

## PART I - FACE SHEET

<b>APPLICATION FOR FEDERAL ASSISTANCE</b>		1. TYPE OF SUBMISSION: Application <input checked="" type="checkbox"/> Non-Construction	
Modified Standard Form 424 (Rev.02/07 to confirm to the Corporation's eGrants System)			
2a. DATE SUBMITTED TO CORPORATION FOR NATIONAL AND COMMUNITY SERVICE (CNCS):		3. DATE RECEIVED BY STATE:  19-JAN-11	STATE APPLICATION IDENTIFIER:
2b. APPLICATION ID:  11AC124419		4. DATE RECEIVED BY FEDERAL AGENCY:	FEDERAL IDENTIFIER:  09ACHCA0010006
<b>5. APPLICATION INFORMATION</b>			
LEGAL NAME: Los Angeles Conservation Corps  DUNS NUMBER: 161928122		NAME AND CONTACT INFORMATION FOR PROJECT DIRECTOR OR OTHER PERSON TO BE CONTACTED ON MATTERS INVOLVING THIS APPLICATION (give area codes):  NAME: Bo Savage Savage TELEPHONE NUMBER: (213) 210-7619 FAX NUMBER: INTERNET E-MAIL ADDRESS: bsavage@lacorps.org	
ADDRESS (give street address, city, state, zip code and county): P.O. Box 15868 Los Angeles CA 90015 - 0868 County: Los Angeles			
6. EMPLOYER IDENTIFICATION NUMBER (EIN):  954002138		7. TYPE OF APPLICANT: 7a. Non-Profit 7b. Community-Based Organization	
8. TYPE OF APPLICATION (Check appropriate box).  <input type="checkbox"/> NEW <input type="checkbox"/> NEW/PREVIOUS GRANTEE <input checked="" type="checkbox"/> CONTINUATION <input type="checkbox"/> AMENDMENT If Amendment, enter appropriate letter(s) in box(es): <input type="text"/> <input type="text"/>  A. AUGMENTATION        B. BUDGET REVISION  C. NO COST EXTENSION    D. OTHER (specify below):		9. NAME OF FEDERAL AGENCY: <b>Corporation for National and Community Service</b>	
10a. CATALOG OF FEDERAL DOMESTIC ASSISTANCE NUMBER:94.006 10b. TITLE: AmeriCorps State		11.a. DESCRIPTIVE TITLE OF APPLICANT'S PROJECT: Wildlands Recovery Team	
12. AREAS AFFECTED BY PROJECT (List Cities, Counties, States, etc): Santa Monica Mountains in West Los Angeles County; Malibu; Calabasas; Agoura; Beverly Hills; Simi Valley; Thousand Oaks; and, Santa Clarita.		11.b. CNCS PROGRAM INITIATIVE (IF ANY):	
13. PROPOSED PROJECT: START DATE: 10/01/11      END DATE: 09/30/12		14. CONGRESSIONAL DISTRICT OF: a.Applicant <input type="text" value="CA 034"/> b.Program <input type="text" value="CA 034"/>	
15. ESTIMATED FUNDING: Year #: <input type="text" value="3"/>		16. IS APPLICATION SUBJECT TO REVIEW BY STATE EXECUTIVE ORDER 12372 PROCESS?	
a. FEDERAL	\$ 313,500.00	<input type="checkbox"/> YES. THIS PREAPPLICATION/APPLICATION WAS MADE AVAILABLE TO THE STATE EXECUTIVE ORDER 12372 PROCESS FOR REVIEW ON:  DATE:  <input checked="" type="checkbox"/> NO. PROGRAM IS NOT COVERED BY E.O. 12372	
b. APPLICANT	\$ 560,017.00		
c. STATE	\$ 0.00		
d. LOCAL	\$ 0.00		
e. OTHER	\$ 0.00		
f. PROGRAM INCOME	\$ 0.00		
g. TOTAL	\$ 873,517.00		
17. IS THE APPLICANT DELINQUENT ON ANY FEDERAL DEBT? <input type="checkbox"/> YES if "Yes," attach an explanation. <input checked="" type="checkbox"/> NO		18. TO THE BEST OF MY KNOWLEDGE AND BELIEF, ALL DATA IN THIS APPLICATION/PREAPPLICATION ARE TRUE AND CORRECT, THE DOCUMENT HAS BEEN DULY AUTHORIZED BY THE GOVERNING BODY OF THE APPLICANT AND THE APPLICANT WILL COMPLY WITH THE ATTACHED ASSURANCES IF THE ASSISTANCE IS AWARDED.	
a. TYPED NAME OF AUTHORIZED REPRESENTATIVE: Bo Savage Savage		b. TITLE:	c. TELEPHONE NUMBER: (213) 210-7619
d. SIGNATURE OF AUTHORIZED REPRESENTATIVE:		e. DATE SIGNED: 05/09/11	

## Narratives

### Executive Summary

The LA Conservation Corps ("the Corps"), a 501(c) (3) private non-profit organization, was founded in 1986 by former U.S. Secretary of Commerce and Trade Ambassador Mickey Kantor. Since that time we have become a national leader in youth and workforce development and alternative education for inner-city youth/young adults. We are currently the largest urban nonprofit conservation corps in the nation with a full- and part-time staff of 150 employees who serve over 20,000 young people, ages 10 to 24, each year. Our primary mission is "to provide at-risk young adults and school-aged youth with opportunities for success through job skills training, education and work experience with an emphasis on conservation and service projects that benefit the community." We fulfill our mission by providing 15 age-appropriate programs including life and career preparation, paid work experience and job training, school readiness, vacation and after school activities and non-traditional full-time school. Our overarching goal each year is to give young people the opportunity to develop self-esteem, achieve their educational goals, establish and pursue life and career goals, and gain the skills necessary to become self-sufficient, responsible citizens who will positively contribute to their communities and society.

Based on our 25 years experience, the Corps understands the need for fire safety in the community surrounding the Santa Monica Mountains. We are proposing to utilize 20 ACM's to perform fire fuel reduction, direct fire fighting, and fire safe education to the mountains surrounding these communities. The Corps, in partnership with the Mountains Recreation and Conservation Authority, will provide comprehensive training to the ACM's so they, in turn, can educate the community about how fire safe practices can directly benefit their safety in a time of crisis. Additionally, the Corps will recruit and train community members to spread the word about fire safety in a community that is surrounded by wilderness.

### Rationale and Approach

#### A. RATIONALE AND APPROACH

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### COMPELLING COMMUNITY NEED:

"California's forest and rangeland vegetation grows in a Mediterranean climate with cool, moist winters and hot, dry summers. According to the California Department of Forestry and Fire Protection's (Cal Fire) website, the combination of vegetation, climate, and topography creates a "world class" fire environment." "Fire remains a major natural force in California. It is not a matter of if a fire will burn, it is a matter of when." Therefore, it is important for Californians to understand that living in California means learning to live with fires (Cal Fire website). Similarly, heavy winter rains throughout the state often result in flash floods and mudslides.

