



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



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Cover Photo:
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Executive Summary

In its fourth year of reporting, the California Conservation Corps (CCC) is showing the continuing benefits of its five-year-old Navigator Program. Since the last report, the CCC has observed notable 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.

This report exhibits how the State of California's investment in the CCC 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 64 percent of Corpsmembers were employed in both the second and fourth quarters after leaving the program. Over 55 percent of the Corpsmembers who entered the CCC without a high school diploma earned one while in the CCC or within 12 months from their final separation. Additionally, Corpsmembers in this cohort accomplished the following:

- 100 percent received an industry-recognized credential;
- 26 percent enrolled in an adult school or other precollegiate-level program;
and
- 68 percent enrolled in some type of college or university course.

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

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 it with a report regarding specified Corpsmember accomplishments and outcomes (the "14424 Report").

Also in 2018, 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 the Transition Navigator Program. This program expanded and enhanced 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 fourth report produced pursuant to Public Resources Code § 14424. This report tracks the Corpsmembers who left the CCC program during the 2021-22 fiscal year. These Corpsmembers participated in and separated from the CCC while the nation was convulsed by the COVID-19 pandemic, a challenging employment environment, dynamic social upheaval, and high inflation. 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.



Sonya Guzman was a Corpsmember at the Los Padres center from 6/18/2018 – 12/15/2021. While in the program, Sonya participated in the Backcountry Trails Program (BCTP) and Save our Sierra (SOS) programs and earned over 200 volunteer hours! Since completing the program, Sonya has held positions with CA State Parks and the CCC. With a desire to return to her hometown, she accepted a position with the Cesar Chavez Environmental Corps as a Natural Resource Crew Supervisor.

**B1 – Res365+
Hometown: Lancaster, CA**

I. Introduction to the California Conservation Corps

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.¹

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.

Kailynn Carmen Garcia (pictured left) was a Corpsmember at the Pomona center from 11/20/2020 – 4/15/2021. Kailynn met CCC staff while working in the drive through of the local Starbucks. She joined the CCC after talking to staff and was interested in fire. Now she is going to be a wildland fire fighter with Wildfire Defense System. She says, "Don't lose your focus on what you came into the CCC for. Be open to opportunities but remain focused on progression."

B2 - NonRes365+
Hometown: West Covina, CA



¹ 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

Navigators, through individual and group meetings, introduce Corpsmembers to career and technical education, 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 C³ 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 employable 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 in developing and practicing 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



Sam Suslick was a Corpsmember at the Sacramento Energy center from 11/2/2020 -6/9/2022. Sam joined the CCC with the objective of paying for her education, with a goal of getting into the emergency medical field. For nearly two years, Sam grew as a person and as a leader. “The CCC helped me strengthen my leadership skills and taught me how to better lead young adults through the challenges of hard, physical work,” she said. She’s taken the lessons from energy survey and retrofits, fuel reduction, and emergency response to heart, and is now a Specialist Combat Medic in the U.S. Army.

B2 - NonRes 365+
Hometown: Davis, CA

Other Navigator responsibilities include, but are not limited to:

- Building out the CCC’s Career Pathways² 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

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

- 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.

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 to community engagement based on an interest in learning about one another.³

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.

Angel De La Cruz was a Corpsmember at the Fresno center from 3/8/2021 - 3/8/2022. Angel states that he has always just gone along with the flow and hadn't explored his passions until he came to the CCC. He previously worked in manufacturing before applying to the CCC. Angel shares that his CCC staff supervisors really motivated him to work harder, and he felt that it really helped to build his character. Angel left the CCC to go to work as a Utility Forester that examines vegetation hazards around utility lines.

**A2 – Res60+
Hometown: Fresno, CA**



Samantha Roman was a Corpsmember at the Pomona center from 6/8/2020 – 8/10/2021. She joined the CCC because she was working in fast food and wanted to get a new type of job. She was interested in the opportunities the CCC presented to her and found herself interested in many different types of work. She has always wanted to go back to Cal State Fullerton and found that the CCC's Brad Duncan Scholarship could help with that goal. She got the CCC scholarship and now wants to reenroll in Fullerton University, which is only a couple of blocks away from her new job at Hidden Villa Ranch as a Document Imaging Processor.

B2 - NonRes365+ [looks like info on the next line is cut

³ 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

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.)⁴
- 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 providing accurate data. As part of the Navigator Program, the CCC has implemented or continued to improve 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.

⁴ 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.

- 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 C³.
- 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 C³.
- Comprehensive training for Navigators to ensure consistency in case management.

The data in this report reveals that the above efforts have been increasingly successful in collecting the information needed for analysis. Still, the Navigator Program will allow the CCC to continue to improve data collection and Corpsmember case management methodologies in the years to come.



Ho Young Seong was a Corpsmember at the Pomona center from 1/11/21 – 8/25/21. He joined the CCC after receiving his bachelor's in environmental policy from UC Davis to pursue firefighting and then found a passion for forestry. Ho stated the CCC gave him relevant experience, certifications, and the ability to network. Ho went on to work for CAL FIRE at the Butte Fire center after his term in the CCC.

**A2 – NonRes60+
Hometown: Diamond Bar, CA**

Felicity Van Doren was a Corpsmember at the Pomona center from 8/10/2020 – 8/31/2021. Felicity was not sure of what she wanted to do as a career when she joined the CCC. The CCC gave her the opportunity to work outdoors. She never knew about the various outdoor jobs and the CCC helped her realize that. After graduating the program successfully, Felicity went on to work for Amigos De Los Rios as a Landscape Support personnel.

**B2 – NonRes365+
Hometown: La Puente, CA**



IV. Description of the CCC's Data Collection Process

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

- (1) Internal collection: Corpsmember data generated by CCC staff and stored in the CCC's computer system of record.
- (2) Self-reported: Survey data from current and former Corpsmembers.⁵
- (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 C³ during this reporting cycle. While each channel does not tell the complete story, together, they provide a clearer understanding of Corpsmembers' 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.



