

LCMR FINAL STATUS REPORT

I. Youth in Natural Resources

Program Manager: Larry Fonnest
Office of Youth Programs
Department of Natural Resources
500 Lafayette Road
St. Paul, Minnesota 55155-4004
612-296-6195

- A. M.L. 91 Ch 254 Art. 1, Sec. 14 Subd: 5 (j) Appropriation: \$250,000
Balance: \$ 22,000

Youth in Natural Resources: This appropriation is to the commissioner of natural resources to develop a career exploration program for minority youth and to test their vocational interests, skills and aptitudes.

- B. Compatible Data: Not applicable
C. Match Requirement: Not applicable

II. Narrative:

Changing demographics and technologies are affecting the work force. There are fewer qualified workers to fill the fastest growing occupational categories - managers, professionals and technicians. The U.S. Bureau of Labor Statistics estimates that 80 percent of the new entrants in the job market between 1988 and the year 2000 will be either women or minorities and that minorities (and immigrants) are currently under-represented in those expanding occupational categories. Further, recent national surveys have indicated that fewer young people are studying the sciences, and that significantly fewer minority youth from low to middle income families are entering college. The Department of Natural Resources (DNR) has determined that if it is to attract an educated and diverse work force, it must be proactive in recruiting and facilitating the education of interested minority high school students.

III. Objectives

- A. Recruit and employ promising minority youth and adult leaders
- A.1. Narrative: DNR will work with minority agencies/leaders in promoting the program in their respective communities and in recruiting participants. Twelve teams with six members each will be employed for eight weeks the summers of 1991, 1992, 1993.
- A.2. Procedures: The program's community outreach will depend heavily upon the active support of minority agencies/leaders. They will be asked to recruit, screen, interview and, in consultation with DNR, select 30 youth, ages 15-18, and their leaders. Four teams will be stationed at Ft. Snelling State Park. These teams will be comprised of Hispanic, African American, Native American and Asian peoples. Each team will have an adult leader. A coordinator and an assistant team leader will also be assigned to the Metro region. Two other teams of six participants each will be established in Greater Minnesota in conjunction with two Native American tribal bands. First-time participants in the program will earn the prevailing minimum wage.

A.3. Budget

- a. Amount budgeted: \$199,000
b. Balance: \$ 0

A.4. Timeline for Products/Tasks:

	Jan92	June92	Aug92	Jan93	June93	Aug93
- Outreach/Recruitment	xxxxxxxxxxxxxx			xxxxxxxxxxxxxxxx		
- Employment		xxxxxxxxxxxxxxxx			xxxxxxxxxxxxxxxx	

- A.5. Status: Beginning in June 1991, and to the present, 175 youth and 39 adult staff of color have enrolled in the Youth In Natural Resources' summer programs.

The department successfully partnered with six agencies representing minority communities. The agencies included: American Indian Opportunities Industrialization Center; Anishinabe Opportunities Industrialization Center; Hmong Youth Association of Minnesota; Leech Lake Tribal Council; Minneapolis Urban League and Neighborhood House.

Start-up funds for June, 1991, were raised from the U.S. Fish and Wildlife Service (\$30,000), the Grotto Foundation (\$5,000), and the Grand Metropolitan Food Sector Foundation on behalf of the Pillsbury Company (\$10,000). Boots for youth and team leaders were donated by Red Wing Shoe Company, Nokomis Shoe Shop and Chet's Shoe Shop.

The community agencies, anxious to extend the program's training opportunities to a greater number of youth, successfully doubled the size of the original LCMR proposal by leveraging federal Job Training Partnership Act (JTPA) funds from the following service delivery areas: City of Minneapolis Employment and Training Program; City of St. Paul Planning and Economic Development; Private Industry Council 5; Rural Minnesota Concentrated Employment Program. JTPA funds were used to pay youth wages. LCMR funds were used for team leaders' wages, vehicles and associated costs of program expansion.

An investment initiative was adopted in the 1993 legislative session. A general fund appropriation of \$180,000 was made in support of the program for fiscal years 1994-1995. Further, generous donations were recently made by the Virginia VFW Post Auxiliary (\$1,000) and the Honeywell Foundation (\$15,000).

NOTE: Program was honored in 1992 with the Cooperative Public Service Award from Partnership Minnesota for its successful federal-state partnership, the State of Minnesota Star of the North Polaris Award for excellence in human resource management and, the Certificate of Merit from TAKE PRIDE IN AMERICA in recognition of demonstrated commitment to the stewardship of America's natural and cultural resources.

- A.6. Benefits: Enhanced affirmative action hiring by DNR. Improved relations between minority communities and the state. Program will target disadvantaged, at-risk youth and will accomplish resource projects that would otherwise go undone.
- B. Provide minority youth and adult leaders with program orientation and training coupled with education financial aids and other incentives.

B.1. Narrative: Participants will spend up to 20 hours per week learning about their cultural ties to the natural world, resource management issues and techniques, and various career options and the corresponding educational requirements. The balance of each week will be devoted to field work experience.

Participants will receive on-the-job training as well as formal classroom instruction in career exploration modules.

