

# Workforce Development:

CSUMB, Hartnell College, UCSC, &  
Watsonville Wetland Watch (WWW)

Greater Monterey County IRWM Regional Water  
Management Group 10/16/2024

# Workforce Development Overview

## Skill Development for Workers

- Hartnell: courses for climate adaptation-relevant trade skills
- WWW: training wetland/habitat restoration and GIS
- CSUMB: Advanced skills courses
- UCSC: climate adaptation graduate projects
- Drone pilot trainings
- Earn and learn with paid internships

## The Regional Climate Adaptation Knowledge Base

- Hartnell: Resilience Student Ambassador Program
- CSUMB: Regional Climate Adaptation and Resilience Graduate Fellows
- UCSC: Climate Scholars and year-long Elkhorn Slough/USCS: Climate Training for local professionals

# Watsonville Wetlands Watch



- PV Climate Corp
  - Paid skills training
  - Hands-on, classroom, site visits
  - 8-week sessions and 4-week advanced training
  - 180 hours minimum engagement
  - 60 participants per year
  - Skills such as, habitat restoration, nursery production, erosion control, water quality monitoring, permitting, GIS mapping, community engagement
- Professional Development Workshops
- Train and work with interns from educational institutions

# Hartnell College



Upskill workers in trade and climate-adaptation skills

- 750 learners over 5 years
- Topics like: trade safety, trade math, equipment, rigging, material handling, construction drawings
- Receive third-party credentials
- Entry into college with extra support
- Provide workers to coastal/riparian restoration and fuel reduction projects

# Hartnell College

## Resilience Student Ambassador Program

- 100 learners college-wide
- Focus on leadership with policy & advocacy skills
- Speakers, field trips, projects
- Bring climate-adaptation knowledge & practices into individual course of study



# Hartnell College

## Paid internships

- 200 participants over 5 years with partner orgs
- Practice skills and deepen knowledge
- Some short 75-85 hours
- Some longer 240-360 hours



# CSUMB Experiential Workforce Development

## Undergraduate student support

- Supports both academic year (150-200hr) and summer internships (10 week) with partner organizations.
- **40 undergrad internships over 5 years.**

## Graduate Fellowships

- Fully funded internships offered through Environmental Science Professional M.S. (PSM) program.
- Culminates in 400-hr internship.
- **6 PSM fellows over 5 years.**





# CSUMB Workforce Skills Training and Capacity Building

## Workforce skills training courses and certifications

- Students funded through both undergrad and PSM track will be required to complete 2 skills-based courses/certifications, either during summer/winter of regular AY
- Scholarships and/or stipend available to cohort to complete training and courses
- Fellowships for faculty to augment or develop courses with climate resilience curriculum





# CSUMB Professional development and support

## Career Development and Partnership Building

- Invitation of local speakers to existing Natural Science Seminar series, providing opportunities for networking
- MBCAAN participation and annual internship celebration



## Student Success Support

- Students will enroll in existing professional development courses through UROC (research-track) and SIP (professional-track)
- Wrap-around supports on campus: affinity groups, TRIO, etc.



# UCSC

## Undergraduate Student Workforce Training

- Climate Scholars Program for 40 students: curricular and co-curricular activities
- Externships available to 28 undergrad students with community partners
- CITRIS Initiative for Drone Education and Research (CIDER) supporting 16 students

## Grad student off-campus Capstone Fellowships

- Administered through Coastal Sci and Policy program: year-long full-time projects with partner orgs for 7 students



# UCSC

## Professional Certificate Program

(Elkhorn Slough National Estuarine Research Reserve's Coastal Training Prog)

- 105 professionals (government, tribal, non- & for-profit, etc.)
- Topics like improving coastal plans, effective monitoring, equitable engagement, nature-based solutions



# Contacts for each organization

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