

2021 IIC Annual Report



Photo of the Year - Chris Giles
"It's hardly work when the views are this good"



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. This valuable work creates a sustainable and effective network of land management and education partners. The IIC leverages existing partner resources to expand partner capacity, supports local economies and under-served communities, shares knowledge regionally, and opens doors for youth development and education opportunities.



LETTER FROM THE IIC STAFF

Dear IIC Community Members,

Reviewing 2021 is quite the job. If you name it, good or bad, it happened in the last six months. We are still smiling and moving forward after operating in a pandemic; floods, an inundation of visitors, births, deaths, valued partners moving on, changes in bureaucracy, and a few vehicle crashes. What was reinforced again and again is how the IIC partnership's made all the difference. We worked through many challenges and enjoyed celebrations. We reinforced our commitment to shaping the next generation of public land leaders and advocates through work based learning experiences. As you review this annual report, please celebrate Hellen Keller's words, "Alone we can do so little. Together we can do so much" and appreciate the amazing people who make the IIC's vision real as the premier national partnership model in youth leadership and education development for public land stewardship.

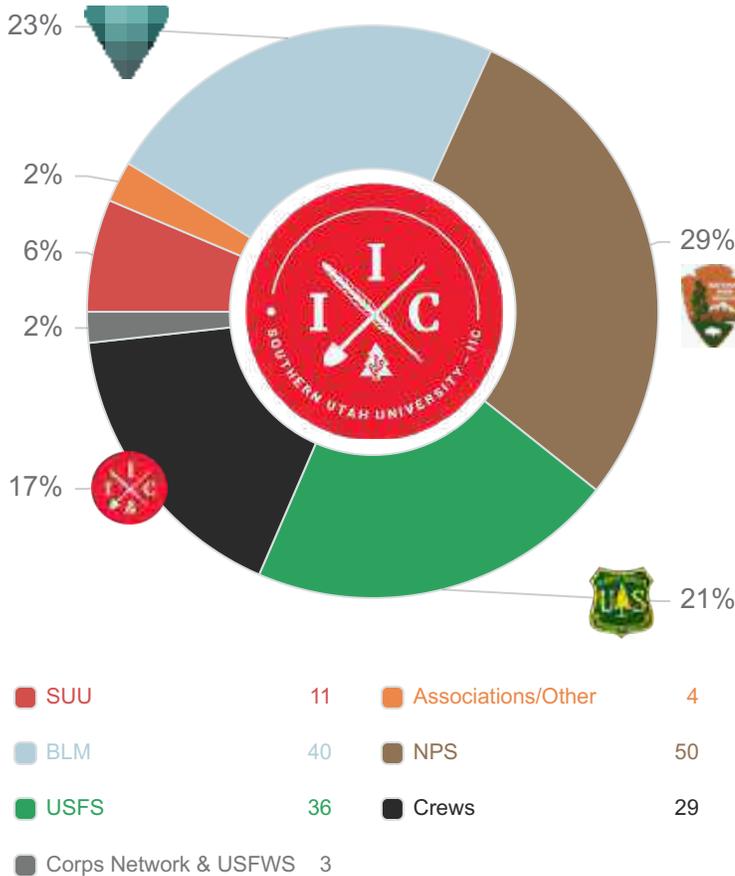
To continue to adapt to ever changing challenges, SUU and the IIC ask, "Where are we at? Where do we want to be, and what are the next steps?" This year we partnered to host 173 interns who earned \$1,241,276 in wages and benefits and contributed 83,640 hours in conservation work. 70 mentors in 39 internship categories hosted our interns. From our 2021 Alumni survey 38% of respondents are working for or in association of public lands. Our sweet spot is still 200-250 high quality internships giving interns a path to careers. To increase our numbers, we've renewed our strategic plan for 2022-2025, expanded our partnerships and infrastructure to host GIS Interns in National Parks and Digital Media Interns in US Wildlife Refuges from Texas to Alaska. We've partnered with Conserve Southwest Utah and the Utah Film Commission to host interns, and in 2022 we are developing the Resort Internship Cooperative with Zion Ponderosa and Zion Mountain Ranch. We also want to thank the Zion Forever Project, Great Basin National Park Foundation, the National Park Foundation, and the National Forest Foundation for funding worthwhile projects for interns and crews accomplishing critical work.

