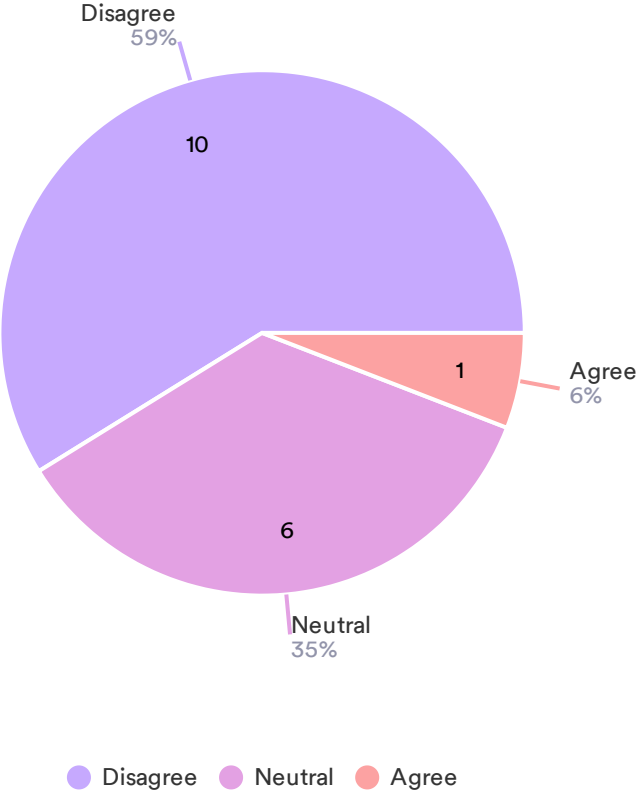


# Alaska Trails Conference Survey

## 1. We are satisfied in our abilities to recruit the employees we need.

17 Responses- 1 Empty



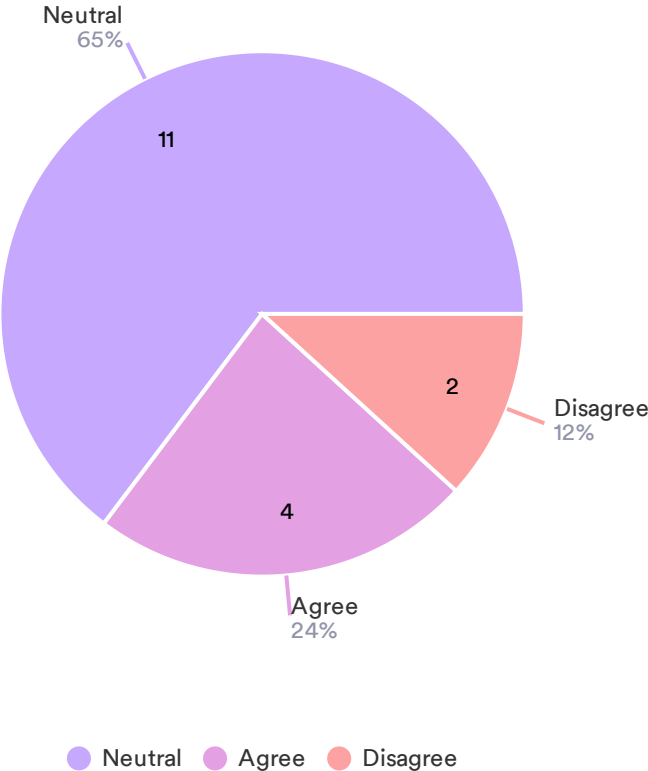
## 2. Briefly describe your experience in recruiting employees.