B.2. Procedures:

Six mentored internships will be developed for promising youth for both FY92 and FY93 high school years. Participants in the 1991/1992 program may return in summer, 1992/1993 for intensified training. That option is contingent upon having successfully completed the summer program, and acceptable advancement in high school course work. After graduating from high school, and with full-time enrollment in a natural resource related college or vocational education program, a participant will be eligible for one of six DNR career specific internships which will be funded in FY93.

Participants returning in summer, 1992/1993 have two earnings options. They may earn an hourly wage 10 percent higher than the minimum wage or receive an hourly wage and tuition voucher equivalent to 160 percent of the minimum wage and paid on a 50/50 ratio. Tuition voucher funds will be banked by DNR and will be available to participants for three calendar years following their Youth In Natural Resources summer employment end-date. The voucher may be used at any accredited higher education institution in Minnesota while the youth pursue a natural resource related field of study.

B.3. Budget:

- a. Amount budgeted: \$51,000
- b. Balance: \$22,000

B.4. Timeline for Products/Tasks:

	<u>June92</u>	<u>Aug92</u>	<u>Jan93</u>	<u>June93</u>	<u>Aug93</u>
- Training	xxxxxxxxxxxxxxxx			xxxxxxxxxxxxxxxx	
- High School Internships		xxxxxxxxxxxxxxxx		xxxxxxxxxxxxxxxx	
- Post-secondary Internships		xxxxxxxxxxxxxxxx		xxxxxxxxxxxxxxxx	
- Tuition Vouchers				xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx	

B.5. Status:

The summer training objectives were accomplished with program participants receiving eight weeks of structured and experiential training. The 1992 program had 14 youth returning for a second summer of career exploration. The 1993 program has 9 returning youth.

The costs associated with providing youth with orientations to resource management issues and techniques, career options and corresponding educational requirements were in-kind services rendered by the following agencies: U.S. Fish and Wildlife Service; Minnesota Department of Natural Resources; Leech Lake Division of Resource Management; Mille Lacs Department of Natural Resources; University of Minnesota; Bemidji State University; Brainerd Community and Technical Colleges and Itasca Community College.

F.Y. 93 high school internships have been scheduled to coincide with the 1993 summer program. That decision was made based on last year's experience. The F.Y. 92 high school internships commenced in February, 1992. Six interns were placed; three in the Twin Cities, one at Mille Lacs and two at Cass Lake. Scheduling conflicts with after school extra-curricular activities, transportation difficulties and the youthfulness of interns proved somewhat problematic. Three of the six participants successfully completed their internships. Interns were placed with the following agencies: Department of Natural Resources; Leech Lake Division of Resource Management; Mille Lacs Department of Natural Resources and the U.S. Forest Service.

To date, no program participant has requested and/or been eligible for a post-secondary internship. Of the 14 returning youth in summer 1992, one participant selected the tuition voucher option. That individual subsequently changed his mind and chose the hourly wage option. Participants who returned in summer 1993 were targeted with information regarding the tuition voucher and internship opportunities with the goal of enrolling more youth in those options.

B.6. Benefits: Provide participants with career guidance while developing an appreciation for natural resource management. Assist youth in planning transition from student life to members of state's work force. Provide incentives, through earned financial assistance, to promising minority youth to continue in high school and pursue post-secondary education.

IV. Evaluation:

DNR will perform pre/post surveys of youth, team leaders, and participating agencies to gauge: 1) the value of the program as an avenue for recruiting minority peoples to a natural resources career, and; 2) the learning that occurred.

V. Context:

- A. Current and previous efforts have inadequately addressed the need that exists for recruiting and retaining qualified minority peoples in natural resources occupations. This project begins to address this concern by establishing a career exploration program with incentives targeted at high school students who are considering future career options.
- B. The DNR's Affirmative Action program utilizes numerous methods to attract and retain qualified minority candidates. Campus recruitment, job fairs, regular contact with minority agencies and community leaders, advertising in trade magazines and minority media are examples of these methods.
- C. In the summer of 1989, the DNR's Division of Parks and Recreation, DNR Region VI staff, and Office of Youth Programs joined with the Minneapolis American Indian Opportunities and Industrialization Center in hosting the first Youth In Natural Resources program at Ft. Snelling State Park. Based on favorable reviews of that program, a similar pilot program was initiated in Summer, 1990, in partnership with the Mille Lacs Anishinabe Opportunities Industrialization Center. While the 1989 summer program employed seventeen metropolitan participants, the 1990 program included an additional 10 youth at Mille Lacs Kathio State Park near Onamia.

The anticipated LCMR appropriation enabled the 1991 Youth In Natural Resources program to leverage additional funds from the federal Job Training Partnership Act program, the U.S. Fish and Wildlife Service and private foundations. The 1991 and 1992 programs enrolled approximately twice the number of youth as originally proposed to LCMR.

The DNR's Office of Youth Programs received an LCMR grant for FY88-89 to assist Minnesota's forested counties in accelerating the improvement of forest and recreation lands.

At this time, no future requests for LCMR funding are anticipated.

