING REGION/AREA	SUBMITTING DISTRICT/UNIT
Region 4/ Manti La-Sal NF (in collaboration with R2/ San Juan NF)	Moab-Monticello Ranger District
CONTACT RESPONSIBLE FOR THE PROPOSAL:	
Name: Colt Mortenson	Office Phone: 435-636-3502
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Additional Contact: Renee Jack, 435-259-1850, cell 435-260-2302, renejack@fs.fed.us , Moab Interagency Fire Center, 885 Sand Flats Rd, Moab, Utah 84532	
Project Director: Colt Mortenson, Project Coordinators: 2 Manti La-Sal NF employees, 1 R2 San Juan NF employee.	
Brief description of the proposal:	
<p>Canyon Country Youth Corps (CCYC) /USFS career development and outreach project. USFS Manti La-Sal NF and San Juan NF employees utilize CCYC and Southwest Conservation Corps (SWCC) as a training platform for USFS jobs, and collaborate with CCYC to provide multiple outreach and educational workshops on the Navajo Reservation. Workshops introduce career and employment opportunities with CCYC, SWCC, and USFS and how to connect to opportunities nationwide (including online AVUE application help sessions), provide education on ecosystem management, introduce basic fire management skills, and apply skills in a field setting.</p>	
Background:	
<p>October and November 2009, F&AM Region4 Outreach Recruitment Coordinator Renee Jack worked out of the Manti La-Sal NF(MLF) Monticello District Office on regional outreach and recruitment, utilizing the proximity of the Navajo reservation and diverse communities for outreach networking and presentations. Successful relationships were established and existing relationships were strengthened across the Navajo Reservation and in New Mexico and Arizona with various educational institutions and diversity organizations. Presentations on employment opportunities with USFS and CCYC and AVUE help sessions were conducted together with the Manti La-Sal South Zone Prevention Technician and the CCYC recruitment representative. Presentations continued through February 2010 with the Prevention Technician working with the CCYC recruitment coordinator. Hiring managers on the MLF and other R4 forests reported AVUE seasonal referral lists increasing to seven times larger than past referral lists with high percentages of underrepresented groups (according to Regional MD 715). Proposed funding will continue to foster these relationships and further utilize the vast potential provided by the close proximity to diverse communities.</p>	
Action:	
<p>1. Workshops to connect successful CCYC and SWCC employees directly to USFS job opportunities.</p> <p>The partnership with CCYC and SWCC allows an avenue to hire employees already possessing needed skills including chainsaw, outdoor education, and leadership into USFS jobs. The workshop will be in the fall, to target job corps employees who were successful throughout the summer. Quality CCYC employees will attend a workshop in Monticello, UT hosted by USFS employees funded by the project. Successful SWCC employees will attend a workshop in Durango, CO. The workshop will cover similar criteria to sample agenda below (see 2.), with a focus on AVUE assistance and a detailed approach on connecting to USFS employment. Beginning a career with the USFS is a large first step; this program will help provide answers and a mentor to assist in the process so opportunities to hire quality, diverse candidates are not lost.</p>	
<p>2. USFS/CCYC collaborative workshops across Navajo Reservation and neighboring diverse communities.</p> <p>Partnership with CCYC is equally important for the collaborative workshops on the Navajo Reservation and surrounding areas. Students who are 18 or older and possess needed skills for USFS jobs will have the opportunity to apply for USFS</p>	

TEMPLATE FOR 2011-2013 PROPOSALS
F&AM WORKFORCE DIVERSITY

jobs directly, and will also be encouraged to sign up for CCYC to increase their options for employment. Attendees who do not meet age limit or do not qualify for USFS employment will have the opportunity to work for CCYC to develop skills to make them competitive for careers with USFS in the future. CCYC is partners with SWCC. SWCC does not have funding to send a representative to proposed workshops, but CCYC will represent both Corps and will facilitate information flow between SWCC and workshop attendees.

