

MARYLAND CONSERVATION JOBS CORPS ANNUAL REPORT 2018

Maryland Park Service

Email: Frederick.Banks@Maryland.gov

Website: <http://dnr.maryland.gov/publiclands/Pages/cjc.aspx>



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ABOUT US

Program Overview

The Maryland Conservation Jobs Corps (CJC) is a summer employment program for youth ages 14-17. Operated by the Maryland Park Service, CJC aims to provide a wide array of job and life skills training, while engaging youth in conservation service projects that restore Maryland State Parks and other public lands. CJC combines outdoor experiential activities and the power of nature to challenge and enrich the lives of youth while preparing them for future success in the workforce.

The youth, known as Corps Members (age 14 – 17), report to work five days a week and engage in habitat and facility restoration projects in Maryland State Parks, as well as in nearby city or county parks. CJC youth learn the necessary skills to remove invasive species, maintain trails, plant native species of trees and plants, entry level construction projects, and maintain historic sites. Not only do these skills provide youth with valuable work experience needed for today's job market, youth leave the program with a sense of confidence and the ability to work as a team. The opportunities provided by the Maryland Conservation Jobs Corps may open youth to new possibilities, including higher education, trade or technical schools, or "green jobs" which they may have never previously considered.

Mission

To provide disadvantaged youth with opportunities for skills training, empowerment, and employment and to restore natural and recreational resources in Maryland State Parks, public lands in general, and the Chesapeake Bay and its tributaries.

Goals

1. Teach job skills and life skills through conservation service.
2. Restore natural and cultural resources in Maryland State Parks and other public lands.
3. Develop environmental citizenship through the introduction and application of environmental stewardship principles.
4. Build personal connections to nature through outdoor recreation and nature interpretation.



Operations & Structure

The CJC benefits greatly from the time-honored tradition of a crew-based and place-based structure, which has served its parent corps, the Maryland Conservation Corps (MCC), and other conservation corps around the country. CJC could not operate effectively without any of the following components:

The Crew:

- Crews are comprised of between 4-7 CJC youth, or Corps Members, and are placed in crews by their age and park assignment.
- Crews work together as a team throughout the summer to complete conservation and restoration projects at various work sites at Maryland State Parks and Public Lands.

The Crew Chief:

- Crew Chiefs are seasonal employees of the Maryland Department of Natural Resources, who supervise, support and foster the positive development of the Crew.
- Crew Chiefs are responsible for ensuring the regular, reliable and professional field-based implementation of conservation service projects.

- This includes the training, safety and quality work performance of the crew
- Crew Chiefs mentor members by seizing opportunities to enhance the SPIRIT Principles of stewardship, professionalism, initiative, respect, integrity and teamwork.
- Crew Chiefs, along with Camp Coaches and Specialists, provide crews with weekly enrichment activities which are designed to enhance environmental knowledge, stewardship and to enjoy nature.
 - These activities include, canoeing, hiking, archery, fishing, environmental science activities, and visiting historic sites.

The Park Coach:

- Coaches are responsible for supervising all Crew Chiefs at each park.
- Coaches are responsible for carrying out the missions and goals of the program at the field level, articulating and interpreting the program vision for youth development and conservation service to the staff, to youth, and to other program partners.
- Coaches are responsible for upholding CJC program standards of performance, and taking initiative to address or correct situations that compromise these standards.
- Coaches provide leadership, direction and motivation for staff as they relate to Corps Members.
- Coaches reinforce training strategies for staff and youth.

