

Alaska Trails Conference

Boots On The Ground



Recruiting and Training
April 12th-14th 2023

Welcome!

- Thanks!
- Key points we will cover
- A bit about me



Alaska Trails Conference April 12th-14th 2023



Recruiting

What is your recruitment strategy?

- Develop job description
- Market position
- Evaluate applicants
- Conduct interviews
- Extend offer
- Onboarding process



Alaska Trails Conference April 12th-14th 2023



Recruiting

Survey Results

1.) Recruiting satisfaction



Alaska Trails Conference April 12th-14th 2023



Recruiting

Sources

- Website/Facebook



Alaska Trails Conference April 12th-14th 2023



Recruiting

Sources

- Trailheads/Kiosk
/Bulletin Boards

TRAIL STEWARDSHIP TEAM LEAD THE TEAM!

NOW HIRING SUPERVISORS & LEADS

TST SUPERVISORS \$21/HR

- 3 years of experience in youth supervision and/or trail maintenance/construction
- Excellent group management skills and ability to manage multiple projects at once
- Strong communication and teaching skills
- Direct the daily management of a crew to complete trail maintenance projects within JCOOS parks
- Training and supervise Crew Leaders
- Direct reporting requirements and manage payroll, attendance, and project completion data
- Attend two-week training
- Transport crew in county vehicles
(valid CO drivers license required)

TST CREW LEADERS \$19/HR

- Experience working with youth
- A passion for public lands and youth development
- Strong time management and communication skills
- Trail maintenance and construction experience preferred but not required
- Supervise a crew of ten 14-18 year olds
- Direct the training and daily management of a crew to complete trail maintenance projects within JCOOS parks
- Compile and manage daily reporting of project progress and time accounting
- Attend two-week training
- Transport crew in county vehicles
(valid CO drivers license required)



APPLY NOW!

Interview Training: April 13, 6-8 p.m.

Crew Member Interviews: April 15 & 22, 7 a.m.-5 p.m.

Crew Leader In-Field Training: June 5-June 15, Mon-Thurs, 7 a.m.-5 p.m.

Program: June 19-August 3, Mon-Thurs, 7 a.m.-5 p.m.



CONTACT US

kandrews@jeffco.us | 303.271.5932
www.jeffco.us/3327/Trail-Stewardship-Team



Alaska Trails Conference April 12th-14th 2023



Recruiting

Sources

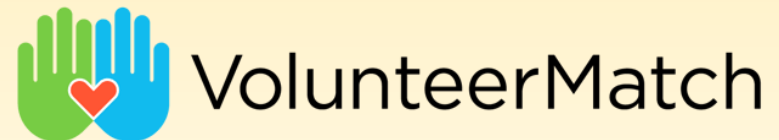
- Online Job Boards



Conservation JOB BOARD



indeed®



Alaska Trails Conference April 12th-14th 2023



Recruiting

Sources

- Listservs



Alaska Trails Conference April 12th-14th 2023



Recruiting

Sources

- Schools
- College Students
- Teachers
- Clubs
- Job Fairs

Outdoor Education & Park Ranger Technology CAREER FAIR

Find a career in the outdoors. Find a job you love. Work with passion.



Wednesday • January 29
10:00 am to 1:30 pm

Red Rocks Community College • 13300 W. 6th Ave., Lakewood CO 80228
On The Bridge

Participating Businesses

- Cherry Creek State Park
- Wilderness Exchange
- Thorne Nature Experience
- Jeffco Open Space
- Stone Canyon Outdoor EdVentures
- Women's Wilderness Institute
- Roxborough State Park
- Outward Bound
- and many many more...



