



Meet the Forest Service Civilian Conservation Centers Creating the Next Generation of Conservation Stewards

The Bright Future of Civilian Conservation Centers

Harris Maceo, Acting National Director, Job Corps National Office



My fellow Job Corps colleagues, it has been a while since I've written a message to all of you. In all my years of working with our Forest Service Job Corps Civilian Conservation Centers (CCC), I've never been prouder and more humbled to be part of your team than I am now.

During challenging times, we stood united with our communities, our Forest Service leaders, colleagues, and retirees. Together we were able to highlight the values of the CCC program and emphasize the connections between the services we provide to our

youth, our communities, and our forest and grasslands. U.S. Department of Agriculture (USDA) Secretary Sonny Purdue's new call to action is to connect our CCCs directly to the USDA and Forest Service mission, and I know without a doubt we are ready for this challenge.

Secretary Purdue and Forest Service Chief Vicki Christiansen have been at the forefront of this renewed commitment. Their [vision](#) is that [external link] the CCCs be integrated in every aspect of managing and protecting the nation's public lands. Yes, CCCs have always supported the agency's mission of sustaining the health, diversity, and productivity of the nation's forests and grasslands to meet the needs of present and future generations. But now is the time come to become

more deeply entwined. I believe the energy and efforts that we all invest in fulfilling this vision will be returned many times over in a manner that will directly benefit Job Corps students, staff, and the agency.

On September 23, 2019, Secretary Purdue traveled to Denver to meet with Chief Christiansen, myself, members of our executive team, and a cross-section of center directors and forest supervisors, to not only discuss his vision, but also to determine ways the agency and department could better support the CCCs. To delve more deeply into this subject, Secretary Purdue followed up his initial visit by meeting with all 24 center directors the week of October 7, 2019, in Washington, D.C.

The Secretary has outlined a vision that involves: reexamining the Public Lands Corps agreements that Job Corps currently has with Forest Service regions to ensure our students are given significant, wide-ranging training opportunities; creating a workforce pipeline from our centers to national forests and grasslands; strengthening Job Corp's connections with Forest Service hiring managers to ensure direct-hire authority for fire positions to benefit Job Corps students; a future apprenticeship program; and a new natural resources curriculum for the CCCs that prepares Job Corps students with the skills to forge careers within the agency.

A challenge before us is to improve student outcome and improve the perfor-

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USDA Secretary of Agriculture Sonny Purdue met with Forest Service Job Corps Executive Leadership Team and Civilian Conservation Center center directors on September 23, 2019. L-R front row: Ira Young, Allen Vaughn, Claudette Fernandez, Brian Ferebee, Sonny Purdue, Vicki Christiansen, Jeanne Weihrauch, and Tammy Wentland. L-R back row: Dan Olsen, Evonne Stites, Harris Maceo, Eric Bracken, Chad Stewart, Jesse Casterson, Daniel Lovato, Bryan Wilson, Clay Fowler, Anna Briatico, Malcolm Shorter, and Matt Anderson. Photo by Forest Service staff.

The Bright Future of Civilian Conservation Centers (continued from page 1)

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mance of some of our centers; however, the performance of CCCs in 2018 was well recognized. In October 2019, the National Job Corps Association awarded Forest Service Job Corps with its two highest awards – the 2018 Highest Performing Center award and the 2018

Highest Average On-Board Strength award. Thank you!

Despite the difficulties we have overcome, I hope that each of you will continue to work together to help forge a new path and fulfill the promise of the Job Corps CCCs.

On January 7th and 9th, 2020 we will be conducting a Job Corps CCC webinar at 2:00PM EST to all Forest Service employees on the rich history of our CCC. I asked you please tune in.

Lastly, but certainly not least, I wish each and every one of

you a very safe and Happy Holiday Season! Please take time for yourself, time to be with your family and friends, and time to enjoy the season!



Forest Service Civilian Conservation Centers Return to their Natural Resource Conservation Mission



L-R: United States Department of Agriculture Secretary Sonny Purdue and U.S. Forest Service Chief Vicky Christiansen address Job Corps National Office staff on September 23, 2019. Photo by Forest Service staff.

United States Department of Agriculture Secretary of Agriculture Sonny Purdue's [vision](#) [external link] for the Civilian Conservation Centers (CCCs) is to integrate the centers more deeply into the Forest Service. It matches the original intent of the Forest Service leaders who designed the fundamental structure of the Job Corps program.

