



## REPORT TO THE LEGISLATURE ON CORPSMEMBER OUTCOME INDICATORS IDENTIFIED IN PUBLIC RESOURCES CODE SECTION 14424



Submittal Date: December 31, 2022

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Cover Photo:

**Marcelina Armas**  
Sacramento, CA  
*B2 - NonRes365+*

Marcelina Armas (bottom left) and other Corpsmembers at the Sacramento Energy Hub share their completed projects while receiving industry-recognized credentials at the CCC Energy Training Lab.

## **Executive Summary**

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In the California Conservation Corps' (CCC) inaugural year of reporting completed December 31, 2020, the CCC's Navigator Program demonstrated promising results. Now in its third year of reporting, the CCC is showing the continuing benefits of the Navigator Program. Since the last report, the CCC observed impressive increases in Corpsmembers transitioning to careers and receiving job offers relevant to their CCC training. Furthermore, data revealed an increase of Corpsmember alumni enrolling in college, vocational schools, and apprenticeships.

The following report exhibits how the State of California's investment in the Navigator Program has significantly increased the positive outcomes for Corpsmembers after they have transitioned out of the CCC. In this year's findings, the Employment Development Department (EDD) reported that 56% of Corpsmembers were employed in both the 2<sup>nd</sup> and 4<sup>th</sup> quarters after leaving the program. Over 50% of the residential Corpsmembers who stayed in the CCC for one year or more launched careers directly related to the training and skills learned in the CCC.

The CCC also assists Corpsmembers in seeking enhanced educational opportunities or career endeavors. As a result, this year, our cohort accomplished the following:

- 100% received an industry-recognized credential;
- 65% enrolled in college or university; and
- Vocational school and apprenticeship enrollment increased to 15% from the previous year.

For California's young adult population, even basic short-term milestones, like obtaining a driver's license or establishing a bank account can be challenging. The Navigator Program supports Corpsmembers in achieving these milestones while helping them reach their personal and professional development goals. During this process, Navigators assist Corpsmembers to secure interviews, improve resumes, and develop careers from the essential skills they learned and mastered while enrolled with the CCC.

## **Background**

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In the summer of 2018, the Legislature added a new chapter to the California Conservation Corps' (CCC) operating statutes. The Legislature's intent in enacting that chapter was "to evaluate how effectively the Corps transitions Corpsmembers

into educational and employment opportunities upon completion of their service.” (Public Resources Code § 14424.) The Legislature also required the CCC to annually provide, starting on December 31, 2020, a report regarding specified Corpsmember accomplishments and outcomes (the “14424 Report”).

At the same time, the Legislature approved the CCC for new, limited-term position authority and augmented the CCC’s budget “to strengthen the career pathway of Corpsmembers to college, career, or advanced training by providing case management services” (FY 2018-19 Budget Detail for 3340, the CCC’s business unit code). The CCC used this additional budgetary and position authority to design and implement a Transition Navigator Program. This program expands and enhances the CCC’s ability to help Corpsmembers transition out of the Corps into successful careers and/or education. In FY 2020-21, the CCC was granted permanent budgetary and position authority to continue and build upon the Navigator Program.

This is the third report produced pursuant to Public Resources Code § 14424. This report tracks the Corpsmembers who left the CCC program during the 2020-21 fiscal year. These Corpsmembers participated in and separated from the CCC while the State experienced a disruptive and ongoing pandemic, continued high unemployment rates, inflation, and a historic drought. Despite these challenging circumstances, this cohort demonstrated their resilience by obtaining meaningful employment and educational opportunities after transitioning out of the CCC. The following report provides the information requested by the Legislature and showcases the results of the Navigator Program and the work of the CCC as a whole.



**Hannah Aragon**

Redding, CA

*B1 - Res365+*

Hannah Aragon from the Ukiah Center works to improve Mendocino County’s natural habitats. Hannah says of the work in the CCC, *“It gave me more actual experience and uparaded mv resume.”*

# I. Introduction to the California Conservation Corps

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Following the CCC's founding in 1976, the California "Legislature ... reaffirm[ed] its intent that the Corps' mission includes increasing awareness of and improving our natural resources, but more importantly, it includes instilling basic skills and a healthy work ethic in California youth, building their character, self-esteem, and self-discipline, and establishing within them a strong sense of civic responsibility and understanding of the value of a day's work for a day's wages." (Public Resources Code § 14000(d).) At the heart of the CCC are the Corpsmembers, young adults (aged 18 to 25 and up to 29 for veterans) from a wide variety of backgrounds.

Corpsmembers are "selected for participation in the Corps program on the basis of motivation for hard work, personal development, and public service, and without regard to their prior employment or educational background." (Public Resources Code § 14302.)

The standard CCC program is designed to be one year with extensions for up to two additional years. During their time in the CCC, Corpsmembers receive valuable training and perform tough, mentally and physically demanding work. This work includes fighting wildfires, building trails, responding to emergencies, conducting energy retrofits, and more.<sup>1</sup>

The CCC conducts its operations from both residential and non-residential centers. The CCC's 10 residential centers provide Corpsmembers with full-time lodging and meals. Corpsmembers assigned to one of the CCC's 14 non-residential centers report for program activities at a specific time, proceed to project locations, and return to the center before heading home. Some projects, special programs, and emergency response operations require Corpsmembers to go on multi-night trips and operate from campsites or other remote locations.

## **Akayla Jones**

Rancho Cordova, CA

*B2 - NonRes365+*

Sacramento Center's Akayla Jones cuts wires during a light retrofit at Bowling Green Elementary School. *"It really feels great, making a difference. We are doing something for the community... it's not just locally, we are actually doing something globally."*



<sup>1</sup> This is consistent with the CCC's motto (originally coined by B.T. Collins), "Hard work, low pay, miserable conditions... and more!"

## II. Overview of the Navigator Program

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Navigators, through individual and group meetings, introduce Corpsmembers to career and technical education (CTE), community colleges, and a diversity of career paths. They also meet with each Corpsmember individually - a minimum of four times - during their year of service to discuss and adjust their transition plan. During these meetings, Navigators use a case management system combined with a database (known as C<sup>3</sup> or C-Cubed) to track each Corpsmember's progress including their goals, accomplishments, and outcomes. In addition, Navigators meet as often as needed with Corpsmembers to provide coaching as they near program separation.

Transition planning meetings and other Navigator activities focus on:

- Assessing the Corpsmember's education and career interests.
- Improving the Corpsmember's career readiness.
- Helping the Corpsmember articulate their employability skills and experience on job applications, on resumes, and during interviews.
- Connecting the Corpsmember to "on-the-job" training or exposure opportunities (e.g., internships, pre-apprenticeships, job shadowing, informational interviews).
- Working with the Corpsmember on short-term goals to maintain motivation while enrolled in the CCC.
- Assisting the Corpsmember with essential skills (e.g., budget management, literacy, basic math) during their enrollment in the CCC.
- Assisting the Corpsmember in planning for essential needs (e.g., housing, transportation, income, healthcare, childcare) during and after their enrollment in the CCC.

Due to the youth and life experience of their age group, it is common for Corpsmembers to encounter barriers to successfully complete the CCC Program.

The Navigator Program provides individualized attention to Corpsmembers to help them overcome barriers including (but not limited to):

- Finding employment opportunities
- Housing insecurity
- Food insecurity
- Mental health care
- Physical fitness and wellness
- Alcohol and other drug use/abuse
- Smoking/vaping cessation
- Life/work balance
- Unsafe/unsupportive home environment

- Time management
- Transportation to program, school, and/or work sites including obtaining a driver's license
- Childcare

Other Navigator responsibilities include, but are not limited to:

- Building out the CCC's Career Pathways<sup>2</sup> program to establish and expand upon existing career opportunities resulting directly from the CCC experience.
- Partnering with external organizations and employers to expand opportunities available to Corpsmembers.
- Tracking Corpsmembers' education and career experiences after separation from the CCC.
- Working with community partners to increase CCC's menu of career development opportunities and life skill resources for Corpsmembers.