Our next steps for 2022 are exciting - from engaging new partners and earning accreditation by The Corps Network to developing our mentor model and creating an army of public land steward volunteers through the Color Country Urban Rangers. There's a lot of important conservation work to be done and we appreciate the partnership, relationships, and opportunities to make a difference.

*Sincerely Yours in Partnership and Stewardship,
Briget Eastep, Josh Anderson, Shannon Eberhard,
Tayia Burge, Danny Strand, & Kevin Koontz*

2021 Partnership Work Results

2021 Placements



Interns gained...

- **100%** increased understanding & appreciation of public lands.
- **100%** Developed skills and knowledge related to their internship field.
- **94%** were given opportunities to apply critical thinking and problem solving.
- **94%** were given opportunities to develop oral/written communication skills.
- **100%** were given opportunities to develop project management skills.
- **100%** were given opportunities to apply personal responsibility.
- **100%** were given mentoring in support of professional/personal development.
- **98%** were pleased with their overall IIC internship experience.

70

Mentors

39

Internship Categories

Leading to a Regional Impact

Together we generated **\$1.241 million in student wages** in our region and engaged regional youth in **83,460 hours of stewardship activities**. No one organization could do what we do together. Thank you for your engaged partnership to make a difference in our region by connecting youth to public lands through experiential work based learning.

19% From Diverse Ethnic Backgrounds

83% From our region

19% Female

100% Participated in Stewardship Activities

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
Geographic Resources Division



US Fish & Wildlife Service

Balcones Canyonlands National Wildlife Refuge
Attwater Prairie Chicken National Wildlife Refuge
Rio Mora National Wildlife Refuge
Bosque del Apache National Wildlife Refuge
Cabeza Prieta National Wildlife Refuge
Southwest Regional Office



US Forest Service

Dixie National Forest
Fishlake National Forest
Kaibab National Forest



Foundations & Associations

Great Basin National Park Foundation
National Forest Foundation
National Park Foundation
Zion Forever



Other Regional Partners

Paiute Tribes
Conserve Southwest Utah
Utah Film Commission
Garfield County
The Corps Network



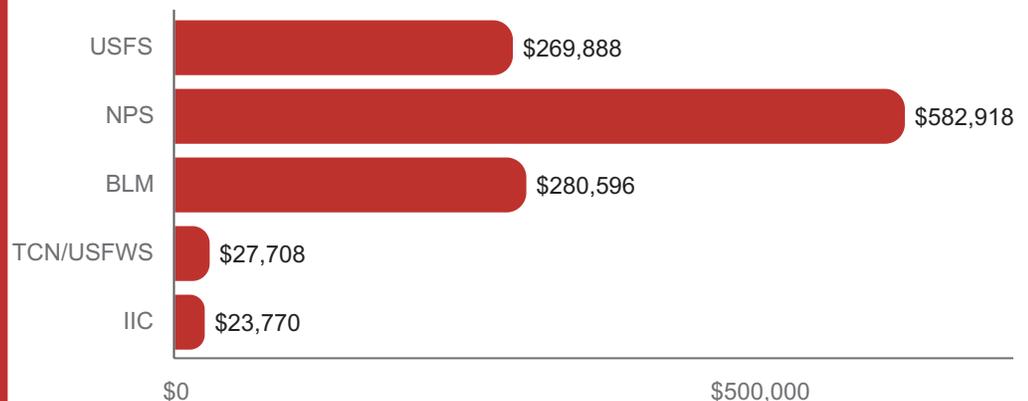
Regional Schools

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

THANK YOU FOR FUNDING, MENTORING & CARING!

