

OCTOBER 2022

# THE COURIER

FOREST SERVICE JOB CORPS CIVILIAN CONSERVATION CENTERS

Creating the Next Generation of Conservation Stewards



Lyndon B. Johnson CCC Brick Masonry Instructor Paul Wooten held a 1-hour brick competition on September 1, 2022. Aaron Gatling, Elijah Lewis, Elijah Jordan, and Seth Young each had one hour to lay brick rows. Aaron Gatling pulled away from his competition and won the contest. Front row center is Aaron Gatling. (l-r back row is Elijah Lewis (partially blocked), Shaquille Hogan (contest judge) and Seth Young. USDA Forest Service photo by Keith Bowers.

## LEADER OR MANAGER



Daniel Lovato, Assistant Director, Job Corps National Office. USDA Forest Service photo.

Leadership and people come in many different sizes, shapes and forms. That makes it challenging but also provides opportunities for up and coming leaders and employees wanting to become future leaders. It's always a positive to have different types of leaders on a center because it helps navigate and steer our diverse pool of students and staff we have in the program.

A certain type of leader might work for certain people but could have negative effect for others. What a good leader does is determine what type of leader he or she needs to be to effectively lead and/or manage.

I have read about how athletics have changed just as society has changed. In the days when I participated in athletics

the coach was the leader and often times they used stern behavior or language to help motivate a player. It was not uncommon for a coach to be chewing out a player when they made a mistake or might even send them to run the steps or a lap around the field when one made a mistake. Coaches today are often prohibited from using inappropriate tone or language to coach today's athlete to correct a mistake. These are two different ways of producing results desired.

**“IF YOU ARE A LEADER AND YOU ARE COMFORTABLE WITH YOUR STYLE OF LEADERSHIP BUT IT REQUIRES YOU TO BE A DIFFERENT TYPE OF LEADER. WHAT IS THE BEST COURSE? WELL MY BEST ADVICE IS TO UTILIZE THE LEADERSHIP YOU HAVE AT YOUR UNIT TO HELP FILL THAT NEED.”**

DANIEL LOVATO

When successful college coaches leave to coach on the professional level they often do not have the success they had in college. The big question is why; it is not because they lost their knowledge of the game but the style of leadership at each level is different. As a college coach you teach/coach the players however as a professional coach you manage the players. This is more times than not what is the root of the problem, are you a leader or a manager? You need to be both to understand your staff and students.

If you are a leader and comfortable with your style of leadership but it requires you to be a different type of leader. What is the best course? Well my best advice is to utilize the leadership you have at your unit to help fill that need. Leadership does not come in a title but by action and we have good resources at our side for utilization. That might be someone who is part of the leadership team or it might be someone else who keeps asking questions to develop their leadership skills.

## HIGHLIGHTS

- **At-a-glance:** Visit the [OC Editorial Calendar](#) for upcoming agency-wide communication activities.
- **Boxelder Job Corps HistoriCorps Partnership:** [Partners Work to Restore Historic Custer Peak Lookout Tower](#)
- **Visit Us:** Job Corps National Office [SharePoint](#) site.



(l-r) The agency values of interdependency and partnership allowed Great Onyx students Albert Kemp, Ernesto Serrano, Vincinte Iranzo (staff), Hailey Alandt (staff), and Amand White to intern on the Umpqua National Forest. USDA Forest Service photo.

## UMPQUA NATIONAL FOREST WELCOMES GREAT ONYX AND PINE KNOT JOB CORPS FIREFIGHTERS

Working as Firefighter Type 2s, four Great Onyx and three Pine Knot Job Corps Civilian Conservation Center (CCC) students ended hugely successful three-month internships on the Umpqua National Forest on October 6, 2022. Great Onyx students Albert Kemp, Ernesto Serrano, Dwayne Smith and Amand White, all enrolled in the welding trade, worked on two type 4 engines on the North Umpqua Ranger District for North Zone Fire Management. Pine Knot students Angelina Soileau and Logan Adams, enrolled in Forestry Conservation and Firefighting, and Aljay Williams, enrolled in welding, worked on a 20-person Type 2 Initial Attack Hand Crew on Diamond Lake.

Past practice has been for the Umpqua to staff their modules with Wolf Creek Job Corps students or students from other geographically close CCCs—an option unavailable in 2022 due to on-board strength issues at Western centers. Taking up the slack, Daniel Boone National Forest AFMO Kevin Thomlinson leaned into his professional network to set up work-based learning (WBL) assignments for Kentucky CCC students, partnering with North Umpqua Ranger District Forestry Technician Fhurer Orejuela. This partnership would not have worked without the support of Wolf Creek Job Corps, whose Culinary Arts Instructor Nicole Kuhn provided all of the students' meals.

Orejuela was pleased with the students performance and encouraged all of the students to apply for 1039 positions. "We saw a lot of potential in all of them." The Umpqua aims for a 1:1 ratio of students to staff and mentoring is a big part of the WBL experience. Smith, Soileau and Adams are all interested in pursuing careers in wildland fire. The Umpqua set aside time at the end of the season to assist students with career guidance, navigating USA Jobs, and providing tips and pointers on the interviewing process "We offer them a glimpse of what fire is like," says Orejuela. "If they are set on a different career path, we encourage them to do what they think is right--there is always next year."

*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 KATHY MCLAUGHLIN BLACKWELL JOB CORPS CCC



Growing up in Forest County Wisconsin, Career Preparation Period Specialist-Lead (CPP) Instructor Kathy McLaughlin had always viewed Blackwell Job Corps Civilian Conservation Center (CCC) as a vital mainstay

of her community. After completing her bachelor's degree in Education and working as a Job Corps Outreach and Admissions Counselor for the State of Wisconsin, she recognized that Blackwell, where she's worked since August 2020, was a good match for her experience and educational background.

"Students and staff here work hard and accomplish amazing things every day," she says. "I wanted to be a part of that environment and was lucky enough to have that happen."

McLaughlin instills in her students that their pasts do not predicate their futures. "I strive, in words and actions, to let them know that each day truly is a new day. What troubles they experienced the day before, do not matter," she reflects. "Leave the worries behind and start again to make the most of each day."

All CCC staff are stretched thin these days due to high staff vacancy rates. McLaughlin's days are full balancing the tasks of overseeing CPP, TABE administration and also the work of the Liaison Specialist. It has been challenging, but enjoyable. "Staff at Blackwell are good about covering as needed and filling the voids. Most of us have many different roles to play," she states. "We know what has to be done and we just do it. I work with some really great people!"



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