Examples of this include:

- Taking Corpsmembers in the culinary program on field trips (e.g., visits to local food factories and bakeries) to learn about culinary-related pathways.
- Increasing social capital and opportunities for Corpsmember success.
- Establishing sessions for Corpsmembers to meet virtually or in person with representatives from post-CCC employment and educational placement partners. For example, Navigators have set up multiple meetings between Corpsmembers and representatives from:
  - California State Parks
  - CAL FIRE
  - Caltrans
  - The U.S. Armed Forces
  - The U.S. Forest Service
  - The California Highway Patrol
  - Medical programs
  - Clean energy companies
  - Local colleges and universities

The Navigator Program continues to grow and improve. Navigators perform outreach to federal, state, and non-profit organizations. This includes partnering with local community colleges and state universities to provide instruction and guidance to aid Corpsmembers in reaching their employment goals through education.

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<sup>2</sup> The CCC currently uses six different pathways (Natural Resources and Conservation, Fire Fighting, Culinary, Energy, Apprenticeship and Contract Labor, and Public Service).

Navigators regularly evaluate their processes, share best practices, and standardize procedures to ensure consistency and find the best solutions for Corpsmembers. For example, Navigators assist Corpsmembers to incorporate diversity, equity, inclusion, and belonging in all that they do. Navigators help Corpsmembers adopt an interactive approach based on an interest in learning about one another.<sup>3</sup>

Corpsmembers, in concert with their Navigator and other CCC staff, explore and create new possibilities for their future. As such, Navigators are a vital part of the Corpsmembers' post-CCC transition plan.

**Frankie Perez**

Lancaster, CA

A1 – Res60+

Camarillo Center's Frankie Perez says, *"This is real world work for people who are serious about fire. You are going to get to be on fires, do the chainsaw classes, first aid and CPR, get certs and work with the crew."*



**Karina Mendez**

Fresno, CA

A2 – Res60+

Fresno Center's Karina Mendez was introduced to community college by her Navigator. *"I think that having the opportunity to gain some scholarships is really amazing... I want to go to Reedley College."*

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<sup>3</sup> Through individualized case management, Navigators build rapport with Corpsmembers and inspire a sense of safety and belonging within them. This bolsters Corpsmembers' compassion for themselves and others, leading to greater inclusion and empathy in Corpsmembers' personal and professional lives.



### **III. Summary and Background of the Public Resources Code § 14420 et seq. Reporting Requirements**

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Public Resources Code, sections 14420 et seq. provides the parameters of this report. Specifically, they:

- Define the term “cohort” to mean “all corpsmembers who permanently separate from the corps in a state fiscal year after having enrolled for more than 60 days.” (Public Resources Code, § 14420.)<sup>4</sup>
- State that the Legislature’s intent is “to evaluate how effectively the corps transitions corpsmembers into educational and employment opportunities upon completion of their service.” (*Id.*, § 14422.)
- Set the date for the CCC’s reporting obligations (first report due December 31, 2020, and annually thereafter). (*Id.*, § 14424.)
- Describe the type of information the Legislature would like to see in the annual reports prepared by the CCC. (*Id.*)

As noted in the CCC’s first 14424 Report, the first Corpsmember of the first cohort (the 2018/19 Cohort) separated from the CCC within a week of the CCC being required to report on Corpsmember outcomes. At the time, the CCC had no formal process to capture the information sought by the Legislature. The CCC was not regularly tracking Corpsmember outcomes or contacting Corpsmembers after they separated from the CCC. Nor was the CCC able to reliably capture the data elements sought by Public Resources Code, § 14424. The CCC embarked on a campaign to build out its Navigator Program and its capabilities to capture, track, and report on data related to Corpsmember accomplishments and outcomes.

Since the start of the Navigator Program, the CCC has identified the flaws and limitations of the CCC’s historic data tracking processes and made improvements in

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<sup>4</sup> The CCC has always maintained a “Second Chance” policy that allows separated Corpsmembers to apply for re-enrollment in the program. Because of the frequent use of this important development tool, the CCC defined the phrase “permanently separated” as any Corpsmember who, after being enrolled in the CCC for sixty days or more, left the CCC and did not return to the CCC before the end of the following fiscal year. For example, a Corpsmember who was enrolled for three months, left on July 5, 2020, and never returned would be included in the 2020/21 Cohort. A similar Corpsmember who left on July 5, 2020, but returned to the CCC through the CCC’s second chance program on June 5, 2021, would not be included in the 2020/21 Cohort.

providing accurate data. As part of the Navigator Program, the CCC has implemented or improved the following:

- A revised Corpsmember exit documentation process that decouples time-sensitive payroll transaction needs from the less pressing collection of post-CCC contact and separation reasons information.
- A new Corpsmember monthly evaluation process that includes capturing Corpsmember contact information.
- An ending to the reliance on Microsoft Access databases and adding functionality to C<sup>3</sup>.
- A clearly defined Navigator role which includes making sure that post-CCC contact info is available.
- A clearly defined Corpsmember Development (CMD) staff role of ensuring accurate data is entered in C<sup>3</sup>.
- Comprehensive training for Navigators to ensure consistency in case management.

The data in this report reveals that the above efforts have been successful in collecting the information needed for analysis. Now that the Navigator Program is established with positional authority, the Navigator Program will continue to improve data collection and Corpsmember case management methodologies in the years to come.



**William Leonard**

Escondido, CA  
A2 – NonRes60+  
San Diego Center's  
William Leonard says,  
*"I'm just glad that I can do my part to do anything I can to help the people of California and this country."*

**Samuel Parrales**

San Jacinto, CA  
B1 - Res365+  
Magalia Fire Center's Samuel Parrales cuts and hauls branches at the SCU Lightning Complex Fire near Tracy, CA. *"You definitely want to protect the people, the property and the environment. So, we'll do our best to do that"*



## **IV. Description of the CCC's Data Collection Process**

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The CCC captures data from three different channels: (1) Internal collection; (2) Self-reported; and (3) Third-party generated:

- (1) Internal collection: Corpmember data generated by CCC staff and stored in the CCC's computer system of record.
- (2) Self-reported: Survey data from current and former Corpmembers.<sup>5</sup>
- (3) Third-party generated: Data provided by third-party partners, i.e., the California Employment Development Department; the California Community College Chancellor's Office; and the California Department of Industrial Relations (DIR), Division of Apprenticeship Standards (DAS).

After collecting data from the sources noted above, the data sets are combined and checked for accuracy and duplication. The CCC is continually improving this process as demonstrated by the additional information collected through and added to C<sup>3</sup> during this reporting cycle. While each channel does not tell the complete story, together, they provide a clearer understanding of Corpmembers' post-CCC challenges and accomplishments.

In the following section, the CCC identifies the data element being reported on as well as:

- a. The source(s) for the data.
- b. Notes about the source's strengths and weaknesses.
- c. Steps the CCC has taken or will take to improve the integrity of the information generated by that data source.

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<sup>5</sup> The CCC's survey process has gone through several updates. In its initial stage, it provided little useful data; subsequent refinements helped improve data integrity, but reduced response rates. The latest version appears to be yielding greater quality and quantity of data.

## **V. Presentation of the Data Requested by Public Resources Code § 14424**

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Public Resources Code section 14424 not only defines the term “cohort,” but also directs the CCC to disaggregate the data reported about each cohort into the following subgroups:

- (1) Partial-year Corpsmembers, who enrolled in the corps for more than 60 days but less than one year.
- (2) Full-year Corpsmembers, who enrolled in the corps for a period of one year or more.
- (3) Residential center Corpsmembers, who resided in a residential center for the majority of the time they were enrolled in the corps.
- (4) Nonresidential center Corpsmembers, who reported to a nonresidential center for the majority of the time they were enrolled in the corps.

