

RMAC - RANGE WORKFORCE UPDATES

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EFFORTS ON THREE FRONTS

1. Cal Poly Humboldt and partner community colleges did not receive \$10 million USDA Learning to Leading grant.
2. Society for Range Management 0454 Workshop
3. USDA funded California Rangeland Education (CRED)

2. SOCIETY FOR RANGE MANAGEMENT 0454 WORKSHOP BACKGROUND

- 75 participants attended a workshop in Boise (Feb. 2023) to discuss solving problems associated with the federal job series 0454
- Gilbert Jackson (USDA-FS), Susan Edinger Marshall (Cal Poly Humboldt), Patti Novak-Echenique (BLM), Sami Dinar (USDA-FS), Clare Hydock (USFS ret.), John Ruhs (BLM ret.), Chuck Butterfield (SRM BOD) boiled down comments into actionable items and suggestions on June 15, 2023.
- SRM BOD received three page report in meeting packet.

2. SRM WORKING GROUPS (FOUNDATION OF WORKSHOP)

- **Annual Report Card on the State of the Range Profession**
- **Branding of the Profession**
- **Youth Education**
- **Curricula leading to 0454 Qualification**

2. HIGHEST PRIORITIES

1. Establish an **Employment Affairs Committee** to work with SRM staff on action items in 3-page letter.
2. Issue an **Annual Report Card** as a infographic and inclusion in Annual Meeting State of the Society report (EVP).

This would include HR data from agencies and other sources regarding how many 0454 and other personnel are currently working, retiring, being retained, etc. Also include demographic data.

2. HIGHEST PRIORITIES, CONTINUED

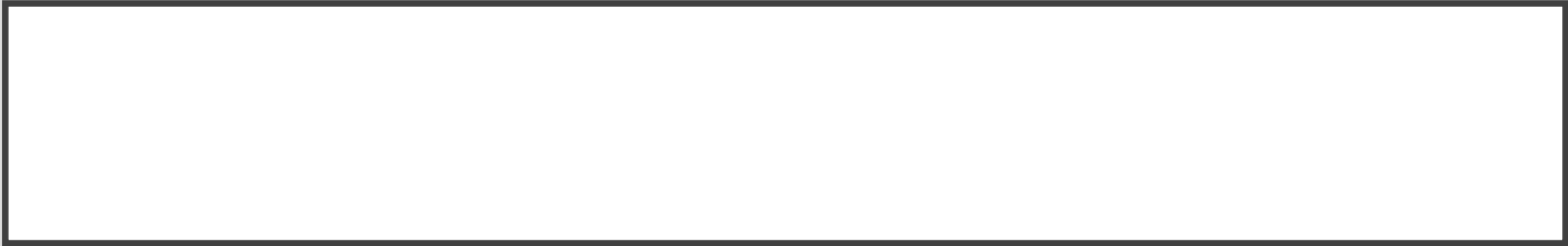
3. Ask Outreach Communication and Web (OCW) committee (and/or MaryJo) to create a **portal leading to educational resources** for teachers and youth (there is a link but it is not easily discoverable).

See <https://www.soils4teachers.org/> as a great example.

4. Propose a symposium at Annual Meetings for HSYF and Range Camp participants to share ideas, best practices, and pedagogical approaches.

3. USDA FUNDED CALIFORNIA RANGELAND EDUCATION (CRED)

- Project Directors – Susan Edinger Marshall, Marc Horney, Lynn Huntsinger, Pelayo Alvarez (Audubon California)
- Four Objectives:



- i. Identify strengths and weaknesses in existing rangeland curricula among California colleges and universities.

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- ii. Create a comprehensive CRM study guide to be posted as a curated collection on “RangeDocs” (<https://docs.rangelandgateway.org/>).

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- iii. Suggest integrative new courses for contemporary challenges in rangeland ecosystem stewardship, based on producer and agency feedback and including collaboration with diverse groups including Hispanic and Indigenous communities that use and rely on rangelands.

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- iv. Develop a “learning outcomes diagnostic questionnaire” to assess participant competencies, leading to a “prescription” to spell out courses a student would need to complete in the program to prepare for either 0454 positions or CRM licensing, while crediting existing transcripts.

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- v. Frame a pilot place-based learning cohort in partnership with a working ranch. The objective here will be to position learning outcomes in a meaningful, integrated context, in service to the goals of a collaborating landowner or manager. The overall impact of this project will be to increase the number and diversity of qualified range management professionals. The broader impact will be the ecological and economic improvement of thousands of acres of rangelands and the capacity to maintain the flow of ecosystem services from them, namely providing food, habitat, water, climate change mitigation,

