

IIC Annual Report 2020



Photo of the year: Lawrence Mbaki



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

LETTER FROM THE IIC STAFF

Dear IIC Community Members,

Congratulations and **thank you** are words that cannot begin to express the gratitude we have for your partnerships this year. As we wrapped up the season in small group gatherings listening to interns tell their stories, we consistently heard **what amazing summers they had**. Having to step back and develop pandemic operations, we were all more **attentive and intentional**. This translated into truly significant learning experiences for interns along with gratitude **for having worthwhile work where they felt appreciated and cared for by their mentors and co-workers**.

The IIC placed 181 interns this year. Nine interns reported positive COVID-19 test results, yet no one developed COVID-19 or transmitted it on the job. When an intern had symptoms, they stayed home, making a significant difference. When a positive case was reported, the IIC/SUU staff, agency mentors and administrators worked together to ensure the intern had the care they needed. When there was doubt about exposure, everyone who came in contact with the person was tested and self-isolated until they received negative test results. Interns wore masks, used hand sanitizer, disinfected common surfaces, and kept a 6' social distance. They showed up to work healthy and **they stayed healthy. Thank you interns**.

In the end interns worked **95,589 hours**. For a year when we were unsure if there would be an intern season, the IIC partners created 181 jobs and paid **\$1,446,502 in wages and benefits**. These hours and wages made a significant difference for our students, our partners, and stewardship in our region.

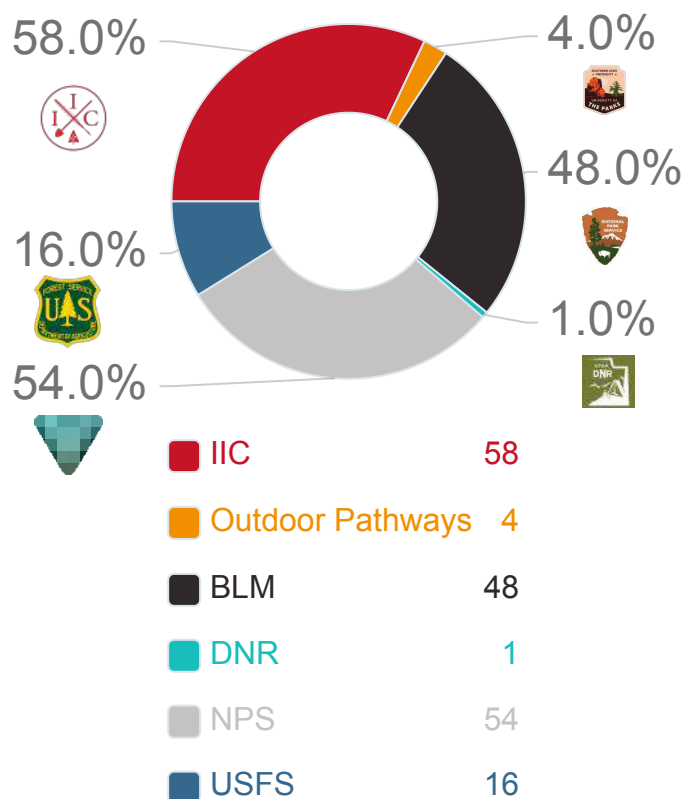
We are excited to share the results and celebrate a year where everyone brought to the table what they could and in the end, our table was full. This happened with funding, COVID-19 operation protocols, and with maneuvering the many nuances we all experienced this year. Thank you and congratulations for making a true difference in youth engagement, stewardship, and partnership work in our region.

Sincerely Yours in Partnership and Stewardship,
Briget Eastep, Josh Anderson, Jan Neth, Tayia Burge, Danny Strand, & Kevin Koontz



2020 Partnership Work Results

2020 Placements



Interns from diverse ethnic backgrounds



Students from our region

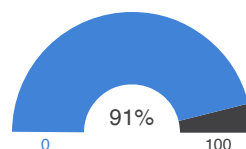


Female Interns

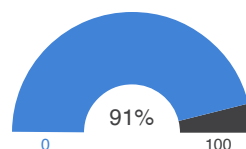


Participated in stewardship activities

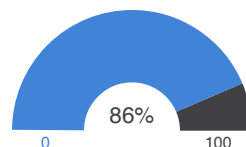
Interns gained.....



