



June 23, 2026

Recommendations for Implementation & Collaborative Action *Sustainable Recreation & Tourism Working Group, Sierra Jobs First*

About this document: This document has been prepared as a companion guide to the "RICA Draft Review", a public outreach effort by Sierra Works from June 19 to July 6, 2026, to gather feedback on a set of draft Goals and Action Steps ahead of the final publication of "Recommendations for Implementation & Collaborative Action (RICA)" for the sustainable outdoor recreation and tourism sector in the seven-county Sierra Jobs First Region of California Jobs First in August 2026.

These recommendations were developed through eight months of conversations with practitioners across the seven-county region: Sierra Jobs First-funded "Catalyst" projects, outdoor recreation and tourism leaders, staff from local governments, tribal-adjacent organizations, NGOs, DMOs, arts organizations, recreation operators, and community-based leaders. The four Goals and their supporting Action Steps reflect the recommendations that consistently rose to the top in those conversations as critical pathways for advancing the implementation of sustainable outdoor recreation, tourism, and arts and culture projects across the region.

Source materials are available on the MLTPA website, including:

- Meeting summaries from each of the seven working group sessions
- Full session recordings
- Whiteboards and live notes from group discussions

You can find all of it at:

mltpa.org/our-work/sierra-jobs-first-1/sierra-jobs-first/activation-plan



Goal 1: Fund a Regional Information-Sharing Entity That Facilitates Implementation

Fund a reliable regional entity for the seven-county recreation and tourism network to share information of relevance and broker opportunities between federal agencies, local governments, counties, and community-based practitioners that will advance the interests of the Region's Sustainable Recreation and Tourism sector.

Action Step 1. Regional Information-Sharing and Project Facilitation Entities

The state of California, through its relevant agencies and their grant programs, will fund regional information-sharing entities to support collaboration, project development, and implementation.

Action Step 2. Align Local Jurisdictions with DOI Directives about Rural Gateway Communities

Local jurisdictions will incentivize opportunities for Gateway Communities through their established programs, including Federal Directives such as the [Department of the Interior Secretarial Order 3434](#).

Action Step 3. Regional Collaborative Hubs for Gateway Communities

The Sierra Nevada Conservancy will incentivize collaborative hubs for cross-jurisdictional collaboration through its grant programs to implement regional programs at scale, consistent with SNC's "Sustainable Recreation, Tourism, and Equitable Outdoor Access" and its "[2025-2026 Action Plan](#)".

Action Step 4. Administrative Support

The CA Office of the Small Business Advocate will contract, through its grant programs, technical assistance and guidance to community-based organizations with governance or administrative questions at no cost to the recipient organizations.

Action Step 5. Project Prioritization and Quick Wins Budgeting

The State of California, through its State Conservancies and various funding agencies, will recommend, through its grant guidelines, practitioner-developed project prioritization frameworks and quick wins budget frameworks.



Action Step 6. Tribal Engagement Liaison

The State of California's Sierra Nevada Conservancy will fund, through its grant programs, a named Tribal Engagement liaison to advise and coordinate with sovereign nations on Sustainable Recreation and Tourism projects.

Action Step 7. Cross-Jurisdictional Project Development, Implementation, and Management

The State of California's Sierra Nevada Conservancy, through its grant programs, will allow for the expeditor/facilitation capacity necessary for cross-jurisdictional project development, implementation, and management.

Action Step 8. Sustainable Outdoor Recreation and Tourism Data Library

The State of California's Sierra Nevada Conservancy, or appropriate state agencies, including local jurisdictions and DMOs, will fund through their grants or existing programs the establishment and maintenance of a regional Sustainable Recreation and Tourism Data Library.

Action Step 9. Regional Placemaking Coordination Across Sectors:

The State of California's Sierra Nevada Conservancy or appropriate state agencies will fund, through their grants or existing programs, the coordination of placemaking as a regional strategy across the recreation, education, transportation, arts, and economic development sectors.

Goal 2: Address Barriers that Obstruct Project Implementation

Address systemic policy, regulatory, and political barriers that inhibit cross-jurisdictional collaboration and prevent the implementation of sustainable outdoor recreation and tourism projects.

Action Step 1. Leverage Local Authorities to Fund Recreation & Tourism

Local authorities will consider opportunities to fund projects in the recreation and tourism sector through funding resources available through local jurisdictions and their authorities, including sales tax, parcel tax, business improvement districts, special districts including recreation districts.



Action Step 2. Determining Lead Agencies for NEPA/CEQA Decisions

A regional information-sharing body will facilitate and produce, through fundraising or grant awards, a playbook to help identify lead agencies for NEPA/CEQA decision-making for cross-jurisdictional sustainable outdoor recreation projects.

Action Step 3. Investments of Public Funds in Partner Agency Infrastructure

A local government entity may, using its available funding and applicable authorities and agreements, invest in qualifying federal or state infrastructure as an economic investment in outdoor recreation assets and programs that sustain rural economies.

Action Step 4. Establish Data Standards and Baselines for Outdoor Recreation Dependent Economies

A regional authority will facilitate the production of standards and definitions for outdoor recreation data collection, including net community benefit metrics, using grants or its available funding, to inform capital allocations across jurisdictions throughout the region.