16 Responses- 2 Empty

| Data   | Responses |
|--|-----------|
| Hindered by only State Residents. Inadequate pay. Pay discrepancies within AK State Parks for seasonal employees   | 1         |
| Recruiting for bike park and hiking trails   | 1         |
| None. I volunteer to do trail work.  | 1         |
| Finding people with the specific trail skills needed is difficult.   | 1         |
| Word of mouth, email blasts, posters, website  | 1         |
| Difficult to find mid-career people with skills to build into leadership roles.  | 1         |
| State of Alaska is usually under paying their staff and it is very difficult to convince people to a) apply and b) stay, especially after we train them. For our Park Ramgers, this costs alot of money (training)   | 1         |
| 40% declination rate   | 1         |
| I have been able to fill most positions over the years. Usually a combination of both local and out of state hires with varying degrees of experience.   | 1         |
| All volunteer organization (no paid employees).  | 1         |
| Individuals not available for hiring for summer trail crews  | 1         |
| 20 years ago was on BoD of a AK small community trails NGO that had five employees. Like many small AK communities we were distant to other locations. Commuting to work site, accessing workers in neighboring communities didn't happen. That meant everyone was learning from the start. USFS, US NPS River, Trails Conservancy were most helpful. AK Trails was just starting and it helped BoD and employee training resources. | 1         |

### 3. We are satisfied with the skills that the employees have when we hire them.

17 Responses- 1 Empty



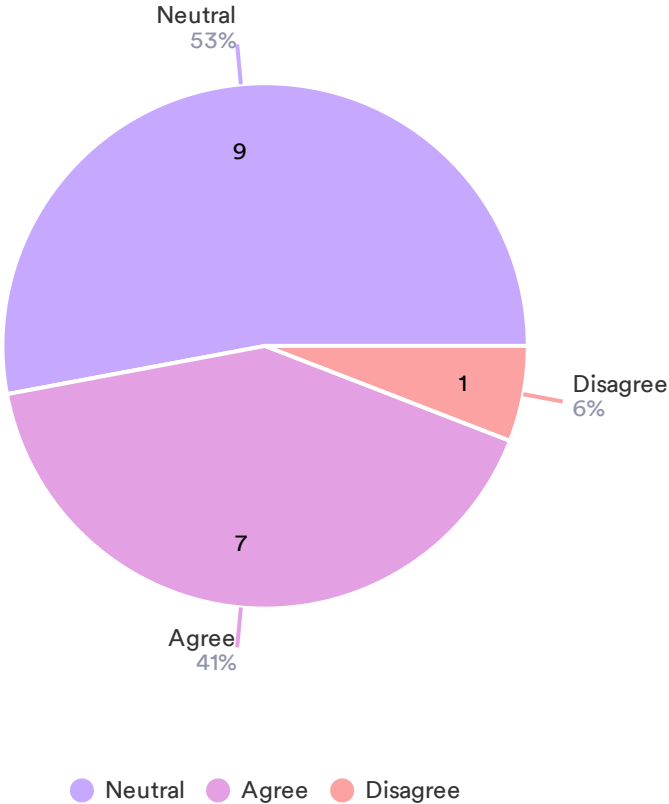
## 4. Briefly describe the skills that you would like for your employees to have when you hire them.

15 Responses- 3 Empty

| Data   | Responses |
|--|-----------|
| work ethic.  | 1         |
| Able to be safe & work hrs in crappy weather   | 1         |
| N/a  | 1         |
| Understanding of trail design and construction, user needs, equipment operation, basic mechanical skills   | 1         |
| Willingness to learn and be a good teammate  | 1         |
| We usually have to train somewhat on specific skills or to meet our very high standards.   | 1         |
| Skills can be acquired. Work ethic and a commitment to what we do is something that we look for.   | 1         |
| previous trail work experience, knowledge of hand and power tools, backcountry travel, work and camping experience, boating and ATV training or experience, have worked on a team or in a group setting before, WFR or WFA and CPR, S-212 chainsaw   | 1         |
| N/A  | 1         |
| Ideally, would like to contract with "self employed" individuals for trail crew  | 1         |
| There's the skill set needed to complete the planned project. Then there's the personnel mgmt. needed to wrangle employees and volunteers. My sense is that it's assumed the trail skills are considered trainable and personal mgmt. is considered innate. Trail skills are essential. But personnel mgmt. is also teachable and needs to be actively taught / trained. | 1         |
| New employees could use more hand and power tool experience and specifically sustainable trails knowledge. However, sometimes it's easier to teach new skills then to try and break old bad habits.  | 1         |