Miranda Escamilla was a Corpsmember at the Delta and Los Padres centers from 3/9/2020 – 4/26/2022. In her more than two years in the CCC, Miranda became proficient in chain saw operations and safety. In fact, she became so proficient she helped teach and train her fellow Corpsmembers at times. The first time she ran chain saw was a snowy morning on a “spike” project at Sugar Pine State Park. “I’ll never forget waking up, eating breakfast—everyone around me was freezing, but as you looked up little snowflakes started to fall all around us,” she said. “It was such a surreal moment that I was able to share with my crew.” Her work with the saw and our State Parks sponsors led to Miranda’s next stop. She’s now a Forestry Aide with Plumas Eureka State Park.

B1 - Res 365+
Hometown: Victorville, CA

⁵ 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

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 residential⁶ 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 one 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 one year in the CCC serving most of their time in a non-residential site (also referred to as “NonRes365+”)

⁶ 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*.



Oscar Mejia was a Corpsmember at the Norwalk Energy center from 2/20/2020 – 9/30/2021. A native of Guatemala, Oscar was able to finish his high school diploma with the CCC. Now he's working as a field inspector for Willdan, Inc. in Southern California. The skills and experiences he gained in the CCC set him up perfectly for this exciting new career in the installation of energy-efficient systems. Oscar says, "I enjoyed my entire time with the CCC. It is a good opportunity to start your career. You can talk to people from companies or government jobs. Take advantage of every single training and opportunity."

B2 - NonRes 365+
Hometown: Long Beach, CA

Edgar Solito Gochez was a Corpsmember at the Los Angeles center from 7/13/2020 – 9/21/2021. His experience can be summed up with the "and More!" part of our motto. Edgar earned his high school diploma, learned to be a leader, gained the skills to land a job with one of our state agency partners, Caltrans. Edgar says he overcame numerous challenges, overcoming his shyness, improving his English skills, and so much more. "I would like to say the 'Hard Work, Low Pay, Miserable Conditions, and More!' is real," Edgar says. "And the 'more' is what you should be looking for in the California Conservation Corps." He says the "more" for him was learning to be a good driver, operate forklifts, and how to apply for jobs.

B2 - NonRes 365+
Hometown: Inglewood, CA



Luz Beltran was a Corpsmember at the CCC Fortuna center from 4/8/2019 – 12/29/2021. She got quite the hands-on experience in the CC as she worked on a trail crew, helped with fuel reduction, worked on the fire crew, and let the experience guide her. Luz took the next step in her career, as a senior maintenance aid at Prairie Creek Redwoods State Park after leaving the CCC. It's more than just tricks of the trade that Luz picked up. "I have found a stronger version of myself through the CCC and now know that I am capable of anything I set my mind to."

B1 - Res 365+
Hometown: Coachella, CA

DATA SET NUMBER: One

DATA SET TITLE: Number of Corpsmembers in 2021/22 Cohort

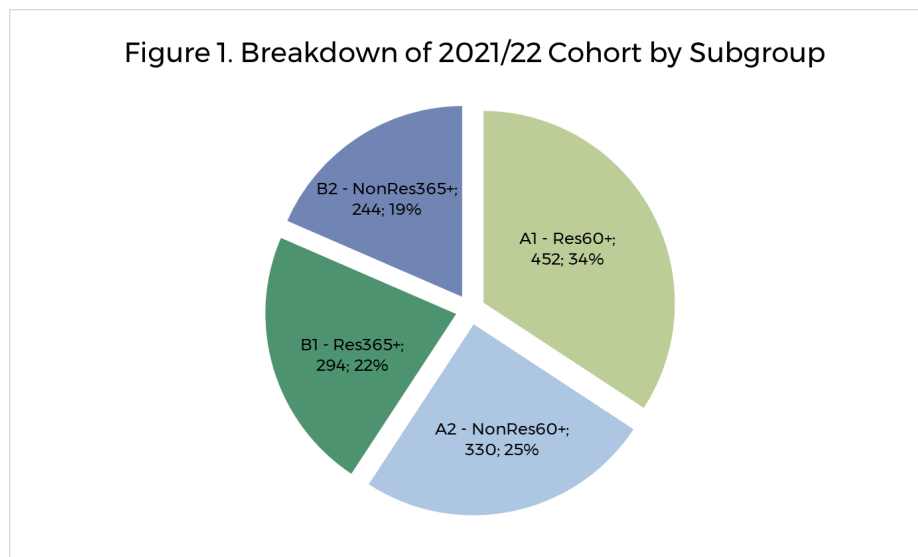
DATA SET CITATION: Public Resources Code, §§ 14420, 14424(a), and (d).

DATA SET DESCRIPTION: Number of Corpsmembers in the 2021/22 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, C³ data

Table 1. Numbers of Corpsmembers (CMs) in 2021/22 Cohort

	A1 - Res60+	A2 - NonRes60+	B1 - Res365+	B2 - NonRes365+	Totals
# of CMs in Cohort	452	330	294	244	1,320
% of Total	34%	25%	22%	19%	100%





Te'Vion Reed was a Corpsmember at the Pomona center from 6/21/2020 – 9/5/2021. He has always been very dedicated to his work at the CCC and quickly developed a reputation among staff for being dependable. He knew from the beginning he wanted to become a firefighter and worked hard to successfully pass the EMT classes. Te'Vion stated the CCC catapulted him into his desired career and is happy to transition out of the CCC into the Mt. SAC Firefighter Academy. He gives this advice to his fellow Corpsmembers, "Don't lose sight of why you're at the CCC."

