



SEPTEMBER 2022

# THE COURIER

FOREST SERVICE JOB CORPS CIVILIAN CONSERVATION CENTERS

Creating the Next Generation of Conservation Stewards



Columbia Basin Job Corps CCC student Connor Howard is taking advantage of the center's ACT college program and is enrolled at Big Bend Community College while continuing to live on-center. He achieved a perfect 4.0 grade point average during his first quarter of college. Howard plans to pursue a career teaching English. USDA Forest Service photo.

## VALUES BASED LEADERSHIP



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

Leadership must be the most used and misunderstood word in the Forest Service today.

There are many labels for leaders and leadership styles. "This Is Who We Are" was established to define where our values fit in and what Value Based Leadership means to us.

Values Based Leadership focuses on who we are and how we behave rather than on what position we hold. As we have found during this transition, it's a revolutionary change from many of the older leadership styles we have been taught in the past. We are learning to lead from a more compassionate place than we were led. While it's the right thing to do, it does mean we have to change and accept that caring for our employees pays major benefits for our future.

Leadership by its very nature means that we are going somewhere and want others to follow. It also means you're on a journey to develop yourself and those you lead. You're not just the person in charge-- you are also the mentor and coach. You are constantly negotiating and striving to achieve the mission requirements and safeguard your employees' welfare since they are the most important resource in accomplishing the mission.

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IRA YOUNG

The new Forest Service leader takes an interest in people. He/she knows them as individuals and knows and respects what is important to them. We now know that many of the incentives used in the past do not work for everyone and so we no longer try to impose those same incentives on everyone. We coach our people--not only those who are not performing well, but also those who are.

In simple terms we have established our values with "This Is Who We Are" and learned to care for, invest in, and get to know what's important to those we lead.

By doing these simple things we increase value of ourselves as leaders and build a team that's more engaged and successful at accomplishing the mission and providing service to the citizens of the country we serve.

## HIGHLIGHTS

- **At-a-glance:** Visit the [OC Editorial Calendar](#) for upcoming agency-wide communication activities.
- **Trapper Creek Job Corps Alumni:** [Graduate travels east to carve out career](#)
- **Visit Us:** Job Corps National Office [SharePoint](#) site.



(l-r) Flatwoods Cement Masonry students Zachariah Klie and Cody Webb work under the instruction of Cement Masonry Instructor Jesus Rea to construct a new section of the center's Career Technical Training parking lot. USDA Forest Service photo.

## FLATWOODS JOB CORPS CEMENT MASONRY STUDENTS EXPAND CENTER'S CTT PARKING LOT

Thanks to Cement Masonry students Zachariah Klie, age 20, Cody Webb, age 18, James Auman, age 18, and Kayir Custis, age 20, the Flatwoods Job Corps Civilian Conservation Center Career Technical Training area has a newly expanded parking lot and sidewalk totaling 1,692 square feet. Four new sections have been added, with each section taking approximately 3 hours to complete. The five students worked a combined 160 hours to complete the project.

Throughout construction, the students utilized and refined a cross-section of skills, including saw cutting concrete, ironwork, forming, elevation shots, and finishing techniques. "It is very important to pay attention and be gentle with the concrete at times," said Klie. "Edging can be difficult but it is an important detail. If the edging is not done correctly, the concrete could be uneven."

Klie plans to enter into a cement masonry apprenticeship. Webb wants to complete advanced training in cement before continuing in his career as a cement mason. Auman career interests have shifted, and he now plans to attend advanced training for collision repair, while both Morgan and Custis are still working on their career plans.

Surveying the completed project, Cement Masonry Instructor Jesus Rea observed, "Concrete work uses the mind, back, and soul. The students have done a great job and what they created will last over 100 years."



Flatwoods Job Corps CCC's newly expanded CTT parking lot. USDA Forest Service photo.

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 ROGER SHEFFIELD PINE KNOT JOB CORPS CCC



Pine Knot Job Corps CCC Computer Technology Instructor Roger Sheffield knows who his students are because not so long ago, he was walking in their shoes. He graduated from Frenchburg Job Corps CCC with a Brick Masonry

certification in February 2015 and from Great Onyx Job Corps CCC with a Computer Technology certificate in August 2017. He pursued other career opportunities immediately after graduation but continued to network within Job Corps. He started in his current position on August 30, 2021.

"I can finally give back to a program that assisted me when I was down and couldn't afford college," says Sheffield. "I can see the students exactly where I was back then and share with them my mistakes and how I overcame them. Some students need to be pushed while others need a breather."

One particular graduate, who was caught in a negative feedback loop because of his slow trade progress, stands out in Sheffield's mind. "I slowly pushed him forward and eventually he passed his Core 1 for CompTIA A+. His eyes lit up and he started pushing himself." The young man passed his Core 2 A+ certification on his second to last day on center.

Sheffield has mastered a healthy mental attitude towards life--one grounded in acceptance of who he is that many older adults would envy. "I am exactly where I want to be in life," he says. "I've done my best to follow the advice I was given in my journey and to make peace with all aspects of my life, the good and the bad, because it turned me into who I am today. I feel like I am making a difference, doing what I love to do and talking about it as a career."



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More exciting news can be found on our [Job Corps Civilian Conservation Centers'](https://www.jobcorps.gov/civilian-conservation-centers/) website!

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