



# The CorpsNetwork

Strengthening America through  
service and conservation



## **Partnering Holistically: Project Planning with Conservation Corps**

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**Public Lands Alliance Conference – March 2020**

## Workshop Objectives

1. Learn about the Corps model and our mission
2. Learn about the value Corps bring to a project, to partners, and to participants
3. Learn about Corps' considerations in the project planning process

## What is a Corps?

- **Service and workforce development programs**
- Operated by **nonprofits** or units of **state or local government**
- Engage in **public-private partnerships** on service projects focused on stewardship, community improvement
- Based on model of **Civilian Conservation Corps**



## About The Corps Network

- National association of Service and Conservation Corps (**130 member organizations**)
- Based in Washington, DC (est. 1985)
- **Advocate** on behalf of Corps
- Provide Corps access to **funding and projects**
- Offer **expertise** in Corps operations, best practices



## More Diverse Generation of Outdoor Professionals

- **25,000** Corpsmembers annually
  - 56% identify male | 43% identify female
  - ~50% identify as a person of color
- **Earn Certifications**  
e.g. sawyer certification; wilderness first aid; Red Card; pesticide applicator;
- **Hands-On Experience**  
Opportunity to work with outdoor professionals, learn about job opportunities and work environment
- **21<sup>st</sup> Century Skills**  
Teamwork, communication, problem-solving
- **Ethic of Stewardship / Interest in the Outdoors**  
Exposure to the outdoors, appreciation for the work that goes into maintaining recreation infrastructure



## Maintaining & Improving Outdoor Recreation Infrastructure

- **Public-Private Partnerships**
  - Local, state and federal resource managers
  - Concessionaires
- **Why Choose Corps?**
  - Cost-effective
  - Insured, provide own supervision
  - Investing in next generation of employees and outdoor enthusiasts
- **Numbers Snapshot (FY18)**
  - >1.4 million acres of habitat restored
  - >67,900 acres of invasives treated
  - >13,900 miles of trail built/restored
  - >2,300 miles of waterway restored



## 21st Century Service and Conservation Corps

**The 21st Century Conservation Corps (21CSC)** is a national initiative to grow the Corps movement by expanding and leveraging private-public partnerships. By giving more young adults and returning veterans the opportunity to work and serve on America's public lands and waters, the 21CSC seeks to improve our infrastructure, boost local economies, and train a new generation of American workers. <http://21csc.org/>

**21ST CENTURY  
CONSERVATION  
SERVICE CORPS**

# Non-competitive Hiring Authority

## 16 USC CHAPTER 37, SUBCHAPTER II: PUBLIC LANDS CORPS

### §1726. Living allowances and terms of service

The Secretary may—

(1) grant to a member of the Public Lands Corps credit for time served with the Public Lands Corps, which may be used toward future Federal hiring; and  
(2) provide to a former member of the Public Lands Corps noncompetitive hiring status for a period of not more than 2 years\* after the date on which the member's service with the Public Lands Corps is complete.

➤ \*Updated via National Park Service Centennial Act (2016)

## To attain non-competitive eligibility (NCE)— Corpsmembers must...

- Be between the ages of 16-30 (35 for veterans now)
- Must complete a total of 640 hours of appropriate conservation corps projects on public land.
- 120 of those hours must be completed on a certified public lands corps project as defined by the authority that governs your project agreement.

## 16 USC CHAPTER 37, SUBCHAPTER II: PUBLIC LANDS CORPS

### §1729. Cost sharing

(1) Projects by qualified youth or conservation corps

**The Secretary is authorized to pay not more than 75 percent of the costs** of any appropriate conservation project carried out pursuant to this subchapter on public lands by a qualified youth or conservation corps. **The remaining 25 percent of the costs of such a project may be provided from nonfederal sources in the form of funds, services, facilities, materials, equipment, or any combination of the foregoing.** No cost sharing shall be required in the case of any appropriate conservation project carried out on Indian lands or Hawaiian home lands under this subchapter.



# American Conservation Experience (ACE)



## History & Mission

- 501 (c)(3) national, nonprofit environmental service organization
- Founded in 2004 and headquartered in Flagstaff, Arizona.
- Dedicated to accomplishing critical conservation and restoration projects across the nation.
- Hire, train, and deploy crews and Emerging Professionals
- 158 Staff Members and over 1,500 crew members and Emerging Professionals
- Accomplished conservation projects across 40 states and territories

# American Conservation Experience (ACE)



## ACE Programs & Locations

- Crew Program between the ages 18 – 25
  - Divisions in Asheville, NC; Puerto Rico; Corpus Christi, TX; Hurricane, UT; Flagstaff, AZ; South Lake Tahoe, CA; Dulzura, CA, and Santa Cruz, CA
  - Forest hand thinning treatment, hazard tree mitigation, riparian restoration, invasive species removal, trail construction/maintenance/layout/design, fencing, surveys
- Emerging Professionals In Conservation (EPIC)
  - Headquartered in Salt Lake City, Utah
  - Assist Managers in assessment, monitoring, and inventory
- Youth Program (High School age)
  - National Corps branches

## Montgomery County Conservation Corps

Justice, Diversity, Equity and Inclusion is needed as the green sector grows. Job growth in the green sector is projected to expand in the coming years as municipalities recognize its importance in solving challenges brought on due to climate change. The lack of a ready and able entry level workforce is regularly discussed in the industry, including questions of how to recruit, support and train individuals so that they are prepared for jobs and maintain their interest in the field.

Inclusive practices used at the Latin American Youth Center's Montgomery County Conservation Corps (MCCC) program are offered as a model to meet these goals with additional recommendations for hiring employers to improve retention.







## Presenters

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