Camp Staff

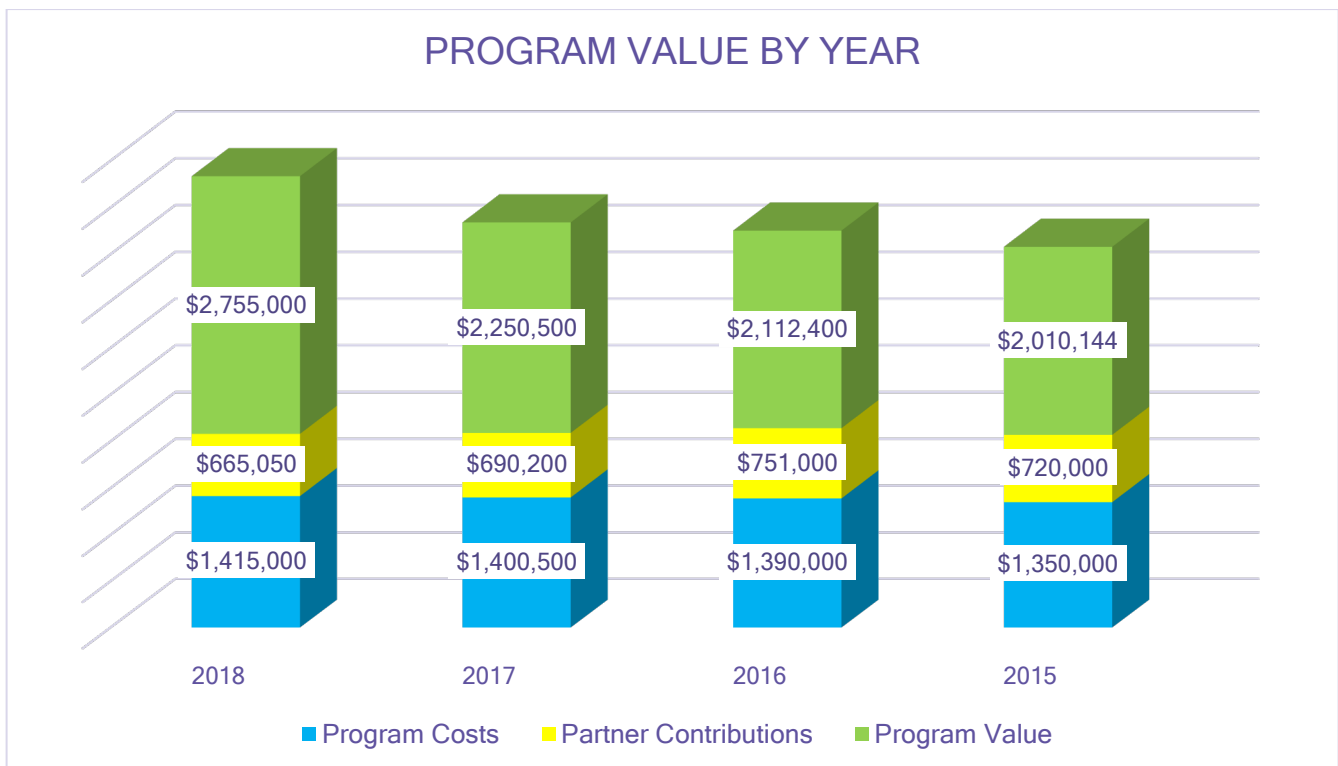
- Camp Coaches and Specialists are responsible for providing Corps Members with a three day, two night camping experience.
- Camp Staff are responsible for providing enrichment opportunities for Corps Members that include canoeing, hiking, outdoor living skills, challenge activities, and wildlife engagement opportunities.
- Camp Staff are responsible for providing unique outdoor opportunities for youth to enjoy nature.

FINANCIAL SUMMARY

The CJC Program is sponsored by the Maryland Park Service, a division of the Maryland Department of Natural Resources. Nearly half of the operating costs to implement CJC comes from Maryland county partnerships, other MD state partners, federal funds and in-kind contributions from non-profit organizations. Program costs include:

- Youth and Staff wages
- Uniforms and Safety Equipment
- Transportation and Meals
- Project Supplies, Tools and Equipment

