

Cover Page

2019-2020 Annual Report

Report to the National Park Service
Youth Programs Division



**Groundwork
USA**

22 Main Street
Yonkers, NY 10701

www.groundworkusa.org

Moving Purposefully Forward

Groundwork's Corps Principals.



01.
Treat Youth as
Colleagues
02.
Build Relationships
03.
Teach Real World Skills
04.
Engage Youth in
Important Work, Not
Busy Work.
05.
Work with Youth Over
Multiple Years
06.
Build Career
Opportunities

Annual
Report
2019-20



Table of Contents

Groundwork's Corp Principals	02
• Acknowledgements	03
• Contact Information	03
• About Groundwork USA	04
• Meeting Joint Needs	05
Groundwork Corps 2020	
• Addressing COVID	07
• By the Numbers	08
Services Details	
• Tuskegee NHS	10-11
• Paterson Great Falls	12-13
• Glacier NP	14-15
• TTAP	16
National Park Funding	
• Funds Leveraged Per Site	17
A Final Note	Back cover



Acknowledgements

Groundwork USA's youth programs and projects require huge amounts of work, research, and dedication. We could not implement them without the support of individuals such as George McDonald, National Youth Programs Manager for the National Park Service, and Ernestine M. White, National Youth Employment Programs Coordinator. In addition, thanks to the following individuals.

Tuskegee National Historic Sites

Special thanks to Floyd Myers, Interim Superintendent, and Andrew Callens, Chief of Maintenance. Also thanks to Joy Kinard, new superintendent for collaborating with us during COVID

Historic Preservation Training Center

Moss Rudley – Superintendent
Amanda Stein – Integrated Resources Program Manager
Hillary Lennox - HPTC
And John Storke, Chief of Maintenance.

Glacier National Park

Tracy L. Ammerman - Chief of Interpretation and Education
Sonja Hartmann - Volunteer Program Coordinator, as well as Emma Hilliard and Carolyn Clark.

Paterson Great Falls National Historic Park

Thanks to Superintendent Darren Boch, Interim Superintendent Floyd Myers, and Ilyse Goldman, Division Chief - Interpretation, Education and Volunteers

Special Thanks to the **National Park Foundation** for their ongoing support. To Will Shafroth and Katherine Chesson for helping to keep projects moving during the pandemic, and to Lisa McLure for working hard on budget modifications.

CONTACT INFORMATION FOR GROUNDWORK USA

Stephen Burrington | Executive Director
Curt Collier | National Youth Programs Director
Groundwork USA
22 Main Street Yonkers, NY 10701
Phone: 914-375-2151
Email: steve@groundworkusa.org
curt@groundworkusa.org
www.groundworkusa.org

FOR THE NATIONAL PARK SERVICE

George McDonald | Chief National Youth Programs Division
National Park Service,
Youth Programs Division
1849 C. Street NW Room 2357
Washington DC 20240
Phone: 202-513-7146
Email: george_mcdonald@nps.gov
www.nps.gov

Groundwork USA would also like to thank **Tuskegee University**, especially its **Architecture Department**; Dean Dr. Carla Jackson Bell and Department Chair Dr. Kwesi Daniels for their support in encouraging students to volunteer for our restoration projects in Tuskegee, Alabama.

About Groundwork USA

Linking Communities in the Pursuit of Equity and Sustainability

The mission of the Groundwork USA network is to bring about the sustained regeneration, improvement, and management of the physical environment by developing community-based partnerships that empower people, businesses, and organizations to promote environmental, economic, and social wellbeing.

Changing Lives

Cultivating the next generation of conservation leaders is central to the work of Groundwork USA and its network – all our local affiliates have Green Team programs that meet youth aged 15-18 “where they are” and combine hands-on conservation work, environmental education, leadership development and paid employment. Projects improve both neighborhoods and nearby

National Parks, National Wildlife Refuges, and other public lands. Many Groundwork Trusts also have GroundCorps programs employing people age 18-35 in urban conservation work. The local Green Team and GroundCorps programs serve as portals to Groundwork USA’s National Youth Programs, which combine natural and cultural resource restoration, skill development, environmental education and leadership development in National Parks farther afield.

Our Youth

Unlike many corps, most of our work takes place in urban communities. It is here that we find one of our greatest resources for community revitalization: our youth. As we hire locally, our workforce is filled with individuals with keen insights into the conditions in which they work. They are deeply connected to the rhythm of their neighborhoods, and often painfully aware of its limitations – but also of its strength.