www.rccc.edu/outdoor-education
www.rccc.edu/park-ranger-technology



Alaska Trails Conference April 12th-14th 2023



Recruiting

Sources

- Alaska Job Center



Alaska Trails Conference April 12th-14th 2023



Recruiting

Sources

- Corps



Alaska Trails Conference April 12th-14th 2023



Recruiting

Sources

- Corps

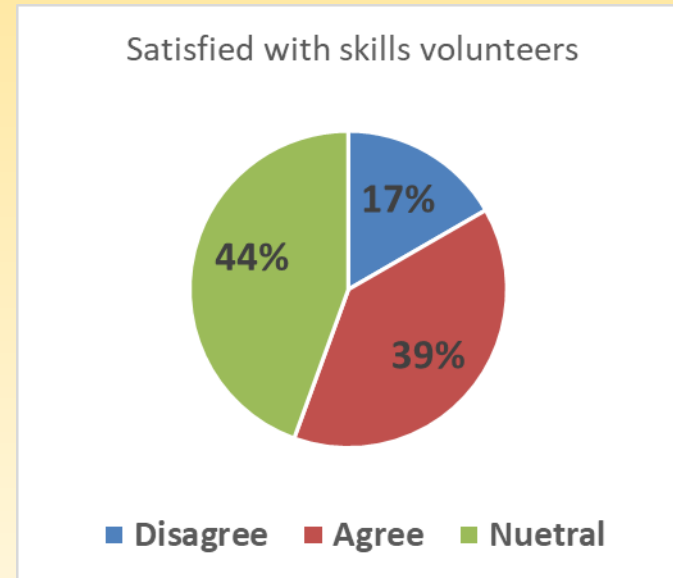
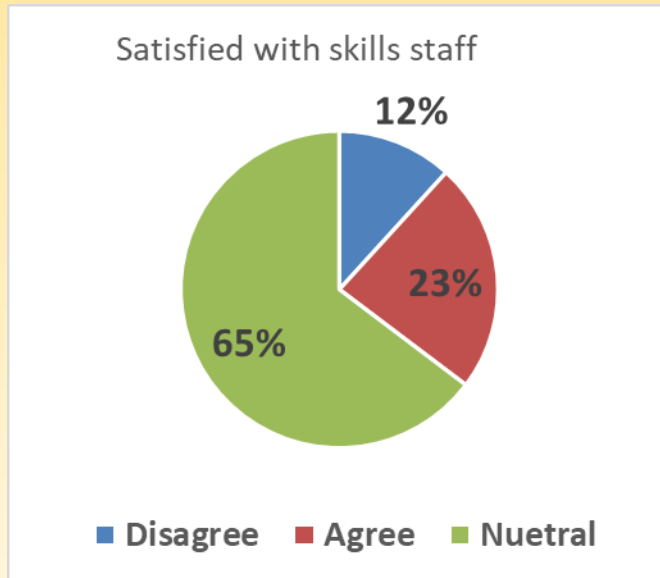


Alaska Trails Conference April 12th-14th 2023



Training Survey Results

We are satisfied with the skills



Alaska Trails Conference April 12th-14th 2023



Training

Brick and Mortar



William Penn Mott Jr. Training Center



Alaska Trails Conference April 12th-14th 2023



Training

Brick and Mortar

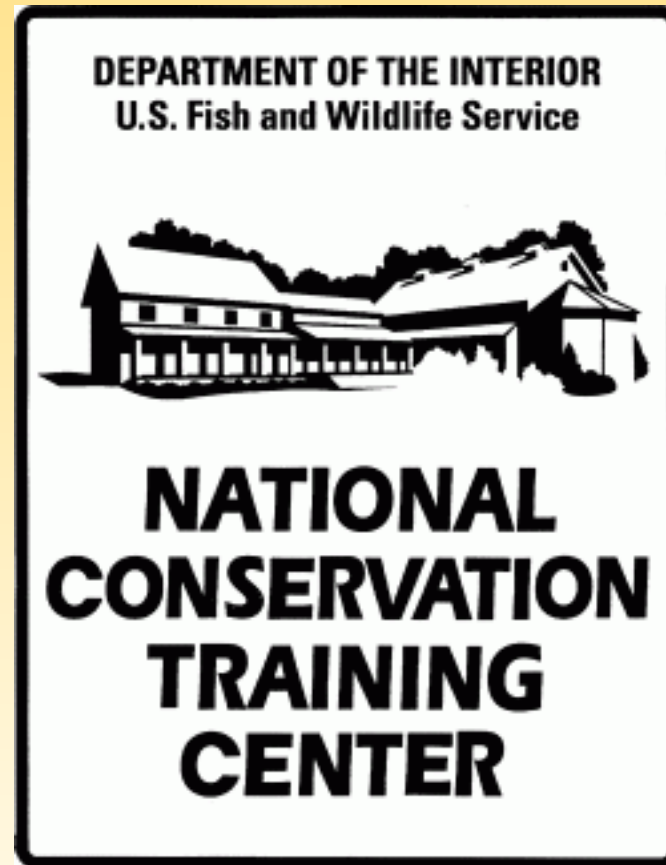


Alaska Trails Conference April 12th-14th 2023



Training

Brick and Mortar



Alaska Trails Conference April 12th-14th 2023



Training

Brick and Mortar



Alaska Trails Conference April 12th-14th 2023



Training Brick and Mortar



Trail Skills College

May 18-22, 2023
Camp Dodge Trails Center
Gorham, NH

**Join the trails community for five days of learning, sharing, and connecting
in the heart of New Hampshire's White Mountains!**



