

## Building the Tribal Workforce for Tribal Stewardship

Tribal Stewardship Economies Webinar Series

## Tribal Stewardship Policy and Toolkit: Webinar Objective



The Tribal Stewardship Policy Toolkit and webinar series is intended to increase the capacity of tribes, state agencies, and non-tribal entities to advance tribal stewardship according to the Policy.

During this webinar, tribal representatives will discuss how they have implemented tribal conservation workforce initiatives and Agency staff will provide information on participating in the California Conservation Corps program.



# Agenda

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- Introduction to the California Conservation Corps
- Building your own Tribal Conservation Corps
- Introduction to the Tribal EcoRestoration Alliance
- On the Ground: Building the Bishop-Paiute Tribal Conservation Corps
- Moderated Q&A
- Closing



# Moderator and Panelist Introductions



**J.P. Patton**

Director

California Conservation Corps

**Giavanna Hampton**

Grants and Local Assistance Director

California Conservation Corps

**Jordan Reyes**

Dep. Sec. for Tribal Affairs

Tribal EcoRestoration Alliance

**Stacy Gorin**

Executive Director

Conservation Corps of the Inland Empire

**Thomas Gustie**

Environmental Director

Bishop Paiute Tribe

**Geneva E.B. Thompson**

Dep. Sec. for Tribal Affairs

CA Natural Resources Agency

# Building a Tribal Corps

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A Framework for Vision, Partnership, and Funding

Tribal Workforce for Tribal Stewardship Webinar | April 30, 2026

## SECTION 01

# Steps to Starting a Tribal Corps

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Building a sustainable Corps program requires a strong foundation of vision, community buy-in, and operational feasibility.

# DEFINING VISION & PARTNERSHIPS

## Step 1: Define Your Vision

- **Goals:** Youth employment, reclaiming ancestral lands, or vocational training?
- **Scope:** Fire resiliency, trail restoration, or watershed management?
- **Identity:** Program shape depends on its primary mission.

## Step 2: Internal Partnerships

- Identify champions within **Tribal Leadership**.
- Collaborate with Natural Resources, Environmental, and Education departments.
- Secure long-term buy-in from the **Tribal Council**.

# ASSESSMENT & FUNDING




## Step 3: Feasibility Assessment

Determine infrastructure and resource needs:

- ✓ Potential Corpsmember recruitment pool
- ✓ Transportation and equipment requirements
- ✓ Dedicated Program Manager & staff

## Step 4: Secure Funding

Create a **mosaic of funding** sources:

-  Core Operations Grants
-  Project-specific Fee-for-Service contracts
-  Infrastructure & Capacity funding

# THE CCC AS A PARTNER AND RESOURCE

We are committed to strengthening partnerships in a way that respects **Tribal sovereignty** and priorities.

- **Culturally Responsive:** Paid work experience and education for Native youth.
- **Recruitment & Training:** Models from firefighting to restoration techniques.
- **Technical Support:** Bridging the gap between vision and execution.

CCC Center Locations: <https://ccc.ca.gov/locations/>



*The Washoe Tribe in action!*

# TECHNICAL ASSISTANCE TO TRIBES



Corpsmembers from the CCC and the Tiüvac'a'ai Tribal Conservation Corps (Fernandeño Tataviam Band of Mission Indians) participate in Tool Orientation training at Kenneth Hahn Park.

## Program Overview

CCC is committed to partnering with California Native American Tribes to provide technical support.

- **Compliance:** Grant & Certification team offers workshops to ensure compliance with guideline requirements & application procedures.
- **Ecological Restoration:** CCC can offer expertise in land management & restoration.
- **Crew Training:** We help Tribes develop their own conservation corps by sharing our training modules, safety protocols, & operational framework.
- **Habitat Assessments:** Our teams can assist with data collection/environmental surveying.

CCC Tribal Partnerships: <https://ccc.ca.gov/collaborate/tribal-corps/>

## SECTION 02

# Strategic Funding: Proposition 4

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The historic \$10 Billion Climate Bond for California's Resilience

# PROPOSITION 4: FUNDING BREAKDOWN

Water & Drought

\$3.8 Billion

Wildfire Resilience

\$1.5 Billion

Coastal Resilience

\$1.2 Billion

Clean Energy/Other

\$3.5 Billion

*California Native American Tribes are named as priority partners for these grant cycles.*

# PRIORITIZING VULNERABLE COMMUNITIES

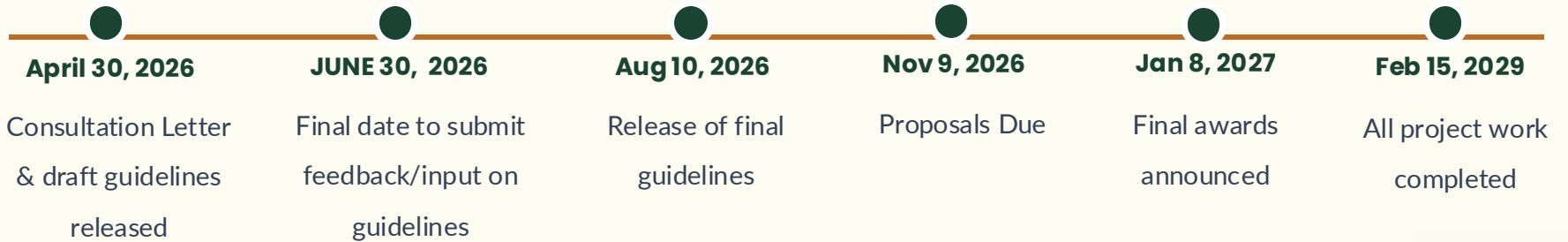
40%

The law mandates that **at least 40%** of Proposition 4 funds must benefit vulnerable communities and those most impacted by climate change.

