

# Clearwater Basin Youth Conservation Corps 2024 Annual Accomplishments Report

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## Overview

This report provides a summary of the 2024 accomplishments of the Clearwater Basin Youth Conservation Corps (CBYCC) Program, which serves north central Idaho.

The CBYCC aims to introduce young people to careers in natural resources and help them build practical problem-solving skills. Participants work with program and technical specialists on projects that restore aquatic and terrestrial habitats and support healthy rural communities. This paid youth employment program offers local young people a chance to gain outdoor work experience in a dynamic, enjoyable learning environment while developing traditional skills.



CBYCC was piloted in 2013 and has been growing every year to include new crews, new geographic areas, and new partners.

The 2024 CBYCC program consisted of six community-based crews stationed in the Idaho communities of Grangeville, Kooskia/Kamiah (2), Pierce, Orofino, and Troy (Palouse crew). Each crew includes a 6-person team of five youth ages 16-18 and one adult crew leader.



The CBYCC crews offer young people in north central Idaho a chance to develop essential skills for rewarding careers. The program benefits everyone involved: youth gain meaningful summer employment, learn about natural resource management, build a strong work ethic, enhance their critical thinking, strengthen their resumes, and explore potential careers in the field. Partner agencies, in turn, deepen local understanding of forest management complexities, complete vital work, and invest in future workforce development by introducing young people to career opportunities in natural resources.

A total of 30 North Idaho youth and six adults, on USFS and cooperator-funded crews, were employed throughout the season providing over 10,000 hours of service.

## Program Oversight and Management

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In 2020, the Clearwater Economic Development Association (CEDA) assumed management of the CBYCC program from the Resource Conservation and Development District. CEDA has all program and fiscal management responsibilities for existing federal contracts, including cooperative agreements with the U.S. Forest Service, US Army Corps of Engineers and the National Park Service.

Clearwater Economic Development Association (CEDA) is a private, non-profit organization that serves the Idaho counties of Lewis, Latah, Idaho, Clearwater, and Nez Perce, CEDA provides economic, community, workforce, and small business development services to include planning, project and program development, business financing, community development training, grant writing, and grant administration. The organization's mission is to assist businesses and communities to access needed resources. The member driven organization has served north central Idaho since 1968.

For over 25 years, CEDA has focused on regional workforce development through its Inland Northwest Workforce Council, which includes professionals from education, industry, and economic development. The council builds strong partnerships between businesses and the workforce, creating a market-driven and accountable workforce system. INWC aims to develop a skilled workforce that meets business needs, boosts productivity, and increases employment and entrepreneurship opportunities. Youth career exploration and educational pathways training, such as the CBYCC program, are key components of CEDA's mission.

The CBYCC program is managed by the CEDA Executive Director, with seasonal logistical support (marketing, recruitment, scheduling, crew coordination) provided by Idaho Firewise, a non-profit organization, and human resource administration by CEDA's office supervisor. CEDA provides program planning, inventory, cooperative agreements, funding development, human resource oversight and fiscal management.

## Program Partners & Sponsors

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The CBYCC is made possible because of the participation and support of partners. The agencies who partner with the CBYCC as project sponsors provide the education, training, and meaningful work experience crucial to the success of this program.



### 2024 Project Sponsors

- Nez-Perce Clearwater National Forests
- US Army Corps of Engineers
- National Park Service
- Idaho Firewise
- Latah Soil and Water Conservation District
- Nez Perce Tribe Fisheries Department Watershed Division
- Nez Perce Tribe Natural Resource Department Water Resources Division



The Nez Perce-Clearwater National Forests (USFS) is the primary supporter of the CBYCC program. The Forest Service offers a wide range of educational and work experience opportunities for the CBYCC crews, including: trail maintenance, work center maintenance, fencing, bridge maintenance and clearing, fire unit preparation, campground maintenance, tree pruning and thinning, silviculture, and more.



**US Army Corps  
of Engineers®**

The US Army Corps of Engineers (USACE) worked closely with the Orofino crew conducting trail maintenance, bridge maintenance and clearing, campground maintenance, and debris removal on boat ramps around Dworshak State Park.