Stephen Burrington
Executive Director



Focusing on DOI Priorities

Meeting Joint Needs

Many of the priorities of the Department of Interior align directly with the goals of Groundwork USA; to increase access to public lands and prepare the next generation to play a central role in the revitalization of our nation.

The park infrastructure projects started under Teddy Roosevelt and expanded to the development of the Civilian Conservation Corps under Franklin Roosevelt had two goals; building access for generations of Americans to enjoy our national treasures, and providing people with meaningful work and useful skills. Groundwork USA is proud to be at the forefront of the refocusing of corps activities in America by bringing back infrastructure work as a main focus of a corps. As stated above, many of our youth live and work in urban communities in need of investment

This partnership allows Groundwork USA to provide additional construction training that youth can take back to their Groundwork Trusts and local communities. The extended benefit of working with the National Park Service units is to contextualize the work the youth are doing and to help them see that their work is part of broader conservation efforts while simultaneously accomplishing infrastructure goals. This approach not only meets DOI priorities, but raises the capacity of youth to transform their communities as well.



A Year That Almost Wasn't: How COVID Impacted our Work

Despite all of our planning, nature had different plans for all of us. The coronavirus not only interrupted schedules, it shut down our programs in Yellowstone National Park, Grand Teton National Park - including our Mountains to Main Street collaboration, shut down many of our Traditional Trades Apprenticeship sites, and halted the restoration projects in Tuskegee, Alabama. This was a necessary precaution. Hats off to Bob Fuhrmann, Branch Chief of Youth Programs and Mike Coonan, Youth Work Program Coordinator at Yellowstone National Park who tried everything in their power to save the program, but ultimately, a call for caution and safety had to prevail. In a similar fashion, Megan Kohli, Acting Chief of Interpretation and Partnerships at Grand Teton National Park struggled to salvage the summer, but also made the determination that time wasn't right.



COVID -19 AND SAFETY

How Groundwork Responded to the Pandemic

Get Educated



Provide Training



Raise Awareness

WHAT ELSE IS IN THE AIR?

Hey Mom
and Dad,
we need
to have
"The Talk"



SOME FACTS
ARE HEARD
BEST
BY THOSE
WHO NEED
THEM MOST

COVID-19

Sanitization Training

Groundwork partnered with the Global Biorisk Advisory Council and ISSA to undertake 53 hours of training in how pathogens spread and ways that companies can properly clean and sanitize work environments for public safety. Groundwork USA youth program staff and participants in seven cities completed the three required workshops and were awarded certifications for their efforts. With this training, Groundwork USA created a set of policies and procedures for working in public areas during a pandemic and offered a webinar to its network. The Groundwork USA youth program staff led this effort, and created additional training materials to protect youth health.

OSHA

Safety Training

Both the National Youth Program Director and the Youth Program Manager are OSHA authorized safety trainers. The information garnered through the ISSA training was incorporated into the 10 Hour Outreach Safety Training which was offered to 23 youth leaders across the network. Following OSHA's Hierarchy of Controls, Groundwork youth program staff implemented administrative policies, engineering controls, and purchased additional PPE equipment for our youth. Coupled with daily safety circles, this added an additional layer of care for our youth and staff.

What Else is in the Air?

Public Health Initiative

Groundwork's Youth Program Director was one of 20 scientist and science communicators nationwide selected to create an outreach campaign to diverse audiences as part of a program of Sigma Xi, the National Scientific Research Society. Groundwork collaborated with a number of scientists including an epidemiologist, a biomedical researcher, and a virologist to provide online training for GroundworkYouth. In addition, these youths partnered with scientists at Rutgers University and the Science Museum of Virginia to monitor air quality and to do outreach to local residents about the importance of masks.



GROUNDWORK BY THE NUMBERS

Groundwork USA is the Most Diverse Urban Corps in the Nation

In 2019, the Groundwork USA network engaged 11,992 youth in conservation-related programs, delivered 128,216 hours of environmental education, and provided jobs for 2,350 youth in 20 states. Our GWUSA corps bulds on this success.



+12
Years of
Experience

The Groundwork USA Corps is now in its 12th year, and continues to grow annually

Despite COVID cancelling many activities, GWUSA was still able to employ **165** youth between 10/1/19 and 9/30/20

96% Diverse Corps

41% Black/Afro-Caribbean
39% Hispanic/Latinx
08% Asian/Indian
08% Mixed/Multi-Racial
04% Non-Hispanic White

Time is spent each and every day in environmental education and STEM enrichment!