2021 IIC Student Wages + Benefits

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 \$13.61 an hour** with the range being from **\$10.95 for high school** crew members to **\$18.00 for interns in leadership roles**. The majority of our funding goes to intern's wages, benefits, and travel.



Financial Overview FY2021

Operations Expenses FY 2021

Operational Budget

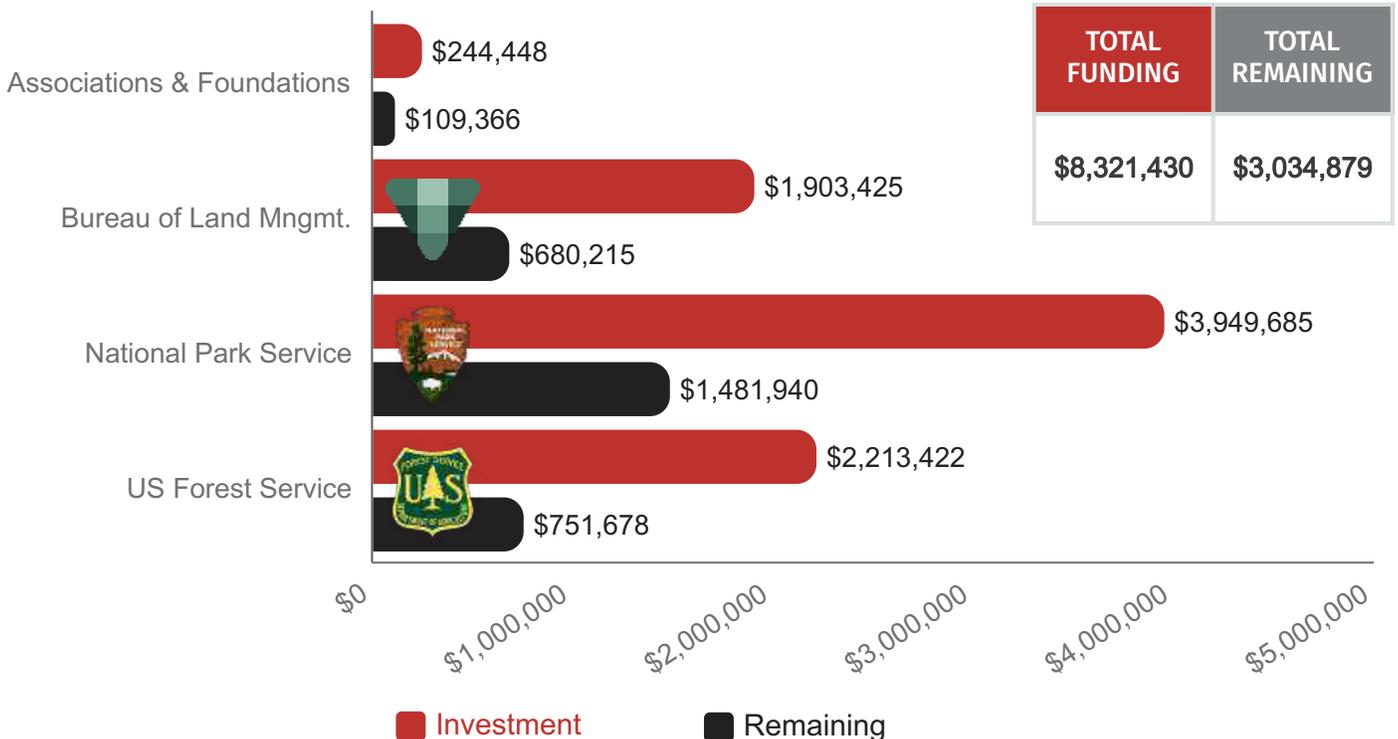


■ SUU \$154,705

■ IIC \$153,209

Expenditure	SUU Supportive Funding	IIC Supportive Funding	TOTAL
Salaries	\$104,415.08	\$61,397.80	\$165,812.88
Wages	\$0.00	\$32,117.88	\$32,117.88
Benefits	\$47,784.48	\$33,412.96	\$81,197.44
Current Expense	\$0.00	\$17,768.96	\$17,768.96
Travel	\$2,505.40	\$8,510.91	\$11,016.31
TOTAL	\$154,704.96	\$153,208.51	\$307,913.47