Sample of workshop content/agenda:

Day 1: Workshops introduce career opportunities with USFS and CCYC employment opportunities as a platform to USFS and other careers. Ten minute smokejumper DVD, props, or other media are used to enhance presentations. Training is provided on ecosystem management including fire's natural role in the ecosystem, and management of unplanned and planned ignition based on objectives. Training is designed not only to educate youth to spark career interest and aspirations, but also to increase community awareness of USFS mission. Basic fire management skills will be introduced and applied in a field setting after lunch. In the field, students are divided into groups and basic map, compass, and GPS skills are tested to see which group locates a simulated fire first. Leadership, teamwork, and communication skills are developed; fire management strategy and tactics are applied during simulation. Contact information will be collected including name, phone/email/address, age, student status/field of study if applicable, area of interest (CCYC, USFS, or both, USFS interest: fire, admin, dispatch, timber, range, trails, etc), any other relevant information. Workshop coordinators will also notate relevant observations or information collected on prospective applicants. Participants receive certificates and small Smokey awards for participation.

Day 2: Last phase of workshop provides a more detailed, specific approach on how to connect to USFS employment. This phase is for those who are qualified to apply for employment during the season to follow (ie: year 1, workshop attendees will stay for this phase if they are eligible for employment summer 2011). Content covers hiring authorities and qualifications, and how to network with hiring managers nationwide (utilize USFS website to search by forest and by state to find contacts, opportunities, Civil Rights and HCM links). Prework for AVUE application workshop will be provided along with workshop flyer when advertising workshops well in advance. Prework will require applicants to follow instructions for setting up a profile on AVUE. If applicants do not have internet access, they must bring a completed resume including previous work history, dates, supervisor contacts, duties and accomplishments, and references. AVUE workshop will use a projector to walk applicants through steps as they follow along on multiple workstations. Applicants will actually send applications, and will be versed on AVUE including how to modify locations, apply for multiple announcement numbers, keep applications updated every 60 days, and check status of application and if basic qualifications are met. Applicants will also be handed out a hard copy of a detailed step by step AVUE guide and will receive an electronic version by email as well.

Proposed workshop agenda is one outline that will be successful. However, if the project is approved the director and coordinators will meet with CCYC representative, utilizing input from other Forest fire staff, district rangers, fuels/prevention technicians, to agree on workshop content, length, and create a refined agenda. As project progresses and develops, it will be flexible to changing workshop content and criteria based on what will best achieve objectives. After Action Reviews will be conducted with workshop participants and afterwards with coordinators, program director, and job corps representatives to determine where change will be beneficial and to introduce new ideas.

3. Resumes and contact information collected will be distributed to Regional and National Outreach Coordinators and interested hiring managers not only on the MLF and San Juan NF (SJNF) but across R4, R2, R3, and any other managers expressing interest in increasing quality and diversity in applicant pools. Proposed funding includes time for project coordinators to ensure follow through.

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

\$42,000

GRAND TOTAL COSTS 3 employees		
Personnel Hrs		\$31,200.00
Travel		\$9,625.00
Misc.		\$500.00
Total		\$41,325.00

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

Please see attached budget spreadsheet.

TEMPLATE FOR 2011-2013 PROPOSALS
F&AM WORKFORCE DIVERSITY

If project receives \$30,000 annually, R4 MLF can fund one primary project coordinator for 5 Pay Periods and one secondary coordinator for 4 Pay Periods. Funding will allow coordinators to host ten 2 day training workshops.

If project receives \$42,000 annually, R2 SJNF can fund a project coordinator for 4 Pay Periods to attend all 10 workshops in addition to two R4 MLF coordinators as outlined above.

If project receives \$50,000 annually, local hiring F&AM managers from MLF and SJNF can attend select workshops, and additional workshops can be hosted. This will assist greatly in connecting quality workshop attendees directly to employment opportunities. Hiring managers are much more likely to hire applicants they can meet in person and especially work with in a field setting.