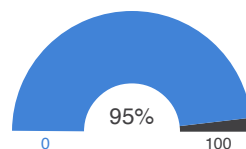
An increased understanding & appreciation of public lands



Skills & knowledge related to their internship field



Opportunities to apply critical thinking and problem solving skills



Opportunities to apply Personal Responsibility

Leading to a Regional Impact

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 **\$1.446 million in student wages** in our region and engaged regional youth in **95,589 hours of stewardship activities** together. This work is keeping students in our region's schools and accomplishing critical program work on the ground.

Regional Partners & Wages

Bureau of Land Management



Arizona Strip & Grand Canyon Parashant
Cedar City Field Office
Richfield Field Office
Grand Staircase Escalante National Monument
Kanab Field Office

National Park Service



Bryce Canyon National Park
Cedar Beaks National Park
Capital Reef National Park
Grand Canyon Parashant National Monument
Great Basin National Park
Lake Mead National Recreation Area
Pipe Springs National Monument
Zion National Park

US Forest Service



Dixie National Forest
Fishlake National Forest
Kaibab National Forest

Foundations & Associations

Bryce Canyon Association
Great Basin National Park Foundation
National Forest Foundation
National Park Foundation
Zion Forever



Other Regional Partners

Paiute Tribes
Utah State Parks
Nevada State Parks



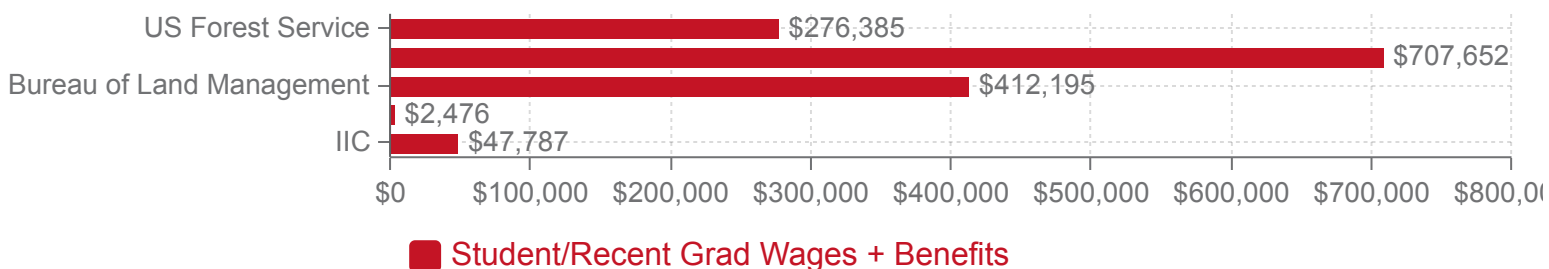
Regional Schools

Southern Utah University
Dixie State University
Southwest Technical College
Regional High Schools



THANK YOU FOR FUNDING, MENTORING & CARING

IIC Student Wages + Benefits 2020



Total Wages and Benefits = \$1,446,502 and 95,589 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 interns 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.