Active Investments 2016-2021





INTERNSHIP PROGRAM 2021

173 INTERNS



81% Regional Youth

TRAININGS

- 10 Essentials
- Chainsaw S-212
- CPR/First Aid
- Defensive Driving
- Leadership
- Leave no Trace
- Risk Management
- Trails Construction
- Wilderness First Aid
- Interpretation
- Geographic Information Systems

DEMOGRAPHICS



19% Diversity

39 Internship Categories
 29 Internship Locations

83,460
 HOURS
 WORKED

70
 MENTORS

\$1,241,275.91
 WAGES

14 Years of shaping the next generation of public land **leaders** and **advocates**.



YOUTH CREW PROGRAM 2021

STATS

\$151,948

Wages

11,775

Hours Worked

7

Total Crews

8

Leaders

28

Members

TRAININGS



10 Essentials



Chainsaw S-212



CPR/First Aid



Defensive Driving



Leadership



Leave no Trace



Risk Management

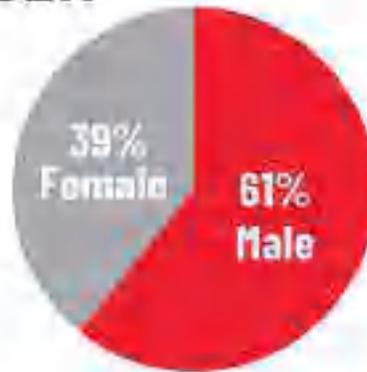


Trails Construction



Wilderness First Aid

GENDER



DIVERSITY



Caucasian American Indian Alaska Native Hispanic Latino

PROJECTS

Trails • Historic Preservation
Hydrology • Timber • Fencing & Signs
Fuels Reduction • Sustainable Gardening
Wildlife Monitoring • Facility Maintenance

Over \$42,000 contributed by the  National Forest Foundation  National Park Foundation

LOCATION



USFS
Dixie NF
Kaibab NF



NPS
Pipe Springs NM
Cedar Breaks NM



BLM
Cedar City

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 to understand this year's honors.



Intern of the Year:

Cassidy Motahari
US Fish & Wildlife Service, Cabeza Prieta

According to her mentor Alfredo Soto, "Cassidy is an exemplary intern in every way. Her skills in filmmaking are incredible, but every other task she is given, she accomplishes it with passion and dedication that shines through her work. She takes on every duty and project with fervor, making each one greater and more refined than the original request. The ownership she takes in her work allows for her interpretation, brochure, post, or activity to be extremely meaningful to the visitors of this refuge....This refuge is anew again with possibility and promise, and that is because of Cassidy's work"

Mentor of the Year:

Debra McCarthy,
Dixie National Forest



Again, we think every intern Debra worked with nominated her. This crew member nomination sums up the selection: "Debra really knows her stuff when it comes to both archaeology and mentorship. She does a great job of explaining everything we need to know to us instead of just throwing us into the fire and expecting us to do our job blindly. She has set up this internship so that we really LEARN what we need for a career. She is incredibly kind, caring, and effective. Debra is fantastic and I think deserves to be recognized for all of her hard work and attention and care to detail and all of our well-being!"

Alumni of the Year:

Bryan Larsen,
Cedar Breaks National Monument



Nomination by Danny Strand: "After getting to know Bryan these last 5 years, I realized he is a huge asset to the IIC program... he is exactly the type of alumni we like to see. Year after year he supports several interns in natural resources at Cedar Breaks and they always have nothing but great things to say about him. It's a great educational time! He loves all the interns that work at the monument and wants to ensure they are learning, staying safe, and having fun."