Education Levels:

In High School: 48%
Vocational Training: 18%
Some College: 28%
College Graduate: 06%

Groundwork makes a concerted effort to engage women in construction. This program year we hired 89 women and 76 men.

18-year-old female when asked on a survey how Groundwork could do better? *Tell more people about the program because it is too good to not know about it!*



“Groundwork brings a group of strangers, that have little experience and zero knowledge, together as a family. You deeply encourage us to be adventurous and hungry to go to more parks.”

- 2020 Program Participant



Tuskegee National Historical Parks historic preservation projects...



Tuskegee Institute NHS

Groundwork crews restored extensive plaster damage throughout the George Washington Carver Museum and painted 5,280 sq ft of interior museum walls. The crew spent 112 hours building and moving scaffolding during the project, and installed extensive masking to cover the museum displays. All this was accomplished while the museum was still open. During their off time, the youth visited historic sites, Dr. King's Church in Montgomery and the Legacy Museum.

Tuskegee Airmen NHS.

The Groundwork crew painted two historic structures at the airmen site; the maintenance shop and the airmen shower. Prior to this work, the crews replaced several wall sections damaged by rot, scraped and prepped all surfaces, rebuilt four custom doors from square stock lumber, and reglazed 12 windows. To preserve the historic finish, the wood surfaces were all handpainted, and the youth spent several hours learning how to shape wood using traditional wood working machinery.

Few things can help an individual more than to place responsibility on him, and to let him know that you trust him
– Booker T. Washington



Selma to Montgomery NHT
Groundwork crews repainted the interior of the Lowndes County Interpretive Center

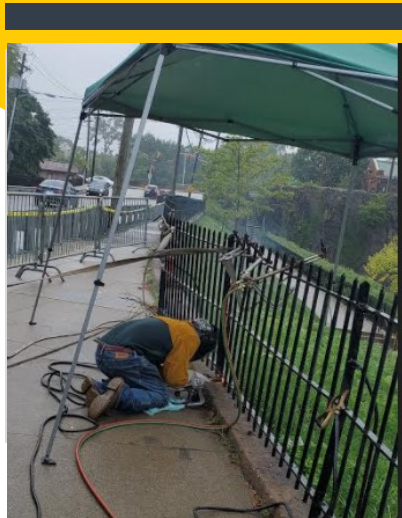


The Oaks - Tuskegee Institute

Groundwork is leading an extensive revitalization project to restore the home of Booker T. Washington at the Tuskegee Institute NHS. This involves rebuilding the portio by reinforcing it with steel beams, extensive wood trim repair, plastering interior ceilings and retoring historic finishes.



Paterson Great Falls NHS Gets New Amenities And Needed Repairs



Damage Repaired

For three years, repairs were needed to fix a historic iron fence, a steel fence at the main viewing area, and a concrete bench damaged by a car crash. This damage marred the view of the falls. Groundwork removed the damaged sections and welded in new replacements restoring the fence line. Teaching young adults to work with metal is critical for preparing the next generation of skilled workers.



Invasive Removal

A large section adjacent to the upper falls had originally been planted as a garden. Unfortunately, a lack of funding made it nearly impossible to maintain, and years later, the section had become so overgrown with invasives that the falls could not longer be seen, especially by shorter visitors, youth, or those in wheelchairs. Groundwork oversaw the cleanup of the site and placed erosion control netting. This will be planted by easy to maintain groundcover.



New Observation Deck

A former muddy area, impacted by social trails and heavily eroded marred the beauty of the site. Groundwork designed a new use for the area, cutting open the railings, installing a wall to prevent erosion, creating a patio, and then installing new railing, a brick dust path and a new stairway to make it easier for visitors to access the viewing areas down below. A local youth who is in a wheel chair told a Ranger: "I'm so happy that I can see the top of the falls now!"

How Groundwork USA is Meeting the Top Priorities of the Department of the Interior

New amenities at Paterson Great Falls NHP



Glacier National Park

Summer 2020



Key Advantages

01

Fully Self-Contained Corps

Groundwork is a fully self-contained corps program — park units don't have to supervise our work and can maintain minimal contact if needed. The advantage of this is that during a time like a pandemic, or government slowdowns, or even for small park units with minimal staff, Groundwork can bring trained crews with minimal assistance from the park unit. Groundwork can arrange logistics, work with maintenance departments to develop the scope of work, provide educational and recreational opportunities, and get things done the way the park needs them to be.