Secretary Purdue's vision honors the legislative language that created the CCCs. That language states that CCCs, in addition to providing students with academic, career technical training, and workforce preparation skills, are established to "conserve, develop, or manage public natural resources or public recreational areas or to develop community projects in the public interest."

The Forest Service Job Corps program is at a cross road that

will determine its future for many years to come.

Planning for the future means making conscious decisions now. With the renewed investment in CCCs, there is a new opportunity to re-engage centers with their original natural resource conservation mission, modernize the program, and improve student outcomes.

To this end, staff from the national forests and grasslands, CCCs, and the Job Corps National Office (JCNO) are engaged in a number of wide-ranging initiatives that will transform Forest Service Job Corps' organizational structure, culture, and management.

For example, presently there are approximately 300 center staffing vacancies. An Expedited Hiring Team has been established with the intent of filling 150 vacant positions within 60

days. This team, devoted only to hiring Job Corps employees from beginning to end, will have an immediate, positive impact on center operations.

The Expedited Hiring Team will free-up valuable time for center employees and ensure the swift hiring and on-boarding of talented, qualified employees who will help our centers prosper. Already, vacant positions have been approved to be filled, hiring panels have been assigned, and the hiring process and delegation of authority for selecting candidates has been streamlined.

Program leadership will be crucial to the renewal of the CCCs. The JCNO wants to ensure consistent access to leadership and programmatic training for all center employees. It wants to create a deep bench of trained and innovative staff who will assume center leadership positions in the future and ensure that CCCs thrive. As a first step, the JCNO has established a Job Corps Leadership Academy to invest in the future leaders on CCCs.

The academy is composed of two intensive one-week sessions. The first week will cover center operations, including administration, on-board strength, residential living, cen-

ter culture, and the outcome measurement system.

The second week will focus on the integration of Job Corps into the national forests and grasslands and the greater community.

Initiatives like these are what will ensure the longevity of the Forest Service Job Corps program and there is no doubt that we will succeed in making the Secretary's vision a reality.

"So I am calling on all Job Corps centers—indeed, all of us in the Forest Service—to find more ways to integrate Job Corps into the fabric of our agency to meet our most critical mission needs. This includes work to combat wildfire and to sustain and improve our infrastructure."

Our Job Corps CCCs can help us with priority work on roads, trails, bridges, water and wastewater treatment systems and all of the components we use to manage and protect all of the other resources."

Vicky Christiansen
Chief, U.S. Forest Service

Oconaluftee Job Corps Graduate Wins 2019 Governor’s NCWorks Award of Distinction



Oconaluftee Job Corps graduate Amy Bryan, winner of a 2019 Governor’s NCWorks Award of Distinction for Outstanding Young Adult. Photo by Birdie Powell.

Savannah River Site Forestry Technician Amy Bryan, a 2018 graduate of Oconaluftee Job Corps Civilian Conservation Center (CCC), was presented with one of six [2019 Governor’s NCWorks Award of Distinction](#) [external link] on October 24, 2019.

Bryan was honored as an “Outstanding Young Adult” for the hard work and tenacity she demonstrated at Oconaluftee Job Corps as she pursued her education and technical career training. Bryan, a 2018 graduate of Oconaluftee Job Corps Civilian Conservation Center (CCC), credits the center for much of her success. “I never thought I would achieve so much from the program,” said Bryan. “I came to Job Corps with no license, had dropped out of high school and had never been away from home. Because of Job Corps I have a car, my diploma and a career.”

Watch as [Bryan discusses](#) [external link] details of her journey to transform her life in an intimate interview.

Flatwoods Job Corps Civilian Conservation Center – Saving Lives and Making the Country Better



Wise County Sheriff Department deputies enjoy a photo with Flatwoods Job Corps students Marquise Dean (second from the left), student Deylio Miller (seventh from the left), Flatwoods staff member Rhonda Bird, and student Joshua Moore (eight from the left) before delivering Thanksgiving meals. Photo by Forest Service staff.

A motto on the Flatwoods Job Corps Civilian Conservation Center (CCC) is “saving lives and making the country better.”