B2 - NonRes 365+
Hometown: Las Vegas, NV

Natalie Lopez was a Corpsmember at the Pomona center from 9/8/2020 – 9/30/2021. She transferred from her local Community College to a Cal State school, but quickly realized she needed scholarships to continue her education. The CCC allowed her to get a CCC Brad Duncan Scholarship⁷ as well as an AmeriCorps scholarship. She expressed that she is grateful she was able to make lifelong friends at the CCC before going on to enroll at Cal State Fullerton. Natalie says, "It's only going to feel like a second high school if you treat it like a second high school. Don't be afraid to explore all opportunities!"

B2 - NonRes 365+
Hometown: West Covina, CA



Luis Ramirez was a Corpsmember at the Redding center from 10/5/2020 – 12/1/2021. Luis moved to Humboldt in hopes of attending college at Humboldt State University. However, with the rapid changes amidst the COVID-19 pandemic, and the completely online college program that was being offered, Luis decided it was in his best interest to hold off on college until he could participate in in-person classes. He knew he wanted to either return to college, or fight fire, and the CCC provided him an opportunity to prepare for both. During his time in the CCC, he earned two AmeriCorps scholarships and gained valuable training and experience in wildland firefighting while working alongside CAL FIRE staff. Luis planned to attend Shasta College Fire Academy in the spring.

B2 - NonRes 365+
Hometown: Santa Barbra, CA



⁷ Corpsmembers may qualify for up to \$7,000 in Brad Duncan Scholarships during a Corpsmember's service in the CCC. They may also qualify for up to \$6,000 in total in AmeriCorps Education Award Program Scholarships depending on the length of their service term.

DATA SET NUMBER: Two

DATA SET TITLE: Adult School

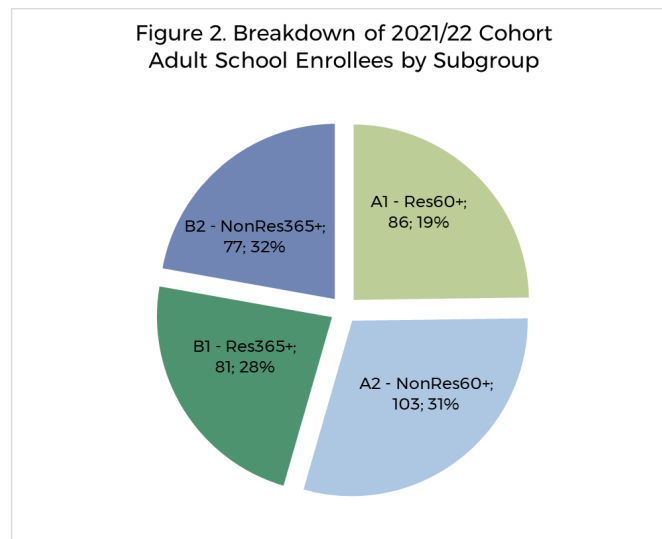
DATA SET CITATION: Public Resources Code, § 14424 (b)(1) and (d).

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 C³ data

Table 2. 2021/22 Cohort Enrolled in Adult School

	A1 - Res60+	A2 - NonRes60+	B1 - Res365+	B2 - NonRes365+	Totals
# of CMs in Cohort	452	330	294	244	1,320
# Enrolled in Adult School	86	103	81	77	347
% of Subject Cohort Subset	19%	31%	28%	32%	26%



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 C³ data showing which adult schools Corpsmembers attended, as well as survey responses.



Brianna Free was a Corpsmember at the San Diego center from 11/3/2020 – 4/26/2022. She always embraced the hard work of the CCC. After enrolling at the she joined the Palomar 6 fire crew, which partners with the U.S. Forest Service Cleveland National Forest. Days of cutting line and mopping up hot spots on the Dixie Fire, even in Wyoming and Colorado, prepared Brianna for her next steps. Now, she’s working as a USFS fire technician and firefighter with the Lolo National Forest, located near Missoula, MT. Brianna credits her CCC experience with leading to this new, exciting opportunity. “If you don’t believe the CCC is meant for you, please think again, and never give up,” she says.

B2 - NonRes 365+
Hometown: Oroville, CA

Mario Rodriguez was a Corpsmember at the Los Piños center from 4/9/2019 – 2/24/2022. One of the first Corpsmembers at the center, Mario did everything from invasive species removal in the summer heat of Riverside County to working on the fire crew. He even spent a summer in the Backcountry Trails Program building multi-tier trails. Now, he’s a trail worker for the National Park Service in Kings Canyon National Park. “In the CCC I got to learn new skills and gain a great work ethic,” Mario says. “Working in a communal environment taught me to work and deal with people from different backgrounds and to work as a team. If you’re look to get out of your comfort zone and grow as a person, the CCC is the WAY!”

B1 – Res365+
Hometown: Moorpark, CA



Carter Cameron was a Corpsmember at the San Diego center from 1/13/2021 – 1/19/2022. Growing up, Carter always dreamed of an outdoor job, like being a park ranger. He says his year in the program pushed him harder than he’s ever been pushed. Working fire base camps across the state with his fellow Corpsmembers was the ultimate test, and a favorite memory. The skills and experiences of fuel reduction and emergency response set Carter up perfectly for his next job, a seasonal maintenance aide with State Parks at the Valley California Poppy Reserve State Natural Reserve.

