Adult Workforce Training

Rita Renée Toll-DuBois
Executive Director
Eagle Eye Institute

Using the power of nature to transform urban youth.

Mission:
To provide access to hands-on exploratory learning on the environment and career bridging to natural resource fields for urban people with an emphasis on underserved youth.
Eagle Eye Institute

- Disseminates successful environmental education programs
- Provides career-bridging to natural resource professions
- Initiated the Green Industry Career Pathway Program
Green Industry Career Pathway Program Audience:

The youth we work with are urban young people, ages 16-24. They are all students with YouthBuild, working to complete their GED, build job skills to secure a sustainable career that supports themselves and their families, as many of them already have children.

They are all low-income, from major urban centers, and primarily all youth of color.
Eagle Eye provides interactive, hands-on programs.
Eagle Eye Institute's programs address critical needs:

- Increased environmental awareness for urban residents
- Career-bridging and the possibility of a rewarding future for underserved urban youth
- Skilled and motivated workers in natural resource professions
- More diversity within the environmental movement
- Positive programming for youth that emphasizes stewardship, team-building, personal responsibility and leadership development
Eagle Eye Institute brings urban youth together with natural resource professionals in natural sites to build awareness, develop responsibility, and cultivate leadership.
In 2005, anticipating the growth of the green industry sector, and the increased need to find qualified workers, Eagle Eye launched its Green Industry Career Pathway Program, a partnership with Massachusetts-based YouthBuild USA, one of the largest youth and workforce development organizations in the country; and The Trustees of Reservations (Trustees), the country’s oldest regional land conservation organization.

Green Industry Career Pathway Program

Eagle Eye Institute
YouthBuild U.S.A.

Mission:
To unleash the intelligence and positive energy of low-income youth to rebuild their communities and their lives.

Provides 6-12 month programs for youth ages 16-24 that include:

- Home restoration or construction
- Education
- Job Training
- Leadership Development
- Counseling
- Graduate Support
The Trustees of Reservations

• Owns 95 reservations and protects 54,292 acres of land
• Committed to land conservation
• Education and Recreation Programs
  ▪ Working with Schools
  ▪ Site-based programs
• Has industry professionals committed to the success of the Green Industry Career Pathway Program

Mission:
To preserve, for public use and enjoyment, properties of exceptional scenic, historic, and ecological value in Massachusetts.
Eagle Eye’s programming model is based on three essential components:
Eagle Eye has developed programs that focus in each of these areas:

- **Learning Programs**
  - Learn About Forests™
  - Learn About Water™
  - Learn About Agriculture™
  - Learn More About Forests™
  - Winter Exploration

- **Stewardship Programs**
  - Conservation Stewardship Days
  - Community Stewardship Program
  - Rainbow Stewards Peer Leadership Summer Program
  - Rainbow Stewards Program

- **Career Bridging Programs:**
  - Talons Program
“I learned about trees and how to have fun outside and how to work with others.”
Luis Morales (17), Brockton

“I am a city boy, thank you guys for taking me out of this world and letting me spend it in yours.”
Thomas (21), Lowell

“I get very excited when I learn all about these things, I can be the one teaching it to my children or children’s children.”
Julius (22), Springfield
“Spending a day together helps both youth and me to realize that we have a lot more in common than first glances reveal.”
Meghan Connolly, Education and Interpretation Coordinator, Trustees of Reservations
Stewardship Days

“We have to conserve the forests and take care of them before it’s too late.”
Paul (18), Lowell
Introduction to Arboriculture

“I never thought I could make a career out of it. I’ll go [to the 3-day intensive arboriculture training] because I want to keep learning.”
Hector (25), Springfield

“It’s heartening to see students thinking about careers and college.”
Donald, YouthBuild New Bedford teacher

“I would like to be an arborist.”
Carlton (21), Springfield

“…it’s something I would like to do for a long term career.”
Carlton (21), Springfield
Chain Saw Training

“I learned how to clean a chainsaw and cut trees down the right way.”
“…I want to learn more”
Jose Rodriguez (18), Springfield

“The instructor was helpful, he broke it down [well].”
Julius Love (22), Springfield
“When I came here, I thought I was going to encounter resistance and a lack of interest. What I’ve found is that I was wrong. If this group is a good standing of what these programs are doing, whether you stay in arboriculture or pursue another field, there’s going to be a high success rate.”

Chuck Engdahl, Hartney Greymont Tree Company

When I first came, I kind a wanted to leave already. It looked like it was going to be boring. After coming here, it’s very interesting. I’m leaving open-minded, wanting to try new things.”

YouthBuild student after 3-day intensive
“Through the Eagle Eye programs, our staff has learned to relate to urban youth of color on a deeper level and see them as potential volunteers and staff members.

Eagle Eye Institute creates programs and places where cultural barriers can be broken down and new relationships can be established. These relationships provide great benefits not only for the youth but for our staff and organization as well.”

Linton Harrington, Bioreserve Outreach and Education Coordinator
The Trustees of Reservations
Sample Placements

**Intern**
The Trustees of Reservations
Copicut Woods, Fall River, MA
Conduct ecological and historical research
Engage in land management activities
Train to lead interpretive programs for school and community groups

**Horticultural/Conservation Intern**
MA Audubon Society
Habitat Sanctuary, Belmont, MA
Organize and implement volunteer days for YouthBuild Just-A-Start students and staff members

**Seasonal Maintenance Tech**
Trustees of Reservations
SE Region

**Intern**
Eagle Eye Land Trust
Peru, MA
Help manage the land while learning to live outdoors

**Part-time position** for a local arbor company

**Seasonal Landscape worker**
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