Free or reduced-price workshops led by experts on a variety of topics
Evening presentations
Trail community expo
Lodging and meals available on-site

This event is for the entire trails community – volunteer and professional trail stewards with all levels of experience.

Whether you are just starting out and looking for ways to get involved, or a professional looking to further your skills and build your network, this event offers opportunities for everyone and **all are welcome!**



The Appalachian Mountain Club (AMC) and White Mountain National Forest (WMNF) are partnering to host this event.

This project was supported by a grant from the Northern Border Regional Commission.

Funding for this project was made possible in part with a Rural Business Development Grant from USDA Rural Development.

Additional thanks to AMC's Four Thousand Footer Club Committee for supporting training programs at Camp Dodge.



Alaska Trails Conference April 12th-14th 2023



Training Colleges



Alaska Trails Conference April 12th-14th 2023



Training Colleges



An advertisement for a chainsaw class. The top half shows a man in a red and white checkered shirt, a yellow helmet, and safety harness standing on a pile of logs, holding a chainsaw. The background is a bright, cloudy sky. The text "Chainsaw Class" is written in a large, green, sans-serif font. At the bottom left, there is a small circular logo for Rockingham Community College and a logo for "TRAILS AT ROCKINGHAM COMMUNITY COLLEGE" with the tagline "An Outdoor Skills Training Program". On the bottom right, a green banner contains the text "Call us to enroll: 336-342-4261 x2333" in white.

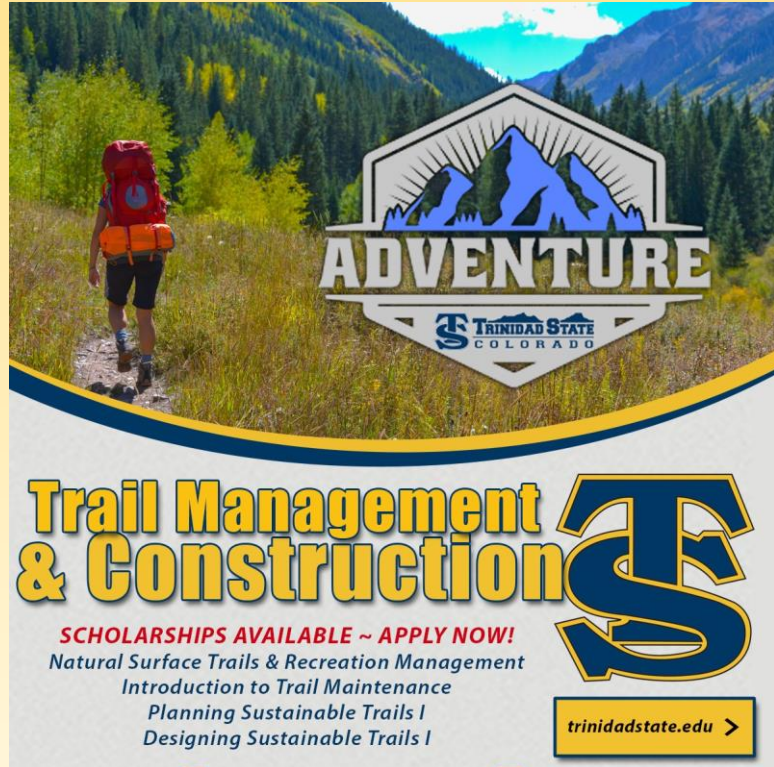


Alaska Trails Conference April 12th-14th 2023



Training

Colleges



Trail Management & Construction

SCHOLARSHIPS AVAILABLE ~ APPLY NOW!