Southern California especially experiences cycles of potential disasters during the rainy winter months (December through February) and the summer fire season (July through September). In November 2007, the hills of Malibu went up in flames. This city alone suffered a tremendous loss of approximately 4,720 acres (19.1 km<sup>2</sup>) of land, over 80 homes and structures estimated at \$100 million. An estimated 14,000 people in the area were forced to evacuate to emergency shelters. During this disaster, Mountains Recreation & Conservation Authority (MRCA), a State of California joint powers land management conservancy serving Los Angeles and Ventura counties and the Santa Monica Mountains National Recreation Area (SMMNRA), the local division of the National Park Service (NPS), were two public agencies charged with organizing the efforts to abate these fires and rescue local residents. The situation was exacerbated by extended drought conditions and Santa Ana winds. MRCA relied on its long-time partnerships with the Los Angeles County Fire Department, the Los Angeles City Fire Department, the Ventura County Fire Department, California State Parks and the Santa Monica Mountains National Recreation Area to complete these evacuation and wildfire containment efforts. Today MRCA is responsible for managing 75,000 acres of major urban parklands that border many high population communities such as Malibu, Calabasas, Simi Valley, Thousand Oaks, Beverly Hills, City of Los Angeles and Santa Clarita, all of which experience significant fire threats each fire season. During

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this particular fire season, MRCA was also on call to respond to the numerous San Diego County fires.

The Malibu Parks Public Access Enhancement Plan, Fire Protection and Emergency Evacuation Plan (Plan) dated April 2007 for the Santa Monica Mountains Conservancy and the MRCA provides an "effective and efficient plan of action that minimizes exposure of public park properties and adjacent communities to hazards." "In addition, special provisions have been made for additional requirements during the months of August, September, October, and November due to the significantly increased fire risk during those months." The Plan provides Fuel Modification/Management Policies for flammable vegetation and native fuels that will be regularly undertaken to prevent potential fire ignition source points for fire protection. These include defining the amount of defensible space to be maintained around various structures, camp sites, and roadways using State Fire Marshall guidelines. The Plan's Safety Precautions provide that "30 MRCA firefighters will be routinely briefed and trained regarding public safety protection, fire suppression and procedures."

The LA Conservation Corps (the Corps) chose this project because fire prevention and disaster preparedness response in these Southern California areas is a year-round effort. Currently, MRCA maintains a small, limited volunteer fire department and continually seeks out new volunteers to train. Along with MRCA and the LA Conservation Corps, the third partner for the Wildlands Recovery Team is the National Park Service (NPS) via the Santa Monica Mountains National Recreation Area (SMMNRA). SMMNRA is a unit of and is administered by the National Park Service. SMMNRA includes 153,000 acres and represents the largest expanse of mainland Mediterranean ecosystem in the national park system. The National Park Service and the Santa Monica Mountains Conservancy are the only agencies specifically charged with protecting resources within the entire recreation area; all other state and local agencies are limited to their jurisdictional boundaries.

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After several years partnering on habitat restoration and conservation projects with the Corps, a 501(c)(3) youth and workforce development nonprofit organization, MRCA and NPS (SMMNRA) will embark on a new fire prevention, abatement and recovery training program in the Santa Monica Mountains called the Wildlands Recovery Team (the Team). The focus of this project will be on training ACMs to support local wildlands fire needs by providing disaster preparedness and response as called upon in cooperation with local agencies to respond to the various natural disasters that may occur, i.e., fires, mudslides and earthquakes.

Operating with AmeriCorps funds and non-federal matching funds, the Wildlands Recovery Team will provide support to first responders, emergency management agencies and disaster relief agencies. Team members will also provide support to build and enhance local volunteer efforts. These efforts will result in more effective disaster preparedness, mitigation, response and recovery work for the wildlands managed by our partners, MRCA and NPS. This proposed project on the Santa Monica Mountains will build on the success of our previously funded AmeriCorps training program -- the Forest Recovery Team on the San Bernardino National Forest -- which is described in full detail in Section D.

### DESCRIPTION OF SERVICE ACTIVITIES AND MEMBER ROLES:

For the past four-and-a-half years, we have operated a successful Forest Recovery Team on the San Bernardino National Forest, which included AmeriCorps funding for the first three program years. Beginning with the 07/08 program year, our Forest Recovery Team operated solely on funding leveraged by the Corps. By the end of the 08/09 program year, the Corps plans to "hand off" the Forest Recovery Team to a local San Bernardino nonprofit agency -- San Bernardino National Forest Association -- that will assume responsibility for the management and continuation of the program.

For the 09/10 program year, we propose to replicate, improve and adapt our successful Forest Recovery Team model to meet local needs in a new project location -- the Santa Monica Mountains in West Los

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Angeles County -- with two new project partners -- Mountains Recreation & Conservation Authority (MRCA) and National Park Service (NPS)/(SMMNRA). AmeriCorps was selected as a means to provide a trained year-round crew based on the Corps' successful Forest Recovery Team. Neither MRCA nor NPS currently have the staff or funds to provide such a crew. While MRCA's program is currently staffed with community volunteers, a full-time, year-round crew is needed to carry out the additional mitigation and recovery work volunteers do not have the time or expertise to provide. The proposed project will establish a full-time year-round crew to meet the local needs for disaster preparedness, emergency response, mitigation and recovery work for this particular section of Los Angeles and Ventura counties and/or other properties owned or managed by MRCA and/or California State Parks and National State Parks lands. The value of this project will be to create a healthy, more accessible wildlands by completing important wildlands fire mitigation, response and recovery work. The project will also add value to the existing fire prevention and disaster response services available to residents near the identified project areas including but not limited to the Santa Monica Mountains as well as enhance the types of job training opportunities that the Corps can provide for its corpsmembers.

To address the needs in the Santa Monica Mountains identified by MRCA, we propose to engage 20 ACMs for a full year of service, a minimum of 1700 hours during each program year. Each member will receive up to 340 hours of training and complete at least 1360 hours of direct service activities for MRCA, NPS and other local agencies primarily on the Santa Monica Mountains. ACMs will also participate in AmeriCorps Week, a minimum of one national day of service and other local service events as program needs allow during their service year.

The 20 ACMs will be placed onto two crews of 10 ACMs each. The Corps will provide the 40-hour orientation and subsequent member development activities, which will be performed under the guidance and supervision of two MRCA crew supervisors with a 1:10 supervisor- to-ACM ratio. As a

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State of California joint powers land management conservancy, MRCA has access to the latest resources and knowledge about disaster response and fire and flood mitigation while their staff members have the expertise and experience to provide ACMs with certified training and program activities. The Forest Recovery Team was based on 20 half-time members per six-month program session to carry out the project in San Bernardino. Based on this past experience, the proposed Wildlands Recovery Team term of service has been expanded to a full-year to allow members time to engage in more intensive, comprehensive training and direct service experience to qualify as Wildlands Fire Fighters at the end of their service year. A full-time term of service will also allow ACMs to better engage in the community to support current MRCA community outreach/education and volunteer recruitment efforts.