The National Park Service (NPS) sponsored a project which involved invasive species management at the Heart of the Monster sacred heritage site of the Nez Perce Tribe for both Kooskia crews and the Pierce crew. The Pierce crew also worked with NPS on several more sites making up the National Historic Park.



Idaho Firewise (IDFW) helped facilitate the 2024 program with recruitment, hiring, and training of crew members and crew leads as well as assisted with scheduling projects and coordinating with project partners on the end of season career day and celebration, collecting partner in-kind contribution information, and generating this report. Additionally, Idaho Firewise sponsored a fire mitigation project for the two Kooskia crews that occurred in the Elk Ridge area of Kamiah.





Latah Soil and Water Conservation District (LSWCD) worked with the Palouse crew on a stream restoration project as a continuation of the work done with LSWCD and the CBYCC in 2023. Following the installation of Beaver Dam Analogs in 2023, the 2024 crew set to planting sedge plugs and native tree species to add diversity and fortitude to the stream bank.



Nez Perce Tribe (NPT) Fisheries Department Watershed Division and Nez Perce Tribe Natural Resource Department Water Resources Division provided opportunities for the Grangeville and Pierce crews to assist the modification of existing Beaver Dam Analogs (BDAs) as well as construction and installation of new BDAs. The Pierce crew was also able to work on the Pacific Lamprey Translocation project.



Freedom Northwest Credit Union provided sponsorship used towards the end of season activities.

## In-Kind Contributions

In-kind contributions were made throughout the season from professional volunteers working for seven agencies and institutions. Parents/Guardians as well as youth donated time at parent-crew orientation events. (Donation rate \$33.49/hr Independent Sector Report)

Career Day (5 people, 37.5 hours)	\$804
Parent Meetings (25 people, 37.5 hours)	\$1,256
Latah County Soil Conservation District	\$2,467
Nez Perce Tribe Water Resources	\$1,402
Idaho Firewise	\$5,170
Palouse Land Trust	\$127
Kelly Fork Volunteer (mileage, fees, time)	\$1210
Cary Foster - Volunteer (13 hours)	\$435
Theresa Root - Volunteer (22 hours)	\$737
Phillip DeVault - Volunteer (40 hours)	\$1,340
Freedom Northwest Credit Union - cash	\$750
<b>Total</b>	<b>\$15,697</b>

## Parent/Guardian & Crew Member Orientation

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Orientation meetings were held at the Orofino City Park, Clearwater Valley High School in Kooskia, and the Troy City Park. These events gave families a chance to meet crew leads, crew members, program staff, and local cooperators. Orientation topics included program history and values, local cooperating partners and project sponsors, program schedules, employer expectations, administrative policies, payroll, safety protocols, and disciplinary actions.

## Crew Leader Pre-Season Training

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The pre-season training for crew leaders took place on June 10th and 11th at the Dworshak Dam Visitor Center, thanks to the support of the US Army Corps of Engineers. This training is essential for the success of the CBYCC program, as crew leaders play a pivotal role in supervising and working directly with crew members. Their effective guidance not only ensures the safety of the crew but also significantly influences their future development.



The crew leader training covered a wide range of essential topics, including:

- **Driver Orientation and Operations:** Ensuring safe and effective vehicle use.
- **Photography Tips:** Techniques for documenting work and progress.
- **Coaching and Counseling Employees:** strategies for providing support and guidance.
- **Preventing Sexual Harassment and Abusive Conduct:** Promoting a respectful and safe work environment.
- **Employee Verbal and Written Warning Guidelines:** Procedures for addressing performance and behavior issues.
- **Job Hazard Analysis:** Identifying and mitigating potential risks.
- **Expectations of the Project Partners:** Clarifying roles and responsibilities.
- **Use and Care of Hand Tools:** Proper handling and maintenance.
- **Accident and Safety Protocols:** Procedures for responding to emergencies and maintaining safety.
- **Radio Communications:** Effective use of communication equipment.
- **Payroll Processes:** Understanding and managing payment procedures.
- **Crew Member Evaluations:** Assessing and providing feedback on crew performance.
- **Other Documentation:** Handling various forms and records.

Additionally, vehicles were assigned to crew leaders, who received instructions on purchasing fuel and managing other incidentals.