In response, the CCC has identified four primary reporting groups:

- Group A1: Corpsmembers who permanently separated after 60 days but less than a year in the CCC serving most of their time in a residential<sup>6</sup> site (also referred to as “Res60+”)
- Group A2: Corpsmembers who permanently separated after 60 days but less than a year in the CCC serving most of their time in a non-residential site (also referred to as “NonRes60+”)
- Group B1: Corpsmembers who permanently separated after more than 1 year in the CCC serving most of their time in a residential site (also referred to as “Res365+”)
- Group B2: Corpsmembers who permanently separated after more than 1 year in the CCC serving most of their time in a non-residential site (also referred to as “NonRes365+”)

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<sup>6</sup> A clarification of the difference between residential and non-residential centers is explained on page 4, in *Section I. Introduction to the California Conservation Corps*.

**DATA SET NUMBER: One**

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**DATA SET TITLE:** Number of Corpsmembers in 2020/21 Cohort

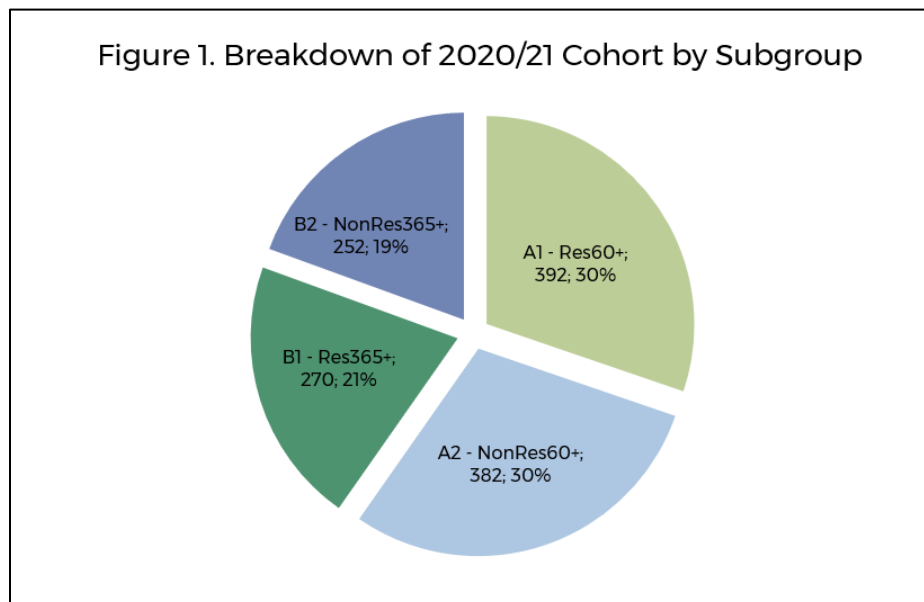
**DATA SET CITATION:** Public Resources Code, §§ 14420, 14424(a), and (d).

**DATA SET DESCRIPTION:** Number of Corpsmembers in the 2020/21 Cohort. *For purposes of this chapter, “cohort” means all Corpsmembers who permanently separate from the corps in a state fiscal year after having been enrolled for more than 60 days. (a) Commencing January 1, 2020, the corps shall report by December 31 of each year the total number of Corpsmembers in the cohort who permanently separated from the corps during the state fiscal year that ended 18 months before the date the report is due. (d) To assess the performance of variations in the delivery of the corps’ programs, the corps shall disaggregate the data reported pursuant to this section into the following subgroups of Corpsmembers: (1) Partial-year Corpsmembers, who enrolled in the corps for a period of more than 60 days but less than one year. (2) Full-year Corpsmembers, who enrolled in the corps for a period of one year or more. (3) Residential center Corpsmembers, who resided in a residential center for the majority of the time they were enrolled in the corps. (4) Nonresidential center Corpsmembers, who reported to a nonresidential center for the majority of the time they were enrolled in the corps.*

**DATA SOURCE:** Internal collection, C<sup>3</sup> data

Table 1. Numbers of Corpsmembers (CMs) in 2020/21 Cohort

	A1 - Res60+	A2 - NonRes60+	B1 - Res365+	B2 - NonRes365+	Totals
# of CMs in Cohort	392	382	270	252	1,296
% of Total	30%	30%	21%	19%	100%





**Desirea Valdivia**

B2 - NonRes365+

Fontana, CA

Desirea came to the Inland Empire Center looking for work experience. She spent nearly three years in the CCC, where she earned two CCC Brad Duncan Scholarship awards and four AmeriCorps scholarships<sup>5</sup>. Desirea joined the center’s all-women fire crew and served as its crew leader. Desirea is now a forestry and park aide at Chino Hills State Park. *“The work in the CCC made for a smooth transition into State Parks.”*

**Manny Madrid**

A1 – Res60+

Yucaipa, CA

At the Magalia Fire Center, Manny received the experience and developed the skills and certifications needed to launch a career in forestry and specifically firefighting. Manny is now a forestry technician with the U.S. Forest Service working at the Chester Helitack Base. *“There were many times I didn’t want to do things, but I overcame it and became better because of it,”* Manny says. *“You get out of the CCC what you put into it. You can truly find a career as long as you are eager to learn.”*



**Markel Noble**

B1 - Res365+

Victorville, CA

For two years Markel Noble served the State of California through the Placer, Los Padres, and Los Piños centers. He served as a wildland firefighter and on a fuel reduction crew. His favorite CCC memory is earning his green hat as a safety specialist. Markel is now an arborist with the Davey Tree Expert Company. *“The CCC showed me hard work, gave me a lot of chain saw experience, and the mentality to keep wanting to learn.”*

<sup>7</sup> Corpsmembers may qualify for up to \$7,000 per year in Brad Duncan Scholarships. They may also qualify for up to \$6,000 per year in AmeriCorps Education Award Program Scholarships depending on the length of their service term.

**DATA SET NUMBER: Two**

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**DATA SET TITLE:** Adult School

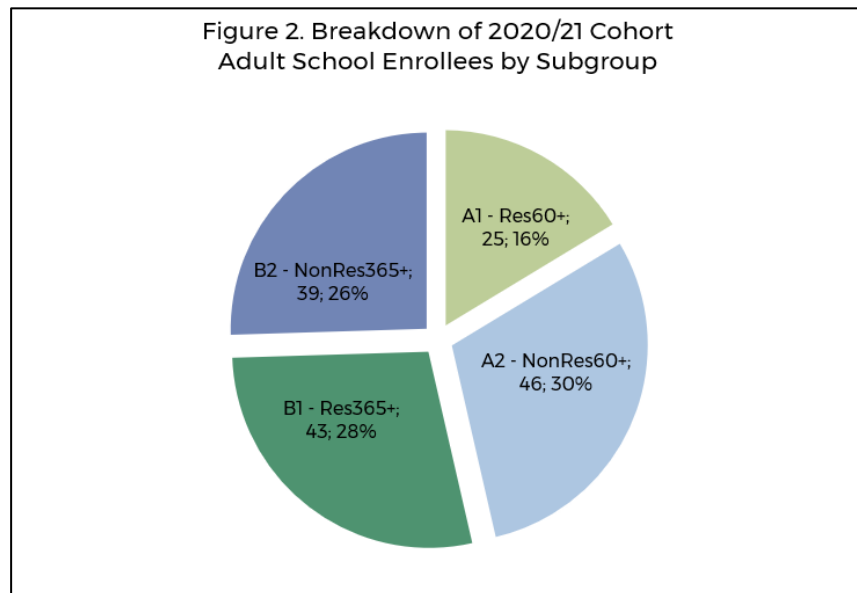
**DATA SET CITATION:** Public Resources Code, § 14424 (b)(1) and (d).

**DATA SET DESCRIPTION:** Number of Corpsmembers in cohort who, *in the 12-month period following final separation from the corps: (1) Enrolled in an adult school or other precollegiate-level program.*

**DATA SOURCE:** Third-party generated, Comprehensive Adult Student Assessment Systems (CASAS); self-reported, survey data; internal collection, analysis of C<sup>3</sup> data

Table 2. 2020/21 Cohort Enrolled in Adult School

	A1 - Res60+	A2 - NonRes60+	B1 - Res365+	B2 - NonRes365+	Totals
# of CMs in Cohort	392	382	270	252	1,296
# Enrolled in Adult School	25	46	43	39	153
% of Subject Cohort Subset	6%	12%	16%	15%	12%



Note:

- Under the direction of the California Department of Education (CDE) Adult School Division, the CCC was referred to the non-profit organization CASAS as

the entity of record to identify information, within the State of California, for metrics related to adult schools or precollegiate attendance or participation.