5. We are satisfied in our abilities to provide skills-based training to the employees we have hired.

17 Responses- 1 Empty



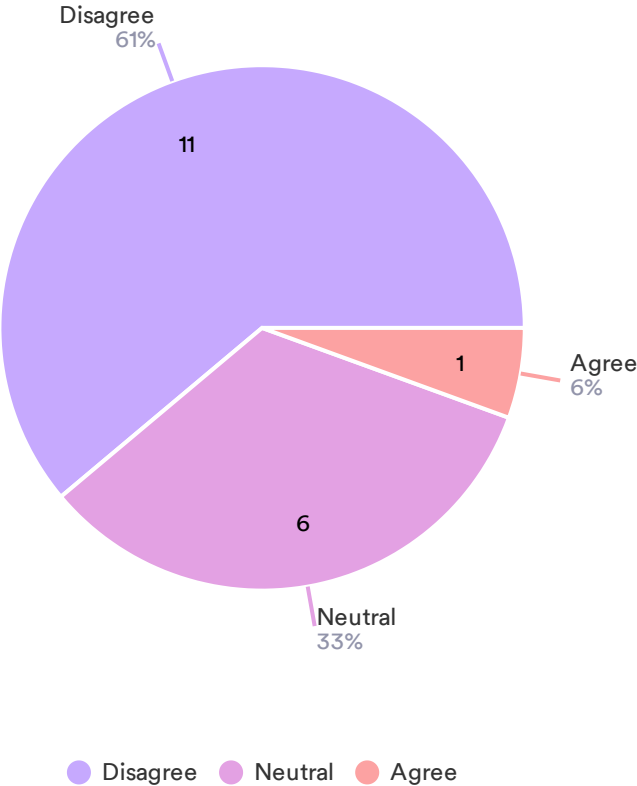
## 6. Briefly describe any skills-based training that you provide your employees.

14 Responses- 4 Empty

| Data  | Responses |
|---|-----------|
| Tool safety, basic trail maint., boat safety, crew safety, chainsaw and brusher safety,   | 1         |
| N/a   | 1         |
| Trail design and construction, equipment operation, basic mechanical skills   | 1         |
| Safety, tool use, trail repair/building techniques  | 1         |
| Chainsaw, basic layout principles, sustainable trail principles, safety/ergonomics.   | 1         |
| Depends on the position, but for Rangers, they go to LE training and have 6 month of field training. For other staff, some is OJT and some is with supervisor. we also have excellent opportunities for training within the state system. | 1         |
| We provided pre-season training, but have to do more one-on-one efforts when we get late hires.   | 1         |
| Trail maintenance tactics and techniques, trail tools-tool safety, maintenance and repair, S-212 chainsaw, ATV and boating safety, bear safety-on the job training as there are always moments in the field to teach and learn            | 1         |
| N/A   | 1         |
| see above   | 1         |
| Too long of a list. We have to train all employees on all tools, safety, PPE, equipment, sustainable trails... every year. It takes a long time. We also provide Wilderness First Aid and bear spray training to all employees.           | 1         |
| Employment training, trails training, bear training, driving training, hazmat   | 1         |
| OJT, saw training, medical training   | 1         |
| WEA, S212, but limited  | 1         |