B2 - NonRes 365+
Hometown: San Diego, CA

DATA SET NUMBER: Three

DATA SET TITLE: Apprenticeship or Vocational Education (Voc Ed)

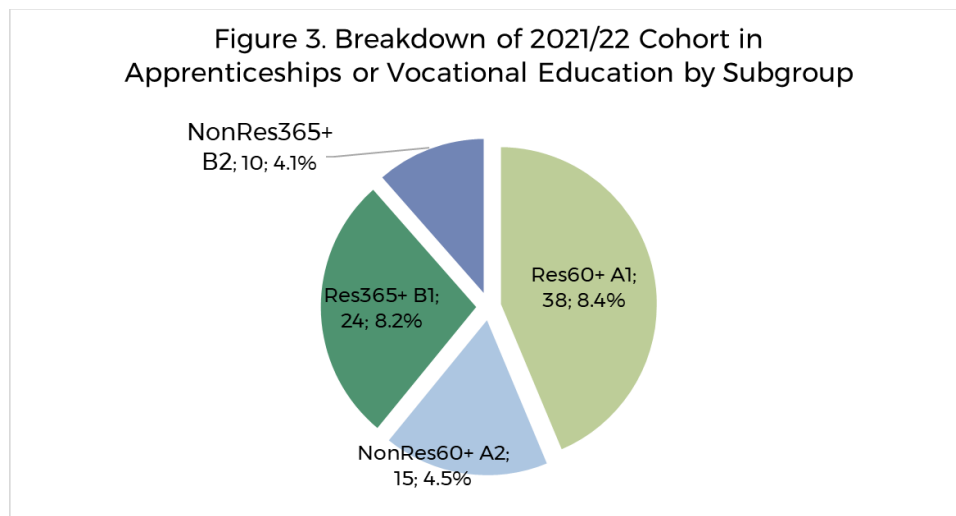
DATA SET CITATION: Public Resources Code, § 14424 (b)(2) and (d).

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 C³ data; third-party generated, Department of Industrial Relations/Division of Apprenticeship Standards (DIR/DAS); self-reported, survey

Table 3. 2021/22 Cohort Enrolled in Apprenticeship or Vocational Education

	A1 - Res60+	A2 - NonRes60+	B1 - Res365+	B2 - NonRes365+	Totals
# of CMs in Cohort	452	330	294	244	1,320
# of CMs in Apprenticeships/ Voc Ed	38	15	24	10	87
% of Subject Cohort Subset	8.4%	4.5%	8.2%	4.1%	6.6%



Note:

- This information was compiled by combining three data sets. Data was obtained from California DIR/DAS, C³ 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
 - Commercial Driver's License (CDL) Class A Certification



Ruben Penland was a Corpsmember at the Fortuna center from 7/13/2020 – 11/13/2021. Ruben came to the CCC to start his journey towards working for the Veterans Fisheries Program. During his time with the CCC he remained kind, humble, and willing to do anything. He was an excellent role model for his peers and never lost sight of what he really wanted. Ruben says, "The CCC helped prepare me for the Veteran Fisheries Program by continuing to give me the opportunity to have the utmost confidence in the work I do and who I have the pleasure of sharing this work with." After Ruben's time as a Corpsmember, Ruben began working for the CCC in the CCC's Veterans Fisheries Program.

B1 - Res 365+
Hometown: Los Angeles, CA

Frankie Alvarez was a Corpsmember at the Norwalk Energy center and Pomona centers from 12/2/2019 – 12/23/2021. Frankie had left Cal State Fullerton without a degree because Frankie wanted a career. Frankie completed a season with the Backcountry Trails Program and fell in love with conservation. Frankie left the CCC with numerous scholarships and went to work for Helix Environmental Planning. Frankie said, "The CCC was a life changing experience that centered me during the most confusing times of young adulthood."

B2 - NonRes 365+
Hometown: Fullerton, CA



DATA SET NUMBER: Four

DATA SET TITLE: College Enrollment

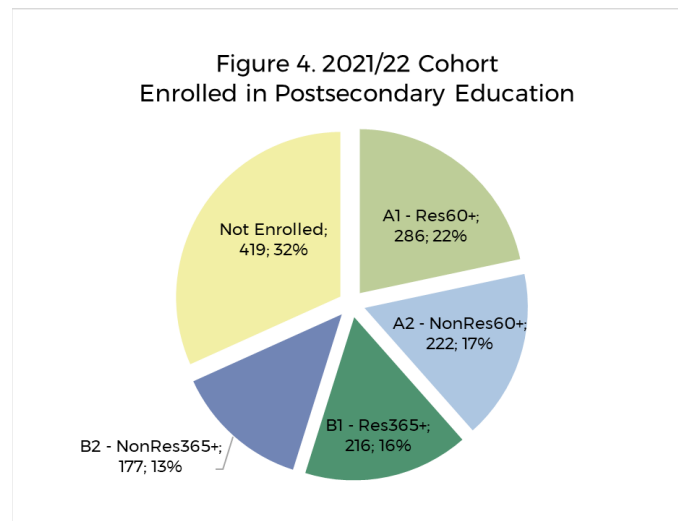
DATA SET CITATION: Public Resources Code, § 14424 (b)(3) and (d).

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 C³ data; self-reported, survey; third-party generated, California Community College Chancellor's Office (CCCCO)

Table 4. 2021/22 Cohort Enrolled in Postsecondary Education

	A1 - Res60+	A2 - NonRes60+	B1 - Res365+	B2 - NonRes365+	Totals
# of CMs in Cohort	452	330	294	244	1320
# of CMs in Postsecondary Education	286	222	216	177	901
% of Subject Cohort Subset	63%	67%	73%	73%	68%



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 C³ contributed to this report. Responses from Corpsmember surveys are also included in this number.



Caitlyn Cline was a Corpsmember at the Los Padres center from 9/13/2020 – 10/21/2021. Caitlyn says, "Working for the CCC gave me the confidence to realize I have the work ethic to do any job. I acquired the patience required for a job like teaching, and I'm comfortable going out into the world." There were times throughout her year in the CCC that she acknowledged she wanted to quit, but she stated pushing through to try all the programs she wanted to within the CCC was a great learning experience for her. She said, "committing to a full year was a challenge for myself, but I was able to save up enough money to fulfill my dream of living abroad." Caitlyn left the CCC to go to work with Maximo Nivel teaching English in Cusco, Peru.