- In addition to the CASAS data, this data includes analysis of C<sup>3</sup> data showing which adult schools Corpsmembers attended, as well as survey responses.

**DATA SET NUMBER: Three**

**DATA SET TITLE:** Apprenticeship or Vocational Education

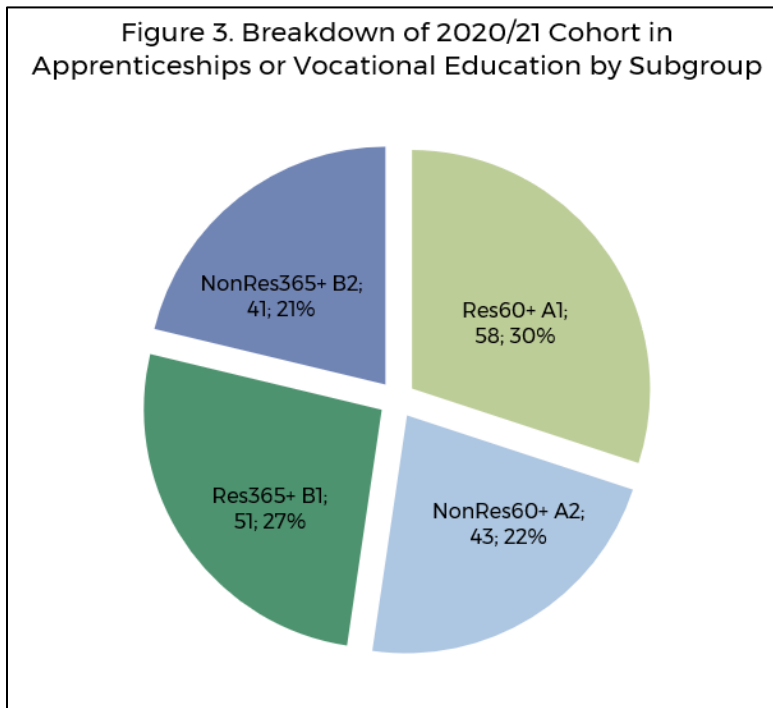
**DATA SET CITATION:** Public Resources Code, § 14424 (b)(2) and (d).

**DATA SET DESCRIPTION:** Number of Corpsmembers in cohort who, *in the 12-month period following final separation from the corps: (2) Enrolled in an apprenticeship or other vocational education program.*

**DATA SOURCE:** Internal collection, analysis of C<sup>3</sup> data; third-party generated, Department of Industrial Relations/Division of Apprenticeship Standards (DIR/DAS); self-reported, survey

Table 3. 2020/21 Cohort Enrolled in Apprenticeship or Vocational Education

	A1 - Res60+	A2 - NonRes60+	B1 - Res365+	B2 - NonRes365+	Totals
# of CMs in Cohort	392	382	270	252	1,296
# of CMs in Apprenticeships/ Voc Ed	58	43	51	41	193
% of Subject Cohort Subset	15%	11%	19%	16%	15%





Note:

- This information was compiled by combining three data sets. Data was obtained from California DIR/DAS, C<sup>3</sup> showing scholarships for vocational education from the CCC Brad Duncan Scholarship fund, as well as self-reported survey responses.
- Vocational education includes trade schools and non-college vocational programs where Corpsmembers earn certificates such as:
  - CAL FIRE Basic Firefighter Certificate
  - Emergency Medical Technician (EMT)
  - Utility Line Clearance Forester
  - Wilderness First Aid
  - CDL Class A Certification



**Eduardo Fernandez**

*B2 - NonRes365+*

Watsonville, CA

At the Monterey Bay Center Eduardo (Eddie) Fernandez did the hard work of cutting trees, reducing fuel for wildfires, trail maintenance, and planting native species. Eddie also says he learned plenty of “soft skills” too, like communications, teamwork, problem solving, and work ethic. His hard work and commitment landed him a highway maintenance worker position with Caltrans Santa Cruz.

**Jahaira Zaragoza**

*B2 - NonRes365+*

Castroville, CA

Jahaira Zaragoza’s Monterey Bay experience is one she credits for her personal and professional growth. She quickly became a crew leader and took part in the Australian exchange, but it’s cutting down hazard trees that she’ll remember most. The skills Jahaira earned helped her get a forestry aide position with State Parks at Hollister Hills SVRA. *“Without being in the CCC for two years I would not have gotten anywhere near to my current job or the skills to do so.”*



**DATA SET NUMBER: Four**

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**DATA SET TITLE:** College Enrollment

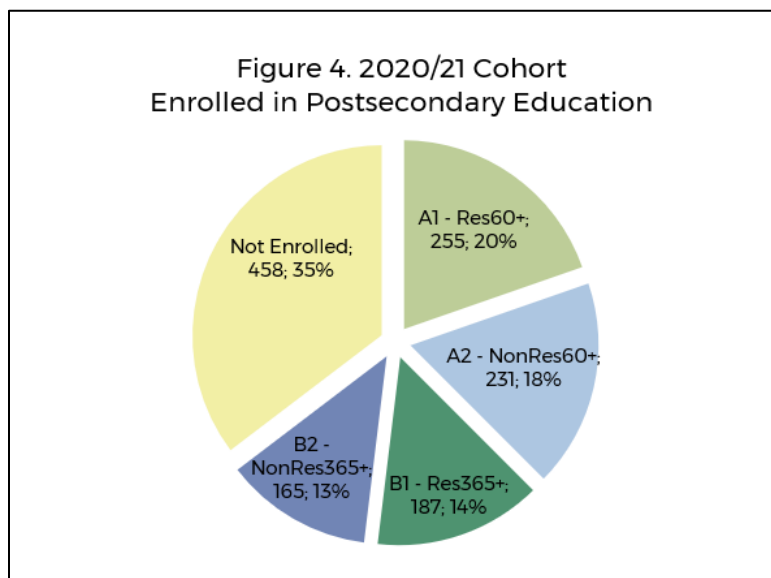
**DATA SET CITATION:** Public Resources Code, § 14424 (b)(3) and (d).

**DATA SET DESCRIPTION:** Number of Corpsmembers in cohort who, *in the 12-month period following final separation from the corps: (3) Enrolled in postsecondary education.*

**DATA SOURCE:** Internal collection, analysis of C<sup>3</sup> data; self-reported, survey; third-party generated, California Community College Chancellor's Office (CCCCO)

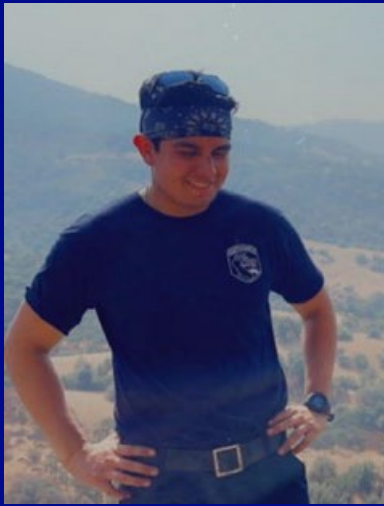
Table 4. 2020/21 Cohort Enrolled in Postsecondary Education

	A1 - Res60+	A2 - NonRes60+	B1 - Res365+	B2 - NonRes365+	Totals
# of CMs in Cohort	392	382	270	252	1,296
# of CMs in Postsecondary Education	255	231	187	165	838
% of Subject Cohort Subset	65%	60%	69%	65%	65%



Note:

- This data captures some but not all members of the reporting groups that were enrolled in postsecondary educational institutions outside of the California Community College system. Analysis of internal data sets collected from C<sup>3</sup> contributed to this report. Responses from Corpsmember surveys are also included in this number.



