A Regional Education Partnership for Relevancy and Learning

National Outdoor Recreation Conference
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Overview

This presentation will explain the value of partnerships by sharing the IIC’s recipe

- Who?
- What?
- Where?
- How Many?
- How?
- Why?

The activities will give you time to consider the value of partnerships within your work

So that in the end you can

- Summarize the IIC “recipe” for youth engagement
- Consider how your management needs can be education opportunities
- Identify options for education partnering in your region, making what we’ve learned relevant to your work
- Reflect on the value of partnerships for relevancy and education
Who?

- **IIC's Mission**
  - The Intergovernmental Internship Cooperative (IIC) develops public land leaders of tomorrow through being a centralized resource of committed and engaged Partners. We are collaborating to provide relevant and meaningful educational experiences and career opportunities to university and other youth in the region and meet partner needs for a diverse workforce. We encourage stewardship of and appreciation for the richness of the region’s lands and resources.
Where?

REGIONAL PARTNERS

National Park Service
- Bryce Canyon National Park
- Cedar Breaks National Monument
- Grand Canyon Parashant National Monument
- Great Basin National Park
- Pipe Springs National Monument
- Zion National Park

Bureau of Land Management
- Color Country
- Grand Staircase-Escalante National Monument
- Arizona Strip/Vermillion Cliff

US Forest Service
- Dixie National Forest
- Fishlake National Forest
- Kaibab National Forest

State of Utah
- State Parks
- Division of Wildlife Services
- Workforce Services

Tribes
- Cedar City Paiute Band
- Kaibab Band

Universities
- Southern Utah University
- Dixie State University
- Southwest Applied Technology College
- Mojave Community College

*host
^Founding organization
What?

Internships (228)
- 40 majors (biology...zoology) in 18 internship categories:
  - Administration/Accounting
  - Botany
  - Dispatch
  - Engineering
  - Fisheries
  - GIS
  - Graphic Arts
  - Historic Preservation
  - Hydrologic
  - Interpretation
  - IT
  - Land Law Examiner
  - Maintenance/Facilities Management
  - Range
  - Recreation
  - Tribal Relations
  - Visitor Use Management
  - Wildlife

Youth Crews (9 leaders, 3 assistant crew leaders, 40 youth)
- IIC Youth Conservation Corp
  - Members can be 16 to 18 years. Note: For 2017 and beyond, SUU will no longer allow 15 year old participation.
  - Beginner level skills and learning experiences encouraged
  - Emphasis on teamwork and developmental educational experiences

- IIC Career Internship Corp (CIC) Crew program
  - Members can be 18 or older
  - College level learning and challenging skill application encouraged
  - Emphasis on leadership development for all participants
# How Many?

<table>
<thead>
<tr>
<th></th>
<th>2007</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Partners</strong></td>
<td>6</td>
<td>23</td>
</tr>
<tr>
<td><strong>Interns/hours</strong></td>
<td>12 interns/5,280 hours</td>
<td>228 interns/80,416 hours</td>
</tr>
<tr>
<td><strong>Youth Crews</strong></td>
<td>0</td>
<td>6</td>
</tr>
<tr>
<td><strong>Governance</strong></td>
<td>Steering Committee (monthly meetings)</td>
<td>Steering Committee (monthly), Advisory Board (Semi Annual)</td>
</tr>
<tr>
<td><strong>Funding</strong></td>
<td>$50,000 Challenge Cost Share</td>
<td>$6 Million (wages = $1.5 million/year) Projects, grants, initiatives, &amp; base funds</td>
</tr>
<tr>
<td><strong>Staff</strong></td>
<td>1 part time coordinator</td>
<td>3 dedicated staff, 2-3 interns</td>
</tr>
<tr>
<td><strong>PI</strong></td>
<td>1 PI</td>
<td>1 PI, 1 Assistant</td>
</tr>
<tr>
<td><strong>Campus Support</strong></td>
<td>HR, Chair of PE, Outdoor Rec Coordinator</td>
<td>HR, SPARC, Contoller’s Office, Payroll, Professors, Deans, Provost, President</td>
</tr>
<tr>
<td><strong>10 year summary</strong></td>
<td>1,596 interns Average intern cost $6,300</td>
<td></td>
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</tbody>
</table>
How?