To address local community needs, a major portion of direct service activities provided by ACMs will address public safety issues by providing wildlands fire mitigation, response and recovery work on local wildlands that closely interface with local communities. After their initial training ACMs will also provide community outreach and fire safety education activities throughout their term at public events and education programs to support and educate the public regarding disaster preparedness and to provide support and enhance current volunteer recruitment efforts. ACMs will also help engage volunteers in ongoing community service work to address environmental risks by mitigating factors which, if left unchanged, would result in fires and mudslides.

During the three year term of the grant, the Team will work continuously with program partners, MRCA and SMMNRA, to train and develop the skills needed to diminish wildlands fire and other disaster threats, respond to disasters and provide recovery work as needed. The Team will engage local stakeholders by providing ongoing community outreach and education activities regarding public safety and disaster response and by planning and coordinating community service events that will support local public safety and volunteer efforts.

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Members will receive information about complying with rules on prohibited service activities during their initial orientation. ACMs will sign a pledge to acknowledge their understanding of the expectations and their commitment to abide by the both the AmeriCorps rules on prohibited service and the Corps' rules of conduct as outlined in the ACMs' handbook.

### Organizational Capability

#### D. ORGANIZATIONAL CAPABILITY

##### SOUND ORGANIZATIONAL STRUCTURE - ABILITY OF LEGAL APPLICANT TO PROVIDE SOUND PROGRAMMATIC AND FISCAL OVERSIGHT:

The Corps, a 501(c)(3) private non-profit organization founded in 1986, is a national leader in youth and workforce development and alternative education for inner-city youth/young adults. We are currently the largest urban nonprofit conservation corps in the nation with a full- and part-time staff of 155 employees who serve over 17,000 young people, ages 10 to 24, each year. Our primary mission is to provide at-risk young adults and school-aged youth with opportunities for success through job skills training, education and work experience with an emphasis on conservation and service projects that benefit the community.

The Corps manages and tracks more than 100 projects and funding sources at any given time. We use an accrual fund accounting system, Blackbaud's Financial Edge, which is a specialized integrated accounting package, to manage accounts receivable and payable. Payroll is processed through ADP payroll services. Using project codes assigned to a specific fund account, funds for Corps activities are kept separate by recording each program's direct expenses and a share of the agency's indirect expenses. Payroll records and other documents supporting expenditures are maintained at the Corps' business office and are available for audit.

The Corps' Director of Finance has 12 years of experience in nonprofit accounting, is proficient in both



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Raiser's Edge and Financial Edge and recently completed a certificate program in Federal grants management. She oversees the other 13 members of our accounting staff who record grant and contract receipts as revenue in the period in which the services performed under the grant or contract are rendered and the expenses incurred. Restricted donations are recorded as revenue in the period in which the monies are earned and are recorded as deferred income prior to this time. Unrestricted donations and other income are recorded as revenue in the period in which they are received or accrued. Grants for capital equipment are recorded as revenue in the period in which the asset is purchased.

The Board of Directors' Audit Committee ensures that the organization meets all fiscal requirements and that staff fulfill the objectives and provide required outcomes and documentation for every grant and contract. The Corps' Contract Compliance Officer is an internal audit monitor who reports to the Board and monitors the activities of programs to be sure that they conform to funders' requirements. We have received clean audits every year for the past 21 years from an independent outside auditor. The audited financial statement for the most recently completed fiscal year 07/08 performed by Green Hasson & Janks LLP. The LA Corps' FY 08/09 annual budget is \$22.7 million.

State grant funding represents the single largest source of funding for the Corps. Sources of revenue for FY 08/09 may be broken down as follows: Federal grants, \$4,117,594; State grants, \$10,059,446; County grants, \$2,685,395; City grants, \$4,469,500; Contract Income, \$1,231,790; Foundation grants, \$1,429,730; Corporate grants, \$877,006; Individual Donations, \$168,164; Program Fees, \$275,000; \$25,000 Miscellaneous Donations; Gift Shop Sales, \$18,000; Membership Fees, \$2,000; Pass Through Grants/Contracts, (\$2,817,812); and, In-kind Contributions, \$165,475. As our percentages of annual income indicate, the Corps has a strong history of securing federal funding for its youth development services, which are often administered by State, County or City pass-through agencies. In the last five years alone, we have secured approximately \$26 million in federal funding, including six years of DHHS

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ACF funding and over three years of AmeriCorps funding. We have successfully completed government-funded projects totaling over \$150 million in the course of our 22-year history. We also seek to develop our relationships with private and corporate donors to provide matching funds and/or to leverage funds to maximize use of federal funds received.

The following list is a sampling of other past and current Corps projects which further demonstrates our ability to operate and oversee a 09/10 AmeriCorps grant and program: three years of AmeriCorps funding for the Forest Recovery Team on the San Bernardino Mountains; more than 3 years AmeriCorps funding to implement our After School Program, (formerly known as Building Up Los Angeles), which continues to be funded today by the Los Angeles Unified School District; more than 10 years administering AmeriCorps Education Awards through the Corps Network, and to date, we have awarded 241 Education Awards totaling over \$450,000; implementing three Youthbuild program grants since 2003 with the US Department of Housing and Urban Development; 19 years of funding for the Corps' Clean & Green program for 14-17 year olds funded by the City of LA; seven years of operating a Brownfields Job Training Program funded by the Environmental Protection Agency and the Center to Protect Workers' Rights; and, over 20 years of California Department of Conservation, Division of Recycling funding for recycling and litter abatement programs.

Other program work that have prepared the Corps to administer the Wildlands Recovery Team include habitat restoration work for LA County parks, the California Coastal Conservancy Redondo Bluffs project, and fire recovery work on public lands recently funded through National Emergency Grants. Our most recent accomplishment in the proposed activity area is our Forest Recovery Team, This work further demonstrates our ability to operate and oversee a new AmeriCorps grant and monitor sites associated with the project.

From 2004 to 2007, the Corps' Forest Recovery Team enrolled 120 Members (40 per year), and we

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awarded 62 Full Education Awards and 1 Partial Education Awards while 31 members were exited without awards. which is currently in its fifth program year providing similar services on the San Bernardino National Forest. This work further demonstrates our ability to operate and oversee a new AmeriCorps grant and monitor sites associated with the project.

From 2004 to 2007, the Corps' Forest Recovery Team enrolled 120 Members (40 per year), and we awarded 62 Full Education Awards and 1 Partial Education Awards while 31 members were exited without awards. ACMs completed forest conservation and restoration projects which resulted in the following accomplishments: planted 500 small trees and shrubs; completed 65 acres of fire fuel reduction; installed 8 miles of fire breaks; maintained/improved 114,935 linear feet of trails; planted 4,000 seedlings; received favorable reviews from San Bernardino National Forest professional staff; at least 80% of the project reviews submitted over the three years ranked our work as "completed in a satisfactory manner" or better, and indicated that project deliverables were "completed and on time." Additionally, the LA Conservation Corps' program design provided career counseling and networking opportunities to 47 Members about pursuing careers in the environmental conservation and emergency response fields, and trained 80 local volunteers to support ongoing restoration and conservation work with the Forest's community-based, nonprofit arm, San Bernardino National Forest Association.