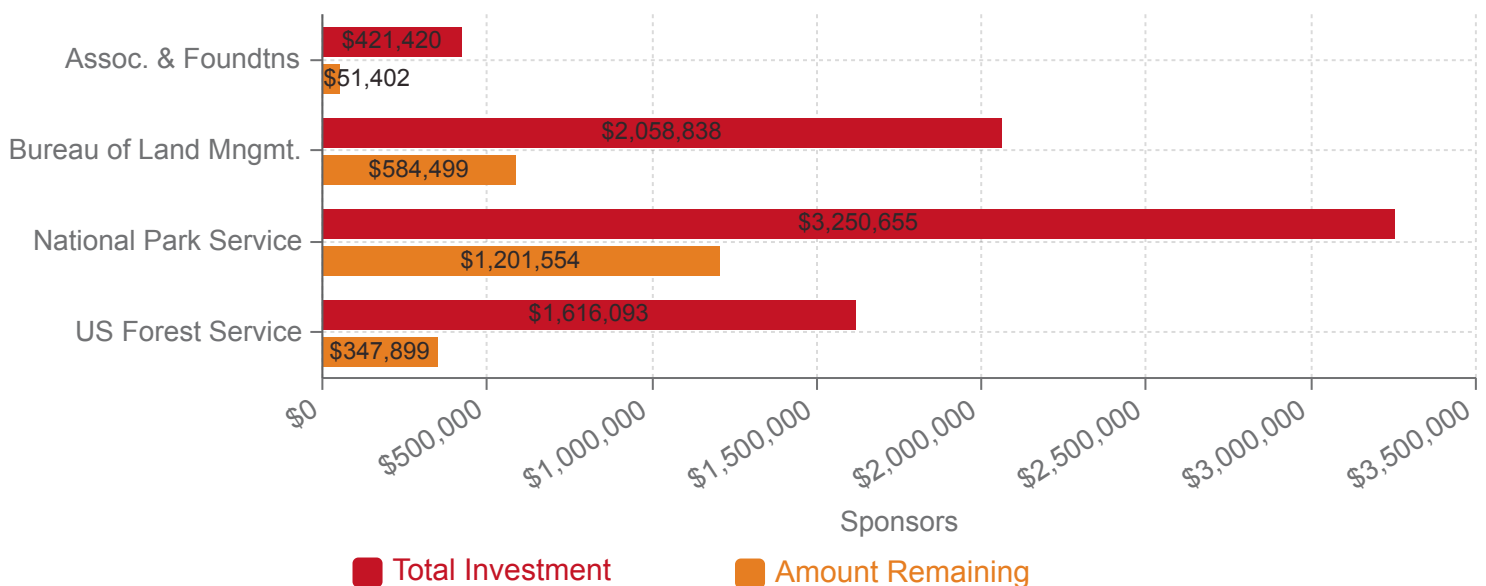
Financial Overview FY2020

Operations FY 2020

Expenses	Expenditure	Amount	Revenue	Source	Revenue
	Salaries	\$137,353		SUU	\$152,924
	Wages	\$27,975		Facilities & Admin Recovery	\$139,517
	Benefits	\$80,982		TOTAL	\$292,441
	Current Expense	\$24,180			
	Travel	\$5,078		Reserve	\$206,090
	TOTAL	\$275,568			

Active Investments 2015-2020

Active Agreements FY 2020



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.



Photo
submitted by
S.M. Norman

Intern of the Year:

Samuel "McCoy" Norman - Fishlake National Forest

According to his mentor, "*McCoy brought a great skillset and positive attitude to the internship this season. His knowledge, abilities, and skills in mechanics were extremely useful to the recreation program on the Beaver Ranger District. McCoy was always at the front of the line to get projects completed and could be trusted with the job at hand with very little training and minimal supervision. McCoy functioned at a much higher level than an intern and preformed as a seasoned veteran of the Forest Service. He knew what to do and when to do it regardless of the project.*"



Photo by Hope
Peterson,
Working on
the Dixie

Mentor of the Year:

Jess Hancock, Dixie National Forest



Jess Hancock, Recreation Dixie National Forest, was nominated by multiple Youth Conservation Crew Members. This summer the Cedar City YCC assisted with trails, dusted prairie dogs, and laughed throughout all their assignments. The laughter and fun often times came from Jess.

Here's what one of his nominator's had to say, "*Jess is excited for work EVERY time we work with him. He is involved with the process and does everything he expects us to do. He is also very good with the high schoolers as he is such a jokester.*"

Alumni of the Year:

Erica Shotwell - Cedar City BLM



Erica was a Range Technician Intern for two years before being hired as a Rangeland Specialist in 2016. In this role Erica manages 27 grazing allotments, works with livestock permittees, serves a NEPA lead, and keeps operations running smoothly. Her work ethic, positive relationships with coworkers and permittees, and ability to communicate are assets to the Cedar City Range Program. She now serves as a mentor to IIC interns. In her nominator's words, "*the teamwork that Erica exhibits in making projects successful has been exemplary. Her positive can-do attitude is very appreciated by everyone that works with her.*"

Partner of the Year:

Dixie National Forest



The Dixie National Forest has been an IIC partner since 2007. Over the years the Dixie has hosted hundreds of interns and for the past seven years youth crews. These interns and crews have monitored wildlife and vegetation, built and repaired trails, assessed archeological sites, and repaired hundreds of miles of fence. This year the Department of Agriculture changed their agreement requirements for interns. The Dixie spent a year advocating for and negotiating to keep IIC interns serving the Dixie.



