OUR MISSION:
The IIC engages youth in building meaningful leadership and educational skills. These experiences provide opportunities to develop a working knowledge about natural and cultural resources and a variety of careers in public lands management while shaping the next generation of public land leaders and advocates.
Dear IIC Community Members,

Congratulations and thank you for another successful year developing future public land leaders by engaging youth in our region in the stewardship of our public lands. Over the years our work with the IIC has afforded us the opportunity to be involved with many partnership projects. The most successful projects are where a goal is developed, each partner brings to the table what he or she can, and then together implement a good plan to accomplish their goal. This has been a guiding practice of the IIC with the goal of engaging regional youth in public lands. Working together we adapted to a government shutdown in January and ended our year with 222 interns and 66 mentors in 20 locations making a difference through hands on stewardship work in our region.

At the End of Season Celebration we hosted a Digital Showcase to update our Poster Contest. Nineteen interns submitted videos and each video showcased a unique success story where interns were inspired by mentors and the work they accomplished. We keep saying we’re changing dinner conversations about public lands in southwest Utah. These videos give us evidence. Traveling throughout the region, it’s now common to see the IIC logo on the arms of interns greeting visitors or monitoring wildlife and range lands. Each intern is on a pathway to become a public lands professional or lifelong advocate. And our pathways are growing through more partnership projects. From our sister organization - The Outdoor Leadership Academy at Dixie State University - engaging underrepresented youth in public lands through recreation - to transitioning SUU’s Semester in the Parks from a domestic study abroad program into a Public Lands Field School, together we are making a positive difference for our youth through public land engagement. We can’t wait to see what happens in 2020! In the meantime, share our stories at: www.suu.edu/iic/media.html.

Sincerely Yours in Conservation and Education,
Briget Eastep, Josh Anderson, Jan Neth, Tayia Burge, Danny Strand, & Kevin Koontz
If one agency hired one or two interns, a program manager would have some good help for the summer. Instead, by partners bringing what each can to the IIC table, together we generated $1.778 million in student wages in our region and engaged regional youth in 121,793 hours of stewardship activities together. This work is keeping students in our region's schools and accomplishing critical program work on the ground.
IIC Student Wages + Benefits 2019

<table>
<thead>
<tr>
<th>Organization</th>
<th>Wages 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>US Forest Service</td>
<td>$859,716</td>
</tr>
<tr>
<td>National Park Service</td>
<td>$558,689</td>
</tr>
<tr>
<td>Bureau of Land Management Associations</td>
<td>$347,007</td>
</tr>
<tr>
<td>IIC</td>
<td>$186,581</td>
</tr>
<tr>
<td>Southern Utah University</td>
<td>$12,600</td>
</tr>
</tbody>
</table>

Total Wages and Benefits = $1,778,013 and 121,792 hours

One of the founding guidelines at the IIC is to offer interns living wages in line with GS scale seasonal wages. Interns earn an average of $13.25 an hour with the range being from $10.10 for high school crew members to $16.85 for internships in leadership roles. Due to Southern Utah University’s commitment to the IIC, the majority of our funding goes to intern’s wages, benefits, and travel.
Financial Overview FY2019

Operations FY 2019

<table>
<thead>
<tr>
<th>Expenditure</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salaries</td>
<td>$145,799</td>
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<tr>
<td>Wages</td>
<td>$22,427</td>
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<tr>
<td>Benefits</td>
<td>$39,653</td>
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<tr>
<td>Current Expense</td>
<td>$16,196</td>
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<tr>
<td>Travel</td>
<td>$8,175</td>
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<tr>
<td>TOTAL</td>
<td>$232,249</td>
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</table>

<table>
<thead>
<tr>
<th>Source</th>
<th>Revenue</th>
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</thead>
<tbody>
<tr>
<td>SUU</td>
<td>$204,678</td>
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<tr>
<td>Facilities &amp; Admin Recovery</td>
<td>$83,750</td>
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<tr>
<td>TOTAL</td>
<td>$288,428</td>
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<tr>
<td>Reserve</td>
<td>$117,419</td>
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</tbody>
</table>