Since AmeriCorps funding ended in 2007, the Forest Recovery Team has been sustained with leveraged funding provided by the Corps and the National Forest Service. ACMs in 07/08 completed forest conservation projects. ACMs cleared four acres of brush and light timber; installed 3,960 linear feet of triple-strand fencing along burn-area boundaries; installed signage at abandoned mines; chipped 425 piles of slash; maintained and improved 12 miles of trail; brushed and cleared 560 linear feet of roadway; released thousands of small caliper trees in five areas of "Penny Pine" plantations by cutting thick brush; and, planted 1,200 Coulter Pine seedlings in an experimental planting project near Lake

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Arrowhead.

ACMs also supervised volunteers with the planting of 25,000 pine seedlings in three plantings through the Mountain Communities Wildfire ReLeaf Program of San Bernardino County, and participated in a USDA Forest Service prescribed burn, The Lone Pine Canyon Fuels Reduction Project, utilizing both hand and helicopter burning operations. Current plans are for the Corps to "hand off" the FRT to a local San Bernardino agency who will assume responsibility and management to continue the highly successful program.

### BOARD OF DIRECTORS, ADMINISTRATORS AND STAFF:

The LA Conservation Corps is led by a 25-member Board of Directors whose average stay is seven years. Standing committees of the Board include Executive, Development, Audit, Building, Finance and Program. The Corps employs some of the most skilled practitioners in the field of youth and workforce development. Our current 11-member executive management team (EMT) averages more than 12.5 years of management and conservation corps experience. The tenure of our EMT and individual volunteer board members create a strong, stable continuum of cohesive leadership. Their commitment to the organization and its mission allows the Corps to receive the support of the community, governmental agencies and other organizations.

As Executive Director of the LA Conservation Corps, Bruce Saito performs all operational and financial decision-making which has influenced the Corps' growth as the largest urban conservation corps in the nation. He is president of the California Association of Local Conservation Corps and a Board Member of the California Department of Forestry and Fire Protection. In recent years, he has been recognized for his leadership with a sabbatical award from the Durfee Foundation in 2006 and was one of six finalists in 2008 for the Irvine Foundation's Leadership Award. Under his direction, the Corps has become a

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model for other conservation corps in the state and across the nation. Bruce is a resourceful and innovative when it comes to securing federal, state and local funds and matches our youth education and employment and environmental/conservation programs with appropriate sources of funding.

The Corps is the legal applicant and, as the lead agency, will be responsible for the management and coordination of program activities and outcomes. We will provide all fiscal and programmatic oversight; monitor for program compliance; ensure program activities are carried out; document matching funds; and, supervise the ACM training, mitigation, disaster response and recovery work. Two Corps staff will be employed for this project as follows: one Senior Program Director who will devote 5% of his time to program oversight and evaluation; one full-time Project Manager to coordinate the program's activities, collect and enter ACM data, and manage the program; and, 100 % of two full-time MRCA crew supervisors to supervise and work closely on a daily basis with ACMs to ensure projects and trainings are completed successfully, and to mentor and guide ACMs.

Our first program partner, the Mountains Recreation & Conservation Authority (MRCA), is a State of California joint powers land management conservancy serving Los Angeles and Ventura counties. MRCA manages more than 75,000 acres of public parkland that is owned by MRCA and the Santa Monica Mountains Conservancy in the Southern California area. MRCA provides fire prevention services on a year-round basis and relies on partnerships with other public and private organizations to sustain these services. MRCA will provide certificated training and materials to ACMs, training facilities and equipment, and coordinate ACM work projects on MCRA lands and/or other program partners to be developed.

MRCA will identify placement sites based on its current training and volunteer program, including a mentoring program for youth and entry-level firefighters. MRCA also has the community relationships,

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expertise, facilities and equipment needed for the program.

Our second program partner, the National Park Service (NPS), is the federal agency charged with protecting and preserving America's nearly 400 national parks. In the state of California alone, NPS is responsible for the preservation and protection of 31 national parks. One of these national parks--the location of the proposed Wildlands Recovery Team--is the Santa Monica Mountains National Recreation Area near Thousand Oaks, a city that straddles the borders of Los Angeles and Ventura counties. NPS and SMMNRA advertise seasonal fire positions every winter for summer jobs as does the US Forest Service-Bureau of Land Management and US Fish and Wildlife Service. NPS can provide instruction to interested candidates concerning the on-line application process and the on-line job search, and serve as a conduit for interviews for available job openings with these agencies.

NPS will not offer placement sites. MRCA and NPS have similar missions and responsibilities for maintaining public lands and have common goals for disaster preparedness, mitigation, response and recovery work. Training provided by MRCA and NPS will be provided in-kind. The MRCA as a program partner contributing match funding will have minimal fiscal management responsibilities for the Wildlands Recovery Team.

### PLAN FOR SELF-ASSESSMENT OR IMPROVEMENT:

The Corps conducts regular ongoing self-assessment activities to promote program evaluation and organizational improvement. Several informal activities at the Corps include the following: bi-monthly meetings of the 11-member Executive Management Team (EMT); monthly Senior Manager Meetings with approximately 30 senior level staff members, also including most of the EMT; quarterly program accomplishment lists generated by the Contract Compliance Officer (COO) in collaboration with senior program directors; quarterly site visits also conducted by the COO to review a program's contracts and

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outcomes; and, reports delivered to the Board of Directors and at Board committee meetings. All of these activities promote internal evaluation and self-assessment among the Corps' 15 existing programs.

### PLAN FOR EFFECTIVE TECHNICAL ASSISTANCE:

The Corps has many years experience with implementing and managing successful programs similar to this proposal. Also, program partners have demonstrated the expertise and experience to provide the trainings, certifications and project work for this program. However, there may be times when outside technical assistance may be needed for unforeseen circumstances. For these instances the Corps will call upon its extensive community partnerships, including AmeriCorps staff, Board Members, state and local agencies, and/or other nonprofits to provide any additional technical assistance.

Also, the Corps will attend all local and in-state AmeriCorps conferences and continue to collaborate with and rely on California Volunteers for information about opportunities for additional technical assistance and guidance. The annual Corps Network forum will give us the opportunity to network with other national and community service opportunities for additional information about technical assistance trainings in our area.

### SOUND RECORD OF ACCOMPLISHMENT AS AN ORGANIZATION - VOLUNTEER GENERATION AND SUPPORT:

The Corps has a long history of recruiting, mobilizing and training volunteers for various community service projects. While the Corps does not currently rely on volunteer support to build its capacity or provide its programs and services, we do maintain a small volunteer base of 75 that is utilized for special events and community service events. However, the Corps does coordinate several community service events each year that enlist and rely on community volunteers. Our ability to recruit and organize volunteers groups was demonstrated by the variety of corporate volunteer days hosted each year. In FY 07/08 alone, the Corps hosted and coordinated four United Way Days of Service, which are designed to

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link corporations to local non profits. Also, the Corps is the lead agency responsible for organizing Deloitte's annual Impact Day; our corpsmembers engaged 600 volunteers at five different sites at this year's event in June 2008. We have administered Martin Luther King, Jr. Day of Service grants from the Corporation for National Service from 1990 to 2008 by coordinating large-scale volunteer service projects. We have also coordinated and delivered 13 Cesar Chavez Day of Service and Learning projects (funded by the California Governor's Office on Service and Volunteerism), which engage K-12th grade students in service projects.