**Abraham Zacarias**

*B1 - Res365+*

Simi Valley, CA

Camarillo Center's Abraham joined the CCC wanting to gain experience and become a wildland firefighter. He worked hard, took all the training CCC offered, and while working the fire lines, enrolled in EMT at a local college. Despite the 2020 pandemic halting the classes, he persevered by enrolling in the course the next semester and earned his EMT certification. Now, Abraham is continuing his wildland fire career as a Fire Fighter 1 with CAL FIRE.

**Katalina Freeman**

*B2 - NonRes365+*

Orland, CA

Katalina, from the Chico Center, is now a plant horticulture assistant at Little Red Hen in Chico. She helps teach developmentally disabled adults working at the nursery how to interact with customers and tend to the plants. She says the CCC gave her a huge confidence boost and taught her how to get the job done. *"It is well worth the hard work and low pay, as well as the miserable conditions, but the CCC will be something you miss greatly when you leave."*



**Myriam Alvarez**

*B2 - NonRes365+*

Hawthorne, CA

Myriam's favorite project during her time with the Los Angeles Center was at Topanga State Parks in the Santa Monica Mountains. *"It was the most beautiful area we worked and the most fun project we had,"* she says. Her experience at the CCC and enjoyment of parks makes her new job a perfect fit. Myriam is now a forestry aide with State Parks in San Luis Obispo, where she helps with fire management. She credits the CCC with giving her the field experience necessary for the job.

**DATA SET NUMBER: Five**

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**DATA SET TITLE:** Employment

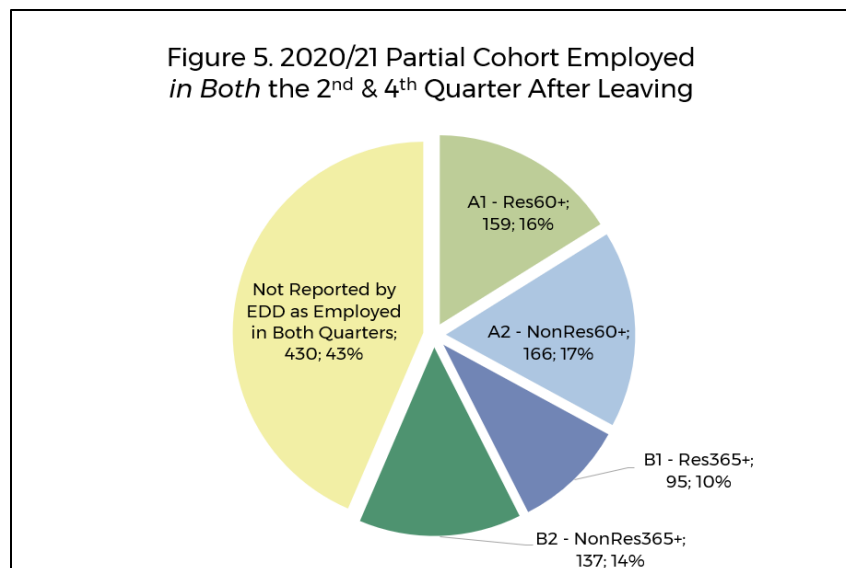
**DATA SET CITATION:** Public Resources Code, § 14424 (b)(4).

**DATA SET DESCRIPTION:** Number of Corpsmembers in cohort who, *in the 12-month period following final separation from the corps: (4) Were employed during the second and fourth quarters.*

**DATA SOURCE:** Third-party generated, Employment Development Department (EDD)

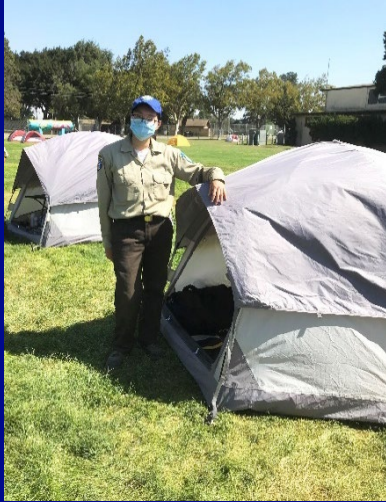
Table 5a. 2020/21 Partial Cohort, Reported by the EDD as Employed in *Both* the 2<sup>nd</sup> & 4<sup>th</sup> Quarter After Leaving

	A1 - Res60+	A2 - NonRes60+	B1 - Res365+	B2 - NonRes365+	Totals
# of CMs in Cohort	304	284	198	201	987
# Reported Employed Both Quarters	159	166	95	137	557
% of Subject Cohort Subset	52%	58%	48%	68%	56%



## Note

- At the time of the 2021 14424 Report, the EDD had not released data for the full 2019/20 cohort. The full cohort is now available in Appendix A.



**Pisey Sek**

A1 - Res60+

Rosemead, CA

Pisey Sek joined the Pomona center in the middle of the pandemic wanting to learn about the environment and to develop her self-confidence. She now works for ETTA, which serves people with intellectual and developmental disabilities in Los Angeles County. *“I felt very shy and uncertain before coming to the CCC,”* Pisey said. *“Now I feel so much more confident! I learned a lot and utilized all the CCC had to offer me. I am very grateful.”*

**Benjamin Thayer**

B1 - Res365+

Hesperia, CA

The Ukiah Center taught Benjamin to work on a consistent schedule, follow routines, and earn certifications that would help him attain his career goals. The CCC also provided him the experience of working on fires with other fire agencies. He says the skills, certifications, and experience got him a job as a Wildland Firefighter Apprentice with the U.S. Forest Service, Mendocino National Forest in Covelo.



**Eddie Villanueva**

A1 - Res60+

Fontana, CA

Eddie Villanueva joined the Magalia Center with one big goal in mind: to become a firefighter. He achieved that during his year in the CCC. He and his crew fought so many wildfires it's hard to keep track. Eddie says the experience prepared him for his new job, as a Fire Fighter 1 with the CAL FIRE Sonoma-Lake-Napa Unit. *“The CCC prepared me,”* he says. *“Putting in a lot of hard work and showing me how to stay in shape. It's a great steppingstone into getting where you want career wise.”*

**DATA SET NUMBER: Six**

**DATA SET TITLE:** Employed *and* Enrolled in School

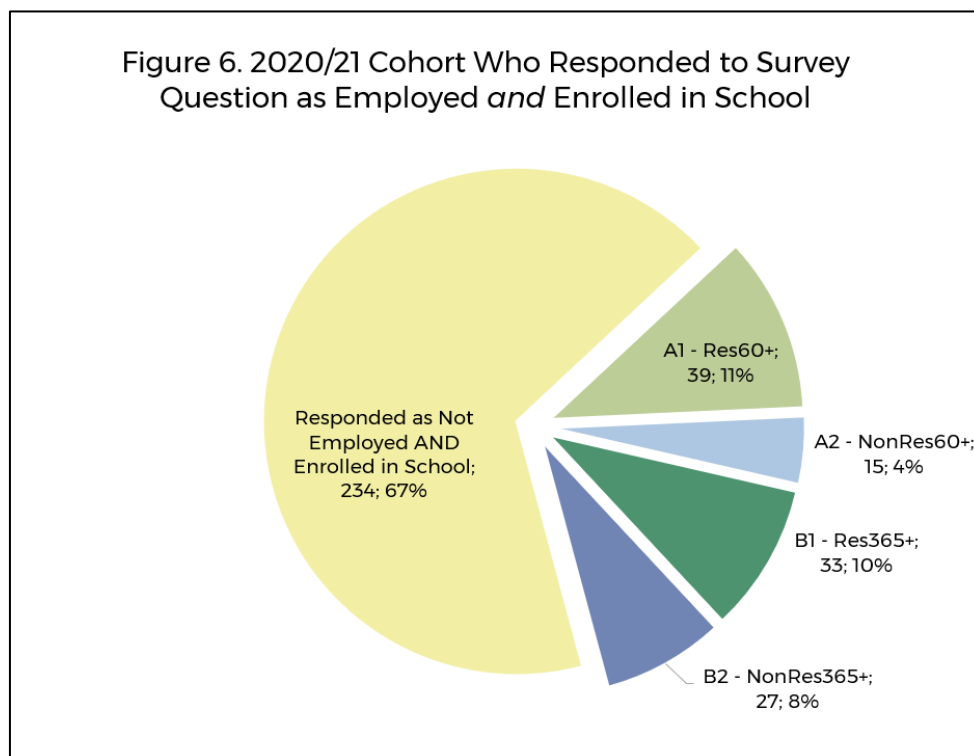
**DATA SET CITATION:** Public Resources Code, § 14424 (b)(5) and (d).