Action Step 5. Maintenance Funding for Recreation Infrastructure

A regional authority will advocate, through its established programs, to ensure that capital investments in local, state, federal, and private recreation infrastructure are sustained throughout their life cycles through appropriate maintenance.

Action Step 6. Develop and Adopt Arts and Cultural Plans

The California Arts Council will provide, through its established programs, targeted technical assistance to achieve full seven-county adopted-plan coverage and to unlock access to public and private funding for the arts and placemaking.

Action Step 7. Grant Reimbursement Requirements for Small Organizations

The State of California will reform, through its grant programs, reimbursement requirements for small organizations such that administrative burdens do not effectively exclude them from participating in public grant programs.

Action Step 8. Fund Integrated Recreation and Arts/Culture/Placemaking Projects



The State of California, through its Sierra Nevada Conservancy, will make funding available through its grant programs for projects that integrate trail and recreation infrastructure with cultural programming, public art, and community storytelling.

Action Step 9. Cultural Stewardship Workforce Infrastructure

The State of California’s Sierra Nevada Conservancy and the California Office of Historic Preservation will fund, through their grant programs and in partnership with tribal nations, projects that make indigenous history visible in the built environment of rural recreation communities, including indigenous place names, public art by tribal artists, and interpretive infrastructure co-designed with sovereign nations.

Action Step 10. Recognize Arts and Placemaking as Economic Infrastructure

The State of California, through its Sierra Nevada Conservancy and Workforce Development Board and their funding agencies, will recognize, through their grant guidelines and programmatic framing, arts, culture, and placemaking as foundational pillars of regional economic development.

Goal #3: Build a Year-Round, Equitable, Career-Focused Recreation Workforce

With tribal participation built into program design, build a year-round, career-focused outdoor recreation and tourism workforce with pathways to careers in land management, NGOs, DMOs, and local government.

Action Step 1. Year-Round Ambassador Program

Regional partners and local government entities will facilitate and produce, through their established programs, a year-round outdoor recreation ambassador program that includes tribal participation in its design, converting short-term seasonal positions into formal career pathways.



Action Step 2. A Recreation Workforce is a Health System Community Benefit

The California Department of Health Care Access and Information and the California Workforce Development Board will, through their established programs, take regulatory action to designate outdoor recreation workforce development as eligible expenditures under established hospital community benefit obligations, aligning health spending with rural workforce development needs.

Action Step 3. Regional Cycling and Active Transportation Workforce Cluster

The California Workforce Development Board will establish, through its programs, a workforce cluster to coordinate workforce investment across the cycling, hospitality, health, and event programming sectors.

Action Step 4. Cultural Stewardship Workforce Infrastructure

The California Workforce Development Board, the California Arts Council, and local government entities will, through their established programs, explicitly designate cultural heritage stewardship roles, including arts administration, creative reuse coordination, cultural programming, and community storytelling, as eligible workforce development investments through formal regulatory guidance to integrate arts and cultural workforce development with the broader regional recreation workforce pipeline.

Goal #4: Regional Resilience and Adaptation to Climate Change

Implement the recommendations from Sierra Jobs First's "Sustainable Recreation and Tourism" projects and from "[A Changing Climate | Vulnerability in California's Eastern Sierra](#)," from the region's "[Sustainable Recreation and Tourism Initiative](#)" (SRTI)".

Action Step 1. Deploy "A Changing Climate" as a Scalable Climate Adaptation Plan Across the Seven-County Region

The Sierra Nevada Conservancy will incentivize, through its grant programs, projects that incorporate the analysis and recommendations from "[A Changing](#)



[Climate | Vulnerability in California's Eastern Sierra](#)" into their grant proposals to ensure climate adaptation and enhance regional resilience", as a scalable seven-county initiative.

Action Step 2. Develop the "SRTI Climate: Regional Asset Inventory and Gap Assessment"

The State of California and its funding resources, including the Sierra Nevada Conservancy and its grant programs, will fund the development of the "SRTI Climate: Regional Asset Inventory and Gap Assessment" as recommended by "[A Changing Climate | Vulnerability in California's Eastern Sierra](#)", as a scalable seven-county initiative.

Action Step 3. Develop the "SRTI Climate: Sustainable Recreation Outreach and Education Program"

The State of California and its funding resources, including the Sierra Nevada Conservancy and its grant programs, will fund the development of the "SRTI Climate: Sustainable Recreation Outreach and Education Program" as recommended by "[A Changing Climate | Vulnerability in California's Eastern Sierra](#)", as a scalable seven-county initiative.

Action Step 4. Snow Play Data Collection and Utilization

California State Parks will fund snow play data collection protocols through its grant programs to align winter recreation infrastructure, including state SNO-Parks, with current and projected snowline conditions for placement, seasonal road access, and visitor engagement.

Action Step 5. Climate-Adaptive Visitor Management Fund

The State of California will fund climate-adaptive visitor engagement programs that support on-the-ground ambassador deployments, digital information systems, and real-time visitor interactions in communities experiencing accelerated climate impacts.

Action Step 6. Reform Grant Reimbursement Requirements for Small Organizations Operating in Compressed Seasons

The State of California, through its conservancies and their funding programs, will allow adjustments to grant reimbursement requirements to provide project-level flexibility for organizations operating in compressed or expanded seasons due to climate change.