B1 - Res 365+

Robert Vang was a Corpsmember at the Chico center from 6/2/2019 – 11/9/2021. Rob joined the CCC with a short-term goal of completing his B.S. using the CCC as an internship. But the CCC became a lot more than that. He promoted to Crewleader and then Crewleader II. He completed busy fire seasons assisting in fire camp support and emergency erosion control. He has always set a good example for his fellow Corpsmembers and maintained a high level of professionalism. Robert was hired as a Special Corpsmember for the Chico center, and after a couple months was hired by CNUC as a Utility Forester.

B2 - NonRes 365+
Hometown: Oroville, CA



Daniel Rivas was a Corpsmember at the Los Angeles and Pomona centers from 9/8/2020 – 2/8/2022. He is a Cal State LA graduate with a degree in Film and Media. He was unable to get a job when he graduated due to the COVID-19 pandemic. He joined the CCC to try out a different industry and wanted to explore different job opportunities. He enjoyed learning about conservation and was happy to take a drone course that was offered in the program. He always wanted to work in the film industry and wanted to focus on diverse populations and the environment. Now he has accepted a job with a film production company that focuses on hiring diverse film staff.

B2 - NonRes 365+
Hometown: Los Angeles, CA

DATA SET NUMBER: Five

DATA SET TITLE: Employment

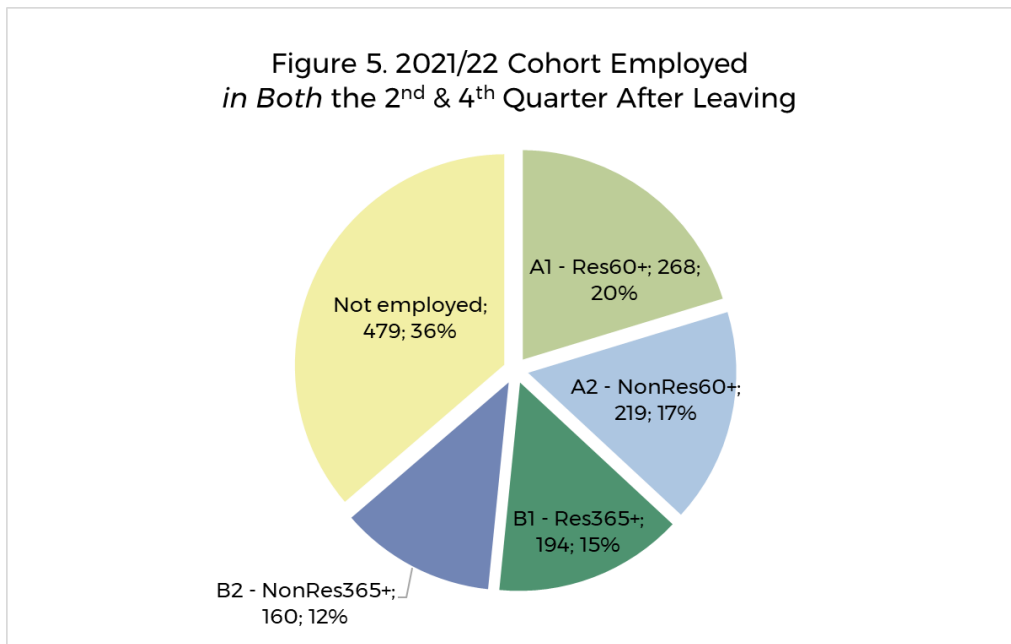
DATA SET CITATION: Public Resources Code, § 14424 (b)(4).

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 5. 2021/22 Reported by the EDD as Employed in *Both* the 2nd & 4th Quarter After Leaving

	A1 - Res60+	A2 - NonRes60+	B1 - Res365+	B2 - NonRes365+	Totals
# of CMs in Cohort	452	330	294	244	1,320
# Reported Employed Both Quarters	268	219	194	160	841
% of Subject Cohort Subset	59%	66%	66%	66%	64%
% of Total Cohort	20%	17%	15%	12%	64%





Bennghi Rivas (Fourth person from left on the bottom row) was a Corpsmember at the Camarillo and Los Angeles centers from 6/1/2020 – 3/1/2022. Bennghi joined the CCC because he wanted to work in fire. Previously he had attended a firefighter academy and wanted real world experience. He admits being on the handcrew and working with captains prepared him physically and mentally for the job. Bennghi said, “Never give up on your goals,” and he has since left the CCC to work for CAL FIRE as a Firefighter 1.

B2 - NonRes 365+
Hometown: Los Angeles, CA

Alexa Thornblad was a Corpsmember at the Pomona center from 6/1/2021 – 2/20/2022. Alexa came to the CCC looking to join a fire crew. While her goal had been to make the fire crew at the CCC and then look to fight fire for the Forest Service the following year, an opportunity was presented (while she was a Corpsmember) to work on an engine crew for the US Forest Service for a fire season. Alexa has this advice for potential recruits, “The CCC is a great place to start if you are looking for a gateway into outdoor work. Not only do you develop fundamental skills using tools out on the grade, the multitude of experiences at the C’s give you the knowledge you need to figure out the career you want to go for.”

A2 - NonRes 60+
Hometown: Santa Clarita, CA



Sergio Vega was a Corpsmember at the Camarillo, Norwalk, and Pomona centers from 7/9/2019 - 2/23/2022. Sergio admits he was completely lost in what he wanted to do in life, so he quit his job to join the CCC. He started in Camarillo trying out for a fire crew, but it didn’t work out as he had planned. He then transferred to Norwalk Energy hub center to work with the energy side of the CCC and loved it. Afterwards he transferred to Pomona due to their Caltrans electrical internship which taught him a lot as well and ultimately helped him to land an apprenticeship at the Department of Water Resources doing what he loves. Sergio says, “I loved my time here. Take advantage of the Navigator.”