**DATA SET DESCRIPTION:** Number of Corpsmembers in cohort who, *in the 12-month period following final separation from the corps: (5) Were simultaneously employed and enrolled in a secondary, postsecondary, or apprenticeship or other vocational education program.*

**DATA SOURCE:** Self-reported, survey

Table 6. 2020/21 Cohort Responded as Employed *and* Enrolled in School

	A1 - Res60+	A2 - NonRes60+	B1 - Res365+	B2 - NonRes365+	Totals
# of CMs Responded to Survey Question	86	80	82	69	317
# Responded as Employed & in School	39	15	33	27	114
% of Respondents Responded as Employed & in School	45%	19%	40%	39%	36%





Note:

- The CCC was provided with anonymized data from EDD showing which Corpsmember alumni in the 2020/21 Cohort were employed in the 12-month period following final separation from the CCC. In addition, the CCC was provided data from other third-party sources such as the CCCCO, DIR/DAS, and CASAS, which showed if a Corpsmember was enrolled in a secondary, postsecondary, apprenticeship, or another vocational education program. This anonymized data could not be extrapolated to answer the question in this data set; self-reported surveys are utilized to populate this data set.
- The survey allowed for respondents to skip questions, and therefore the number of respondents to Data Set Six is different from Data Set Seven. Not all Corpsmembers who responded to the survey answered every question.



**Joseph Wells**

*B1 - Res365+*

Ojai, CA

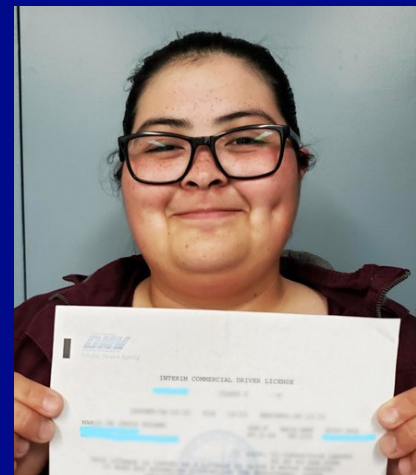
Magalia Fire Center's Joe Wells says the CCC is an experience unmatched by any place, especially if you're coming out of high school. He worked his way up to crew leader in the CCC and is now a Fire Fighter 1 with CAL FIRE's Madera-Mariposa-Merced Unit. The long hours of cutting line in the CCC was the perfect training ground. *"The CCC prepared me better than any other job could have,"* Joe says. *"The CCC gave me an advantage over some firefighters that are just starting out."*

**Maria Solano**

*B2 - NonRes365+*

Los Angeles, CA

At the Los Angeles Center, Maria worked hard and became a crew leader. Maria did everything from fuel reduction to planting native trees, as well as emergency fire basecamp response. This experience helped her develop as a person and lead to her new position with Sage Environmental Group as an environmental specialist. Maria says, *"A big challenge I overcame was stepping out of my comfort zone and taking initiative."*



**DATA SET NUMBER: Seven**

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**DATA SET TITLE:** Jobs from Training in the CCC

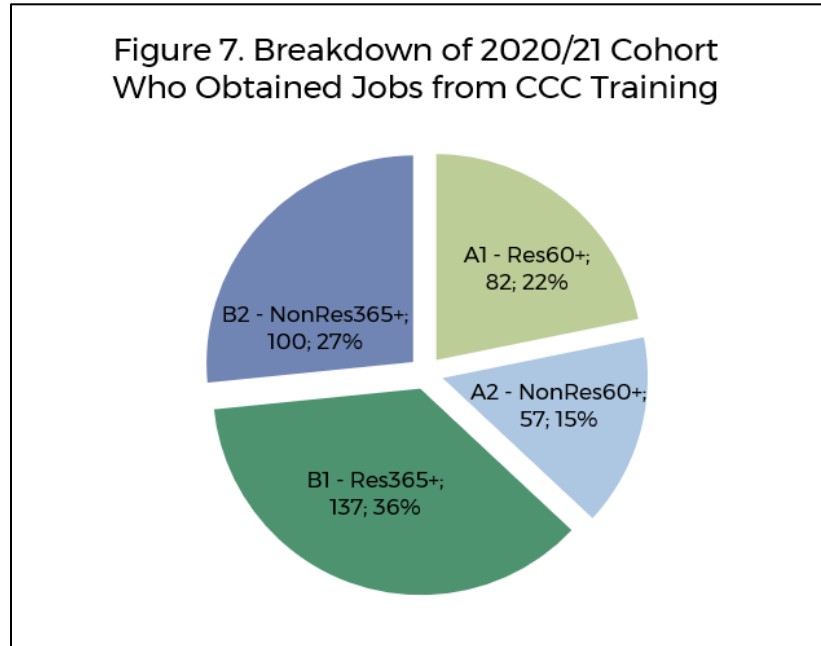
**DATA SET CITATION:** Public Resources Code, § 14424 (b)(6) and (d).

**DATA SET DESCRIPTION:** Number of Corpsmembers in cohort who, *in the 12-month period following final separation from the corps: (6) Obtained employment in jobs that they received specialized training to perform while they were enrolled in the corps.*

**DATA SOURCE:** Internal collection, analysis of C<sup>3</sup> data; self-reported, survey

Table 7. 2020/21 Cohort Jobs from CCC Training

	A1 - Res60+	A2 - NonRes60+	B1 - Res365+	B2 - NonRes365+	Totals
# of CMs in Cohort	392	382	270	252	1,296
# Obtained Jobs from CCC Training	82	57	137	100	376
% of Subject Cohort Subset	21%	15%	51%	40%	29%



Note:

- As not all Corpsmembers responded to the survey, additional analysis of C<sup>3</sup> data on Corpsmembers' reported jobs contributed to this data. As not all Corpsmembers notify the CCC of jobs, this is not an all-encompassing list.
- If Corpsmembers notified CCC staff they received certain job(s) that related to the work they did in the CCC, they were included in this data set. Examples of related occupations may include:
  - Arborist
  - Natural resource and conservation positions
  - Forestry Technician
  - CAL FIRE Fire Fighter I
  - California State Park Aide
  - Caltrans Maintenance Worker
  - Clean energy-related fields



**Johnny Villegas**

*B1 - Res365+*

Menifee, CA

Johnny joined the Magalia Fire Center and worked hard to prove his abilities. His favorite experience in the CCC was working day and night to put out fires in Siskiyou County. A year and a half of experiences like this helped Johnny get a job with CAL FIRE's Lassen-Modoc-Plumas Unit as a forestry technician. Johnny says of his time in the CCC, *"It pushed me to learn as much as possible every day, as well as increased my social skills."*

**Phillip Hedgepeth**

*B1 - Res365+*

Riverside County, CA

During his three years at the Ukiah Center, Phillip worked on salmon restoration projects and joined the U.S. Forest Service-partnered fire crew. He also did an internship with Caltrans, responded to fire base camps, attended leadership conferences and more. Because of his experience, he got job as a maintenance aide with Angel Island State Park. *"I will never forget the time I spent in the CCC,"* Phillip said. *"And I will never forget the people that aided me to get where I'm at today and the experience I acquired."*





**Amanda Romo**

*B2 - NonRes365+*

Modesto, CA

At the Monterey Bay center, Amanda learned how to safely operate various tools, work on restoration projects, and develop soft skills. Amanda is now a restoration technician with the non-profit Watsonville Wetlands Watch, where she's caring for the native plant nursery, doing trail maintenance, and helping with restoration projects. *"Now, I'm a little more confident and I know how to approach people."*

**Nicholas Yanis**

*B1 - Res365+*

Modesto, CA

During his year at the Ukiah Center, Nicholas did everything from felling trees to salmon restoration projects. The tasks of morning maintenance and good work ethic are helping him in his new job as a senior maintenance aide with California State Parks at Angel Island State Park. Nicholas also grew personally. *"I overcame bad habits, and I was able to work on myself and was able to grow as a person,"* he says.