## 7. We are satisfied in our abilities to recruit the volunteers we need.

18 Responses





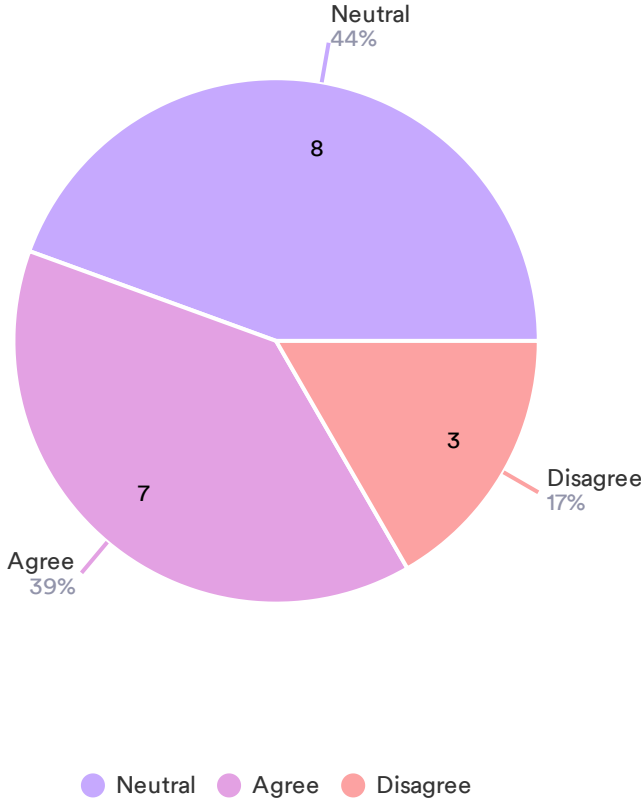
## 8. Briefly describe your experience in recruiting volunteers.

17 Responses- 1 Empty

| Data   | Responses |
|--|-----------|
| Tend to be older retired local vol. Competition with other organizations that offer better benefits  | 1         |
| Word of mouth and social media to recruit volunteers for 5+ day outings. I generally allow people to come for less than 5 days if they have hard constraints, but encourage them to consider that a minimum, and most people work with that. We like to go out with 8-15 volunteers at a time, and fairly often are able to fill out a roster like that. | 1         |
| Tough to recruit volunteers as a for profit corp   | 1         |
| None.  | 1         |
| N/A  | 1         |
| Word of mouth, email blasts, posters, website  | 1         |
| As a for profit company, we don't use volunteers.  | 1         |
| mentioned above, lower pay for equal jobs.   | 1         |
| Institutionally, we are biased against volunteer efforts. And we don't have the skills and staffing to devote to volunteers. Combined, we are not taking advantage of volunteer contributions.   | 1         |
| We recruit very few volunteers-lack of interest, logistic complications, timing and paperwork  | 1         |
| There is a very small pool of people that volunteer in our small town. Key positions are filled, but only a few people seem to do a lot of the work. Manual labor is harder to fill from out mostly older volunteer pool.  | 1         |
| Low population base to draw volunteers from & compete with several other outdoor organizations   | 1         |
| Little continuity or cohesion in volunteers. More emphasis should be placed in creating a volunteer corps. Trail work is skill based, physical activity. It isn't a once and done feel good endeavor.  | 1         |

9. We are satisfied with the skills that the volunteers have when we engage them.

18 Responses



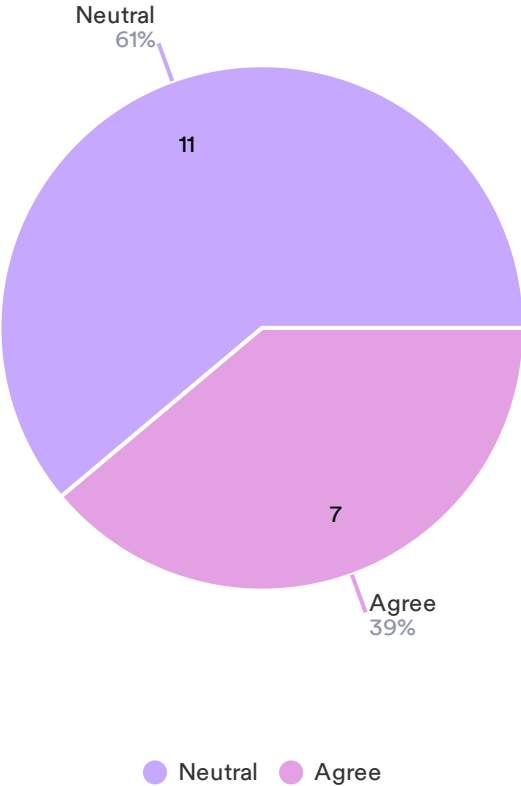
## 10. Briefly describe the skills that you would like for your volunteers to have when you engage them.