IIC Career Development Model

Tier 1
Paid Internships
- Internships
- Work Study Positions
- CIC Crews

Tier 2
Leadership Development
- Leadership Positions
- Crew Leaders
- Advanced Skill Internships

Tier 3
Hiring Authorities
- Recent Graduate
- Public Land Corp Authority
- Direct Hire Authority
- Pathways Program

Career

- Regional Youth Recruiting
- Youth Conservation Corps Summer Jobs
- Outdoor Camps
- Educational Programs
How?
Proposals, Modifications, Financial Plans & Reports
How?

**Key components**

- Monthly Steering Committee meetings & semi annual Advisory Board meetings
- Mentors
- Interns
- Dedicated staff
- Administrative support
- Partnership celebration gatherings
- [Website](#)
- Intern Handbook
- Orientation & Training
- Campus resources
  - Professors
  - Career services
  - Multicultural Center
  - Human Resources
  - Payroll
  - Controller’s Office
  - Sponsored Programs, Agreements, and Contracts
Why?

Action Research: The value of partnerships

• The purpose of this research project is to begin a reflective ritual based on IIC community members' understanding of their own actions and experience and how collectively we have developed relationships, found value, overcome obstacles and established best practices.
Method

• Action Research is a form of qualitative methodology which places systematic inquiry into practice.
  – Intention
  – Group Inquiry Sessions (2)
  – Analysis (Dedoose)
  – Interpretation
  – Practice
Method: the questions

1. From your experience, how have we, as a community, expressed the IIC's mission and vision?
2. What relationships have you developed from being part of the IIC?
3. What outcomes or results have made a difference for you?
4. How do you receive and exchange information regarding the IIC?
5. What challenges do you see the IIC encountering in the next few years?
6. What changes would you make to improve the IIC?
7. What do you value about the IIC?
8. Is there anything else you want to say about being part of the IIC that you want to share with the IIC community?
Why? Best practices identified

• Processes matter
  – Centralized resource
  – Efficiency in shared programming
  – Collaboration
  – Network
  – Focused goal: youth development
  – Offers bureaucratic options
  – Aligned with national and regional initiatives
  – Offers flexibility
Why? Relationships & outcomes

• Outcomes
  – Stewardship
  – Career opportunities
  – Engage youth
  – Develop public land leaders for tomorrow
  – Intern education outcomes
  – Associate tribal youth to their homeland
  – Employ local (and tribal) youth
  – Decreases silos
  – Empowers and motivates employees
  – Changing lives

• Day in the Parks
• University of the Parks
• Students become professionals
• Sense of place
• Informing curriculum
• Local connections through families
• Changing community perceptions
• Real world application
• Experimentation
• Build resumes with real experience

Students  University  Public Land Agencies
Why? Overcoming obstacles (together)

• Challenges we’re facing
  – Increasing **diversity** in application pool
  – Increasing connecting agency staff with professors
  – Limitations in hiring interns
  – Need more jobs for talented interns
  – Vehicle insurance
  – **Translating** lingo between partners
  – Disseminating success to others
  – Growing the pool of interns
  – Housing for interns
Why? Shared values

- Youth connection (pre-college)
- Community connection
- Professional Development
- Network
- Community/Relationships
- Improvements
- Relevancy
- Challenges
- Opportunities
- Efficient use of resources
Why? What we’ve learned

- Processes matter
- Collaboration
- Alignment is key
- Intended outcomes
- Unintended outcomes
- Problem solving challenges

1, 596 interns later, through partnering we have developed relationships, found value, overcome obstacles and established best practices.
Your Turn (complete your recipe)

• What is the value of partnerships?
  – Why?
  – Who?
  – What?
  – Where?
  – How many? (# youth, # mentors, $)
  – How? (agreements, ability to hire, academic tie)
  – Obstacles to overcome
Sharing makes it real

• Share your recipe with 4-5 others
  – How are your recipes the same? How are they different?
  – What values are expressed in your recipes?
  – Is there anything about your recipe or partnerships that surprised you? If so, what?
  – What assets do you bring to a partnership (personal and through your organization)?
  – What assets do you need from others?
Presentation Review

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References


• Wenger, McDermott, Snyder (2002). Communities of Practice

Thanks for considering the value of partnerships