Partner of the Year:

Fishlake National Forest



The Fishlake National Forest was named partner of the year for the IIC's 2021 Season. The Fishlake National Forest has been committed to providing hands-on learning experiences for IIC interns since 2008. This year, the Fishlake National Forest has demonstrated their commitment to the longevity of the partnership by exploring new projects/funding opportunities, mentoring, and creating career track development for 16 interns.

Celebrating People



Crew Leader of the Year:

Chris Giles

Fredonia Crew

Multiple people nominated Chris, the following is a summary of their praise: *The "adults" who nominated Chris raved about his organization, ability to motivate his crew, and his can-do attitude. Yet, his crew member's nomination shows why Chris was selected, "I have learned a lot about the environment and my surroundings where I have grown up which I have shared with my family. You can tell he enjoys his job and enjoys teaching the interns. He makes a hard job fun to do. I appreciate everything he has taught me."*

Rookie of the Year:

**Rylee Shaw, Bureau of
Land Management**

Mentor Cindy Ledbetter, begins her nomination by saying, *"Rylee Shaw has been an outstanding first year intern! When she started, she had very little experience but the perfect attitude to start her internship as a wildlife technician. Rylee has shown great initiative and willingness to not only work but learn. Rylee asks questions and strives to do better. I have greatly appreciated the positive attitude and willingness to work non-typical hours sometimes due to wildlife's schedule! Rylee has shown that even when challenged, she rises above and beyond what is expected."*



Digital Showcase Winners:

Please go to our video page to view:

<https://www.suu.edu/iic/videos.html>

- Lillian VanDaam, CEBR, "Overlooking the Breaks"
- Tylor Birthisel, NPSGIS, "Preserving an ancient ecosystem in a modern world"
- Esme Cope, Conserve SW Utah, "Pika'aya Toveep"
- Autumn Gillard, PISP, "Exploring the wonders of indigenous astronomy"



Crew Member of the Year:

James Turner, Dixie Archeology Crew

Pretty much James's whole crew nominated him: *, "James is a friend you want to have. He works hard, gives good advice, and always has something kind to say. Our crew adores him! He never fails to show up with a good attitude and a smile. So grateful to have learned from him this year."*

Celebrating People



Jan Neth

Jan Neth retired after serving as our Administrative Specialist for five years. Her work moved the IIC forward leaps and bounds. It would be hard to list everything she accomplished, so the highlights include: Leading The Corps Network Accreditation Application (67 standards, 90 pages), BLM reporting, wage and position description alignment, purchasing, working through SUU insuring federal vehicles, and solving many problems. With 35+ years of experience she became our trusted advisor and kept us all motivated reminding us often that *"We're doing this work for the students."*



Special Recognition

**NPS Geographic Resource Division,
Lakewood Regional Office**



"for your partnership and commitment in developing a GIS Internship Program providing outstanding mentoring and learning experiences for interns as well as accomplishing critical work for national parks."



In Memory

Josh Morgan & Kenton Call

Please allow us to honor the memory of two true stewards and public land advocates. Josh Morgan passed away this summer. He was a dedicated Dixie National Forest Front Country Crew Intern. Kenton Call, passed away in December. He was a Dixie National Forest leader who helped start the IIC early on.



Evelyn Zavala Gomes

IIC Assistant, worked this summer and fall as our social media coordinator, diversity and inclusion liaison, and all around backup. For all projects Evelyn made solid plans leading to an increase in our social media followers and making connections to diverse populations of students on SUU's campus. A dedicated steward and diversity and inclusion advocate, we congratulate her on graduation.

2021 Highlights

National Park Service

Cedar Breaks: Hosted a crew with the National Park Foundation to extend the South Rim Trail and then put interns to work in natural resources, facilities maintenance, and interpretation/visitor services. These interns refined their skills through solid training and mentorship.