## Crew Member Training - Week 1

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Training for crew members took place on June 12th at the Kooskia Community Center in a classroom setting and the Kooskia Fire Department for a First-Aid/CPR course and then on June 13th for field training in two outdoor locations.



The June 12th classroom training was organized with the six crews split into two groups. One group underwent First-Aid/CPR certification training, while the other attended presentations covering the history of the CBYCC, money management, and crew expectations, followed by a goal-setting activity. After lunch, the groups swapped activities, ensuring that by the end of the day, all crews had completed both the First-Aid/CPR training and the informational presentations.

June 13th, the Orofino, Pierce, and Palouse crews traveled to the Lenore Seed Orchard to assist the US Forest Service with removing Sequoia Pitch Moth larvae. The crews spent the day scraping hundreds of pitch balls from the orchard's trees to eliminate the larvae inside. This project served as an excellent start to the season, providing the crews with an opportunity to collaborate in hot weather, use their tools, and get hands-on experience. The crews also had the opportunity to hear from the Orchard Manager, Greg Dronen, on the purpose of the seed orchard, the challenges they face, and his personal career pathway that led him to his role in the Forest Service.



June 13th, the two Kooskia crews and the Grangeville crew traveled to the Lochsa Historical Ranger Station for a restoration project with the USFS. They worked on hauling and peeling logs with draw knives to replace some of the rotting logs in the station's structures. This project was an excellent opportunity for the crews to train in teamwork, tool usage, and the significance of historic restoration. The crews were also able to hear from a few Forest Service employees on the Wilderness Act and wilderness careers.

## CBYCC 2024 Season - Week 2

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Palouse crew was at Bald Mountain Lookout with the USFS, where they completed a painting project along with stair and landing repairs.



Grangeville crew retreated trail with the USFS using polaskis, McLeods, shovels, and picks, completing 1,640 feet in two days before heading to the lower trail to weed and prune.



Pierce crew worked with the USFS on building, bridges, and road maintenance. Fixing a generator and plumbing issues, cleaning bridges, weedeating, cutting brush, and removing blackberry bushes.



Orofino crew worked with the Nez Perce Tribe, they put a fresh coat of stain on a playground, pavilion, railings, and sign posts as well as landscaping duties.



Kooskia 1 crew, with the USFS, set to the removal of invasive species in a variety of areas, notably along the Selway, as well as cleaning campgrounds.



Kooskia 2 crew returned to the training location of the Lochsa Historical Ranger Station to continue working with the USFS on the hauling and peeling of logs.



## CBYCC 2024 Season - Week 3

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Pierce crew worked with the USFS thinning and pruning trees in the Sylvan Creek Area, and participating in a regeneration survey on the Lost Hat Fire area of 2015.



Palouse crew, with the USFS, repaired and replaced boards and handrails along the Giant Cedar Interpretive Trail near Elk River. They also did some campsite landscaping.



The two Kooskia crews worked together on a fire mitigation project with Idaho Firewise and the USFS, they were clearing out vegetation to remove ladder fuels and create a fuel break in an area at high risk of wildfire.



Orofino crew, with the USACE, limbed trees, cleared weeds and brush, cleaned up litter, cleared boat launches, and removed road obstructions around Dworshak Dam.



Grangeville crew worked with the USFS to build a 700 foot fire line for the Red River Township project and created slash piles from fallen

trees.

## CBYCC 2024 Season - Week 4

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Grangeville crew worked with the USFS at the fire cache on maintenance tasks, completing a radio communications challenge, and installing solar panels at Pilot Knob Lookout.



Pierce crew worked with the USFS on a forest restoration project pruning Western White Pine and baiting for gophers to protect planted seedling roots from herbivory damage.



Palouse crew spent the week with the Latah Soil & Water Conservation District on an ongoing creek restoration project, picking up where CBYCC 2023 left off by planting native sedge plugs and tree species.



Kooskia 2 crew was at the Wilderness Gateway with the USFS taking care of campsites and their surrounding areas; pruning, clearing weeds, and removing debris.



Orofino crew, with the USFS, cleaned bridges



Kooskia 1 crew, with the USFS, piled slash,



and irrigation tanks, filled potholes, cleared trails and helped with 4th of July preparations.

dug a fire line, and got to exercise water lines from a pumper truck in a mock fire scenario.