IIC INTERNSHIP PROGRAM 2020

Intergovernmental / Internship / Cooperative

Number of Interns by Location



SUPPORTED 28 INTERNS

Intern Stats



181 Interns

\$1,446,502
Wages & Benefits
contributed to the region

95,589
Hours

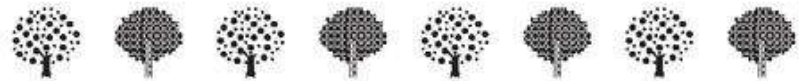
Mission Statement

ENGAGING YOUTH IN BUILDING MEANINGFUL
LEADERSHIP AND **EDUCATIONAL** SKILLS;
WHILE SHAPING THE NEXT GENERATION OF
PUBLIC LAND LEADERS AND **ADVOCATES**.

Internship Categories

- Accounting
- Archaeology
- Biological Sciences
- EMS Search & Rescue
- Digital Media
- Engineering
- GIS
- Graphic Design
- Interpretation
- Maintenance
- Paleontology
- Public Affairs
- Range
- Recreation
- Visitor Services
- Visitor Use Management
- Wildlife

73% of the 2015 cohort survey respondents are working in a field related to their internship.



55
Internship
Mentors



COVID-19

Responsibly completed
hours without any on the
job COVID-19 incidents.



Training Completed

CPR &
First Aid



Leadership



Wilderness
First Aid



Trails &
Tools



Leave No
Trace



Defensive
Driving



Sexual
Harassment



Risk
Management





IIC YOUTH CREW PROGRAM 2020

Intergovernmental / Internship / Cooperative

Demographics



American Indian Asian Caucasian

Training

CPR & First Aid



Wilderness First Responder



Chainsaw



Defensive Driving



Risk Management



Projects

Wildlife Management



Invasive Weed Removal



Timber



Trails



Fences & Signs



Crew Stats

10 Crews
 10 Crew Leaders
 44 Youth Members

\$224,362
Wages & Benefits
contributed to the region

17,493
Hours

Vision Statement

THE IIC IS THE PREMIER NATIONAL PARTNERSHIP MODEL IN YOUTH LEADERSHIP AND EDUCATIONAL DEVELOPMENT FOR PUBLIC LAND STEWARDSHIP.

Agencies and Locations

USFS

Dixie
Kaibab

NPS

Zion
Pipe Spring
Cedar Breaks

BLM

Cedar City



Campground Improvement



Hydrology



Facilities Management



Fuels Reduction



2020 Highlights

National Park Service

- **Bryce Canyon** focused on hiring local interns during the pandemic.
- **Cedar Breaks** hosted three Tier III Interns in Facilities Management, Education & Outreach, & Dark Skies. These year long advanced internships helped interns gain professional skills through leadership and program management.
- **Grand Canyon Prashant's** Digital Media Intern won the IIC's Digital Showcase award and showcased the work by other interns.
- **Great Basin National Park** adapted school STEM presentations into online content for teachers and students.
- **Pipe Springs** hired local youth to support their neighbors from the Kaibab Tribe and Fredonia.
- **Zion National Park** hired 6 IIC Interns as NPS Seasonal Rangers

Bureau of Land Management

- The **Color Country District** has worked to build a strong internship program over the past five years. They have worked with SUU departments to align field experience with course work in Range, Wildlife, Outdoor Recreation, Paleontology (Geology), Youth Education, Archeology, and Public Affairs (Communication).
 - Sierra Martin earns 1st place in the Digital Showcase for her video, "The Recovery of the Utah Prairie Dog."
 - Reyce Knutson earns 3rd place in the Digital Showcase for recruitment video, "The Risking Stewards of Conservation."
 - **Kanab/Grand Staircase** BLM continues to mentor local youth by offering high school students internships and growing their responsibilities as they progress through their college careers.
- **Arizona Strip/Parashant** created new Recreation Internship.