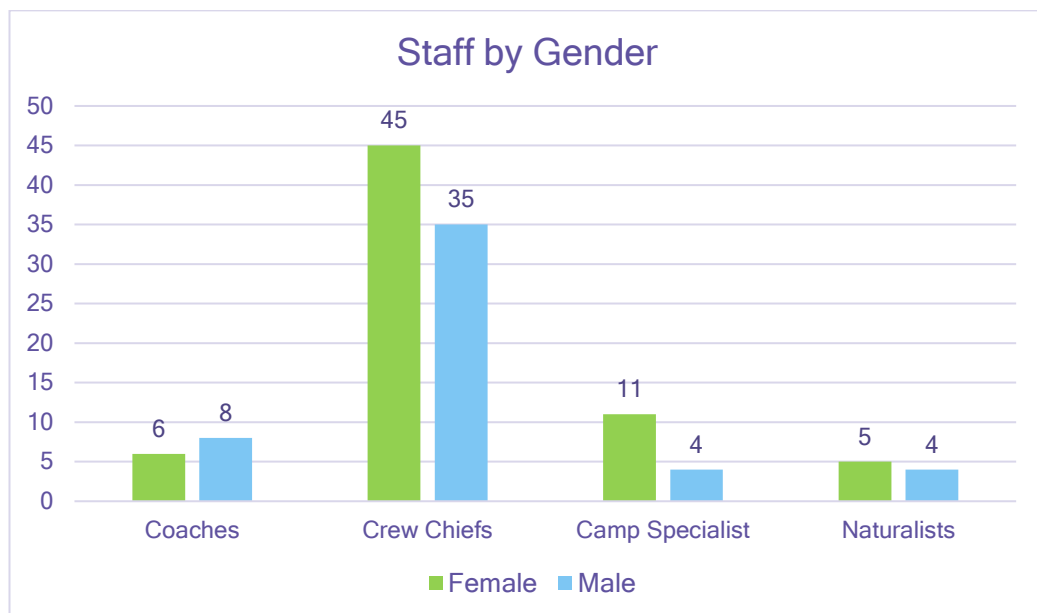
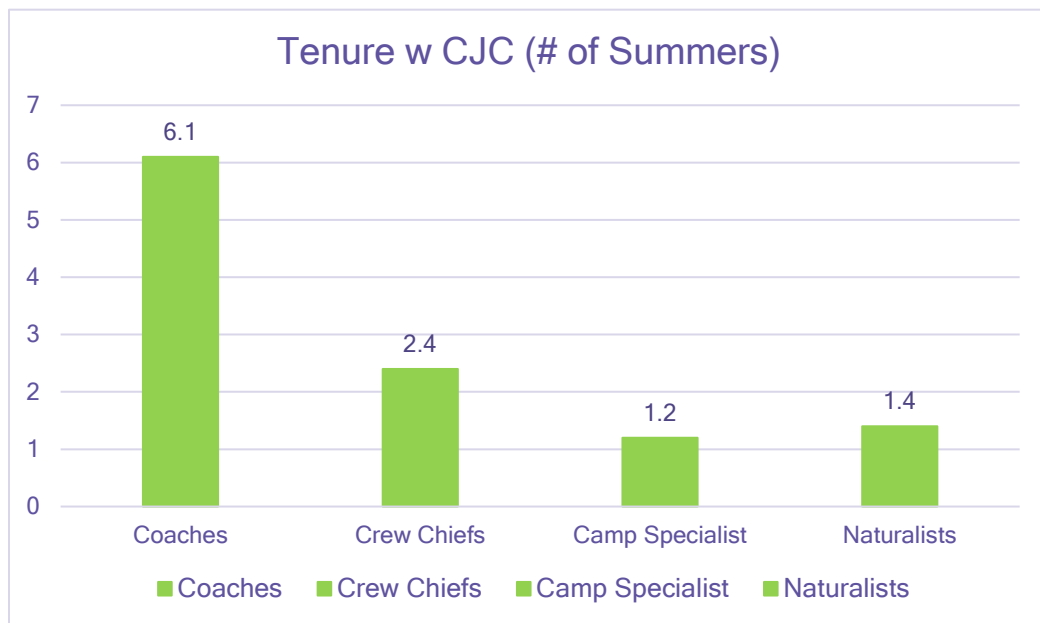
	MD Park Service	Other Gov't Partners	Non-Profit / Private
Personnel	42%	50%	8%
Transportation	78%	22%	-
Uniforms and Supplies	62%	29%	9%
Project Materials	84%	12%	4%
Camping and Enrichment Activities	55%	34%	11%