**Tribes are Priority Partners & Lead Applicants.**

# ACTIVE PROGRAM PLANNED TIMELINE: *(in fiscal years)*

## CCC – Tribal Climate Bond Program



*The Stanley Sisters from the Sherwood Valley Tribe Band of Pomo Indians present a welcome and land acknowledgement during the opening ceremony.*



# OPERATIONAL READINESS



## Consultation

The CCC can help determine if a project is better suited for an independent Corps or partnership.



## Indirect Costs

Prop 4 allows reimbursement of overhead/indirect costs for Tribal administrations.



## Shovel-Ready

Focus on identifying CEQA pathways early. CCC provides guidance during the planning phase.

# The Door is Open

We want to see Tribal-led applications at the top of the pile. Let's find the fiscal path to make your vision permanent.

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## Questions & Discussion

**Ideas/Inquiries:** [TribalCorps@ccc.ca.gov](mailto:TribalCorps@ccc.ca.gov)

**Giavanna Hampton | Grants and Local Assistance Director:** [giavanna.hampton@ccc.ca.gov](mailto:giavanna.hampton@ccc.ca.gov)



# CALIFORNIA ASSOCIATION of LOCAL CONSERVATION CORPS

**CONSERVATION  
CORPS NORTH BAY**  
*A path to a better future.*



*Transforming Youth. Enhancing Communities.*

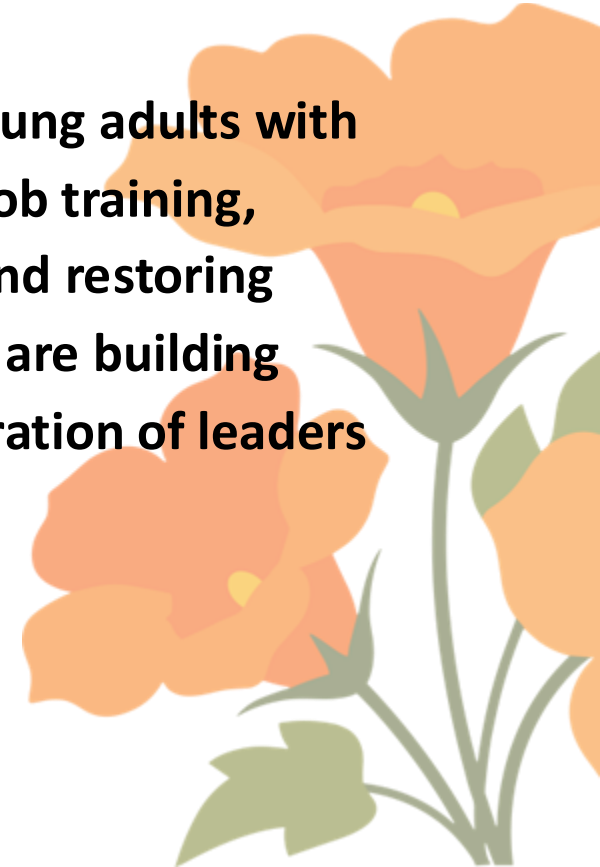


**SAN JOSE  
CONSERVATION  
CORPS+CHARTER  
SCHOOL**



# Our Mission

**Local Conservation Corps empower underserved young adults with the tools to reach their full potential through paid job training, education, and support services, while protecting and restoring California's environment. Together, these programs are building stronger communities and preparing the next generation of leaders needed to meet the state's climate challenges.**







***Revitalizing Ecology, Economy and Culture through  
Indigenous-led stewardship***

# OUR MISSION

Revitalizing Ecology, Economy  
and Culture through  
Indigenous-led stewardship



# BUILDING CAPACITY FOR THE NATIVE COMMUNITY TO PLAY A LEADERSHIP ROLE IN STEWARDING OUR LANDS

- 1) Capacity-Building
- 2) Stewardship Work



# TRAINING

- Ecology / naturalist skills
- Ecocultural skills
- Vocational skills
- NWCG skills



# NATIVE STEWARDS FELLOWSHIP

- Cultural knowledge
- Vocational skills
- NWCG skills



# STEWARDSHIP WORK

Intertribal hand crew



# TRIBAL TECHNICAL ASSISTANCE

Support Tribal departments with goals, for ex:

- Planning
- Training
- Capacity-building



**Soap Root**  
Waxy-leaved Soap Plant | *Chlorogalum spp.*



**Cultural Uses**  
The root creates a saponin-like lather, and can be made into glue. The roots are eaten, and are roasted to make a soapy meal. The fibers on the stalks are made into brushes. The plant, which is rich in saponins called saponins, is traditionally thrown into water to saponify.