US Forest Service

- **Dixie National Forest** hosted four youth crews - one on each district. Hiring local youth made all the difference.
- Dixie National Forest piloted crew cohorts for their internship program in Natural Resources, Engineering & Heritage/Archeology.
- **Fishlake National Forest** hosted the intern of the year, Samuel "McCoy" Norman in Recreation.
- **Kaibab National Forest** hosted local Kaibab youth as part of the IIC's multi-agency Fredonia Youth Conservation Crew partnering with the BLM Kanab Field Office and Pipe Springs National Monument.



IIC Photo of the Springdale End of Season Gathering



Photo by Stephen Carillo, Season Park Ranger



IIC Photo of BLM Award Winners at the Cedar City End of Season Gathering



IIC Photo of Youth Conservation CREW

2020 Highlights

Thank You! National Forest Foundation & National Park Foundation

The IIC had the pleasure of accomplishing critical work with Zion National Park and the Dixie National Forest through funding provided by the National Forest Foundation and the National Park Foundation.

The National Forest Foundation's funding supported the multi-agency Trails Elite Crew. This crew hires crew members with previous youth corps experience and gives them training and work to advance their trails skills. This five person crew worked with Cedar City BLM (who also trained them) and the Dixie National Forest to build and repair trails throughout our region.

The National Park Foundation funding supported a four person crew in August who were mentored by Zion National Park's Trail Crew to turn a single track trail between Lava Point and the campground into a fully accessible trail. This trail is the only fully accessible trail outside of Zion's main canyon and offers outstanding views of Zion.

Foundation Projects

Zion's Lava Point Accessible Trail

Dixie National Forests' Bristle Cone Pine Trail, Navajo Lake Loop, Cascade Falls, & Virgin Rim Trail.



" We're having a fabulous time....the crew is really working together. I've seen a lot of good work out of the crew so far."

- David Hall, Trails Elite Crew Leader



2020 Highlights

ParkData

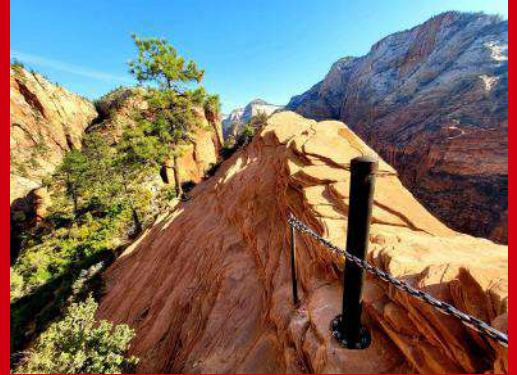
Southern Utah parks received a record number of visitors this summer. Thanks to Jason Pitts and his "park nerds", many park managers now have more accurate counts and accounts of visitor patterns.

Jason has developed a unique partnership with regional National and State Parks, Dixie State University, Southern Utah University, and Dixie Technical College. The partnership puts data scientists and technologists to work using machine learning, big data, and IoT sensors to count visitors. The team of "park nerds" manages the information into real time data which park managers use to make informed decisions based on up to date information and predictive analytics.

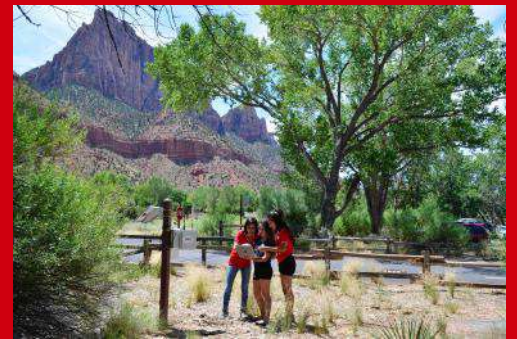
Zion, Bryce Canyon, Great Basin and Capital Reef National Parks; Cedar Breaks and Grand Canyon Parashant National Monuments; Lake Mead National Recreation Area and Snow Canyon State Park are partnering with the ParkData team through cooperative agreements and research permits to develop install, and test, sensors at entrances and key trail heads. The data collected is summarized onto Dashboards for park management (and in the future park visitors) to use for tracking daily activity, visitor trends, park planning and visitor experience.

ParkData

A park research team supported by SUU's IIC, Dixie State University, & Dixie Tech



ParkData sensor, photo by Jason Pitts



ParkData "Nerds," Photo by Jason Pitts

ParkData believes in order to tackle big problems, the best place to start is by gathering accurate information. Working together with parks, we've built systems to automate and inform with data on our side and parks to protect.