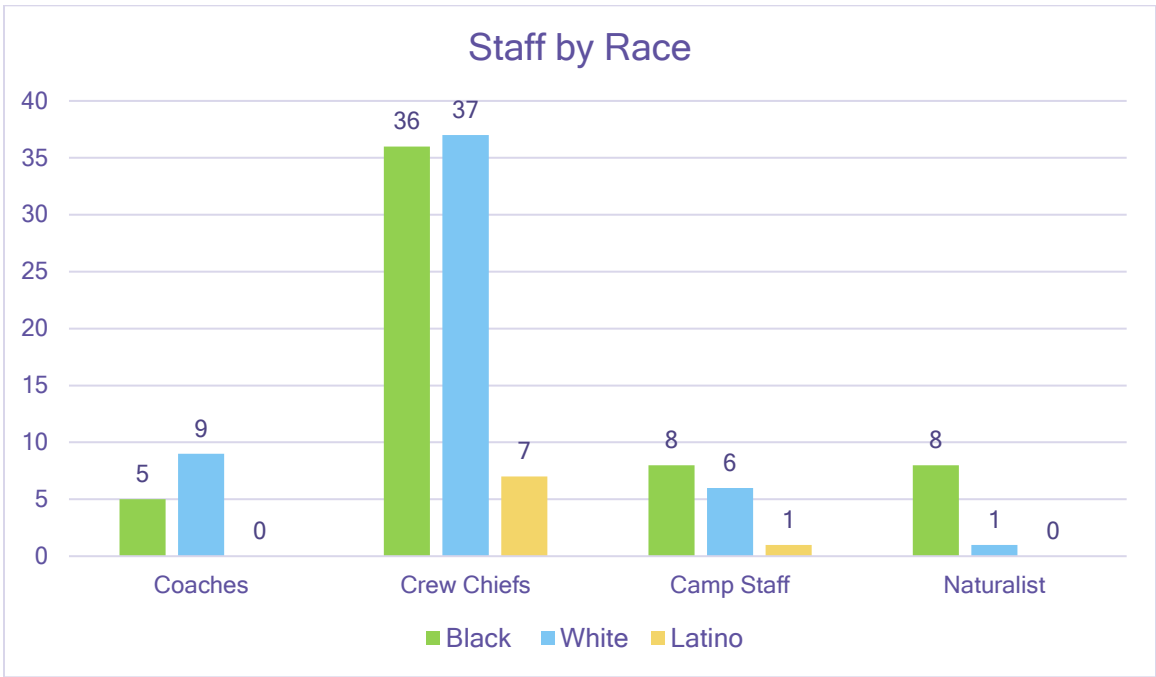


PROGRAM HIGHLIGHTS

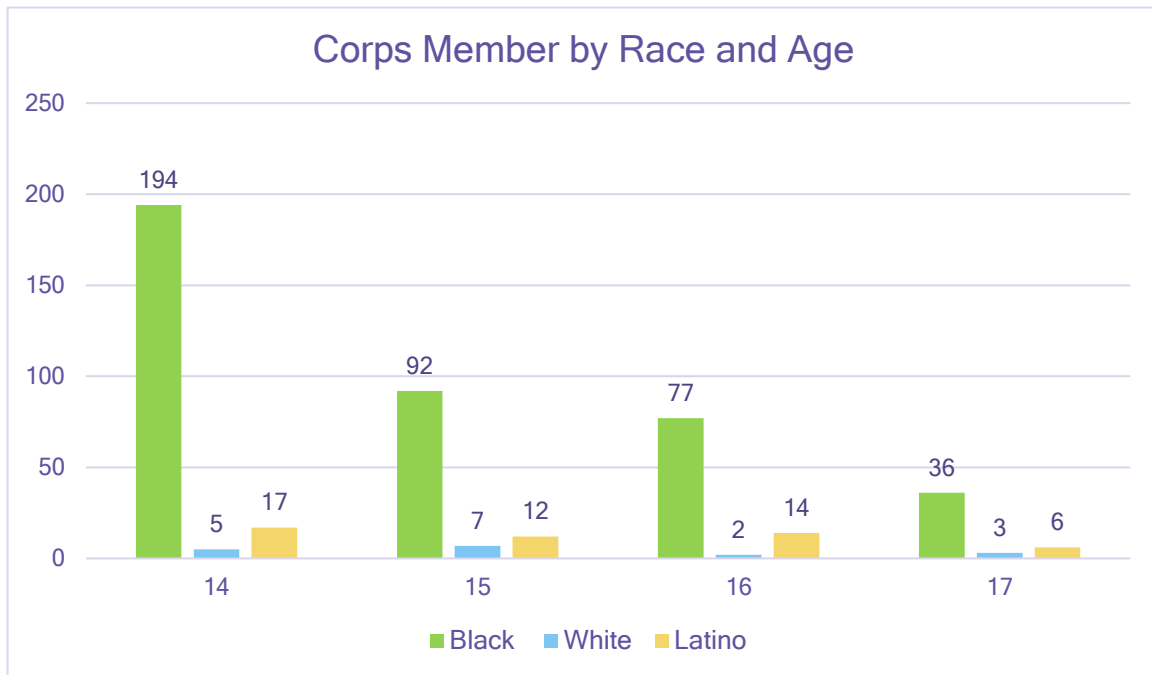
- CJC EMPLOYED 465 YOUTH TO WORK IN PARKS ACROSS MARYLAND.
- 133 PROJECTS COMPLETED
- 308 FIRST TIME CAMPERS
- 13 FORMER CORPS MEMBERS EMPLOYED AS PROGRAM STAFF