14 Responses- 4 Empty

| Data   | Responses |
|--|-----------|
| Volunteers often have a lot to learn, but in my experience they are willing to work at whatever their level is, as long as there are challenging tasks they can take on.                                   | 1         |
| N/a  | 1         |
| N/A  | 1         |
| Willingness to learn and be a good teammate  | 1         |
| depends on what they are doing. For trails, some clearing and chainsaw skills. for park hosts, people skills.  | 1         |
| One complaint I hear is that we spend a lot of time training for a few hours work, and then those trained volunteers don't return. Probably has correlation to #8, above.                                  | 1         |
| Be safety orientated and willing to learn new skills, know how to take care of oneself in a backcountry setting or in adverse wx.  | 1         |
| Know how to operate equipment, chainsaws, small dump trailer, rented compactor, snow machine and groomer, etc. Office tasks like computer software, website updates, how to run a non-profit organization. | 1         |
| We'd be happy just to have enthusiastic individuals  | 1         |
| Knowledge of trail tools, trail safety, knowledge of trail project and main work components. Would say most trail crew leaders are very good OJT trainers of volunteers.                                   | 1         |
| Sustainable Trails concepts. Tool and equipment safety.  | 1         |
| Positive attitude!   | 1         |
| It seems like they have fun, but ultimately a higher skilled professional workforce is the primary need. If people come with professional skills from a similar work background that's awesome.            | 1         |

11. We are satisfied in our abilities to provide skills-based training to the volunteers we have engaged.

18 Responses



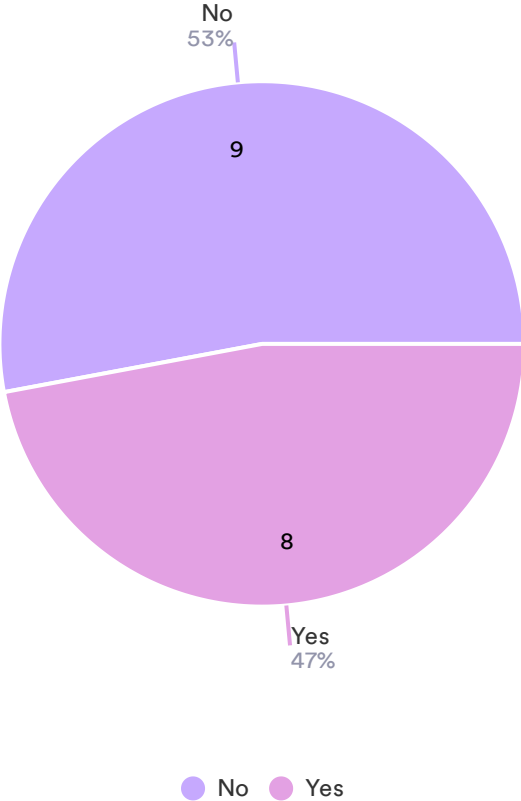
## 12. Briefly describe any skills-based training that you provide your volunteers.