The Regional/Area Fire Director's signature certifies concurrence

PHONE #:

District Ranger (if appropriate):	
Forest Fire Program Manager (mandatory): /s/ William Colt Mortenson	435-636-3502
Forest Supervisor (mandatory): /s/ Ann King for Pam Brown	435-636-3500
Regional Representative to F&AM WDC (mandatory): /s/ Tenna Biggs	801-625-5403
Regional/Area Fire Director (mandatory): /s/ Sue Stewart	801-625-5507

- 1. Workforce Diversity Management:** Describe how your proposal addresses two or more of the following elements: Workforce Planning, Outreach, Recruitment, Hiring, and Retention.

This proposal touches on all five elements with the key aspects being the outreach and recruitment that can be achieved through targeted participation in workshops where diversity is rich in those participating.

- a. Workforce Planning

Improve the diversity of the workforce on the MLF and SJNF as well as forests throughout R4 and R2 by integrating workforce planning. Those crews and work units wishing to utilize this project to more effectively reach diverse candidates will be asked to perform their workforce planning in advance and identify specific positions they wish to fill from trained CCYC and SWCC employees or individuals who successfully completed workshop trainings.

- b. Outreach

The outreach component will be to utilize established networks, make contacts, build relationships, and increase the scope to reach a large, diverse, quality pool of potential job corps and USFS employees. Partnership with CCYC and SWCC opens available networks that the job corps have maintained with diverse communities for over 25 years. For example, CCYC maintains successful networking with over 50 chapter houses and high schools on the Navajo reservation to provide employment and training opportunities. This project will benefit from this networking to advertise the proposed USFS/CCYC training workshops.

Outreach efforts will also build on existing and create new relationships with minority organizations, job corps, professional schools, technical schools, and high schools outside of the Navajo reservation in neighboring areas in New Mexico and Arizona. This outreach will increase workshop participants and USFS applicant pools to include more diverse contacts identified as under represented in the Regional MD715 and USDA Forest Service Office of Civil Rights 2010 Leadership Report.

Attached is an 'Outreach Contacts' list of diversity organizations, youth conservation corps, educational institutions, and Navajo reservation chapter houses. Workshop locations will be strategically positioned according to accessibility and centralization, and outreach and advertisement will extend to surrounding communities, schools, and organizations. Workshop advertisement will include mandatory RSVP, and if response level is high, CCYC and USFS coordinators will determine participants and numbers (resumes may be required).

Internal outreach contacts in close proximity include national recruitment coordinators located in Albuquerque at the Regional Office(RO), and RO Region 3(R3) Civil Rights staff and recruitment coordinators. Past R4 outreach and recruitment efforts in R3 were coordinated through these contacts, which avoided duplicate efforts and allowed the ability to connect to areas of R3 where R3 staff did not have time or funding to visit. The proposed project will

TEMPLATE FOR 2011-2013 PROPOSALS
F&AM WORKFORCE DIVERSITY

prioritize coordination with R3 efforts which were very successful and mutually beneficial in the past. R2 will dedicate a project coordinator from the San Juan NF Dolores District, who is on the Rocky Mountain Group training committee, and has current ties throughout the region in outreach and recruitment. This employee would be ideal as the R2 project coordinator to ensure prospective applicant's information is disseminated throughout the region, and also to inform workshop attendees of employment opportunities not only on the San Juan but throughout R2. This will create an effective and efficient network between R4, R2, and R3 which all come together in the four corners area.

c. Recruitment

The recruitment component will take referrals from outreach and share these with hiring managers in R4, R2, R3, and nationwide. Referrals would include recommendations for active recruitment and hiring. The project coordinators will act as a conduit of information for candidates, providing them with resources that inform them on available opportunities, application processes, and hiring practices, as well as putting interested recruits in direct contact with supervisors to facilitate more job-specific recruiting. Coordinators will be well-informed of USFS vacancies prior to workshops in order to present a wide range of employment opportunities to match to individual situations.