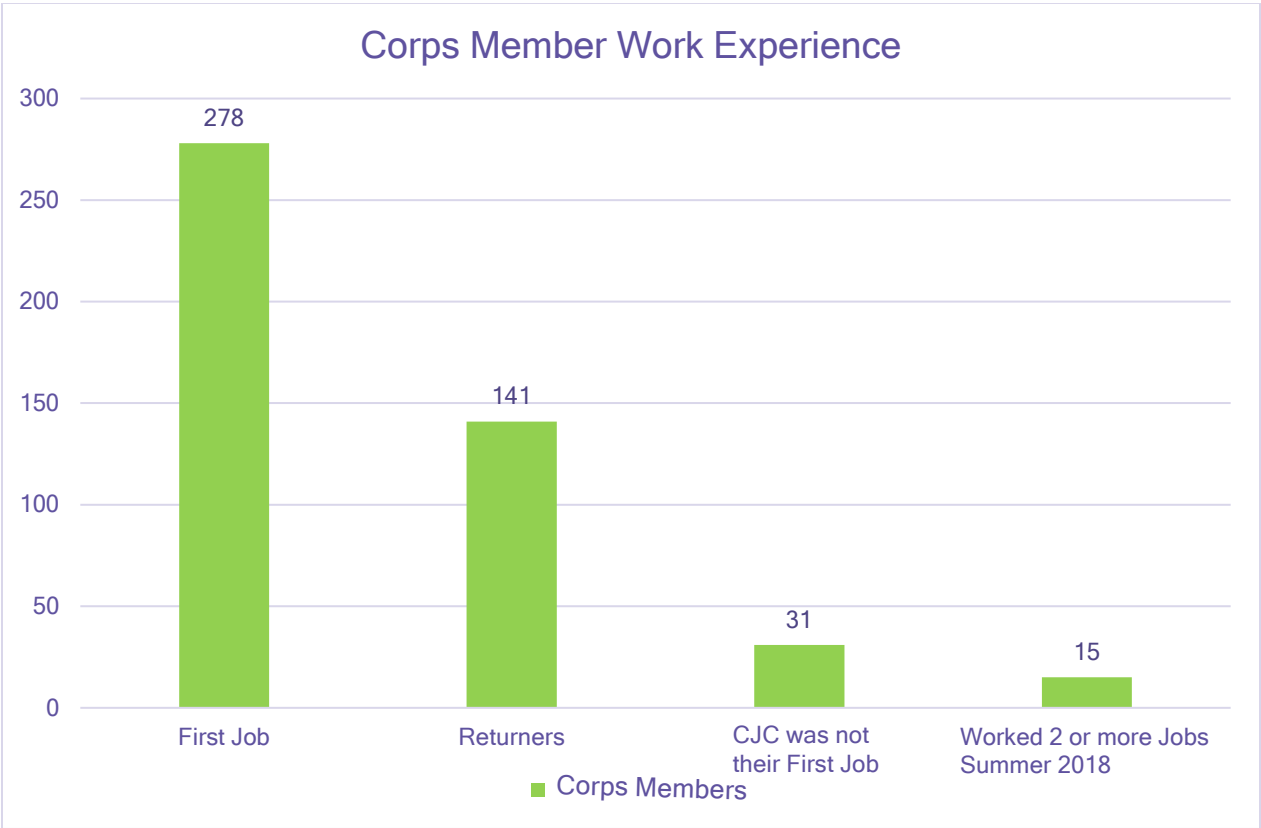