B2 - NonRes 365+
Hometown: Los Angeles, CA

DATA SET NUMBER: Six

DATA SET TITLE: Employed *and* Enrolled in School

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

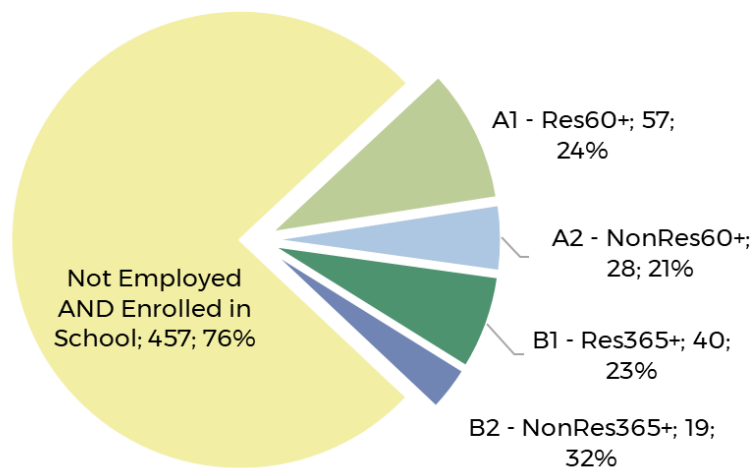
DATA SET DESCRIPTION: Number of Corpsmembers in cohort who, *in the 12-month period following final separation from the corps: (5) Were simultaneously employed and enrolled in a secondary, postsecondary, or apprenticeship or other vocational education program.*

DATA SOURCE: Self-reported, survey

Table 6. 2021/22 Cohort Responded as Employed *and* Enrolled in School

	A1 - Res60+	A2 - NonRes60+	B1 - Res365+	B2 - NonRes365+	Totals
# of CMs Responded to Survey Question	233	132	177	59	601
# Responded as Employed & in School	57	28	40	19	144
% of Respondents Responded as Employed & in School	24%	21%	23%	32%	24%

Figure 6. 2021/22 Cohort Who Responded to Survey Question as Employed *and* Enrolled in School



Note:

- The CCC was provided with anonymized data from EDD showing which Corpsmember alumni in the 2021/22 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.

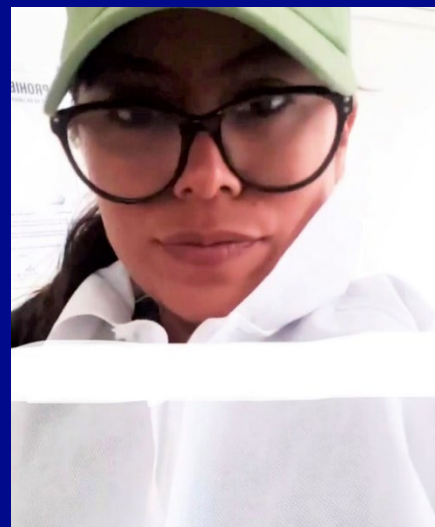


Laura Martinez was a Corpsmember in the CCC at the Pomona center from 10/8/2020 – 3/3/2022. Laura came the CCC to gain fire experience. She made it onto the fire crew and gained the necessary certifications. After a fire season, she knew she wanted to become a fire behavior analyst and went to work for US Forest Service in April 2022 to start her career. Laura says, "Always find the right people to ask for help. The CCC is filled with staff that is able and willing."

B2 - NonRes 365+
Hometown: Bakersfield, CA

Edith Perez was a Corpsmember at the San Diego center from 4/13/2021 – 4/28/2022. When Edith joined the CCC, she was looking to make a difference for herself and community. In her year in the CCC, she did everything from fuel reduction to wildland firefighting. Working on the CAL FIRE partnered fire crew was her favorite experience. Edith says, "Our crew supervisor was very supportive of all of us. He always inspired us and taught us that we can reach our dreams by never giving up on ourselves." Edith took the lessons and challenges from the CCC and is now applying them to her new position as a Hazmat and HAZWOPER technician with IQ Personnel Environmental Staffing.

B2 - NonRes 365+
Hometown: San Diego, CA



DATA SET NUMBER: Seven

DATA SET TITLE: Jobs from Training in the CCC

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

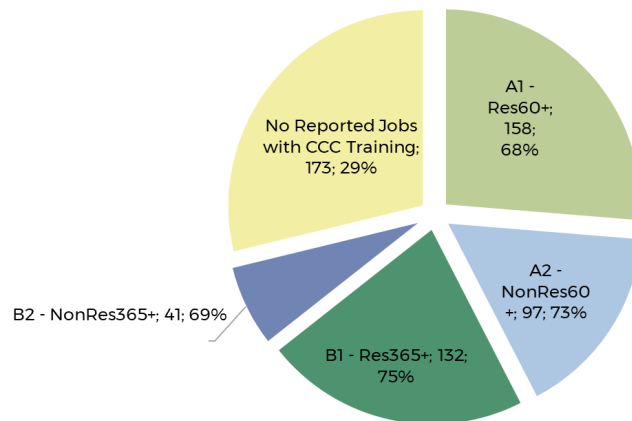
DATA SET DESCRIPTION: Number of Corpsmembers in cohort who, in the 12-month period following final separation from the corps: (6) Obtained employment in jobs that they received specialized training to perform while they were enrolled in the corps.