Grand Canyon Parashant: Mentors at the Parashant held steady with their recreation and botany interns. These interns experience work on some of the most remote lands in our area. Truly a once in a lifetime experience.

Great Basin National Park celebrated the re-opening of Lehman Cave and hosted two interpretive interns and one education intern who worked with Great Basin's Foundation to engage students remotely over the past year.

Pipe Springs recruited from local communities, and hosted interns as interpreters, museum technicians, and as a ranch hand. One success story involves a mentoring relationship, as described by Fermin, Salas, "*Winona was picked up at Pipe with diversity funding. During her season she has helped with our Astro Ranger Program and designed our Dark Sky logo, which Zion Forever has decided to use to promote Pipe Spring's Dark Sky designation. The IIC helps those people attending school with internships. However, it also plants the seed of higher education possibilities in local youth.*"

Zion National Park piloted a group mentoring program for their IIC interns. Through workshops, interns learned about professional goal setting, USA Jobs, and career options within the park service. Interns assisted with GIS, project management, IT, visual information, interpretation, youth education, and visitor use management.

Bryce Canyon celebrated a 4th of July visit by the US' Second Gentleman. Interpretation interns, Sergio Vasquez and Keni Floyd celebrated having a VIP participate in their program. Other interns were excited to share their work experience with Mr. Emhoff: GIS, vegetation management, EMS/SAR, and remit clerking.



2021 Highlights

Bureau of Land Management

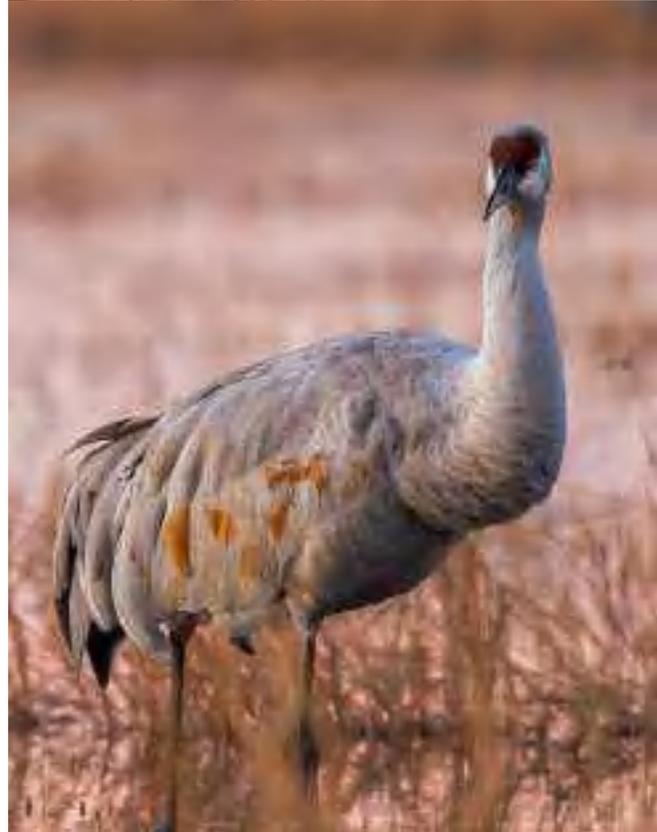
- **Richfield BLM Office** hired three wildlife interns to assist with projects across the district. These jobs made a significant difference for local youth seeking valuable career development experience close to home.
- **Grand Staircase Escalante National Monument's** Kanab Field Office hired 30 interns who monitored wildlife, made over 2,000 visitor contacts, repaired 15 miles of fences, and maintained trails and campgrounds.
- **Arizona Strip/Grand Canyon Parashant's** three recreation and Maintenance interns replaced signs, installed split rail fencing, monitored visitors, administered surveys, analyzed data, and maintained trails.
- **Cedar City's District** hired 40 interns in 13 disciplines. Interns designed education products of online learning, assisted capturing wild horses, built/maintained trails, created maps, completed interpretive panels, collected natural & cultural resource data.