2020 Highlights

COVID COMMUNITY CONSERVATION CREWS

A common question we heard in March, as we all realized our lives and work were about to significantly change in response to COVID-19 spreading across the world, was "How can we help?" As part of the IIC's answer, we used funding from a state grant awarded to SUU's Disability Center to create the CCCC, COVID Community Conservation Crews. The IIC hired 14 dedicated people who wanted to make a difference for their community.

CEDAR CCCC

Over the course of the summer the 4 person Cedar CCCC completed work that was left undone by volunteer groups in the spring and then helped with new needs. They weeded Cedar City's Community Garden and painted the downtown curbs red; worked on trails picking up trash, erasing social trails, and re-established tread and water diversions; they built a bridge for hikers and aspen benches for a campfire ring; they served lunches with the Summer Lunch Program. The crew ended their work cleaning up and re-establishing trails for the Marilyn Buckley Memorial Park in Panguitch. They sang, laughed and learned a great deal from working together to accomplish their goals.

ZION CCCC

When Zion re-opened in May they had new visitor management challenges. Visitors began lining up for the 200 parking places in the Main Canyon at 4 am. Others decided to bike or walk the 7 miles up the canyon in 100 degree heat. To respond, Zion assigned staff from across the park + 2 five person CCC Crews to be able to guide each visitor. Once shuttle operations commenced, this group of staff and IIC crew members practiced "Tetrassing" visitors into shuttles to adhere to social distancing guidelines. CCCC members jumped into operations with smiles and can do attitudes and learned to communicate with people from across the country in all sorts of moods. They volunteered for the Search and Rescue team and took advantage of every opportunity to learn from park staff about their fields and what it's like to work for the National Park Service.



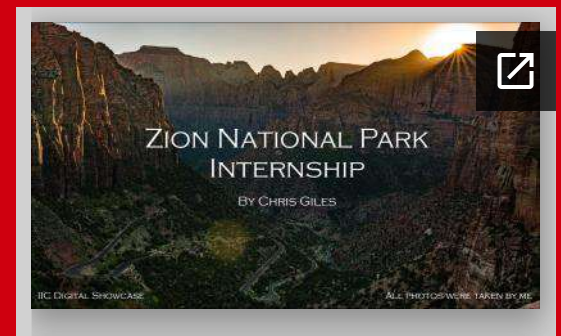
Photo by Evelyn Gomez: Just a few weeds!

" Together everyone achieves more. We want to accomplish our goals, stay cohesive as a group, stay healthy, and learn to execute projects."

- From the CCCC's team goals.

Cedar CCCC Partners

Cedar City & Iron County, SUU Mountain Center, Dixie National Forest, Cedar City Summer Lunch Program, & City of Panguitch



Chris Giles captures the Zion CCCC's journey in his digital Showcase

"Our crew has become good friends, and we are determined to work hard, learn from the park staff, and explore Zion all we can"

- Chris Giles, Zion CCCC member

Looking Towards the Future

New Stewardship Partners & Programs

US Fish & Wildlife Service Digital Media Interns


- Developing a cohort of Digital Media Specialists to support digital visitor services on refuges throughout the west.

NPS GIS Internship Program

- Developing an internship program placing Advanced GIS students in parks, with mentoring from the regional office.

Color Country Urban Rangers

- Developing an army of volunteer trail stewards to serve our region



Franklin D. Roosevelt once said, "Let us move forward with strong and active faith." These words are a good guide for moving into 2021. Twenty-twenty will be a memorable year because we've had to adapt and be intentional about our routine work. In this spirit, we are excited about the seeds we've planted in the past six months to make 2021 just as memorable. We're excited to welcome new partners, new programs, and to continue to adapt as a program to remain the premier national partnership model in youth leadership and educational development for public land stewardship.

The IIC is looking forward to working with the US Fish and Wildlife Service, the National Park Services Region 6,7 & 8's Geographic Resources Division, and local partners to create new stewardship programs to mentor the next generation of public land stewards.



Photo: Michelle Ranieri



Photo: Rian Kasner



Photo: Hope Peterson



Photo: Terrance Farnsworth



Photo: Hope Peterson



Photo: Michelle Ranieri



Photo: Breana Trego



Photo: Klace Lynman