### ORGANIZATIONAL AND COMMUNITY LEADERSHIP:

The Corps has 22 years experience in program development, implementation and sustainability. In that time, the Corps has had the unique opportunity to provide leadership to and serve as an umbrella agency for several programs or start-up organizations. Three of the strongest examples of this include programs formerly under Corps management that have broken away from the Corps to join other organizations more in line with the purpose of the program or to become independent 501(c)(3) non-profit organizations. These programs include Girls Today Women Tomorrow, the San Gabriel Valley Conservation Corps and Good Beginnings Early Childhood Education Program.

Girls Today Women Tomorrow (GTWT) was established in 1996 to serve the predominately Latino neighborhood of Boyle Heights in East Los Angeles with mentoring and leadership opportunities for young women. The Corps developed and secured funding for this program over the years and, in 2006, due to the high demand for these mentoring services, GTWT broke away from the Corps to become an independent 501(c)(3) non-profit organization. We maintain close relations with GTWT staff and continue to refer young women to the program each year.

Good Beginnings Early Childhood Education Program (Good Beginnings), a State-licensed childcare



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and early childhood development center accredited by the National Association for the Education of Young Children, opened in 1992 in the Pico-Union community of Los Angeles. As a program of the Corps, Good Beginnings prepared 472 3 to 5 year olds for kindergarten. Over time Good Beginnings began serving the larger Union-Pico community rather than our corpsmembers, and ultimately, the Corps decided the program no longer operated within our mission and assisted Good Beginnings in moving to a more appropriate agency that took over the program on September 1, 2008.

Lastly, the Corps is very active in growing the conservation corps movement. Through our state association (CALCC), we work to increase the number of nonprofit local conservation corps in the state. As such, we were instrumental in helping another nonprofit organization replicate the conservation corps model in LA County by providing oversight, services and support to help them establish their program and become a state certified local conservation corps in the San Gabriel Valley. We continue to maintain close relations and best practices with the San Gabriel Valley Conservation Corps.

Each year, the Corps administers pass-through funding as the fiscal agent for smaller organizations and often becomes the lead agency in a collaborative to provide assistance to other smaller local organizations lacking the necessary infrastructure. For example we administered funds for several local community events, including Mayor Villaraigosa's Big Sunday (service day), the Annual Jazz Festival and a Summer Nights concert series.

Each year, the Corps demonstrates its leadership ability by coalescing other community-based organizations towards a common goal through participation on work projects and community service activities. We are the lead tree-planting agency for the Los Angeles Department of Water and Power's Trees for a Green LA program and a key partner in the City of LA Mayor's Million Trees LA initiative. The Corps frequently collaborates with other organizations and city/county agencies to seek out funding

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and participate in the implementation or advancement of public works or conservation projects; we are currently intimately involved with ongoing revitalization work along the Los Angeles River and clean-up work in several City of LA Business Improvement Districts.

As a leader in youth and workforce development, the Corps has received national recognition from the National Youth Employment Coalition as a PEPNet Awardee in 1996 and again in 2001 for demonstrating best practices in these fields. The Corps was recognized in 2003 and 2008 by The Corps Network as an Excellence in Corps Operations (ECO) Corps for high standards in program operations and outcomes.

All members of the Corps' Executive Management Team are encouraged to be active participants in other community boards, task forces and community activities. Our Executive Director has previously served as President of The Corps Network (formerly the National Association of Service and Conservation Corps). He is also the current president of the California Association of Local Conservation Corps (CALCC); today Bruce also remains very active with CALCC's Legislative Committee. He is on the Advisory Board of Directors of the Los Angeles Community Garden Council and on the Los Angeles Neighborhood Land Trust and a Board Member of the California Board of Forestry and Fire Protection. Within both the Corps' EMT and the entire organization, we employ professional staff skilled in arboriculture, horticulture, biology, construction, agriculture, ecology and environmental science as well as a host of other relevant disciplines. Our staff consists of licensed contractors, certified arborists, and many hold advanced degrees in sociology, biology, environmental science, education and business management. As cited throughout this application, our staff is experienced in working with other parties, including public agencies, communities and neighborhoods, construction contractors, landscape architects, and local elected officials. Our staff is qualified to teach ACMs environmental stewardship, construction, landscaping and other technical job skills, and contribute to the visible improvement of

## Narratives

the communities in and around the Santa Monica Mountains.

### SUCCESS IN SECURING COMMUNITY SUPPORT - COLLABORATION:

As a leader in youth and workforce development, the Corps is an active member of local, state and national associations and organizations. As a provider of alternative education for youth in Los Angeles, the Corps is an active participant in the charter school movement among education service providers attempting to increase funding available for schools that specialize in serving low-income students who are returning to school after having dropped out or been kicked out of traditional school. As a contracted member of the City of Los Angeles' workforce development system, we provide low-income youth with a work program, supportive services, job placement, employment retention services, case management and follow-up services for 12 months after they leave the program. Our involvement in the local Workforce Development Board helps us stay abreast of the employment needs of the local and regional economy in order to provide relevant training to our corpsmembers.

The Corps is also an active member of the California Association of Local Conservation Corps (CALCC), the association which represents the 12 certified conservation corps covering most of the state's urban areas from San Diego to Marin. The Corps' Executive Director is president of CALCC and represents the association at quarterly meetings of the California Conservation Corps (CCC), the state agency which operates in the spirit of the Civilian Conservation Corps of the 1930s to address the youth, employment and environmental issues.

Nationally, the Corps is involved with several organizations, most notably the National Youth Employment Coalition YouthBuild USA, and The Corps Network. Both organizations strive to develop and promote policies and capacity-building activities for youth and workforce development at the national and/or state levels. We participate in the Corps Network's annual local conservation corps

## Narratives

survey to report on our outcomes and organizational progress. Through our partnership with the Corps Network, we also administer AmeriCorps Education Awards. The Corps' job training programs help corpsmembers complete their AmeriCorps service hours and in 2007/08 program year alone, we provided AmeriCorps Education Awards (ranging from \$1000 to \$4725) to 91 corpsmembers.

### LOCAL FINANCIAL AND IN-KIND CONTRIBUTIONS:

Each year, the Corps seeks to diversify its funding streams and garner new corporate, foundation and individual support to expand our program offerings for corpsmembers. Most of our local individual support and some corporate donations are received through our annual springtime luncheon. The money raised at this Board of Directors-hosted event is awarded in educational scholarships to corpsmembers and also generates revenue for our education program and our support and transition services.

Working in collaboration with members of our development team, the Board is committed to raising individual and corporate donations year-round, which includes soliciting sponsorships for the annual luncheon event. The Board's Development Committee also monitors the team's private foundation fundraising.

From FY 06/07 to 07/08, private foundation and corporate donations increased from \$1,411,428 to \$1,546,938. Individual donations remained consistent during this time from \$267,346 to \$223,383. In-kind contributions also stayed relatively static at \$276,079 in 06/07 to \$218,251 in 07/08.