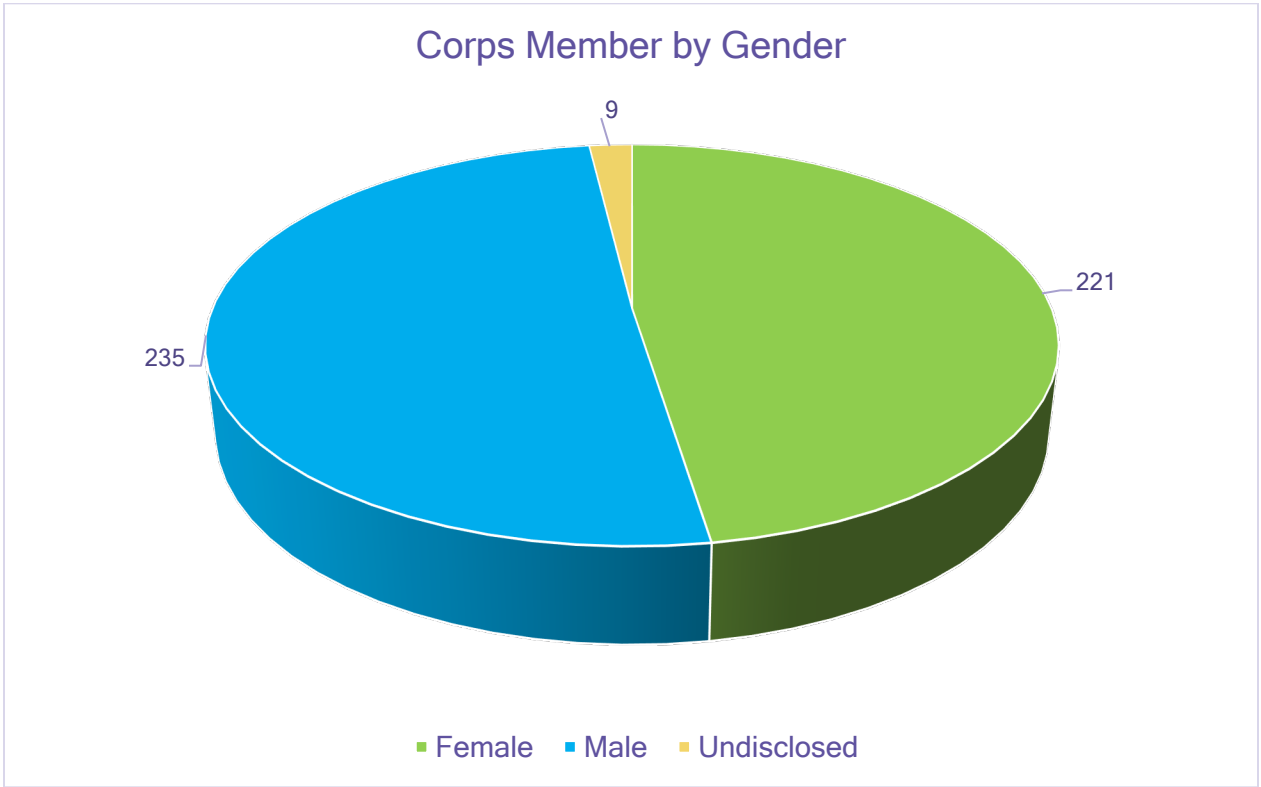
Staff Profile