**De'ron Smith**

*B2 - NonRes365+*

San Diego, CA

At the San Diego Center, De'ron got the experience of leading a crew, working with tools, and conducting safety meetings. All this experience helped him get his dream job. De'ron is now with the City of San Diego's water construction public utility department. *"The work is hard and days long, but the '...and More!' is qualifying for a job that you didn't qualify for before."*



**DATA SET NUMBER: Eight**

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**DATA SET TITLE:** High School Diploma

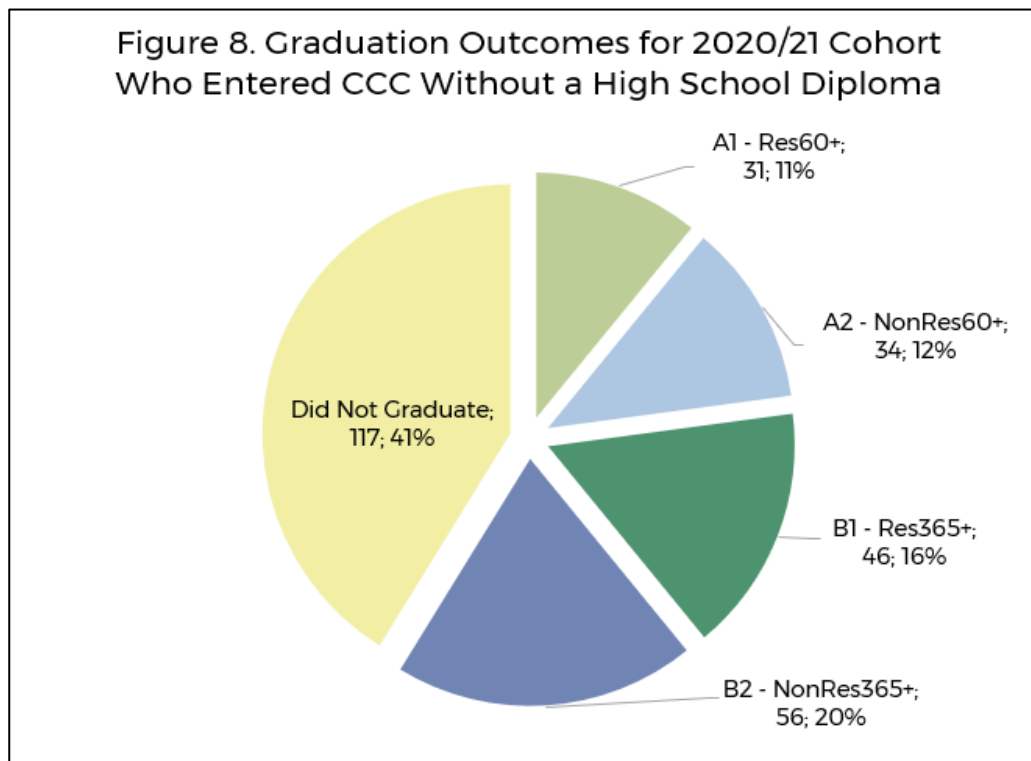
**DATA SET CITATION:** Public Resources Code, § 14424 (c)(1).

**DATA SET DESCRIPTION:** Number of Corpsmembers in cohort who received, *while serving in the corps or in the 12-month period following final separation from the corps: (1) A high school diploma or its recognized equivalent.*

**DATA SOURCE:** Third-party generated, John Muir Charter School and Urban Corps Charter School; internal collection, analysis of C<sup>3</sup> data; self-reported, survey

Table 8. 2020/21 Cohort Receiving HS Diploma

	A1 - Res60+	A2 - NonRes60+	B1 - Res365+	B2 - NonRes365+	Totals
# of CMS in Cohort who Started CCC without HS Diploma	69	96	52	67	284
# Graduated	31	34	46	56	167
% of Subject Cohort Subset	45%	35%	88%	84%	59%





**Cameron Wilson**

*B1 - Res365+*

El Cajon, CA

Cameron Wilson joined the Fortuna Center wanting to finish his high school diploma and to become a wildland firefighter. He successfully completed his diploma and was a member of the center's fire crew. He is now on a U.S. Forest Service engine crew in Six Rivers National Forest. *"Life after the CCC is going really well for me,"* Cameron says. *"It gave me that push for life. The CCC taught me that only good things come to those who wait. The CCC really shaped the man I am today."*

**Andres Vera**

*B1 - Res365+*

Pacoima, CA

Delta Center's Andres Vera joined the CCC in 2019 with a desire to obtain his high school diploma. He graduated a year later and is now the first in his family to attend college. At San Joaquin Delta College, he used his CCC scholarship to pay for part-time classes while still enrolled in the CCC. Andres worked as a CCC intern with State Parks-Division of Boating and Waterways. He turned that internship into a full-time job and is now an aquatic pest control technician in San Joaquin County.



**George Mathews**

*B2 - NonRes365+*

Magalia, CA

Even after losing his house in the Camp Fire, George Mathews showed up every day at the Chico Center to engage in service to the State of California. He showed perseverance and commitment while earning his high school diploma and learning how to run a chain saw. It's a skill he's now putting to use daily as a chain puller with Sierra Pacific Industries. *"Never give up in the beginning because it will be hard,"* George says of the CCC.

**DATA SET NUMBER: Nine**

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**DATA SET TITLE:** Industry-Recognized Credentials

**DATA SET CITATION:** Public Resources Code, § 14424 (c)(2).

**DATA SET DESCRIPTION:** Number of Corpsmembers in cohort who received, *while serving in the corps or in the 12-month period following final separation from the corps: (2) An industry-recognized credential.*

**DATA SOURCE:** Internal collection, C<sup>3</sup>

Table 9. 2020/21 Cohort with Industry-Recognized Credentials (IRC)

	A1 - Res60+	A2 - NonRes60+	B1 - Res365+	B2 - NonRes365+	Totals
# with IRC	392	382	270	252	1,296
% of Cohort	100%	100%	100%	100%	100%

Note:

- The CCC provides First Aid/CPR, an industry-recognized certification, to all Corpsmembers within the first two months of the program.
- Industry-recognized credentials: Each year, the CCC expects the number of industry-recognized credentials earned by Corpsmembers to increase. By implementing this tracking function in the CCC's internal system, the CCC will show the breadth of certifications earned by Corpsmembers during their time in the program.
- Below is a sampling of some of the industry-recognized credentials earned by Corpsmembers in the 2020/21 Cohort:
  - First Aid
  - Cardio-Pulmonary Resuscitation (CPR)
  - Hazardous Waste Operations and Emergency Response (HAZWOPER) 40-Hour Training
  - ICS 100 - Introduction to the Incident Command System
  - ICS 700 - A National Incident Management System (NIMS), An Introduction
  - S 130 - Firefighter Training
  - S 190 - Introduction to Wildland Fire Behavior
  - Food Handler Certification

- Food Protection Manager Certification
- Energy Audits, Energy Efficiency Basics & Data Collection for Energy Surveys



**Andrew Gumbs**

A1 - Res60+

Long Beach, CA

Andrew Gumbs took on a variety of roles at the Los Padres Center. He worked conservation projects across the Central Coast, took on the challenge of the culinary program, and ended up on the Toro 1 fire crew. He is now using his saw skills working for Bunyon Brothers Tree Service. Andrew says the CCC helped prepare him for this job and helped him *“become more physically, emotionally, and mentally strong.”*