- Natural Surface Trails & Recreation Management
- Introduction to Trail Maintenance
- Planning Sustainable Trails I
- Designing Sustainable Trails I

trinidadstate.edu >



Alaska Trails Conference April 12th-14th 2023



Training

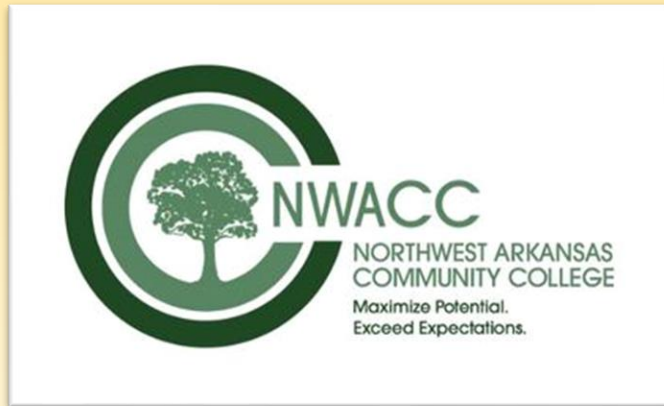
Colleges



Alaska Trails Conference April 12th-14th 2023



Training Colleges



Alaska Trails Conference April 12th-14th 2023



Training

Field Based



**Pacific Crest Trail
Association**



Alaska Trails Conference April 12th-14th 2023

North Cascades Trail Skills College



The North Cascades Trail Skills College is a free weekend event for volunteers to learn about trail maintenance and stewardship. Beginners and experts alike can benefit from Trail Skills College courses like Crew Leadership, Tread Reconstruction and more.

Trail Skills College is offered free of charge in an effort to inspire stewardship of trails. In exchange for attending the training, we encourage you to volunteer at least 16 hours of work on trail projects in the coming year.

The 2023 North Cascades Trail Skills College will take place July 7th-9th. Registration details will be posted here in early May.

How much does it cost?

PCTA Trail Skills College events are **free for all participants**.

What classes are offered this year?

In 2022, we offered the following courses: (Check back soon for 2023 classes)

- 101 Brushing and Scouting
- 102 Tread and Drainage
- 103 Basic Saw Crew Training
- 200 Basic Trail Design
- 203 Waterbars & Checks
- 501 Tumpike Construction



**ALASKA
TRAILS**

Training

Field Based



Alaska Trails Conference April 12th-14th 2023



Training

Online/Remote



Alaska Trails Conference April 12th-14th 2023



Training

Workforce Development/Job Skills Training Program



*Park and Natural Resource
Management*
Job Skills Training Strategy Proposal

A Partnership Between

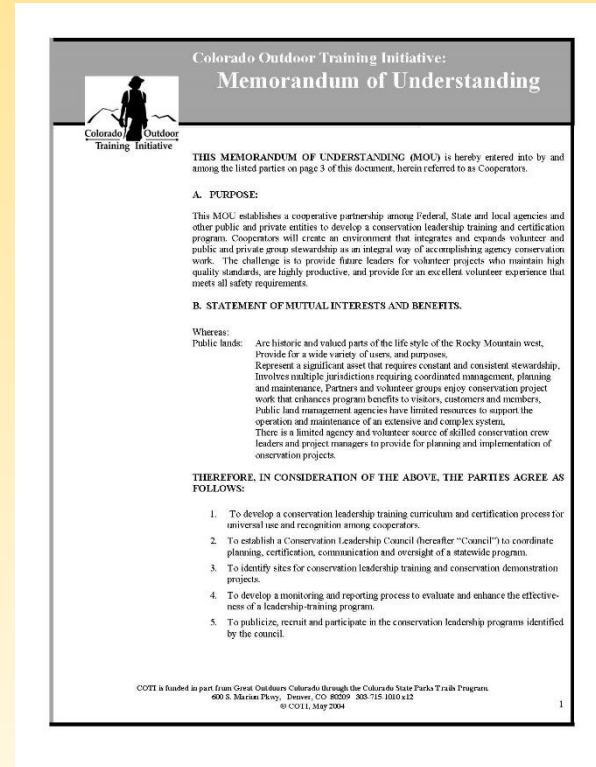


Alaska Trails Conference April 12th-14th 2023



Training

Colorado Outdoor Training Initiative



Alaska Trails Conference April 12th-14th 2023



**ALASKA
TRAILS**

Q & A



Alaska Trails Conference April 12th-14th 2023



Alaska Trails Conference

Boots On The Ground



Recruiting and Training
April 12th-14th 2023