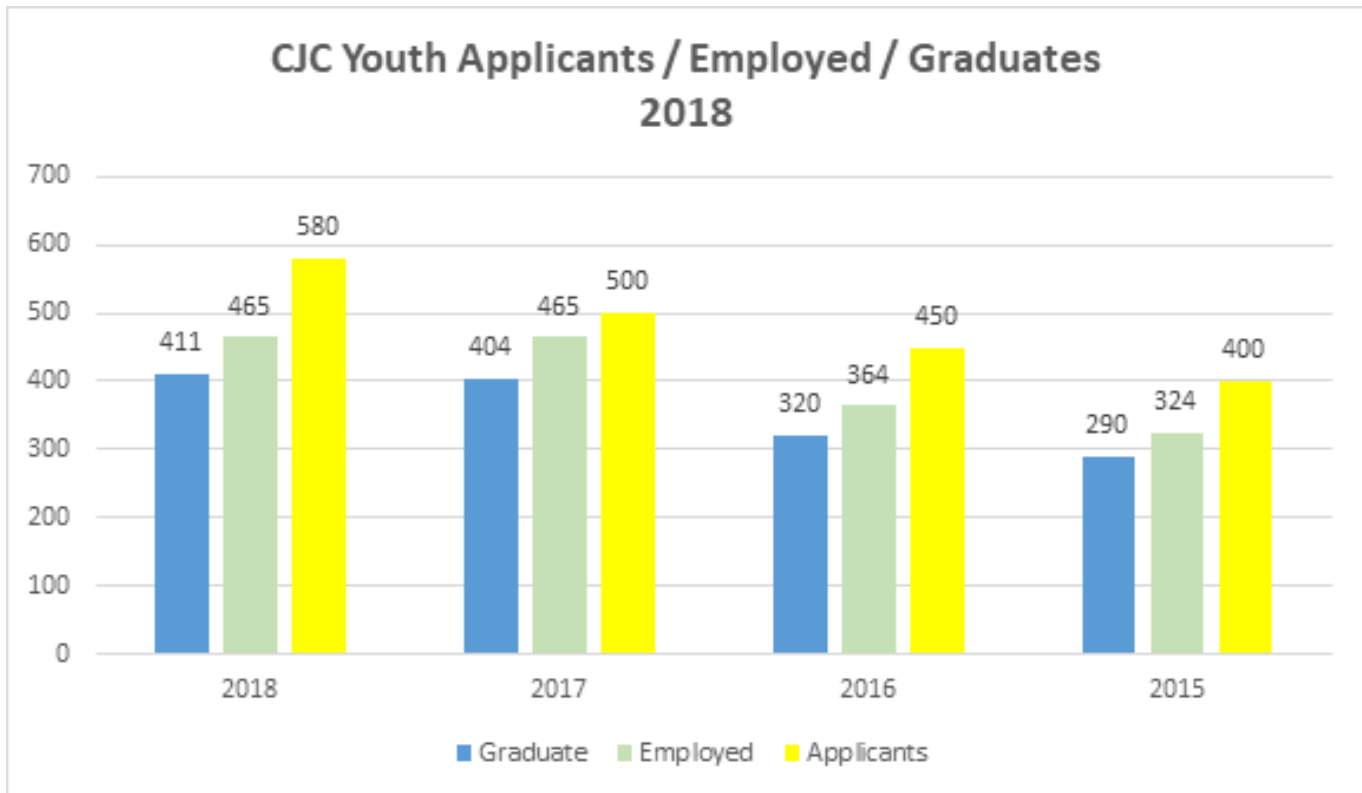




Corps Members (Youth) Profile







Training & Development

Every CJC youth works on a crew of five to seven, under the supervision of a Crew Chief, who in turn reports to a CJC Coach. Youth receive daily guidance, mentoring, and supervision from their Crew Chief, who is their primary point of contact in the program. The Crew Chief is also primarily responsible for carrying out the youth development plan. Crew Chiefs have access to their Coach, as well as to the Program Director and Executive Director, for consultation to support their efforts. Crew Chiefs must meet criteria as described in the Crew Chief job description in order to qualify for the position. This includes submission of a background investigation and submitting a current driving record. Coaches must meet criteria as described in the Coach's job description in order to qualify for the position. This includes mandatory prior experience as a CJC Crew Chief or Coach.



Crew Chiefs must attend and successfully complete approximately 56 hours of mandatory staff training prior to the start of each summer program. Successful completion is determined by the Crew Chief obtaining a minimum average score of 75% on all issued tests, homework assignments or other graded tasks (scenarios, in-class projects, presentations, etc.). Crew Chiefs and Coaches must also take the Maryland Conservation Jobs Corps Mentor's Pledge in order to successfully complete the training.

The **Mentor's Pledge** reads as follows:

"I, (state name), do solemnly swear and affirm that, as a (position) in the Maryland Conservation Jobs Corps, I will uphold the core SPIRIT principles of CJC by modeling Stewardship, Professionalism, Initiative, Respect, Integrity, and Teamwork at all times. As a CJC mentor, I will do my utmost to help youth successfully embrace these principles, and provide them with a work environment that is safe, supportive, and positive, as well as disciplined, structured, and fair."