Project coordinators will work closely with Regional F&AM recruitment coordinators to keep informed on USFS employment opportunities, and to provide recruiters with qualified applicant's contact and relevant information. Project coordinators will also work with Civil Rights action teams on forest and regional levels, MWSI liaisons, and any regional or national outreach recruitment coordinators (ie: recruitment cadre geographic coordinator). Project coordinators will join local Forest CRAT team, regional recruitment cadre, and achieve level II recruitment status. These actions are essential not only to broaden the scope of program and increase local unit and applicant benefits, but to avoid duplicate efforts, coordinate on a national scale, and maximize efficiency.

d. Hiring

USFS career development project coordinators and CCYC supervisors will assist in identifying quality employees and then work in conjunction with supervisors to more effectively hire diverse candidates.

During training workshops applicants will be made aware of different hiring authorities (STEP, SCEP, Career Intern Program, VRA, etc), qualification requirements, and opportunities available. The coordinators will assist in navigating and sending applications through AVUE digital services, which often serve as a barrier for reaching diverse populations, to ensure prospective recruits are actually making it into the candidate pools from which selections for fire and other positions are made.

Hiring managers can utilize hiring authorities to hire quality diverse applicants non-competitively.

Positions to fill include:

1. any identified in workforce planning to specifically fill with successful CCYC, SWCC employees or qualified workshop attendees.
2. positions in close proximity to training workshop locations including MLF Abajo Wildland Fire Module, Moab and Monticello engine crews, Monticello timber crew, Moab recreation and trail crew, and SJNF engine and hand crews out of Dolores and Durango, CO, and R3 vacancies.
3. any positions nationwide, in R4, R2, R3, or elsewhere that are available and provide an opportunity a quality applicant is eligible for and interested in. If candidate is not interested in F&AM positions they can be hired into other USFS employment openings.
4. CCYC representative will hire workshop participants who express interest and qualify. These participants will gain skills to make them competitive USFS hires in the future.

e. Retention

Project coordinators will track hires utilizing excel spreadsheets, and will continue to serve as mentors, counselors, or career-guidance resources to assist hires in achieving their individual career aspirations. Coordinators can also assist in matching new hires with diverse, established employees they can identify with, to provide support and council to new employees from culturally diverse backgrounds. Coordinators will conduct mid and post season interviews to assist the new hires in finding the best future direction in accordance with their career goals and ambitions. Coordinators will provide application assistance and inform on qualifications for GS level upgrades to ensure hires are maximizing opportunity to move toward the permanent workforce.

TEMPLATE FOR 2011-2013 PROPOSALS
F&AM WORKFORCE DIVERSITY

The project will prioritize retention also based on reports across region 4 of very low numbers on GS5-GS8 referral lists for permanent positions, often only 1-2 candidates. If successful seasonal employees from a wide variety of backgrounds are retained, the project demonstrates a sustainable solution to populating permanent hire referral lists with quality, diverse candidates.

The proposed training workshops emphasize AVUE help sessions, and encourage all interested applicants to utilize AVUE as well as pursue other hiring authorities where they qualify. Employees hired through AVUE have re-hire eligibility the following season, which eliminates the need for the candidate to re-apply and increases likelihood of retention.

Coordinators will also recognize the importance of family and location when working with prospective applicants and existing hires. This barrier will be addressed by utilizing best practices as addressed on the F&AM Workforce Diversity website (<http://www.fs.fed.us/fire/diversity/index.html>) under best practices-retention. Best practices include hosting a family day, proposing creative solutions such as alternative work sites or details, and utilizing family friendly policies, to retain parent's through pregnancy, parents with infants in their first year, and parents with children. Solutions are tailored to individual situations and the importance of family is respected and recognized as a key to retention.

2. Management Support: Describe how the proposal is supported at each level of management.

The proposal has full support of the Manti La-Sal NF Forest Supervisor, Forest FMO, Moab-Monticello District Ranger, ZFMO, and AFMO, San Juan NF Dolores District FMO and San Juan NF Fire Staff. The Manti La-Sal fire organization as a whole is committed to increasing the representation of under represented groups and is in support of utilizing USFS/CCYC training workshops to help achieve that goal.