**Jaymee Meza**

B2 - NonRes365+

East Los Angeles, CA

At the Norwalk Energy Center, Jaymee Meza (right side) performed energy audits, climbed ladders, and changed out lighting systems. His skills, experiences, and certifications in the Energy Corps led him to a job as project manager for Vector Energy Group in Encino. Now, Jaymee is not only doing energy audits, but managing projects too. *“The CCC prepared me with all the trainings I received and the knowledge that my supervisor shared with me for this new job.”*



**Dylan Cabral**

B2 - NonRes365+

Redlands, CA

At the Inland Empire Center, Dylan Cabral worked on everything from trails to forestry to emergency response. This former crew leader turned the chain saw training and experience he gained in the CCC Forestry Corps crew into a U.S. Forest Service fighter position in the Bridgeport area. *“When I’m not fighting fire, we do area beautification, cut trees in local campgrounds to prevent any hazards and many other projects.”*



**DATA SET NUMBER: Ten**

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**DATA SET TITLE:** College Degrees

**DATA SET CITATION:** Public Resources Code, § 14424 (c)(3).

**DATA SET DESCRIPTION:** Number of Corpsmembers in cohort who received, *while serving in the corps or in the 12-month period following final separation from the corps: (3) An associate or bachelor's degree.*

**DATA SOURCE:** Self-reported, survey; internal collection, C<sup>3</sup>


Table 10. 2020/21 Cohort Who Received College Degrees

	A1 - Res60+	A2 - NonRes60+	B1 - Res365+	B2 - NonRes365+	Totals
# of CMs in Cohort	392	382	270	252	1,296
# Responding or Reporting Receiving Degrees	7	3	1	8	19
% of Subject Cohort Subset	1.8%	0.8%	0.4%	3.2%	1.5%

Note:

- A barrier to the above metric is the timeframe noted for measurement. On average, it can take two (2) plus years for an individual to obtain an associate degree and four (4) plus years to obtain a bachelor's degree. The report parameters measure Corpsmember participants for one (1) year after permanent separation from the CCC.
- Corpsmembers differ from the traditional college student population. While they are in the CCC, they may be deployed on emergencies away from the center for up to three weeks at a time. This makes it difficult to take classes while enrolled in the CCC.
- Corpsmembers come from diverse backgrounds; 284 Corpsmembers in this cohort joined the CCC without a high school diploma. Many Corpsmembers came without interest in higher education based on their experiences in high school, their neighborhood, or their own family. Navigators help to encourage curiosity about the benefits that continuing education can bring.

- Navigators take an active role in showing ways the Corpsmembers can afford college, including teaching them how to:
  - Apply for financial aid;
  - Look for opportunities to work and attend school after leaving the CCC;
  - Search for scholarships;
  - Apply for Segal AmeriCorps Education Awards; and
  - Complete and utilize the CCC Brad Duncan Scholarships.
- Navigators introduce Corpsmembers to and explain the benefits of higher education both in their one-on-one meetings and in groups. In addition, Navigators explain steps and opportunities for financial aid and scholarships. Navigators also take Corpsmembers on a journey through potential pathways to higher income and increased job opportunities.
  - During the two years before the start of the Navigator Initiative, Corpsmembers had 21 structured opportunities to garner exposure to secondary education opportunities.
  - Since the start of the Navigator Program, the CCC and the California Community Chancellor's Office (CCCO) have tracked 299 structured academic opportunities for Corpsmembers to interact with community colleges.<sup>8</sup>
  - This reciprocal relationship between the CCC and the community colleges has greatly helped Corpsmembers and increased their college enrollment.

	<p><b>Josiah Davis</b> <span style="float: right;"><i>B1 - Res365+</i></span></p> <p>Moorpark, CA</p> <p>The Camarillo Center helped Josiah Davis develop the work ethic and other skills needed to succeed. In his two years on a wildland firefighting hand crew, Josiah responded to many fires and helped to reduce fire risk in and around Ventura County. He's now using those same skills with CAL FIRE's San Diego Unit working as a forestry technician, where he reduces communities' risk to wildfire.</p>
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<sup>8</sup> This data was captured from formal surveys done in partnership with the California Community College Chancellor's Office.

## VI. Next Steps

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The Navigator Program will continue to improve its data collection, tracking systems, and Corpsmember transition program by:

- Modifying the CCC database of record to be able to capture additional employment/education enrollment placements.
- Increasing Corpsmember participation in surveys.
- Addressing barriers to data collection by, among other things, establishing additional partnerships to obtain further metric data of enrollment and degrees from the UC and the CSU systems.
- Developing additional partnerships with apprenticeship programs to strengthen the Corpsmember-to-apprenticeships pathways.

As Corpsmembers are the heart of the CCC, it is important to focus on Corpsmember outcomes. To assist with Corpsmember transitions to the workforce, the CCC will expand resources and services by strengthening and reinforcing life skills curriculum in areas such as:

- Financial literacy and budgeting
- Renting an apartment
- Purchasing a vehicle
- Conflict resolution
- Communication
- Soft skills

As noted earlier in this report, Corpsmembers may face a multitude of barriers. Navigators will continue supporting Corpsmembers to help ensure stability and meaningful post-CCC program employment and future educational endeavors. The CCC will enhance its clearinghouse of information to address:

- Finding employment opportunities
- Housing insecurity
- Food insecurity
- Mental health care
- Physical fitness and wellness
- Alcohol and other drug use/abuse
- Life/work balance
- Unsafe/unsupportive home environment

- Time management
- Transportation to work sites including obtaining a driver's license
- Childcare

## VII. Conclusion

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The CCC is dedicated to helping youth become productive, empowered adults who can make substantial contributions as California workers and citizens. Supporting Corpsmembers through their educational, professional, and personal development is central to the CCC's mission. Navigator Program funding is providing additional resources and support; this in turn directly contributes to Corpsmembers becoming better prepared for education and employment when they leave the CCC program. The investment in the Navigator Program is paying off with significant returns of increased post-Corpsmember education and employment. Not only do Corpsmembers benefit from careers in their chosen fields, but also the State of California is benefiting from access to a diverse, hard-working, well-trained, and conservation-minded pool of candidates for government and private industry positions that are often hard to fill. As the Navigator Program continues to mature, the CCC expects to capture increasingly detailed data that shows steady improvement in the quality of its program and the outcomes of its Corpsmembers.

### **Raymond Peters**

Inglewood, CA

B1 - Res365+

Camarillo's Raymond Peters (foreground) helps fight the Bear Fire near Forbestown, CA.

Raymond says, *"It's one of those things you can't get anywhere else. The CCC gives you the most outstanding opportunities, especially when it comes to fire."*

Raymond is now a wildland firefighter apprentice with the U.S. Forest Service.



## VIII. Appendix A: Final EDD Data for 2019/20 Full Cohort

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At the time of publication of the second Report to the Legislature on Corpsmember Outcome Indicators Identified in Public Resources Code Section 14424 (dated December 31, 2021), the California EDD only had data on the 976 members of the cohort that had left on or before the first quarter of 2020. This updated table shows the entire 2019/20 cohort and includes updated numbers not included in the previous report.

**DATA SET NUMBER:** One

**DATA SET TITLE:** Employment

**DATA SET CITATION:** Public Resources Code, § 14424 (b)(4).

**DATA SET DESCRIPTION:** Number of Corpsmembers in cohort who, *in the 12-month period following final separation from the corps: (4) Were employed during the second and fourth quarters.*

**DATA SOURCE:** Third-party generated, Employment Development Department (EDD)

Table A. 2019/20 Full Cohort with Updated Results for Data Set Five:  
Employed in *Both* the 2<sup>nd</sup> and 4<sup>th</sup> Quarter After Leaving

	A1 - Res60+	A2 - NonRes60+	B1 - Res365+	B2 - NonRes365+	Totals
# of CMs in Cohort	476	340	270	222	1,308
# Employed	194	168	136	123	621
% of Subject Cohort Subset	41%	49%	50%	55%	47%

Note:

The 2019/20 cohort includes Corpsmembers who permanently left the CCC between July 1, 2019, and June 30, 2020.