CJC Staff Training includes, but is not limited to, training in the following areas:

- Program logistics, structure and philosophy
- Emergency procedures
- Youth development policies and strategies
- Safety training
- Driver training
- Gang awareness
- Blood-borne pathogens training
- Cultural and diversity
- Sexual harassment
- Bullying and conflict resolution in the workplace
- Basic tool safety
- Introductory skills in tree planting
- Introduction to carpentry
- Introduction to principles and practices of trail design and maintenance
- Introduction to Leave No Trace principles
- Overview of outdoor and environmental hazards
- Basic plant and wildlife identification
- Introduction to the principles of interpretation
- Introduction to Children in Nature
- Use of field guides, first aid kits, phones and other issued equipment
- Roles of MPS, MCC, and other partners
- Basic administrative procedures – completion of shift logs, timesheets, evaluations, etc.
- Food safety
- Basic canoe/kayak skills
- Basic camping skills

Crew Chiefs must also provide proof of current certification in basic First Aid and CPR, obtained through physical attendance in classes (online certifications not accepted). First Aid and CPR certifications are required for employment. They must be obtained at the employee's expense and on the employee's own time.

Partnerships

In order to provide youth with conservation service opportunities and to ensure positive outcomes in terms of youth development, the Maryland Conservation Jobs Corps maintains invaluable partnerships with key partners such as: Maryland Department of Natural Resources, National Park Service, Baltimore Youthworks, NASA's Goddard Space Flight Center, Morgan State University, National Aquarium, Parks & People Foundation, Baltimore City Mayor's Office of Employee Development, Baltimore City Public Schools, Baltimore City Recreation and Parks, Maryland Department of Human Resources, Maryland Department of Juvenile Services, Montgomery County Department of Economic Development, Montgomery County Parks, Montgomery County Department of Recreation, Prince George's County Economic Development Corporation, Prince George's County Parks and Recreation, Prince George's County Department of Social Services, Worcester County Board of Education, Harford County Department of Social Services, Baltimore Civic Works, and numerous other youth-based environmental organizations.



OUTDOOR DISCOVERY

Camping

Corps members are encouraged to camp during the program at one of three Maryland State Parks: Rocky Gap State Park, Tuckahoe State Park, or Greenbrier State Park.



Enrichment

Corps members have opportunities to fish, hike, explore, and canoe during enrichment days.

Camp Goals

- To create lasting memories for campers
- Introduce outdoor recreation to youth
- Teach orienteering skills
- Have fun



Activities

- Challenging Rope and Wall Elements
- Swimming and Canoeing
- Wildlife Programs
- Outdoor Adventures

Takeaways

Each summer CJC introduces hundreds of youth to their first camping experience.

PROGRAM PROJECTS BY PARKS

Assateague Island State Park (35 Youth)

- Planted thousands of native marsh grasses and pollinator plants
- Constructed climbing elements, picnic tables, park signs, bird & bat boxes, and aviary doors
- Maintained 4 miles of trail

Baltimore City Parks

- **Cylburn Arboretum (30 Youth)**
 - Repaired / Upgraded 15 campsites
 - Stone installation for amphitheater (500 pounds)
 - Removed 1 ton of debris from parks
- **Gwynns Falls (40 Youth)**
 - Removed 6 hazardous trees from trails
 - Designed and Constructed Nature Art for Festival
 - Mulched and watered 900 trees
- **Lake Clifton (30 Youth)**
 - Spread 10 tons of mulch for playgrounds
 - Removed 2 tons of debris(trash) from City Parks
 - Removed over 1 ton of invasives from City Parks

Gunpowder Falls State Park (100 Youth)

- Planted 700 native plants
- Constructed trail bridge, trail steps and an archery range
- Landscaped over 6 acres of park property

Harriet Tubman Underground Railroad Park (5 Youth)

- Constructed 27 bluebird boxes
- Constructed insect hotels (3)
- Repaired 10 life ring boxes

Merkle Wildlife Sanctuary (40 Youth)

- Renovated Reptile and Amphibian Room
- Demolished and rebuilt the Red Shed
- Cleared 400 square feet of Brush around Fishing Pond

Patapsco Valley State Park (100 Youth)

- 7 Miles of trail created and maintained
- 1000 linear feet of split rail fencing installed
- 17 Steel sign post welded, assembled and installed

Sandy Point State Park (Tawes Garden – 10 Youth)

- Demolished & reconstructed 100 foot boardwalk
- Constructed 400 feet of Dune Fencing
- Para-cord curtain construction

Seneca Creek State Park (35 Youth)

- Replaced and built over 400 feet of fencing
- Rehabilitated over 100 trees (weeded, mulched, caged, and watered)
- Constructed 8 picnic pads

Susquehanna State Park (25 Youth)

- Cleaned historic mill
- Painted 30 Park Signs
- Maintained 15 miles of trail