### WIDE RANGE OF COMMUNITY STAKEHOLDERS:

As noted earlier, the Corps is not a volunteer-based organization and therefore we do not track non-financial support from volunteers and community stakeholders.

### **Cost Effectiveness and Budget Adequacy**

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### E. COST-EFFECTIVENESS AND BUDGET ADEQUACY

CORPORATION COST PER MEMBER SERVICE YEAR (MSY):

DIVERSE NON-FEDERAL SUPPORT:

The attached Wildlands Recovery Team budget totals \$871,774. Of this amount, we respectfully request that AmeriCorps (CNCS) cover \$313,500, or 36%. Through diverse non-federal resources, the Corps will provide a total of \$558,274 in match contributions, including cash (\$368,181) and in-kind donations (\$190,093). The cash match will include \$150,000 from the State of California Proposition 84 Watershed Improvement Funds the Corps has available to use for project work, and \$218,181 from local mountain fee-for-service projects that the Corps will secure from local agencies. In-kind donations will come from our project partners, MRCA (\$190,093) to cover the training costs for three Corps staff members and all 20 AmeriCorps Members, and NPS/SMMNRA for on-the-job training. These funds have been committed and will be detailed in MOUs between the partners.

### BUDGET ADEQUACY

The majority of AmeriCorps (CNCS) funds--\$284,834--will be used to cover Member Costs, including Living Allowances and Member Support Costs. The remaining amount requested from CNCS--\$28,666--is spread out across Supplies (Member Gear) and Administrative Costs (Indirect Charges). The Corps will ensure that Members receive Living Allowances and fringe benefits under Member Support Costs by covering the unfunded portion of this line item. The Corps will also cover \$143,430 under Personnel Expenses and Personnel Fringe Benefits to ensure adequate staffing and a low supervisor-to-member ratio. Staff and member training will both be provided by funds from CNCS.

### Evaluation Summary or Plan

Program Name: LA Conservation Corps Wildlands Recovery Team

[1] Describe your partnership's plan for evaluating your AmeriCorps program. Include how the

## Narratives

partnership will be involved in the review and selection of the research question, who will be involved, when you will start the process.

Currently the partnership does not have an evaluation plan for the proposed AmeriCorps program. The LA Conservation Corps has budgeted to begin meeting with an outside evaluator during the first program year to outline the process and timeline, and develop an action plan to complete the evaluation. Beginning the second quarter of the program year, the Corps will facilitate discussions with our two program partners during our regular monthly meetings to discuss the evaluation plan, anticipated questions and needs, and select an outside consultant for the evaluation plan. Once selected, the Corps and program partners will meet with the consultant to discuss and develop an action plan that will outline the steps needed to be completed during the first program year to have a report ready to submit by October 2012. The Corps anticipates selecting a consultant and completing an action plan by the third quarter of the program year to allow sufficient time to begin the evaluation process.

[2] Describe your program's anticipated evaluation question(s). If you have not selected a question, indicate possible areas, and when you anticipate when the question will be selected.

At this time the partnership has not selected evaluation question(s). Possible questions may include: need for full-time Wildlands Recovery Team based at MRCA; value of the Team in disaster preparedness, mitigation, response and recovery work; need for MRCA volunteer program; value of the Team in building and supporting MRCA volunteer program; effectiveness in training provided to Members; effectiveness of training program in helping members enter environmental and/or fire safety careers. Other potential questions will be developed and discussed during regular monthly partner meetings and in meeting with our evaluation consultant. It is anticipated the evaluation question(s) will be finalized as part of the action plan during the first program year.

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[3] Describe your program's potential methods for evaluation. Include methods that are under consideration, or when you anticipate methods will be determined.

Program partners have not determined or considered potential methods for evaluation. This again will be discussed as part of the monthly partner meetings and finalized with the consultant as part of the action plan.

[4] Indicate the period of time the evaluation will cover. Consider time for data collection, compiling, analyzing, reporting, reviewing, and disseminating. Please note the following timeframe:

Year 1 2009-10 - Awarded AmeriCorps Program start date -- September 2009

Year 2 2010-11

Year 3 2011-12 - Final Evaluation due October 2012, with the AmeriCorps recompetete application

The period of time the evaluation will cover will be based on partner discussions and the consultant's recommendation. However, it is anticipated that data for the evaluation will cover and be collected and compiled during the second program year. The data will then be analyzed, reported, reviewed and disseminated during the third program year in time to meet the October 2012 deadline for submission.

[5] Describe who will conduct the evaluation, or how you will select an evaluator. Address the issue of objectivity.

The Corps has some past experience with conducting an outside evaluation and has close ties with researchers at the University of California, Los Angeles (UCLA) Institute for the Environment. The

## Narratives

Corps has also arranged with a professor from the Sociology/Social Work/Anthropology Department at Whittier College for an outside evaluation for a US Department of Agriculture (USDA) grant that, if funded, also requires an outside evaluation.

To ensure objectivity, the Corps will develop a list of potential consultants to consider from program partners, the Corps' Board of Directors and other interested parties in the community. A team consisting of representatives of the program's partners will interview selected candidates to select the consultant.

[6] Discuss how the evaluation will be funded.

The Corps will propose to fund all or a portion of the evaluation of the program with AmeriCorps funds. The Corps will also seek to leverage in-kind or other outside support to fund the evaluation as needed to ensure enough funding is available for program needs. As referenced above, the Whittier College professor has indicated a desire to use Corps programs as part of her professional evaluation work as a way to teach evaluation methodologies to students at the College. In addition, students in the Research and Evaluation Methodology course do pro-bono work for local non-profit organizations. The Corps will further explore these types of opportunities with local colleges and universities to maximize funding.

### **Amendment Justification**

N/A

### **Clarification Summary**

Legal Applicant: Los Angeles Conservation Corps (09AC096026)

Project Start Date: October 1, 2010



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Project End Date: September 30, 2011

-Please elaborate on collaborations with other national service programs other than the neighboring Forest Recovery AmeriCorps program.

The LA Conservation Corps' AmeriCorps-funded program will collaborate with other national service programs in Los Angeles County, including but not limited to Big Sunday, Hope for the Homeless, Teach for America and City Year.

-Please elaborate on member recognition plan.

We will recognize members in various ways and at several points throughout the year-long program. Immediately after the members are recruited and selected, we will host a "Meet the Crew" day to introduce and recognize our members; this event will include LA Conservation Corps staff, our project partners MRCA and NPS, representatives from other local national service programs and our other local community-based partners. At the end of the project period, we will host a similar event to recognize and publically celebrate the accomplishments of our members during their year of service. Also, throughout the project period, we will communicate the individual progress of our members as they complete trainings and achieve various competency levels as well as the overall outputs of the program. Progress in these areas will be communicated to the appropriate internal and external audiences through the LA Conservation Corps's weekly staff and board email blast, quarterly newsletter and our organizational website.

