

TRIBAL FORESTRY & FIRE WORKFORCE CAPACITY

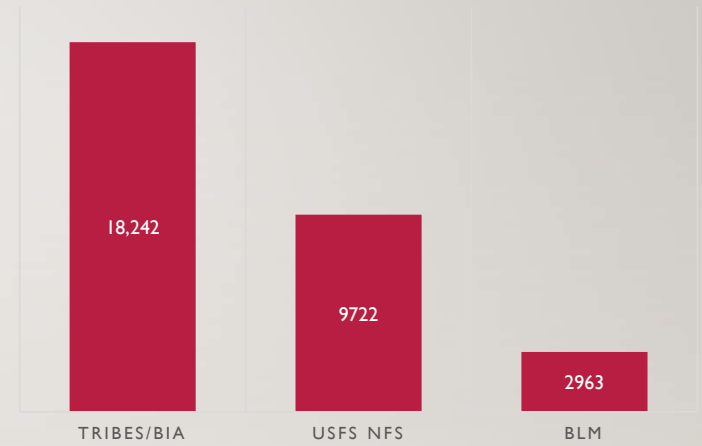
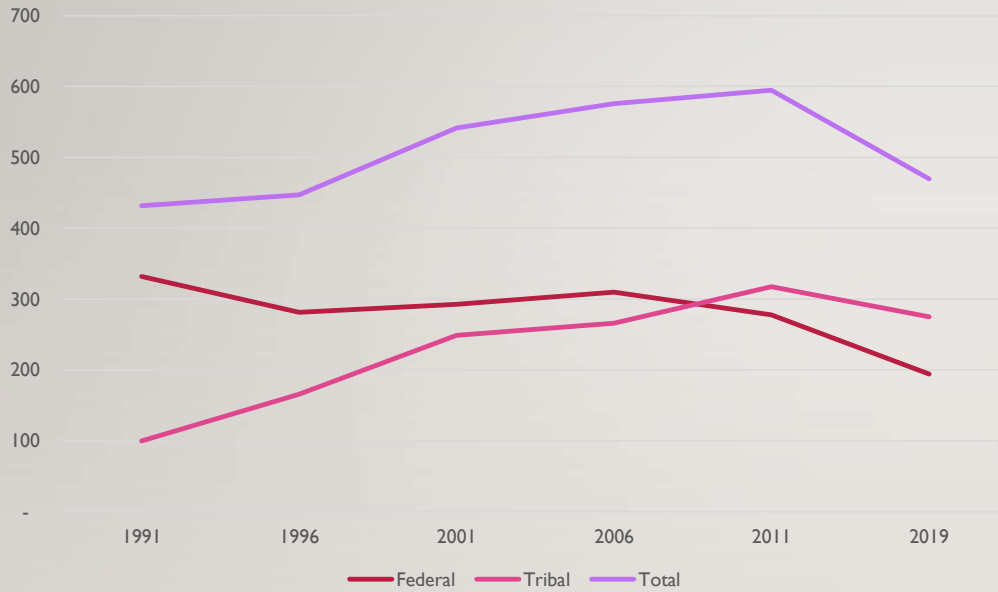
A 30 YEAR PERSPECTIVE BASED ON THE INDIAN FOREST MANAGEMENT
ASSESSMENT TEAM (IFMAT)

IFMAT- A BRIEF HISTORY

- Created by
- Congress mandated that every 10 years, this review address 8 tasks, including an analysis of funding and staffing
- Data include the Funding and Position Analysis, as well as a workforce survey, multiple tribal site visits, BIA interviews and comparison with trends in USFS, BLM, state and private forestry and fire operations
- IFMAT IV in final editing phase, with expected presentation to Congress in May of 2023 and to ITC in June 2023

STAFFING PATTERNS AT A GLANCE

	2011	2001	1991	% change (2011-2001)	% change (2011-1991)
Forest Management Staff					
BIA	404	409	1,002	-1%	-60%
Tribal	766	815	642	-6%	19%
Total	1,169	1,224	1,645	-4%	-29%
Fire Staff					
BIA	331	796	490	-58%	-32%
Tribal	473	462	133	2%	256%
Total	804	1,258	622	-36%	29%
Total Forest and Fire Staff					
BIA	734	1,206	1,492	-39%	-51%
Tribal	1,239	1,277	775	-3%	60%
Total	1,973	2,483	2,267	-21%	13%



Change in number of BIA and Tribal professional forestry and fire employees over time

Comparison of number of acres per forestry staff 2019



STAFFING SHORTFALLS- IFMAT III

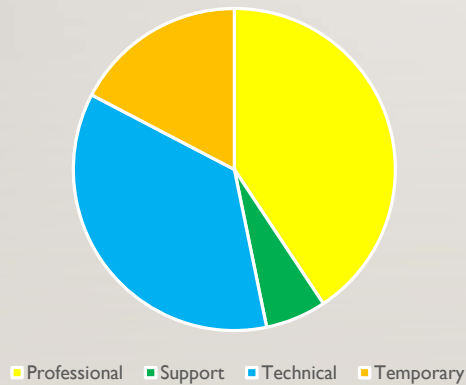
- **Short 800 Staff**
- **Regulated by the 3 R's:**
Recruitment, Retention and Retirement
- **Less than 2% of professional foresters are under the age of 30 as compared to 10% in USDA**
- **Low salaries, remote locations and small organizations**
- **Lengthy hiring process (BIA HR)**



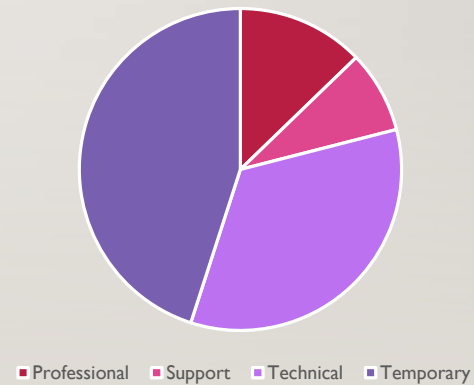
IFMAT III WORKFORCE NEEDS

- FPA respondents identified an additional 917 forestry and 462 fire personnel needed – A 72% increase in workforce. This need has gotten larger in last 10 years
- Forest planning, protection (including fire), multi-use management and timber sales were the areas that had the highest need

Forestry Staffing Needs 2011 FPA



Fire Staffing Needs 2011 FPA



EDUCATION AND TRAINING

- The number of Native Americans enrolled in forestry programs nationwide has not changed in the last 10 years
- There are currently approx. 31 Tribal Colleges that offer Associates or higher degrees in Natural Resources, but only 2 with forestry specific degrees
- A significant shortage in professional development and training. BIA devotes approx. 3% of personnel budget to training, compared to 10-12% for USFS
- NASP is one of most significant and valued training opportunities for Tribal and BIA foresters
- Opportunities to share, expand trainings