Preliminary contact has been made with R4, R2, and R3 outreach/recruitment, civil rights, and fire staff and verbal support has been offered for utilizing successful CCYC/SWCC employees and training workshop attendees as USFS employees. Support is also offered to maintain the training workshops as an avenue to outreach Job Corps and USFS career opportunities to a broad spectrum of potential employees and to provide valuable community education and training pertaining to ecosystem management. If this proposal is accepted, continued efforts will be required to gain additional support from additional USFS F&AM and other contacts to plan for and utilize the project's outreach efforts and partnerships to meet unit hiring and civil rights objectives.

Success depends largely on the project coordinator employee's individual qualities and dedication. Manti La-Sal NF has committed to dedicating 2 employees who have encountered great success and achieved measurable progress in past similar efforts, so program success is ensured in part to project coordinators' track record. San Juan NF has committed to dedicating an employee with a successful track record in similar activity, going above and beyond their position description to assist in achieving R2's target outreach, recruitment, hiring, and civil rights objectives. Coordinators will have valuable pre-established internal and external networks, extensive experience in outreach and recruitment, AVUE online application and hiring authorities, Civil rights training, instructing, public speaking, and communication among other pertinent skills and traits.

Four Corners School Canyon Country Youth Corps is dedicating the area recruitment coordinator to working with USFS and attending the proposed training workshops. CCYC assisted in proposal development and recognizes its success in achieving its mission as dependent on continued cooperation with USFS. FY 2009 was the first time USFS and CCYC began joint presentations on the Navajo reservation, and CCYC reported an unprecedented increase in interested applicants and positive response from educational institutions welcoming them to their communities and schools. CCYC also dedicates to providing training that will produce competitive employees for USFS jobs. CCYC and SWCC maintain a partnership which doubles the benefits for them and USFS.

3. Scope: Describe how the benefits of your proposal extend beyond a single unit.

The scope of this proposal is brings Regions 4 and 2 together to coordinate efforts and share information to enhance the overall results. Efforts will also be coordinated with R3 to create an effective and efficient network on a multi-regional

TEMPLATE FOR 2011-2013 PROPOSALS
F&AM WORKFORCE DIVERSITY

scale.

Training workshops include discussing hiring authorities and Avue help sessions which provide tools for applicants to apply to jobs nationwide. Help sessions also cover how to use the www.fs.fed.us website to make contacts by forest and by state and network with units on a national scale. Hiring officials and recruiters nationwide will be contacted prior to workshops to compile a contact list to provide to applicants for more specific questions pertaining to different areas and job opportunities.

Funding will allow 2 Manti La-Sal south zone employees to join the regional recruitment cadre and assist with regional outreach and recruitment. The R4 cadre involvement includes assisting with student interview processes at identified Colleges in close proximity to the MLF. Fiscal 2009, regional cadre members conducted interviews at Northern New Mexico College in El Rito, NM, and at Central New Mexico Community College in Albuquerque, NM. The south zone of MLF is geographically the closest Region 4 location to these schools and will minimize travel costs, and assist the cadre where more participation is needed. Successful workshop turnouts will reveal additional locations for regional interviewing to take place. Involvement in the cadre will also assist in disseminating information on quality candidates identified in training workshops throughout the region. Additionally it will help project coordinators identify regional employment opportunities outside of the MLF to distribute to prospective applicants at CCYC, SWCC, and training workshop locations. SJNF coordinator will maintain involvement in the Rocky Mountain Group training committee and act as a conduit of information between workshop and job corps prospective employees and hiring managers and outreach/recruitment efforts in R2.

4. Sustainability: Is this project sustainable beyond the three years of potential funding. Please explain...

If funded, this proposal has the potential to grow into a long-term venture in producing positive workforce diversity results. The F&AM seed money will provide a three-year 'trial period' over which time it can be determined if this proposal will indeed produce the desired results in terms of increasing under representation on the MLF, SJNF, and hopefully F&AM organizations throughout both regions. If found to be successful, the benefits of the program will outweigh the cost of continued support to incorporate this model into the budget using regularly allocated funds. Once project is initiated, project director and coordinators will also seek out grant opportunities and additional partners and contributors.