## CBYCC 2024 Season - Week 5

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Kooskia 1 crew, with the USFS, worked on groundskeeping projects around Lochsa Historic Ranger Station and Powell Ranger Station.



Orofino crew worked with the USACE to clear boat ramps, add debris to burn piles, cut brush, and clean around the Dent Acres rec site.



Palouse crew worked with the USFS on bridge work, sign replacements, groundskeeping, and stained benches at Forest Service campgrounds.



Kooskia 2 started the week with Kooskia 1 at Lochsa Historic before heading to the Grangeville Ranger Station to help with an organization project working with the USFS.



Pierce crew, with the National Park Service,

Grangeville crew worked with the USFS on a sediment monitoring project as well as an abandoned mine inventory and survey project.

performed brush clearing, weed removal, and maintenance duties at several sites making up the National Historic Park.

## CBYCC 2024 Season - Week 6

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Kooskia 1 and Kooskia 2 partnered with the National Park Service on the pruning and removal of invasive plants at the Heart of the Monster, a sacred heritage site of the Nez Perce tribe.



Pierce crew worked with the USFS on trail maintenance and the installation of two culverts.

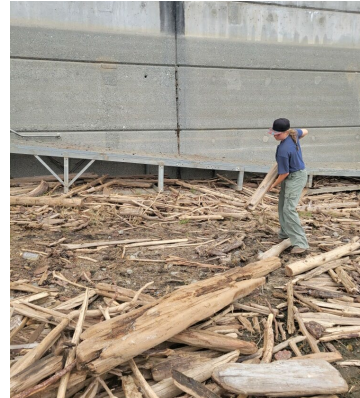


Grangeville crew, worked with the Nez Perce Tribe on the construction and installation of beaver dam analogs.





Palouse crew, with the USFS, worked on a silviculture project focused on pruning Western White Pines.



Orofino crew, with the USACE, serviced rec sites around Dworshak Dam, clearing boat ramps, roadways, trails, and campsites.

## CBYCC 2024 Season - Week 7

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Orofino crew worked with the USACE clearing boat ramps, cleaning campsites, and maintaining camp facilities.



Pierce crew, with the Nez Perce Tribe, aided in the relocation of lamprey eels and the installation of beaver dam analogs.



Grangeville crew, with the USFS, hiked a 265 acre timber sale area painting boundary markers.



Palouse crew worked on a stream restoration project with the USFS, collecting material for and installing beaver dam analogs.



Kooskia 1 and Kooskia 2 crews worked with the USFS on trimming Western White Pine trees, removing invasive blackberry bushes, and conducting a plant and tree identification study. They also filled potholes and dug a drainage ditch.

## CBYCC 2024 End of Season - Week 8

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During the final week, the six crews dedicated Monday and Tuesday to working with project partners on ongoing conservation efforts in the region. On Wednesday, they all gathered at the US Forest Service Supervisor's Office in Kamiah for a career day presentation.



Career Day gave our crews an opportunity to hear from a variety of representatives, including:

- **University of Idaho's Clearwater County Extension**
- **Idaho Department of Labor**
- **United States Forest Service**
- **UI College of Natural Resources**
- **Great Burn Conservation Alliance**
- **Idaho Fish and Game**
- **Army Corps of Engineers**

Additionally, the crews had the chance to test out UI CNR's mobile logging equipment.

The final day of the CBYCC 2024 season took place at Winchester Lake State Park. The crews had the opportunity to hear from the Idaho Department of Parks and Recreation about the role of park rangers. Next, they headed to the Winchester Senior Center, where they used the facility for a slideshow presentation. Each of the six crews presented their work from the season to the others. Following these end-of-season presentations, everyone returned to the park, where they were joined by various project partners and parents. The group enjoyed a catered lunch by the Lions Club and participated in a range of games, including a silky saw cutting competition.





## Education Metrics

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- 30 hours of educational opportunities for CBYCC crew members.
- 10 hours of content related to career development including topics such as: resume and interview preparation, and career pathway exploration.

## Informational Video

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This season we created a professional 5-minute video about the program

We acknowledge and thank all the partners, provide footage and stills of youth workers in action, and interview program managers, crew and lead members.

View it at <https://cbycc.clearwater-eda.org>

## Prepared by:

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