DATA SOURCE: Internal collection, analysis of C³ data; self-reported, survey

Table 7. 2021/22 Cohort Jobs from CCC Training

	A1 - Res60+	A2 - NonRes60+	B1 - Res365+	B2 - NonRes365+	Totals
# of CMs in Cohort	452	330	294	244	1,320
# of CMs Responded to Survey Question	233	132	177	59	601
# Obtained Jobs from CCC Training	158	97	132	41	428
% of Respondents Responded That Obtained Employment in Jobs They Received Specialized Training	68%	73%	75%	69%	71%
% of Subject Cohort Subset	35%	29%	45%	17%	32%

Figure 7. 2021/22 Cohort Who Responded to Survey Question That Obtained Jobs from CCC Training



Note:

- As not all Corpsmembers responded to the survey, additional analysis of C³ 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 Firefighter I
 - California State Park Aide
 - Caltrans Maintenance Worker
 - Clean energy-related fields



Angel Contreras (Top row left) was a Corpsmember in the CCC at the Pomona center from 7/6/2021 – 3/15/2022. Angel had originally sought out the CCC to get onto a fire crew; however, because of the commute, he joined the forestry crew instead. He feels confident in using tools and the emergency schedule made him feel stronger. He acknowledges the hard work in the CCC taught him to have a strong work ethic. He says, "You are never gonna leave the same. It will be for the better, I promise." Angel left the CCC to go to work for Arman Truck Driving.

A2 - NonRes 60+
Hometown: San Fernando Valley, CA



Reilly Slater was a Corpsmember in the CCC at the Pomona center from 4/12/2021 – 2/22/2022. Reilly joined the CCC to get more fire experience. She got onto the fire crew and gained fire certifications but needed her Emergency Medical Services (EMS) requirement to further her career in the fire service. Reilly decided to resign from the CCC to attend Mt. SAC's Emergency Medical Technician (EMT) program. Her plan is to obtain her EMT certification and gain experience as an EMT until hiring season for Cal FIRE. Riley says, "It was a once in a lifetime experience that I'm glad I pushed myself to do."

A2 - NonRes 60+
Hometown: Corona, CA

Yogesh Raghav was a Corpsmember in the CCC at the Pomona center from 10/5/2020 – 3/22/2022. Yogesh struggled in college and dropped out. He didn't know what he wanted to do so he decided to try the CCC. He fell in love with working outdoors and the emergency season. Yogesh, reflecting on his time in the CCC, says, "A hard worker will never out work a person who loves what they do." Yogesh left the CCC to become a fire fighter working for Cal FIRE.

B2 - NonRes 365+
Hometown: Baldwin Park, CA



Ricardo Hernandez was a Corpsmember in the CCC at the Pomona center from 6/8/2020 – 4/13/2022. Before joining the CCC, Ricardo was working warehouse job. He decided to join the CCC to do more with his life and knew he wanted to pursue a job in the fire industry. Ricardo joined the CCC fire crew and obtained industry-recognized certifications and experience. He is now working for Cal FIRE a Forestry Aid. When asked what he would like to share with others, Ricardo responded by saying, "The only limitation is the one you put on yourself."

B2 - NonRes 365+
Hometown: Pomona, CA

DATA SET NUMBER: Eight

DATA SET TITLE: High School (HS) Diploma

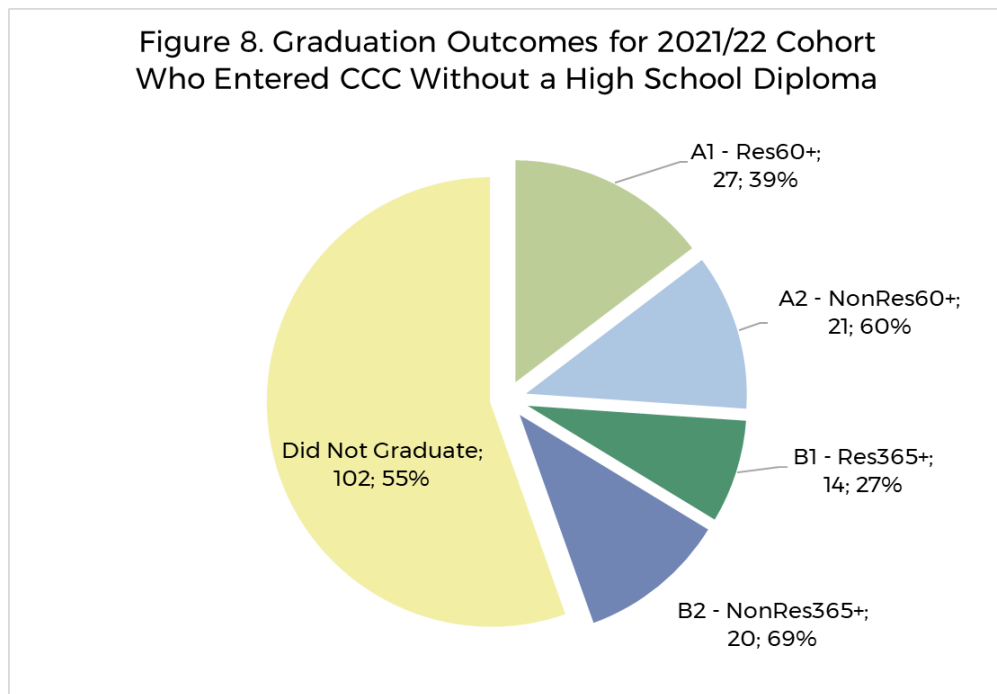
DATA SET CITATION: Public Resources Code, § 14424 (c)(1).

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 C³ data; self-reported, survey

Table 8. 2021/22 Cohort Receiving HS Diploma

	A1 - Res60+	A2 - NonRes60+	B1 - Res365+	B2 - NonRes365+	Totals
# of CMs in Cohort who Started CCC without HS Diploma	69	35	51	29	184
# Graduated	27	21	14	20	102
% of Subject Cohort Subset	39%	60%	27%	69%	55%





Rigoberto Gonzalez (Pictured left) was a Corpsmember in the CCC at the Pomona center from 6/15/2020 – 4/14/2022. Rigoberto was let go from his previous job due to the COVID-19 pandemic. He found the CCC through Instagram and enrolled during fire season, which was a difficult transition. He was able to bond with his crew during emergency camp support. His peers and supervisor encouraged him to apply to more jobs in parks because he showed an interest in this field. Robert left the CCC to go to work for the National Park Service in Death Valley. Robert said, “the CCC was brutal physically at first, but it taught me how to be physically strong. Also, stay focused on your transition.”