The Manti La-Sal already demonstrated dedication and monetary priority to the project by funding the Regional F&AM Recruitment Coordinator for a pay period in October 2009, and by funding the South Zone Prevention technician for multiple pay periods outside normal tour of duty, to collaborate with CCYC by hosting AVUE help sessions and joint presentations and outreach efforts on the Navajo reservation and in surrounding communities. If successful results are demonstrated, the project supporters recognize the importance of the project being a sustainable one, especially to retain successful seasonal employees hired as a result of project outreach, and assist them in joining the permanent workforce.

5. Partners & Contributions: If the proposal includes partnerships with other organizations, list the partners and their contributions (i.e. funding, resources, in-kind services, etc.).

Canyon Country Youth Corps, Monticello, UT, will dedicate a representative to participate in training workshops and recruit for summer employment programs. CCYC will also schedule current job corps employee's for AVUE help sessions in the fall hosted by USFS project coordinators, and assist with resumes and work history. CCYC will in turn have multiple supervisors versed in AVUE to help connect job corps employees to jobs. CCYC will share information with SWCC and other job corps partners and minority organizations in SW area. CCYC receives multiple funding sources including Daniels Fund, Americorps.

SWCC will coordinate students' attendance at USFS AVUE help sessions located on the San Juan NF at district offices in the fall. SWCC will assist in ensuring employee's have updated resumes to expedite the AVUE application instructional process, and will dedicated to becoming well versed in the program to provide more assistance in the future.

Once the project is initiated, grant opportunities, partners and contributors will be sought out by the project director and coordinators.

TEMPLATE FOR 2011-2013 PROPOSALS
F&AM WORKFORCE DIVERSITY

- 6. Integration with Civil Rights and Human Resource Management Professionals:** Describe how the proposal will be integrated through Regional/Area Civil Rights (CR) and Human Resource Management (HRM) efforts.
- Explain CR involvement in implementing the proposal. Describe how the proposal ties into the Regional MD 715. 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.**
 - Explain HRM involvement in implementing the proposal (workforce planning, recruitment, etc.)

Example:

Under-representation in Region 6: African American, Hispanic, Disabled, etc.

Barrier: AVUE has been identified as a barrier to hiring/selections

****Note**** Include where under representation exists for the unit the proposal is supporting, and what barriers it will address to correct the underrepresentation.

As previously mentioned, project coordinators will join their Forest Civil Rights Action Team, which will integrate both CR and HRM efforts. By participating on the local CRAT they will keep apprised of Regional CRAT meeting updates to identify target groups and develop strategies for reaching those target groups by determining training workshop locations. The project coordinators will also be members of the Regional Recruitment cadre and receive information on regional workforce planning goals and tailor project target areas to assist in making goals become reality. Regional cadre participation will also involve CR and HCM participation. Regional cadre conference calls reference the CR and HCM website and provide training on hiring authorities and CR priorities. Level II recruitment status will also be obtained through the regional cadre, as it is a requirement for all members.

Project coordinators will additionally assist with HCM efforts by providing AVUE application assistance as well as addressing the workforce planning, outreach, recruitment, hiring, and retention elements.

The latest R4 MD-715 establishes 'Efficiency' as one of the essential elements for effective program accountability and self-assessment. The proposed project aims to achieve efficiency by ensuring that a localized project is collaborating with outreach and recruitment efforts on a regional scale and also with neighboring regions. This will avoid duplicate efforts and help the agency work efficiently as a whole instead of within micro-units. The MLF and SJNF border the Navajo reservation and neighboring communities rich in diversity. It is resourceful for these National Forests to participate in outreach and disseminate this information to other units farther north. Efficiency will also be achieved by collaborating with existing job corps programs already in place; combined efforts are mutually beneficial.

According to Regional MD 715, trend analyses revealed a gradual 'slide with regard to minority representation'. Barrier: "Statement of barrier: In R-4, the primary barrier has been an ongoing informal practice of hiring and rehiring largely from the local area, and/or Western applicant flow bases which do not augment diversity."