-Please elaborate on the open entry/exit policy in comparison to the program's strategy for improving retention. The policy seems contrary to the program efforts as undertaken by the Recruitment and Retention Committee to improve upon retention rates which currently averages at 7.1 months as

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indicated. How will this conflicting policy impact the program's ability to retain members on a full-time basis as proposed in the program design?

In general, the Corps' 14 ongoing programs operate on an open entry/exit basis. While this is generally true, the Corps does operate two Brownfields training programs where each cohort of Brownfields participants start and end each training session together in a well-defined training program. In February 2008 the Corps convened a Recruitment and Retention Committee (the Committee) to review and improve upon recruitment and retention of participants for the Corps' ongoing programs which at that time was 7.1 months. In designing the proposed Wildlands Recovery Team, the Corps understands that member retention and a full-year of service are important aspects of the AmeriCorps program and designed the program to be a full year of continuous service and not an open entry/exit program.

Therefore, the Corps will take several measures to ensure members complete a full year of continuous service: first, when applicable, incorporate recommendations made by the Committee to recruit and retain members; second, ensure training provided meets the needs of our participants; third, use best practices for recruitment and retention from other successful Corps programs, i.e. Brownfields and the Forest Recovery Team; and, finally, make program improvements as needed to retain participants longer.

With this in mind, the Corps will: 1) stress the importance of a full year commitment to the program during the recruitment phase and enroll only those participants who will commit to a full year of service; 2) address the financial implications of earning a stipend and how to budget for living expenses during their year of service; 3) improve the program design to afford members opportunities for additional training, work experience and certifications that will improve their chances for employment, advanced training and/or education beyond their AmeriCorps experience; 4) increase the length of the training program to 10 months to provide members with a richer training program to build skills and obtain additional job-related certifications and, 5) Corps staff, primarily crew supervisors, will mentor

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members to help them resolve and overcome issues that may lead to members leaving the program early, i.e., provide support services for housing, food, transportation, family or interpersonal issues, etc, as needed by members.

The discussion of our open entry/exit policy is provided for reference only; the Wildlands Recovery Team AmeriCorps Members are expected to participate for the full 12 month program period. During Year 1 of the program, this program period was truncated due to a late start-up; Years 2 and 3 will be structured as 12-month programs.

-Please clarify what specific community service and service-learning activities will be tied to the reflection piece as well as the ethic of service and civic responsibility.

Crew Supervisors will hold weekly team meetings to gather feedback from members on trainings, volunteerism and community service, service-learning activities, and work projects. Maintaining a weekly journal will be an important part of the member's experience to reflect on the member's overall AmeriCorps experience including their civic responsibility and ethic of service. In addition the members will be involved in various community service projects including but not limited to Cesar Chavez Day, Martin Luther King Jr. Day of Service, and Earth Day activities. Service-learning will also take place during various events such as Big Sunday, Arbor Day, and other Corps and program volunteer events (i.e. community gardens, neighborhood tree planting events, fire awareness and safety events at local schools) where members will be involved in the planning, implementation and evaluation of the events and will also reflect on their service-learning opportunities.

-Please clarify how the applicant organization has the ability to adequately support and oversee sites in a multi-site model program in terms of site compliance, plan for monitoring sites, as well as compliance with AmeriCorps policies and reporting such as exiting and enrolling members.

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Based on years of experience managing crew-based work, the Corps' proposed budget includes 5% of time for a Senior Program Director, one full-time Program Manager and two full-time MRCA Crew Supervisors to provide adequate support and oversight for the program. This staffing pattern will allow the Corps and program partners to oversee multiple sites when members are working on different projects by employing a Crew Supervisor to supervise each crew of 10 members; this creates a member-to-staff ratio of 10:1. Each Crew Supervisor will be responsible for site compliance as well as compliance with AmeriCorps policies. The Program Coordinator will have the overall responsibility for ensuring program compliance and success, monitoring sites, and assisting with site compliance and AmeriCorps policy compliance. The Coordinator will be responsible for all reporting and communications with members, program partners and the grantor (CNCS). The Senior Program Director will monitor and supervise the Program Coordinator and will also assist with program and site compliance and reporting and communications as needed.

-Please elaborate on the factors which contribute to a higher cost/MSY than average for this program at \$15,675.

The major reason for the higher cost/MSY is the hourly rate of \$9.17/hour used to calculate the member living allowance. This rate currently exceeds both the federal and state minimum wage. This is due to the higher living costs for LA County where the members will live during their year of service. The second cost that factors into the higher cost includes the supplies needed for the program. The training and work the members will be performing requires fire fighting equipment and supplies totaling \$1,000 per member.

-Please revise performance measurement so that outputs and outcomes are in alignment with the stated community need of conservation and emergency response from wildfires, floods, and mudslides. Current outputs and outcomes focus on member achievements such as participation in program

## Narratives

activities and hours served.

Performance measures and associated outputs and outcomes for the one year project period include the following conservation and emergency response activities. Since the amount and nature of emergency response activities can not be pre-determined, emergency response will be an intermediate outcome.

Needs and Service Activities-Work Projects (Needs & Service PM)

Output: 250 acres of wildlands in and around the Santa Monica Mountains will be restored/mitigated. This includes fire fuel reduction, trail maintenance, and flood/fire mitigation.

Intermediate Outcome: 75% of projects (65) completed by the Wildlands Recovery Team will be rated as "satisfactory" or above by the Mountains Recreation & Conservation Authority or other project partners.

Outcome: 90% of projects (79) will reduce hazards in the high need area by 75% the first time they're inspected.

Certified Training (Member Development PM)

Output: 20 members will each complete 340 hours of training that will enable them to seek jobs related to natural resource management.

Outcome: 75% of members will increase their skills related to natural resource management.

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### Volunteer Recruitment (Strengthening Communities PM)

Output: 30 volunteers will be recruited for both on-going and one-time events to build MRCA's volunteer base to respond more quickly and effectively to disasters and protect the communities in and around the Santa Monica Mountains.

#### Budget Items:

-In Personnel Expenses, please clarify the full-time recruiter position. The narrative specifically mentions the hiring of a full-time recruiter but the position is not reflected in the budget. If applicable, the cost associated with the employment of a full-time recruiter including fringe benefits should be budgeted.

The LA Conservation Corps' full-time recruiter is included in the Budget Narrative at zero cost because this position will be covered outside of the grant.

-In Personnel Fringe Benefits, please explain the figures used for the calculation of the SUI and Worker's Compensation line items.

California State Unemployment Insurance (SUI) is calculated on the first \$7000 of wages paid to each employee for the year. Wages for the Senior Program Director for the year total \$5050 based on the percentage of time (5%) that this position will devote to the project. For the full-time employees, SUI was allocated by using the Corps' rate of 4.1% on the first \$7000 made by these employees during the year, and for the portion of salary (\$5050) paid to the Senior Program Director. SUI Calculation:  
 $(3*7000+5050) * 4.1\% = \$1,068.$

Workers' Compensation (WC) insurance was calculated for each employee based on his/her job description and responsibilities, including a rate of 0.60% for the Senior Program Director and 5.9% for

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the three other employees. Therefore, WC was calculated as follows  $(0.60\% * \$5050) + (5.9\% * \$111,560) = \$6,612.34$ .