Active Investments 2014-2019

Active Agreements FY 2019

<table>
<thead>
<tr>
<th>Sponsors</th>
<th>Total Investment</th>
<th>Amount Remaining</th>
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</thead>
<tbody>
<tr>
<td>Associations &amp; Foundations</td>
<td>$388,823</td>
<td>$135,862.68</td>
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<tr>
<td>Bureau of Land Mngmt.</td>
<td>$276,870.32</td>
<td>$961,895.87</td>
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<tr>
<td>National Park Service</td>
<td>$626,839.83</td>
<td>$2,000,000</td>
</tr>
<tr>
<td>US Forest Service</td>
<td>$6,203,581</td>
<td>$3,841,349</td>
</tr>
</tbody>
</table>
Celebrating People

Each year the IIC honors interns, mentors, and partners for outstanding service and contributions to the IIC's mission. Please read this year's nominations below to understand this year's honors.

Intern of the Year: **KELLY LIVINGSTON**

Kelly has fully embraced her work at the Grand Staircase. After observing her over the years, both academically and in the field, I have realized what a phenomenal job she is doing from every angle. She constantly strives to do her best during her internship (which I saw firsthand at the wave) and uses everything she learns to better herself, her studies, and her future career. Not only does she meet all expectations of an all-star intern, but she always promotes the IIC program and gets many other students involved.

Mentor of the Year: **LINDA BABCOCK**

Linda is committed to providing an outstanding learning and professional development opportunity for the students she mentors. Her regular mentor activities include scheduling the interns' tasks for the week; training them on everything from how to deliver fuel to the Camp Hosts to how to collect data in the field; developing goals and objectives with the students and helping them come up with a plan to achieve those goals; reviewing students' performance and progress; and being the primary contact for answering questions and solving problems. She also goes above and beyond the "regular" mentor responsibilities. She has introduced students to other park staff to provide advice and insights on specific matters; she has offered to help students set up a USAJobs profile, navigate the site, set up alerts for job postings, and develop their resume; and she supports students' interests in specific tasks or areas (like volunteer Search and Rescue or gaining experience managing visitors in the campground).

Partner of the Year: **GRAND STAIRCASE & KANAB FIELD OFFICE**

Over the past five years the Grand Staircase Escalante National Monument and the Kanab Field Office have worked together to develop an intentional and robust internship program focusing on local youth. From hosting a Youth Conservation Crew targeted at Kaibab Youth to restore native habitat along waterways to involving Kanab High School students in internships and then mentoring high school and college interns to grow personally and professionally has led to a robust internship program and has led to interns filling key positions within their offices.
The IIC is the premier national partnership model in youth leadership and educational development for public land stewardship.

67% of previous cohort are employed in a related field.

66 internship mentors

Wages + benefits $1 million
778 thousand $613 dollars contributed to our region

Intergovernmental Internship Cooperative

222 interns
121,792 total hours

Professional development:
- Communication
- Leadership
- Problem solving
- Inclusion
- Technological skills
- Stewardship

Number of internships
- YCC 18.8%
- BLM 26.1%
- USFS 26.1%
- NPS 32.6%
- IIC 2.1%
- NPS 77
- USFS 61
- BLM 47
- YCC 44
- IIC 5

20 agency locations

Internship categories: 42

2019
2019
7 CREWS
9 CREW LEADERS
28 YOUTH MEMBERS
13,970 TOTAL HOURS

IIC YOUTH CREW PROGRAM

TRAINING
WFR
DEFENSIVE DRIVING
CHAINSAW
RISK MANAGEMENT
TRAILS

STATISTICS
FEMALE 40.5%
MALE 59.5%
22 MALE 15 FEMALE

EDUCATION
FENCE + SIGNS
TRAIL MAINTENANCE AND CONSTRUCTION
FUELS REDUCTION
FACILITIES MANAGEMENT

PROJECTS
HERITAGE RESTORATION
WILDLIFE MANAGEMENT
INVASIVE WEED REMOVAL
SNOW REMOVAL
CAMPGROUND IMPROVEMENTS

AGENCIES & LOCATIONS
USFS
DIXIE
KAIBAB
NPS
PIPE SPRING
GRAND CANYON-PARASHANT
BLM
CEDAR CITY
KANAB

PUBLIC LAND STEWARDSHIP
LEAVE NO TRACE
RESUME WORKSHOP
10 ESSENTIALS
SITUATIONAL AWARENESS
LEADERSHIP