US Fish & Wildlife Digital Media

US Fish & Wildlife Digital Media Capturing a Sandhill Crane on film is part of a day's work for Brady Richards at Bosque Del Apache National Wildlife Refuge. Three Digital Media Interns created social media posts, developed brochures and exhibits, made videos, and engaged with the public roving. This work made the refuges accessible in a digital format as most visitor centers remained closed during the pandemic. Balcones Canyonlands/Atwater Prairie Chicken, Cabeza Prieta, and the Rio Mora/Northern New Mexico Complex all benefited from this work.

US Forest Service

Dixie National Forest organized interns into crews this summer providing comradery, opportunities for career development workshops, and engaged mentors. Front Country Crews added boots on the ground for COVID-19 visitation surge response, the Heritage Crew moved survey work forward, engineers gained valuable experience across the forest, and wildlife and range interns monitored and improved habitat.



2021 Highlights



National Park Foundation

The National Park Foundation The National Park Foundation supported a Trails Elite Crew complete historic preservation projects motoring an historic walkway, repointing inside the West Cabin, and reinforcing the retaining wall behind the north cabin. At Cedar Breaks, the crew maintained 2 miles of trail and built ½ mile of new trail to extend the South Rim Trail to Bartizan’s Arch.



National Forest Foundation

The National Forest Foundation A 5 person Youth Conservation Crew accomplished critical work on the Dixie National Forest this summer. They maintained 48 miles of trail in Pine Valley Wilderness and on Cedar Mountain.



Conserve Southwest Utah, Great Basin NP Foundation, & Utah Film Commission

Conserve Southwest Utah, Great Basin NP Foundation, & Utah Film Commission each hosted an intern (or two) to complete special projects. From a desert tortoise survey in partnership with the Shivwits Tribe, to developing education materials for Great Basin, and scoping out potential film sites, these interns had once in a lifetime opportunities



Looking Towards the Future



New Hospitality Internships

The IIC model is being adopted by Zion Ponderosa and Zion Mountain Ranch to develop a Resort Internship Cooperative, which will be based with the IIC. The goal is to connect hospitality students with resort operations and deepen their knowledge of public lands to be better prepared to host visitors from around the world. In addition Northern Arizona and Montana State are adapting the IIC model by starting internship cooperatives in their regions. Soon we can have intern exchanges.

Corps Network Accreditation

Thanks to Jan Neth's writing and leadership the IIC submitted a 90 page self assessment to meet 67 standards to become an accredited corps through The Corps Network. In this process the Corps Network identified two best practices: Developing the Color Country Urban Rangers as a way to generate volunteer hours and our model for safety and accident prevention working with multiple agencies.



New Team Member

We'd like to welcome Shannon Eberhard to our team as the Outdoor Pathways Administrative Assistant. The title does not do justice to the skills she brings to the IIC. Please welcome her as she helps keep us organized, scheduled, and develops our brand through social media and design work (her secret power). Shannon was an intern, then accepted a term position at Cedar Breaks National Monument in their interpretation department.

Fundraising

We've started receiving gifts and are creating a giving landing page.

Mentor Model

Please stay tuned as we develop our mentoring model capturing the incredible mentoring we've witnessed over the years and combining it with the theory of social change. It's going to be fun.

Color Country Urban Rangers

Color Country Urban Rangers has been through a pilot year and a semester. Over the past year 18 Urban Ranger leaders have patrolled 492 hours hiking 303 miles, hosting 2 clean ups, greeting 761 trail users, and generating 220 volunteer opportunities. We're excited about the future of this program and its ability to develop stewards for public lands in our region through volunteering to "hike with a purpose."



IIC 2021 - Group Photos



IIC 2021 - Scenic Photos of the Year



IIC 2021 - Scenic Photos of the Year



(WINNER) Photo by Brady Richards



Photo by Jace Robinson



Photo by Kegan Roody



Photo by Jazmine Morita



Photo by Kegan Roody



Photo by Tina Graves