



NOVEMBER 2021

THE COURIER

FOREST SERVICE JOB CORPS CIVILIAN CONSERVATION CENTERS
Creating the Next Generation of Conservation Stewards



Marshall Islands native Daniel Lemari enrolled in Cass Job Corps CCC on August 6, 2019. He returned home at the start of the pandemic and enrolled in Distance Learning to continue his bricklaying certification and academic studies. It was not an easy journey, but Lemari remained focused on his studies. He returned to Cass in April 2021 to complete before securing a bricklayer position in Springfield, Missouri at an hourly wage of \$34.86. USDA Forest Service photo.

AUTHENTIC LEADERSHIP



Ira Young, Assistant Director,
Job Corps National Office. USDA
Forest Service photo.

Are you a leader? A follower? The reality is that we fulfill both roles simultaneously from the day we enter our adult and work life, throughout our career, and well into our "golden years."

We are followers and leaders—leading and following is a natural part of life and are essential roles we play in fulfilling our obligations to our families and missions to our employers.

Maybe the best way to define leadership and followership is through stewardship. Stewardship is a term that continues to be used in specific ways, but it is also used in a more general way to refer to a responsibility to take care of something.

By taking that responsibility we ensure that we recognize that it is for the betterment of the others, the organization or goal and not just the betterment of ourselves. While this may seem like a lofty goal, we do this day in and day out without thinking about it.

Being a steward keeps you from being ego driven and allows you to avoid that pitfall that many leaders and followers fall prey to such as ruling instead of leading.

“HOW MANY A DISPUTE COULD HAVE BEEN DEFLATED
INTO A SINGLE PARAGRAPH IF THE DISPUTANTS HAD
DARED TO DEFINE THEIR TERMS.”
— ARISTOTLE

As a steward focused leader, you still have responsibility to the organizational goal; but it also allows you to view and value the follower's role to the goal. As a steward focused follower, you gain the insight into what part your efforts make toward reaching the goal and the understanding that you are valued by leaders for those contributions.

If you are a value-based leader then you “treat others the way you want to be treated” and this will serve you well, but you can take it one step further and “treat them the way they want to be treated” and give them a deeper level of commitment.

As followers understand your values and you hold to them, they will have a greater understanding of you and your expectation of them. But you must understand and personify your values and hold yourself accountable for them or you can rest assure others in your team will.

HIGHLIGHTS

- **At-a-glance:** Visit the [OC Editorial Calendar](#) for upcoming agency-wide communication activities.
- **Native American Heritage Month:** [Explore](#) the achievements and contributions of Native Americans.
- **Visit Us:** Job Corps National Office [SharePoint](#) site.



LBJ Job Corps students. USDA Forest Service photo.

LYNDON B. JOHNSON JOB CORPS SPECIAL USES TRAINING PROGRAM ENTERS A NEW PHASE

In 2017 the Forest Service Washington Office Lands and Realty Management staff partnered with Lyndon B. Johnson (LBJ) Job Corps CCC to launch the Special Uses Administrator and Realty Specialist Core Competency Training Program to train the next generation of realty management professionals.

Job Corps students in the business technology trade receive training in Special Uses permit management and administration and complete internships on a national forests for on-the-job training. Upon completion, participants will be able to compete for full-time permanent positions or utilize the Direct Hiring Authority through the Resource Assistant Program for entry-level program management positions.

Spearheaded by Special Uses Coordinator Intern Jsaria Coleman, the program has entered its third phase focusing on expanding partnerships with 1890 colleges and universities. "To help improve the retention rate of Special Uses administrators, LBJ plans to use the agreements established with colleges and universities as an outreach and curriculum tool to prepare students for full-time employment," says Coleman.

Students pursuing bachelor's degrees in Business Administration, Natural Resources Management and related studies in schools like Western Carolina University, Alabama A&M University, Southern University, and Tuskegee University or are eligible to enroll in the Special Uses program. Students in the Southern California Mountains Foundation (Urban Conservation Corps) Environmental Systems Research Institute (ESRI) Geographic information System (GIS) Program also are eligible for enrollment.

This innovative partnership between LBJ and Washington Office Lands and Realty Management will improve Special Uses program efficiencies, enhance customer service, and diversify the agency's workforce. Click [here](#) to read about one graduate's experience.

The mission of the 24 Forest Service Job Corps Civilian Conservation Centers is to train eligible youth ages 16 to 24 with educational, social, and vocational skills while assisting in the conservation of the nation's public natural resources.

MEET FRANCES "PENNY" CODY OCONALUFTEE JOB CORPS



After 26-years working at Oconaluftee Job Corps CCC, Career Preparation Lead Training Technician Frances "Penny" Cody is still engaged in her day-to-day tasks of helping young people re-invent themselves and move towards better

lives. "Job Corps has made my life so much richer," says Cody. "It's great to see my students progress and realize they can accomplish great things—watching the light bulb go off in their heads."

Cody's began her career at Oconaluftee in 1995, teaching students office administration, as an employee of Southwestern Community College. After that trade closed, she worked for three years as records clerk. "That's a job that kept me on my toes," says Cody.

A native of North Carolina, Cody talks in a manner rich with local slang. She's shared funny moments with students intrigued by her use of North Carolina vernacular. Students teach her their slang; she reciprocates. "One day I instructed my students to go 'over yonder,'" says Cody. They turned to her with bemused expressions asking, "Ms. Cody, where is over yonder?" Cody pointed her finger and said, "Go over there."

Cody spends her days immersed in the details of virtual enrollment, MyPACE, and TABE testing. She has been married 43 years and has three children. When she started her career in Job Corps, Cody had no grandchildren. Now eight grandchildren and two great-grandchildren enrich her life. "I'm enjoying life and the grand babies are doing great," she says.



STAY IN THE KNOW!

Follow our hashtags!

- #forestservicejobcorps
- #jobcorpsfire

More exciting news can be found on our [Job Corps Civilian Conservation Centers'](#) website!

USDA is an equal opportunity provider, employer, and lender.