This ability was on full display at Glacier National Park this summer. To protect employees, the park service shutdown campgrounds, ordered nonessential employees to work from home, limited access to buildings and instituted other policies to keep their staff safe. Despite these conditions, the park still met its maintenance goals by simply contacting with Groundwork to handle all aspects of the work.

Our Glacier Partnership

02

Glacier National Park Achievements 2020

Over the course of one week, Groundwork's corps completed the following:

- Cleaned 22 roofs of potential fire hazard debris in the maintenance area, plus all 8 bathrooms and the shower facility in the Apar Campground, the roof of the Education Facility in Apgar Village, and the ranger building at the campground. This job required Groundwork crews to scale 2-3 story buildings, build and move scaffolding, and teach OSHA fall protection controls.
- Installed custom made garage door units (built by Groundwork in 2019).
- Completed Loon Studies at five park lakes, including Lake McDonald.
- Provided 12 hours of educational and science related tours of the park.
- Provide numerous recreational opportunities.

Handling the above allowed the NPS staff to focus on tours of Nature Center, arranging loon studies and offering a workshop on government jobs.



Effective NPS/GWUSA Partnerships

Traditional Trades Apprenticeship Program

Working together to create creative career pipelines

ABOUT TTAP



Working in collaboration with the Historic Preservation Training Center, under Superintendent Moss Rudley, the National Park Service, and Groundwork USA, a 20-week apprenticeship program was created to provide youth with the unique opportunity to work with the National Park Service while also under Groundwork USA's supervision. Groundwork recruited the youth, provided the OSHA 10 certifications for the trainees and served as their liasons to the program. Due to COVID, only one park unit was able to participate this year.



Fredericksburg/Spotsylvania

National Battlefield Park

Supervisor: John Storke
Chief of Maintenance

Skills and experience:

Park staff provide ongoing training for most of the apprenticeships time, while Groundwork provides additional safety training, resume support, and job hunting assistance after the program. The apprenticeships also become part of the GWUSA network, such as attending additional trainings provide by Groundwork.

National Park Service Funding in 2020



Tuskegee Airmen NHS
Completed Fall 2019

Funding : \$77,440

Additional Support:
Groundwork received volunteers and storage space from the Architecture Department at Tuskegee University.



Selma-to-Montgomery NHT
Completed Spring 2020

Funding : \$63,244

Additional Support:
Groundwork received volunteers and storage space from the Architecture Department at Tuskegee University.



Tuskegee Institute
To be completed Spring 2021

Funding : \$236,693

Additional Support:
Groundwork received volunteers and storage space from the Architecture Department at Tuskegee University.



Glacier National Park
Completed Summer 2020

Funding : \$3,999.87

Additional Support:
Groundwork was able to support the park by leveraging an additional \$57,500 from the National Park Foundation.



Paterson Great Falls NHP
Completed Summer 2020

Funding : \$77,320

Additional Support:
The initial TA was for \$23,999.26. The TA was eventually modified and an additional \$53,320.76 was added to the agreement.

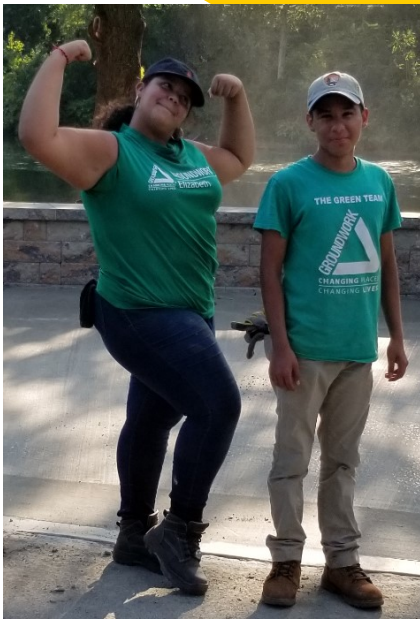


Traditional Trades TTAP
Summer 2020 to Fall 2020

Funding : \$100,811.01

Additional Support:
Groundwork received additional support from the National Park Foundation in the amount of \$149,147.85. COVID might affect these disbursements.

Why We Do What We Do: Beyond Performance Measures, the Real Indicators of Our Success



Thanks National Park Service for Making This Possible!