13 Responses- 5 Empty

| Data   | Responses |
|--|-----------|
| on the job. Most local vol. do not wish to or do not have time to really engage with learning about basic trail work   | 1         |
| In some ways this has been really successful - there's a lot of cases where participants work their way up to more challenging tasks. However I feel like we're disorganized, and could do a better job of teaching and of recognizing the skills learned. | 1         |
| N/a  | 1         |
| We are a for-profit trail contractor, sometimes we lead volunteers as part of the contract.  | 1         |
| Safety, tool use, trail repair/building techniques   | 1         |
| It would be similar to trail crew in terms of basic trail maintenance, but more focused on current project or task. Boating safety as this is our main mode of transport to trail system.  | 1         |
| On the job training, basic trail maintenance. Mainly we find people that can do what we need.  | 1         |
| Brusher, tread work, chain saw training  | 1         |
| Dependent on crew leaders which might be only option without a volunteer corps.  | 1         |
| Depends on the project that they are helping with.   | 1         |
| Safety   | 1         |
| There's only so much you can do in a 4 hour work party session.  | 1         |
| Crew Leader Training and basic trail skills  | 1         |

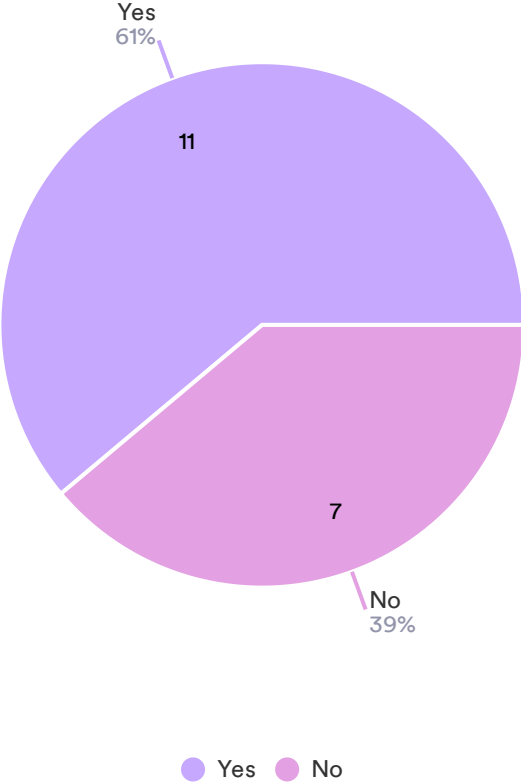
I am interested in being more involved with developing trail training, please contact me.

17 Responses- 1 Empty



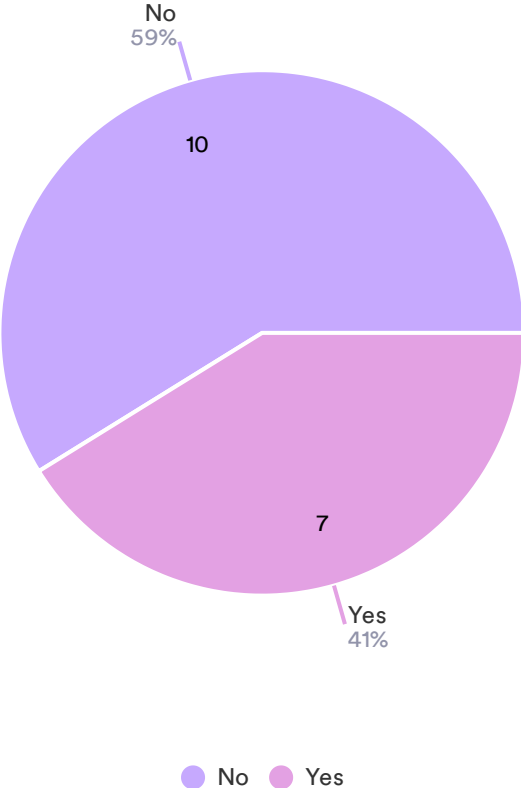
I am employed by an agency or organization that provides or supports trails.

18 Responses



I am a volunteer with an agency or organization that provides or supports trails.

17 Responses- 1 Empty





# Thank You!

Alaska Trails Conference Survey