During this season of celebration and thanksgiving, Flatwoods students try to embody this maxim by donating their time and talents to bring comfort and joy to members of their community—both on-center and off.

On November 11, 2019, Flatwoods students honored 14 U.S. military veterans on the Flatwoods CCC staff with a reception where veterans were thanked for their service and sacrifice. These veterans, who served in far-flung outposts, appreciated the interest shown by the students. They shared details of their service in far off places including remote deploy-

ments in places such as Honduras, Afghanistan, and Iraq.

On Thanksgiving Day, Flatwoods CCC students Marquise Dean, Joshua Moore, and Deylio Miller joined volunteers from area churches, the Wise County Sheriff’s Department, and Boy Scout Troop 301 to package and deliver 175 home cooked meals for the elderly and less fortunate members of their community.

The Thanksgiving and Christmas seasons are a time where we come together and reflect with gratitude on the gifts of family, friends, and health.

Embodying their center maxim, Flatwoods Job Corps CCC students and staff choose to extend themselves year around and serve in whatever capacity they can.

“Service to others is the rent you pay for your room here on Earth.”

— Muhammad Ali



L-R: Flatwoods Job Corps CCC students Marquise Dean, Deylio Miller, and Joshua Moore grab a photo with Wise County Sheriff Department Lieutenant Teresa Meade. Photo by Forest Service staff.

Flatwoods Job Corps CCC student Joshua Moore hands a meal to a church volunteer to be packaged and delivered. Photo by Forest Service staff.



L-R front row: U.S. military veterans Gerald Salyers, Michael Livingston, Jason Houston, Kevin Saucier. L-R back row: Greg Combs, David Carpenter, Anthony Colobro and Richard Miller all serve on the staff of Flatwoods Job Corps CCC. Photo by Forest Service staff.

The Job Corps National Office Celebrates Holidays Through the Decades



Standing L-R: Linda Loughlin, LaKeshia Mills, Jennifer McCord, Joyce Stokvis, and Jenney Rockman. Kneeling: Cris Newton-Schlesselman. Photo by Harris Maceo.

Looking for a unique way to brighten up the office during the holidays, employees in the Job Corps National Office decided to hold a contest that explored how Americans have celebrated the Christmas season from the roaring Twenties through to the 1980s. Whether they grooved to the songs of the 1970s or went back in time to the happy days of the 1950s, these creative employees brightened up the office by decorating their cubicles with decorations, lights, tinsel, and lots and lots of Christmas trees.

The contest categories were most original, most authentic, and most festive. Administrative Operations Specialist Joyce Stokvis took home the prize for most original with her inspired take on the Roaring Twenties. AQM-WO Acting Branch Chief Jennifer McCord, Contract Specialist Jenney Rockman, and Contractor Linda Loughlin, who won the prize for most authentic, went whole-hog to ensure that JCNO staff imagined that they had stepped back into the 1980s—with the chance to play the arcade game Frogger and watch the *Gremlins*. Acting Management Analyst Cris Newton-Schlesselman, Acting Program Manager LaKeshia Mills, Property Management Specialist Shirley Campbell, and Natural Resources Liaison Cyndi Szymanski recreated the 1950s of Theodor Seuss Geisel, aka Dr. Suess, by recreating the town of Whoville and a lair for a cantankerous Grinch bent on stealing Christmas.

Mingo Job Corps Students Up Mark Twain National Forest's Branding Efforts

Poplar Bluff District Ranger Jon Stansfield, on the Mark Twain National Forest, wanted visitors to recognize the moment they enter national forest lands and to increase the visibility of the Forest Service.

To this end, he sought the help of Mingo Job Corps Civilian Conservation Center (CCC) with a request that it erect a portal sign for his district, which it eagerly stepped-up to construct.

Over nine weeks, thirty-four Mingo Job Corps students and seven trade instructors from the carpentry, welding, brick masonry, and painting trades worked 1,100 hours to construct and erect the new sign; the project was completed the week of October 7, 2019.

"We're trying to establish ourselves as a good neighbor," says Stansfield. "We truly are Southeast Missouri's backyard and I want folks to look at their forest service lands as an asset."



