



United States Department of Agriculture, Forest Service, Pacific Southwest Region

# Central California Consortium



## CCC Background

The Central California Consortium (CCC) is a kindergarten through employment, minority outreach and recruitment program, serving the greater San Joaquin Valley. It was established in 1996 as a Hispanic Initiative by the Washington Office of Civil Rights. It has placed over 1,000 minority and women in temporary and permanent positions regionally and nationally. The CCC was created to help solve the following issues:

### Community

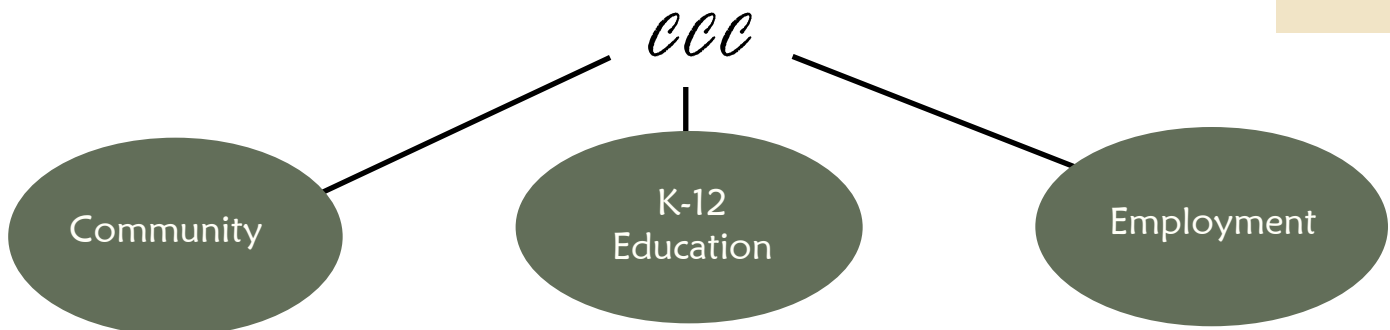
- Create jobs for underserved communities
- Educate the public on natural resources
- Encourage diverse communities to enjoy public lands
- Advocate for community needs

### Forest Service

- Help diversify the Forest Service workforce
- 40% of agency is retiring in the next 10 years
- Help address the agency's identity problem
- Educate the public on natural resources



## CCC Program Components



Community Outreach  
 Community Service  
 Inner City Camp Outs  
 Parades and Events  
 Information Booths  
 Radio & TV Interviews  
 Advisory Boards  
 Conferences

Environmental Education  
 Overnight Camping Expeditions  
 Encouraging Higher Education  
 Trilingual Parent Meetings  
 Sponsoring Students  
 Generation Green  
 Leadership  
 Mentoring

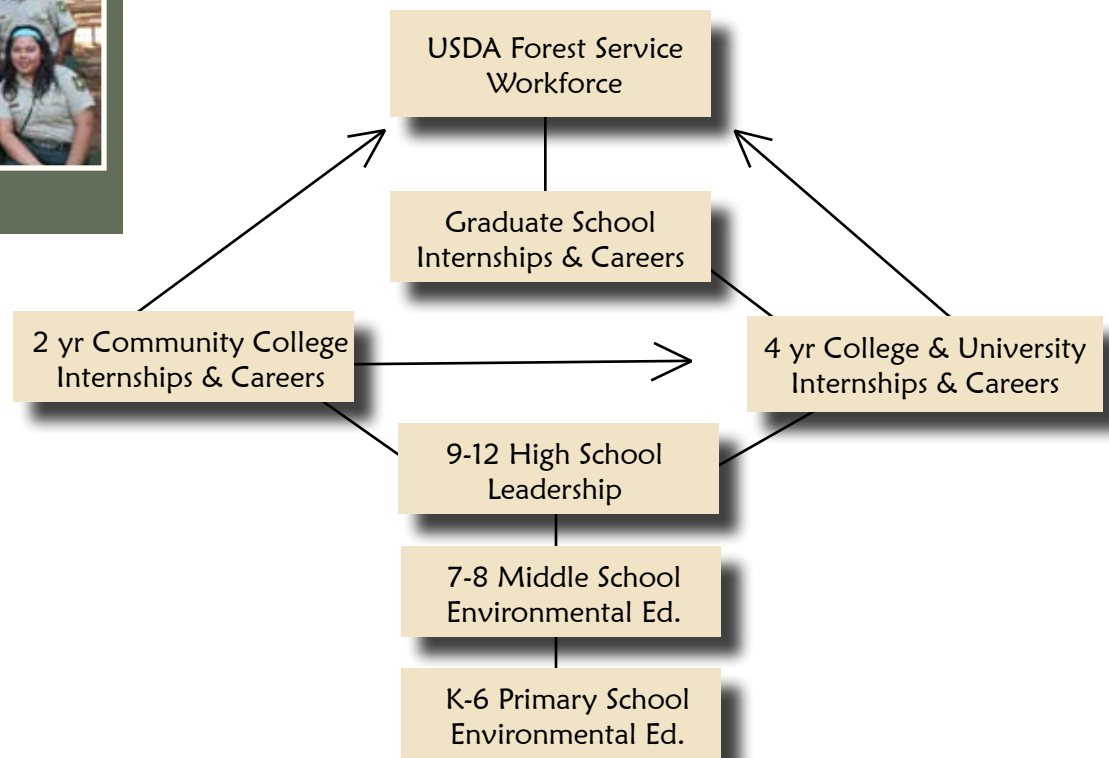
STEP, SCEP, and CIP  
 Growing Employees  
 Targeted Recruitment  
 Diverse & Talented Applicant Pool  
 Tuition Assistance  
 Summer Internships  
 Permanent Careers  
 Training

# PROGRAM GOALS



- Create a diverse application pool for the Forest Service and USDA
- Provide career opportunities
- Increase the percentage of students moving into natural resource careers
- Increase enrollment at higher educational institutions
- Enhance the quality of participating communities
- Improve literacy rates in K-12
- Serve as a bridge to underserved communities
- Provide visible role models and mentors
- Facilitate linkages among K-12 students
- Provide training for participants and interns
- Lower dropout rates in rural communities
- Educate the public on natural resources
- Advocate for community needs
- Advise other programs

## CCC PROGRAM FLOW CHART



For More Information:

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[www.fs.fed.us/r5/ccc/](http://www.fs.fed.us/r5/ccc/)

Program Director  
Jim Oftedal  
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## ATTENTION SUPERVISORS AND STUDENTS

If you are a supervisor looking to hire interns or a student looking for a paid internship or career, please contact:

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[www.fs.fed.us/r5/ccc/internship/](http://www.fs.fed.us/r5/ccc/internship/)

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