**Seasonality**  
Collected year-round, but it is easier to dig the root out in the spring or fall when the ground is moist.



**Identification**  
Perennial herb up to 3 feet tall (herbaceous)  
• Long, waxy bluish-green leaves  
• Stems are short brown, leafless when dormant  
• Delicate white flowers on a single stem, and only open in the evening!

**Habitat**  
Seasonally dry grasslands, woodlands, and slopes with plenty of sun. Tolerant variety of soil types.

**Ecological Communities:** Annual Grassland, Oak Woodland, Chaparral, Mixed Forest

# Lake EcoCultural Training Exchange (TREX)

2022- 2025

- 1223 people trained
- 9,813 hours burning
- 204.44 acres burned
- Tribal nations represented



# InterTribal Fire Crew



- Cultural knowledge and (Traditional) Ecological knowledge
- Highly trained and NWCG qualified
- Crew for cultural and prescribed burn for Tribes
- 2028 Goal: intertribal IA / suppression crew

# TRIBAL VISION FOR LAND: Training Center

## Training & Gathering Space

- Access for Tribal use
- Youth programs
- Community based learning & sharing
- Infrastructure for bringing people together



# TRIBAL VISION FOR LAND: EcoCultural Stewardship Demonstration

## Demonstration Site

- Cultural & Prescribed Fire
- Native plant nursery
- Basket gardens, gathering areas
- Signage
- Long-term monitoring



# THANK YOU!

[www.TribalEcoRestoration.org](http://www.TribalEcoRestoration.org)

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**BISHOP PAIUTE  
TRIBE**

**NATURAL  
RESOURCES**



**BISHOP PAIUTE  
TRIBE**

**NATURAL  
RESOURCES**

**COLABORATIONS AND PARTNERSHIPS**

BUREAU OF INDIAN AFFAIRS

U.S FOREST SERVICE    BUREAU OF LAND MANAGEMENT

CALIFORNIA FISH AND WILDLIFE



# BISHOP PAIUTE TRIBE

# NATURAL RESOURCES

Vegetation Management, Wetland Conservation  
25 Acre Wetland

Rare and Special Status Plants  
(e.g. Owens Valley Checkerbloom, etc.)

GIS and GPS  
(e.g. mapping as a foundation for all natural  
resource disciplines and mgt.)

Ecological Restoration  
(e.g. watershed health, integrity of plant  
communities, etc.)

WILD URBAN INTERFACE/ DEFENSIBLE SPACE

YOUNG ADULT INTERNSHIP/TRIBAL CONSERVATION CORPS

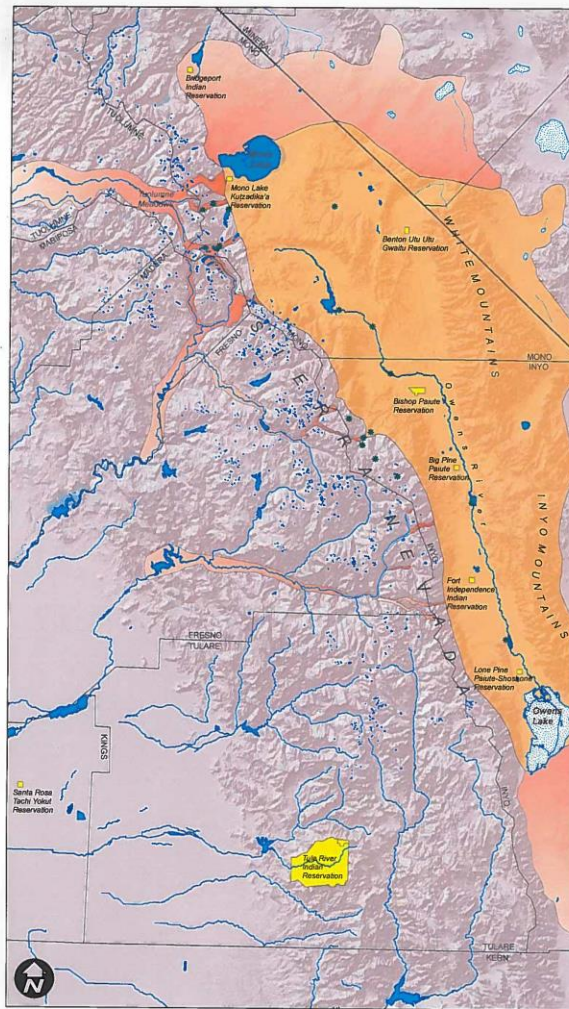
INTRODUCTOION OF THE OWENS VALLEY PUPFISH



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# Traditional Homelands

- Northern Areas
  - Bridgeport on Map
  - Families go Further
  - Spread to the West and East
- Southern Areas
  - South of Owens Lake on Map
  - Families go Further South
  - Spread to the West And East





# Discussion & Closing