D. Not applicable

E. Special Services and Programs - \$250,000.00

VI. Qualifications

I. Program Manager:

Larry P. Fonnest
Office of Youth Programs Supervisor
Special Services and Programs
Minnesota Department of Natural Resources

M.A. Recreation and Park Administration
University of Minnesota, 1985

In addition to his education background, the program manager has been involved in the youth development field for sixteen years. He has worked in various employment-training programs associated with Macalester College, the Duluth and Minneapolis YMCA's and the Federal and State Youth Conservation Corps.

VII. Reporting Requirements:

Semiannual status reports will be submitted not later than January 1, 1992, July 1, 1992, January 1, 1993, and a final status report by June 30, 1993

Environmental Stewardship Program

Saint Paul Environmental Issues

While it is being acknowledged that global issues including the depleting ozone layer, global warming, toxic waste, and shrinking rain forests will effect the planet for years to come, the issues surrounding Saint Paul's environmental resources and their impact on local "ecosystems" often have been disregarded.

Saint Paul has a extensive inventory of environmental treasures, with the potential for years of future use for enjoyment, education, and the general betterment of live in the City.

However, many of these resources are neglected. Symptoms of neglect include: warning signs advising against eating fish or swimming posted at our lakes and rivers, land contaminated by hazardous waste, areas in violation of air quality standards, and the losses of plant and animal species along with their natural habitats.

Continuing at this current pace may lead to the replacement of debates over the quality of Saint Paul's environmental resources with discussions contemplating the very existence of these resources.

Role of Parks and Recreation/Commission

The Division of Parks and Recreation is charged with the care of many of the City's environmental resources. Saint Paul's urban forest, open spaces, regional parks, lakes, and river corridors are all important elements of our "ecosystem". They require special planning in their care and use in order to ensure their protection and preservation.

The Parks and Recreation Commission was established in 1989 to advise the City on matters relating to Parks and Recreation; including the planning, development, operation and *preservation of parks, lakes, waterways, and city trees* in the City of Saint Paul.

It is the Commission's position that the Division of Parks and Recreation has a inherent responsibility to protect the City's environmental resources. This must be carried out in their care of the City's resources, and by taking the lead in initiating environmentally sound operations practices. As the caretakers of the City's environmental assets, the Division should serve as an example of how steps can be taken to improve our environment.

It is the recommendation of the commission that a task force be established for the purpose of implementing an *Environmental Stewardship Program*. This task force would be co-chaired by two commission members and further comprised of by representatives of environmental groups, governmental agencies, and city residents.

The task force will direct efforts to identify the City's environmental strengths, weaknesses, opportunities, and threats and then establish a strategic plan for improvement, listing goals and objectives. At the end of the program, the *Environmental Task Force* will complete a report detailing their findings and recommendations for review by the Parks Commission, Mayor, City Council, and other appropriate city agencies.

Desired Outcome

The Environmental Stewardship Program will stimulate improvement of Saint Paul's environmental quality and establish an environmental ethic in the Division, acknowledging and defining the impact of Parks and Recreation operations on larger "ecosystems". Other program goals of the Stewardship program include:

- Creating a successful model of a large organization operating under environmentally sound guidelines.
- Preservation and restoration of Saint Paul's environmental resources.

Project Initiatives

The Environmental Stewardship Program is project orientated. The following are examples of projects that may be initiated to achieve program goals.

- Increasing **public awareness** of the Division's environmental policies and resources through programs and literature.
- Studying **land management practices** of watersheds, landscapes, natural terrains, and open spaces, and developing connections creating continuity and flow.
- Establishment of **environmental interpretive programs** for education and training on local and global environmental issues.
- Expansion of the Division's efforts in **recycling, reusing, and waste reduction**.
- Evaluation of the local effects of Division **chemical, pesticide, and fertilizer use**.

Project Schedule

A preliminary schedule identifying timelines and strategies for managing and implementing the Environmental Stewardship Program has been formulated.

<u>Project Step</u>	<u>Who</u>	<u>Timeline</u>	<u>Cost</u>
Inventory Environmental Resources	Division Staff	July/August '93 (months 1-2)	320 Hours - Clerical \$4,168.72 80 Hours - Environmentalist \$2,111.53
Develop Goals and Objectives	Task Force	September/October (months 3-4)	80 Hours - Staff Facilitator \$1,433.74 10 Hours - Clerical \$130.27
Identify Strategies and Tasks	Division Staff (Task Force review)	November/Dec. (months 5-6)	80 Hours - Staff Facilitator \$1,433.74 10 Hours - Clerical \$130.27 20 Hours - Environmentalist \$527.88
Project Implementation	Division Staff	January/Dec. '94 (months 6-18)	2.0 FTE - Interns \$29,232.00 0.5 FTE - Clerical \$13,652.56 0.5 FTE - Environmentalist \$27,661.04 - Project Costs \$25,000.00 - Consultant Fees \$15,000.00
Evaluation & Final Report	Task Force Division Staff	December '94 (month 18)	40 Hours - Staff Facilitator \$1,433.74 40 Hours - Environmentalist \$1055.77 - Printing \$1,500.00 - Postage \$500.00

Total Cost **\$124,254.39**

Contacts

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