B2 - NonRes 365+

Montanna Sisco was a Corpsmember at the Chico center from 3/8/2020 – 5/4/2022. One of Montanna’s favorite memories of her nearly two years in the CCC is removing invasive Scotch Broom in the pouring rain. “Backcountry changed my life, and I will forever be grateful to the CCC for that experience,” Montanna says. She turned the trail building skills she learned in Backcountry and Chico into a trail maintenance worker job with Lassen Volcanic National Park. “The program provided me with so many resources, like getting my chain saw certification. Take advantage of all the trainings they are offering you and there are never stupid questions.”

B2 - NonRes 365+
Hometown: Orland, CA



DATA SET NUMBER: Nine

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, C³

Table 9. 2021/22 Cohort with Industry-Recognized Credentials (IRC)

	A1 - Res60+	A2 - NonRes60+	B1 - Res365+	B2 - NonRes365+	Totals
# with IRC	452	330	294	244	1,320
% 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.
- 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)
 - 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



Guadalupe Navarro was a Corpsmember at the Pomona center from 7/6/2021 – 4/19/2022. Before joining the CCC, Guadalupe said she was going from job to job. The CCC helped her develop stability and to adopt a routine. She enjoyed the outdoor work. She started applying to city and county jobs through governmentjobs.com. She accepted a job in North Sterling State Park, in Colorado as a Park Ranger. Guadalupe tells her fellow Corpsmembers, “Go for all the opportunities.”

A2 - NonRes 60+
Hometown: Montclair, CA

Bryan Rios was a Corpsmember at the Pomona center from 7/6/2021 – 4/27/2022. Before joining the CCC, Bryan was working in landscaping and gardening. He found out about the CCC, and after joining he felt like it helped him heighten his skills. The program showed him what he likes and dislikes about labor work. Now he is working in construction for Bruesteen Buildings. Bryan said, “Look towards the future. The present obstacles can be overwhelming, but the CCC encourages.”

A2 - NonRes 60+
Hometown: Azusa, CA



Jared Higgins was a Corpsmember at the Pomona center from 2/8/2022 – 5/17/2022. Jared was working customer service jobs but wanted to be a fire fighter. He joined the CCC and immediately got onto the forestry crew. After a couple of months on the crew, he accepted a job as a hotshot for the US Forest Service. Jared said, “Hard work pays off and always goes noticed.”

A2 - NonRes 60+
Hometown: La Verne, CA

DATA SET NUMBER: Ten

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, C³

Table 10. 2021/22 Cohort Who Received College Degrees

	A1 - Res60+	A2 - NonRes60+	B1 - Res365+	B2 - NonRes365+	Totals
# of CMs in Cohort	452	330	294	244	1,320
# Responding or Reporting Receiving Degrees	10	6	4	3	23
% of Subject Cohort Subset	2.2%	1.8%	1.4%	1.2%	1.7%

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; 184 Corpsmembers in this cohort joined the CCC without a high school diploma. Many Corpsmembers came without interest or with limited exposure to opportunities 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 in partnership with Corps-College liaisons from California community colleges explain steps and opportunities for financial aid and scholarships. Navigators also introduce Corpsmembers to 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.⁸
 - This reciprocal relationship between the CCC and the community colleges has greatly helped Corpsmembers and increased their college enrollment.



Andy Carlos was a Corpsmember at the Los Padres center from 4/11/2021 – 5/19/2022. Andy came into the CCC ready to work hard and learn new skills. His experience in grade work and spikes in Big Sur helped him grow his skill set. Outside of work, Andy put in countless hours of hard work towards his career development and training. He was able to utilize the skills he learned in the CCC to gain employment with Caltrans. Andy said, "I came to the CCC to learn new skills and I got what I wanted."

B1 - Res 365+
Hometown: Santa Ana, CA

⁸ This data was captured from formal surveys done in partnership with the California Community College Chancellor's Office.

VII. Conclusion

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 provides 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.



Robert Payne was a Corpsmember at the Camarillo center from 6/7/2021 – 6/15/2022. Robert knows a thing or two about being on the front lines. In the U.S. Army he served in the infantry. In the CCC, he served as a firefighter on Camarillo 4. "Getting paid to work out and run and hike all week and then put all that training to use and actually fight a roaring grass fire in the heat of October was one of the biggest rushes I've had," Robert said. "That is by far my greatest memory of Camarillo." Now, Robert is in Bly, Oregon working as a forestry technician and wildland firefighter for the U.S. Forest Service. He credits the CCC with giving him the hands-on experience and knowledge to prepare him for the new position and set him up for success.

B1 – Res 365+
Hometown: San Diego, CA

Charles Sanchez was a Corpsmember at the Camarillo and Placer centers from 5/10/2021 – 5/26/2022. Before the CCC Charles had a job working in a warehouse. When he came into the program, he was always polite and kind and carried an infectious sense of humor. At first, he was not super confident in his abilities. As the season went on you could see him blossom and fall into his place on fire crew. Charles began to be more verbal about his ambitions and went on to take advantage of the opportunities that the CCC provided. He maintained good working relationships throughout the program and was always eager to help his fellow Corpsmembers. When he transferred to Placer Center, he grew even more and promoted to a Firefighter Specialist and is seen as a leader in the community there. Since accepting his job offer with CAL FIRE Charles has offered to be a resource to those looking to follow in his footsteps.

B1 - Res 365+
Hometown: San Bernardino, CA