Health insurance is calculated based on each employee's individual election coverages; the \$11,206 total that appears under Health Insurance includes \$330/yr. for the Senior Program Director and \$3,625.44/yr. for the other employee (\$10,876.32).

Health insurance is calculated based on each employee's individual election coverages; the \$11,206 total that appears under Health Insurance includes \$330/yr. for the Senior Program Director and \$3,625.44/yr. for the other employee (\$10,876.32).

-Several daily rates are budgeted above the \$540 per day limit. Please clarify these amounts under Staff and Member Training.

None of the daily rates of Staff and Member Trainings exceed the \$540 per day limit. The following day rates apply to the individual trainings to be provided for the one full-time staff member and all 20 Members:

61607; First Aid/CPR Training -- \$16.25/day; two days

61607; Initial Fire Training -- \$65/day; five days

61607; Advanced Fire Training -- \$433.29/day; 17 days

61607; Community Emergency Response Team (CERT) Training -- \$75/day; two days

61607; Safety Training -- \$65/day; five days

61607; Registration Fee -- \$62/person; daily rate is not applicable

-Under Other Program Operating Costs, please clarify why criminal history checks are not included. Are members not working with vulnerable populations? The members themselves come from vulnerable

## Narratives

populations.

The LA Conservation Corps now mandates background checks on all members and potential members.

These costs will be paid for outside of CNCS grant funds and therefore appear at a zero cost in the Budget Narrative under Other Program Operating Costs.

-Confirm this program is in year 1 and the required match is 0%

The proposed Wildlands Recovery Team is a brand new program and is in Year 1. It is not an extension of the Corps' past AmeriCorps-funded program, Forest Recovery Team. The Corps' proposed match for the new Wildlands Recovery Team is \$559,250, or 64%, of the total program cost (\$872,750).

Budget Clarification Items:

Section 1, Other Program Operating Costs--Existing staff will be utilized for year 2 of the program; for that reason, we have not budgeted criminal history checks for staff. If a new staff is hired, these costs will be covered by the LA Conservation Corps.

Section 1E, Supplies--Gear is custom-fitted for the participant and usually lasts only one season (one year); for this reason, we have budgeted the full costs of replacement for year 2 participants

Source of Funds--No money in fees was generated last year.

Source of Funds--Our contact at the MRCA historically charges what we've budgeted for training 23 people.

### Continuation Changes

No changes to the narrative section

Enrollment

As of 6 December 2010 our enrollment rate was less than 100%. Our enrollment is 95%. We have



## Narratives

enrolled nineteen (19) of twenty (20) full-time member slots.

Enrollment in progress, program has not passed last date to enroll.

### Retention

As of 6 December 2010 our retention rate was less than 100%. Our current retention rate is 95%. We have enrolled nineteen (19) of twenty (20) full-time member slots.

During our last full year we ended with a less than 100% retention rate. Several members resigned from our program because they took full-time employment opportunities prior to the end of their service contract.

We recognized that a portion of the members we recruit are highly motivated to gain employment with local/national land management and first responder agencies. During our 10-11 recruitment process we emphasized the benefits of completing the full-year of service, members increased employability due to the trainings received during their year long service contract, our commitment to assist members with resumes and job placement services at the conclusion of their contract. We also highlight the number of first year members that became employed by the host organization and the number of members who returned for a second year of Wildlands.

Below are a few specific items that we have implemented this year:

\* Connecting with other local AmeriCorps programs for National Days of Service

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\* Monthly member surveys about their feelings and attitudes regarding ways to improve their service experience

\* Made a plan for showing member appreciation. This includes hosting member and volunteer recognition events, spotlighting members in feature stories in organizational newsletters and local newspapers and celebrating member birthdays.

### Retention

0 members enrolled or exited over 30 days. Current members that have resigned have been exited in eGrants within the 30 Day time frame.

### Performance Measures

#### SAA Characteristics

- AmeriCorps Member Population - None
- Geographic Focus - Urban
- Geographic Focus - Rural
- Encore Program

#### Priority Areas

- Education  
*Selected for National Measure*
- Environmental Stewardship  
*Selected for National Measure*
- Economic Opportunity  
*Selected for National Measure*
- Healthy Futures  
*Selected for National Measure*
- Veterans and Military Families  
*Selected for National Measure*
- Other  
*Selected for National Measure*

Grand Total of all MSYs entered for all Priority Areas 0

#### Service Categories

- Disaster Preparation Primary  Secondary
- Disaster Mitigation including Fire Prevention and Firefighting Primary  Secondary

### Needs and Services Activities

**Service Category:** Disaster Mitigation including Fire Prevention and Firefighting

**Measure Category:** Needs and Service Activities

### Strategy to Achieve Results

**Briefly describe how you will achieve this result (Max 4,000 chars.)**

Full-time AmeriCorps Members will perform mitigation, firefighting and restoration work in wildlands managed by MRCA, CDPR and NPS to protect local residents and preserve structures, wildlife and habitat. Specifically, Members will receive training (including federally recognized and certified wildland fire trainings) and participate in a variety of disaster preparedness techniques, including pre-fire management, (i.e., controlled burns, fuel breaks, fire safe landscaping, removal of hazardous vegetation, fire fighting training, and inspections for fire safe clearance around homes), and flood response ( i.e., sandbagging public and private property and removing flood and storm debris). Members will also provide community outreach and volunteer recruitment. All member development and project work will be performed under the guidance and supervision of MRCA; training will also be provided by MRCA staff. All member wildland fire-related development, wildland fire training and

**Briefly describe how you will achieve this result (Max 4,000 chars.)**

wildland firefighting will be performed under the guidance and supervision of MRCA Certified

Wildland Firefighters.

**Results**

**Result: Intermediate Outcome**

The Wildlands Recovery Team will reduce the threat of hazards/disasters in public parks properties

and communities adjacent to the Santa Monica Mountains.

Indicator: percentage of restoration projects that minimize hazards/disasters

Target: 90% of projects, or 78 projects, will reduce hazards in the high need area by 75% the first time after inspection.

Target Value: 78

Instruments: A Restoration Mitigation Monitoring Protocol Survey will be completed by MRCA staff each month

PM Statement: 90% of projects, or 78 projects, will reduce hazards in the high need area by 75% the first time after inspection.

Prev. Yrs. Data

**Result: Output**

ACMs will increase the number of restoration and mitigation projects being completed in the area to

restore public parks properties and adjacent communities.

Indicator: number of restoration and mitigation projects completed

Target: 87 Restoration and Mitigation Projects completed

Target Value: 87

Instruments: A Restoration/Mitigation Service Activities Tracking Form will collect data on member activities and projects each day by a LA Conservation Corps Crew Supervisor.

PM Statement: A Restoration/Mitigation Service Activities Tracking Form will collect data on the total number of member activities and projects completed that restore public parks properties and adjacent communities.

Prev. Yrs. Data

## Required Documents

**Document Name**

**Status**

Evaluation

Already on File at CNCS

Labor Union Concurrence

Already on File at CNCS