Project objective to address barrier:

- Diversify recruitment pools in R4 and R2 by hosting outreach and training workshops in areas which augment diversity.
- Training workshops will include AVUE automated online application assistance to populate numerous referral lists with a diverse group of quality candidates willing to relocate to new areas.
- Project coordinators will utilize training workshops to flow information between prospective applicants, regional outreach and recruitment personnel, and hiring authorities far and wide.
- Project director and coordinators will participate in workforce planning efforts with crew leaders to identify specific jobs and skill sets needed, and provide quality diverse applicant pools for these jobs populated with job corps and training workshop attendees expressing interest in employment in identified areas.
- Focus on retention of hires resulting from project outreach will provide a more skilled and diverse workforce, increasing time-in-grade eligibility in order to qualify for better jobs in new areas.

According to the USDA Forest Service Civil Rights Leadership Report, in FY 2010 "the number of permanent new hires was 291. 86.98% were White, 4.12% were Black or African American, 1.37% were Hispanic or Latino, 1.03% were Asian, 1.72% were American Indian/Alaska Native, 1.37% were employees of two or more races, and there were no Native Hawaiian/Other Pacific Islanders and persons with targeted disabilities." The proposed project will assist in increasing percentages of under represented groups.

TEMPLATE FOR 2011-2013 PROPOSALS
F&AM WORKFORCE DIVERSITY

7. Measurement of Success: How will you measure the success of the project as related to the elements addressed in Guideline 1.

Example:

Hiring/Selections (element #4)

The direct benefits of the Region 8 Multicultural Workforce Strategic Initiative (MWSI) proposal will result in increased diversity in the Fire and Aviation workforce in Region 1, 6, and 8 (planned hiring and training of 10 candidates in the 2007 season. In 2008, 4 of the individuals from the 2007 season are scheduled to be hired in Region 6).

Outreach/Retention (element #2 and 5)

The indirect benefits are collaboration between Regions 1, 6, and 8 in assisting the MWSI students become more competitive for future positions, increased awareness of the 1890 Colleges as a resource for outreach/recruitment/hiring, increased awareness of the MWSI students in the variety of job opportunities available in the Forest Service – building a sustainable pipeline for diversity.

Workforce Planning

1. Complete workforce planning on the Manti La-Sal and San Juan National Forests to establish specific goals for placement of trained CCYC and SWCC employees or individuals who successfully completed workshop trainings and expressed interest in USFS employment. Year 2, participate in workforce planning on additional forests in R4 and R2 based on project success in Year 1. Goal of at least 3 crews/entities outside Manti La Sal and San Juan NF.
2. Provide information on the program and services at the Region 4 and Region 2 FMO meeting beginning in the Spring 2011.

Outreach, Recruitment

1. Identify 2 project coordinators on the Manti La-Sal NF South Zone, and 1 project coordinator on the San Juan NF.
2. Coordinators will identify themselves to CCYC, coordinate workshop schedules and agendas, and advertise workshops to outreach contacts in communities high in diversity according to R4 and R2 Management Directives. Minimum of 10 workshops will be completed; content may vary based on audience.
3. Coordinate efforts with R3 outreach/recruitment, civil rights, and fire staff.
4. Coordinators will join Forest Civil Rights Action Team and keep CRAT updated of project schedule.
5. Project director and project coordinators from MLF will join Region 4 Recruitment Cadre.
6. Coordinators will obtain level II recruitment status.
7. Establish and maintain a recruitment tracking list of workshop participants and successful job corps employees who express interest and are eligible for USFS employment. Distribute list to regional outreach/recruitment personnel and to interested hiring managers on MLF, SJNF, and forests throughout R2, R4, and R3.

Hiring

1. Meet goal of filling minimum of 4 USFS positions with job corps employees or workshop participants, and filling minimum of 6 CCYC or SWCC employees with workshop participants each year. (through AVUE, STEP, or other hiring authority)

Retention

1. After first year of project, track hires and utilize identified methods to retain successful employees and assist in working toward attaining permanent positions.