

## CLIMATE CHANGE (D): WEATHERING EXTREMES TOGETHER MODULE 4

# RESILIENCY WORK FORCE DEVELOPMENT

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**Tara Cornelisse,**  
Natural Resources and Career Pathways



# About CCNB

Tara Cornelisse, PhD  
Programs Director

Our mission is to develop youth and conserve natural resources for a resilient, sustainable, and equitable community.

**CONSERVATION  
CORPS NORTH BAY**

*A path to a better future.*





# What We Do

We are a job training and placement organization founded in 1982.

Our work is made possible through a fee for service model where our partners hire our crews to complete projects on public lands throughout Marin and Sonoma Counties.

Corpsmembers come to CCNB to gain job skills, education, certifications, career coaching, and help with job placement.

They are placed in one of two primary tracks when they join.



# Natural Resources Work

- Fire Fuel Reduction
- Trail Construction & Maintenance
- Habitat Restoration
- Creek Maintenance
- Flood Prevention
- Construction and Carpentry
- Highway Right-of-Way Maintenance



# Annual Impact



restored and maintained  
109 miles of trails

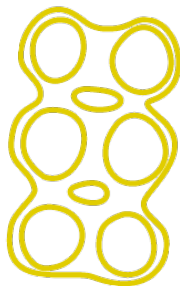


reduced fire fuel on 480 acres  
of public and private land

restored 213  
acres of  
natural  
habitat



Maintained 54  
miles of creeks



Removed  
12,995  
pounds of  
litter from  
public  
lands





# Zero Waste Program Services

**Mattress  
Recycling and  
Collection  
Events**



**Electronic  
Waste  
Collection  
Events and  
Curbside  
Pick-ups**



**Public  
Lands  
Recycling  
Services  
and  
Recyclables  
Collection**



**Waste Tire  
Collection  
Events and  
Illegal Tire  
Dump Site  
Cleanup**

**Food Recovery  
& Distribution**

**Storm Drain  
Marking and Used  
Oil Education**





collected  
12,600  
waste  
tires for  
recycling



diverted 255,000 pounds of  
bottles and cans from landfill

Collected 6,900  
mattresses for recycling



Diverted 401,000  
pounds of electronic  
waste from landfill



# Skill-Based Certifications

- Sawyer (Chainsaw) Certification
- Woodchipper
- CPR/First Aid
- Small Tool Repair
- Emergency Response Specialist
- Class B Commercial Driver's License
- Basic Carpentry
- Baler Operator
- Bobcat Operator
- Compactor Truck
- Water Filtration Specialist
- Wilderness First Aid
- Recycling Specialist
- Shop Operations
- Tire Extraction Expert

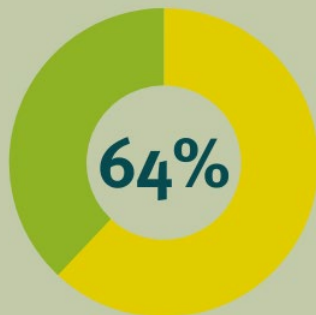
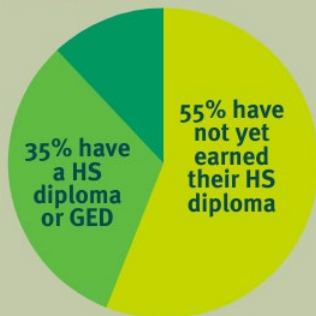