L-R: Mark Twain National Forest Poplar Bluff District Ranger Jon Stansfield, Mingo Job Corps Vocational Development Specialist Matthew Couch, Mark Twain National Forest Manpower Development Specialist Jane Mobley, Eleven Point District Ranger Matt Dillon, Assistant Facilities Engineer Celena McElroy, and Public Affairs Officer Cody Norris at the new

Job Corps Civilian Conservation Center firefighters indispensable during prescribed burns in North Carolina

Early in the morning on November 21, 2019, two eight-person modules from the Oconaluftee and LBJ CCCs were rapidly mobilized for the Shepard Bald Rx on the Nantahala Ranger District and the Brush Creek Rx on the Tusquittee Ranger District. Without the capacity of Job Corps students and staff, the national forests could only have completed one prescribed fire burn. Read the entire story in [Inside the Forest Service](#) [external link]. You can search [Inside the Forest Service](#) [external link] to discover the many stories on how Civilian Conservation Center students and staff provide national forests and grasslands with much-needed assistance at a significant reduction in cost to the agency.



(L-R) Oconaluftee Job Corps wildland firefighting students Devon Cowan-Smith and William Waters dot fire, contouring the slope in the interior of the unit on the Shepard Bald Rx on the Nantahala Ranger District on November 21, 2019. Photo by Dave Collins.



Oconaluftee Job Corps wildland firefighting student William Waters uses a drip torch to dot fire, contouring on challenging slopes and simulating work often done by helicopter ignitions. This provided the needed low intensity fire effects as prescribed in the plan for the Shepard Bald Rx on the Nantahala Ranger District on November 21, 2019. Photo by Dave Collins.

What Can Civilian Conservations Centers Do For Your National Forests and Grasslands?

Sample Work Job Corps Civilian Conservation Centers	
National Forest Systems	
Recreation	
<ul style="list-style-type: none"> Trail construction, trail maintenance Recreation site improvements: painting (signs, picnic tables), facilities maintenance, construction, brush removal, mowing, trailhead maintenance) Installation of picnic tables, fire rings Kiosk construction and installation 	
Forestry	
<ul style="list-style-type: none"> Pre-commercial thinning, tree planting, timber marking Stream maintenance -gabion installations Nursery work -tree lifting and packing, seedling planting Cone collection 	
Wildlife/Fisheries/Hydrology/Soils	
<ul style="list-style-type: none"> Install Inserts for Red Cockcaded Woodpecker Boundary marking of Red Cockcaded Woodpecker area Snag/grouse drumming log creation Mid-story removal Gabion installations Infestation surveys 	
Engineering	
<ul style="list-style-type: none"> Carpentry, painting Heavy equipment repair and maintenance, auto Maintenance Electrical, plumbing, welding Brick and concrete masonry Fashion stone foundations for forest portal signs Stream inventory Boundary/landline location, marking, inspection and maintenance Road Maintenance - sawing and chipping for site clearance on FS roads Greening of Job Corps Centers, research stations, and district offices 	
Administrative	
<ul style="list-style-type: none"> Front desk operator /services Data input, clerical, computer installation (Job Corps IT Team), record keeping 	
State and Private Forestry	
<ul style="list-style-type: none"> Fire suppression, rehabilitation, mop-up, catering Prescribed fire 	
Research	
<ul style="list-style-type: none"> Data collection Inventory 	

CIVILIAN CONSERVATION CENTER MISSION

Job Corps Civilian Conservation Centers (CCCs) are associated with national forests or grasslands and are operated by the U.S. Forest Service in partnership with the U.S. Department of Labor. CCCs provide youth, ages 16 to 24, with the opportunity to earn high school diplomas, GEDs, and certification in traditional vocational trades, including carpentry, welding, heavy equipment operations, and natural resources trades such as forestry, firefighting, and urban forestry.

CCCs strengthen rural and urban economies by providing youth with the skills and work experience to obtain and keep a living wage job. They are a rare alignment of solutions to the challenges of youth unemployment and the urgent need to protect our nation's natural resources. CCCs harness the enormous potential of young people, helping them fulfill their potential while changing their lives, the lives of their families and, through civic engagement, their communities. Civilian Conservation Centers embody the Forest Service mission, "To care for the land and serve people."



**1964 – 2019
CONSERVING
AMERICA'S
NATURAL RESOURCES
FOR OVER 50 YEARS**



USDA Forest Service operates 24 Job Corps Civilian Conservation Centers (CCCs) with a capacity to house, educate, and train 3,800 enrollees.

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