

QUESTION #1:

What challenges exist in the recreation and tourism workforce today?

Elaine Kabala - really difficult to get sustainable investments to drive the pipeline for development of jobs.

Betsy Truax - Cost of living is tough in areas of good recreation; number one issue is housing; wages in hospitality is an issue with people working multiple jobs; seasonality is an issue with shoulder seasons being hard.

Mary Watts - there is training needed; leadership and management; could be headed by Cerro Coso; management training is super important.

Peter Folks- the way the funding comes in is not consistent; we have to fit where the funding comes in; here's the money and can you make your project work for this money; there are so many partners in this space and not everyone aligns.

January Riddle - Challenge is in finding people who can and want to become part of the workforce.

Robin Bolser - there are many challenges including finding people who are qualified to manage projects that already live here; at the middle management/supervisor level; lots of folks to be the doers, but the next level up is challenging, and there is a lack of qualified work force; probably driven by lack of housing.

Matt G - is it training gap; retaining talent; outmigration?

Robin - Yes. All of the above.

Peter Folks - Sure, I think that alignment is coming, but it's a bit of a mix of lack of regional capacity (SJF is solving some of that), but without the backend of the funding to continue catalyst projects, our collective work needs to hop to the next most available funding option to continue the work... is it a fed grant, CA EDD, educational grant, etc. I think the lack of alignment of large scale funding and local projects is amplified by the lack of capacity to meet the requirements of those money opportunities. Connecting this to the theory of change, is when do we reset the local expectations to develop ongoing long-term sustainable funding for recreation (Mono County just discussed this in their board of supervisors meeting to fund winter recreation trail building). In part, I think the important areas are also put at odds with each other through the competitive grant process (so thankful for the monies and opportunities, but the current experience) like wildland fire prevention, or recreation, or allied health, etc. So having local alignment on what those specific Key Performance Indicators are (I think the SJF regional plan was a huge step in that direction). I think there is just a lot more work to be done, that's very exciting

QUESTION #2:

What opportunities exist in the recreation and tourism workforce today?

Peter Fulks - From my experience, there are bureaucratic issues that keep us from being flexible to manage funds; want money to go to students through programs; feels bad applying for things...wants ability to be more flexible, and function as a partner that can be counted on; if a million came in, what would drive our next level that we can get to; might go to program enrollment; use monies to tackle KPIs.

Mary Watts - Not sure if this is relevant but I have to mention it! My favorite race I have ever run was the Mammoth Half Marathon - they stopped putting it on after covid and I would love to run it if it ever happens again. That was the most scenic race I have ever run! There was a partnership with the San Diego Half and you got a big medal if you ran both races.

John W. - Supplement the loss of jobs in the Federal Workforce through CCS agreements (challenge cost share agreements.)

Collaborate and work together to build year round jobs by knitting together and "brokering" seasonal workforce opportunities

Mary Watts - Yes! That will help retain talented people to have a year-round job. If not, people will search out jobs that are more stable and year-round.

Especially in Mammoth where the summer tourism jobs might be different from the winter tourism jobs.

Robin Bolsar - employees in guest services are being recruited to other areas (example of guest services worker now working in HVAC); there may be career ladders available by folks capitalizing on their transferable skills; develop a referral system to find workers jobs that allow them to move to higher paying jobs.

Rose Day - Dodge Ridge ski resort has need for equipment operators; been building relationships with timber workers and find ops for them in recreation during winter; doesn't have to be specific to a ski resort;

Jen Lopez - Dodge Ridge collaborated with Don Pedro Reservoir to employ seasonals. Also like to add that frontline workers are not being trained in guest service, so that's an important training that is needed; will help to build repeat visitors.

Matt G. - huge ops in guest services training.

Betsy Truax - we have summer events; and fall we have endurance season; starting to see October when we have those endurance events; launching a program to see geologic features; Town of Mammoth Lakes has thriving summer recreation programs; can employ seasonals in the summer and manage places like Whitmore Pool; and there's been collaboration on housing as well; great ways to keep year round work force going.

QUESTION #3:

What does a healthy recreation and tourism workforce need in this region that doesn't exist today?

John W. - robust focused advocacy that represents the needs of constituents; public are a great resource for solutions; how do we elevate the needs of folks to electeds.

Matt G. - electeds are a great connectivity point.

Travis Nabahe - Work with youth in internship opportunities; Identify pathways for entrepreneurship for incremental income or primary lifestyle living for residents; incremental income/long-term income; see younger folks who want balanced work life.

Peter Fulks - employee training, advanced opportunities, not just pipeline development

Robin Bolsar - Tracy, I believe many of the skills are transferrable between wildfire resilience and rec/tourism

Shane Farthing - the money we've received on funding bike projects is helping provide an entryway to help it create what we want here for our economy.

Robin Bolsar - we have to address the undocumented work force members; Need to send message to congress to keep our undocumented because we need them; advocacy group called "Seat the Table" <https://seatthtable.org/>

Tracy - Whitebark Institute - How do we establish an entity to house work force; hard to individuals to secure contracts/jobs and have a home to live in;

Peter Fulks - complex ecosystem; need a developmental pipeline; need instructor pipeline that can teach folks; need to hire seasonals that need training --- a hub of training to train seasonals; many layers to work force training;

Bradley - we need homes for our youth who want to work in this area; Amador has 3-year waiting list for housing; really no opportunity to live on incomes that are here; have to build this cog together; these meetings are going to unlock what we want to accomplish as goals; there's hope here, but it's complex.

Mary Watts - [Dream Act Service Incentive Grant \(DSIG\) | California Student Aid Commission](#) -Bakersfield College put 24 students through this last year - this funds undocumented students to work; State can fund 1600 students and currently only funding 1300 students

Jimmy John Thompson - work force has always been a problem; Death Valley doesn't really have a tourism program, but we've seen a drop in visitors after super bloom; almost down to nothing; federal politics is draining funds that come to area; hard to find funding

Darin Marlow - new to region; looking forward to following up with others.