# About Our Corpsmembers

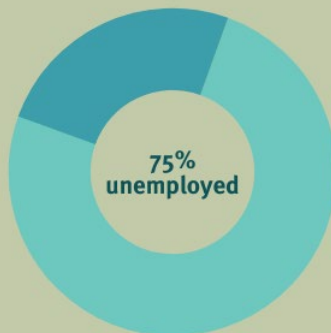
## BEFORE JOINING CCNB

10% have at least some college credits

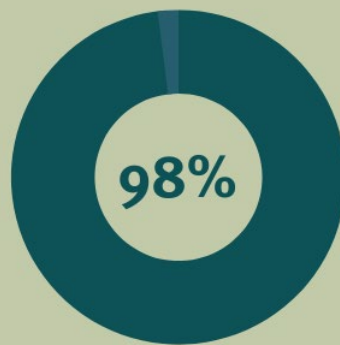


want to improve their work ethic and skills

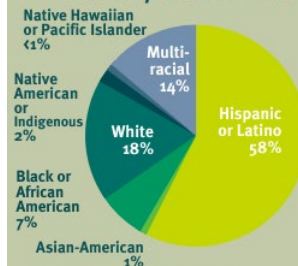
## EMPLOYMENT STATUS PRIOR TO CCNB



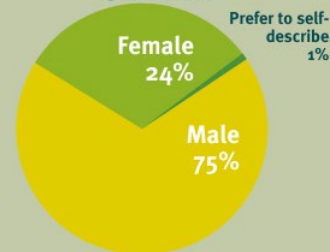
## FROM A LOW-INCOME BACKGROUND



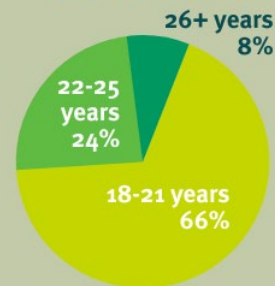
## RACE/ETHNICITY



## GENDER



## AGE AT ENTRY



# John Muir Charter School

CCNB has John Muir Charter School sites in San Rafael & Cotati. We also work with Youth Connections Charter Academy in Santa Rosa.

***Earn a high school diploma and/or learn English language skills!***



Our year-round formal classroom instruction reinforced through project-based learning in the field. We also facilitate corpsmembers' access to high school and college courses, English-language instruction, and internship opportunities.



# Career Pathways

**Career & Educational Goal Setting**



**Support Services**



**Job Skills  
Development**

**Career Search and Placement**

# WHAT WE DO



- ▶ Development Workshops
- ▶ One on One Case Management
- ▶ Mentorship
- ▶ Internship Opportunities
- ▶ Post Corps Follow Up & Support
- ▶ Job Placement Assistance





# Corpsmember Outcomes



**CORPSMEMBERS  
CONTINUING IN WORK  
OR EDUCATION AFTER  
LEAVING THE PROGRAM**

**77%**

**WAGES AFTER  
JOB PLACEMENT**

**Average wage:  
\$18.10 an hour**

**55% earn more  
than \$18 an hour**

# Past and Current Job Placements



ANCHORDOGUY LANDSCAPING INC.



MARIN MUNICIPAL WATER DISTRICT



CITY OF NOVATO CALIFORNIA





Next Steps



Follow us on social media and check  
out our website to stay in touch!

@conservation  
corpsnorthbay

ccnorthbay.org





**F.I.R.E. FOUNDRY**

Fire Innovation, Recruitment, & Education



# A Wildfire Prevention Workforce



Reduce hazardous vegetation, bolster our prevention efforts.

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Provide a pathway to a sustainable wage career.

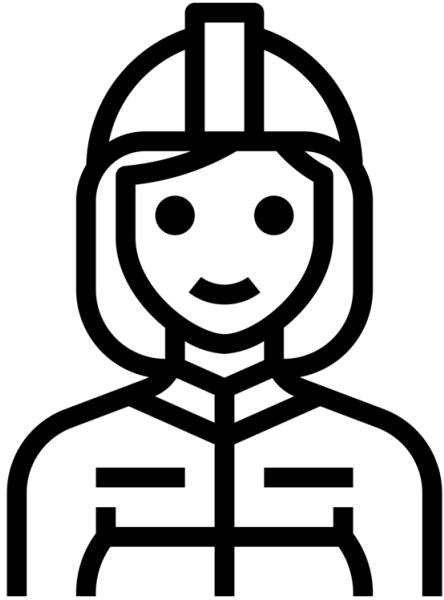
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Target our recruitment with the help of strategic community partners.

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# The Program



- 1-year commitment for Category 1 recruits
  - Start date January 31, 2022
- 4 – 10 hour work days
  - Monday – Thursday 0700-1700 (7am -5pm )
- 1- 9 hour education day
  - Friday 0800-1700 (8am -5pm )
- Fire fuel reduction work
- Physical job with most work outdoors
- 12 recruits 2 Supervisors (CCNB & MCFD)
- \$18.00+ per hour (40 hours per week)
- Benefits: healthcare, 403b, wrap-around services
- Location: Joseph Court Fire Station, San Rafael



# VISION

An emerging science and technology savvy, **wild fire prevention workforce program** that pipelines community members into a sustainable wage careers in the fire services, while supporting wild fire prevention efforts.