



University of Idaho

College of Natural Resources

Department of Forest, Rangeland & Fire Sciences

Council on Forest Engineering (COFE)

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Flagstaff, AZ

ADDRESSING WORKFORCE CHALLENGES IN IDAHO'S LOGGING SECTOR

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IDAHO FORESTRY WORKFORCE

AT A GLANCE

- ❑ Forest Prod. Industry: ~20% of all labor income in Idaho

- ❑ Logging workforce deficiencies a persistent topic of concern for >15 years (2008 ALC Timber Workforce Summit)
 - Facing recruitment and retention challenges and an aging workforce

- ❑ Loggers still learn on the job
 - Safety concern: tend to do most dangerous jobs first (fallers, rigging crew)
 - Traditional model works for **some**, but current number trained is **too low**



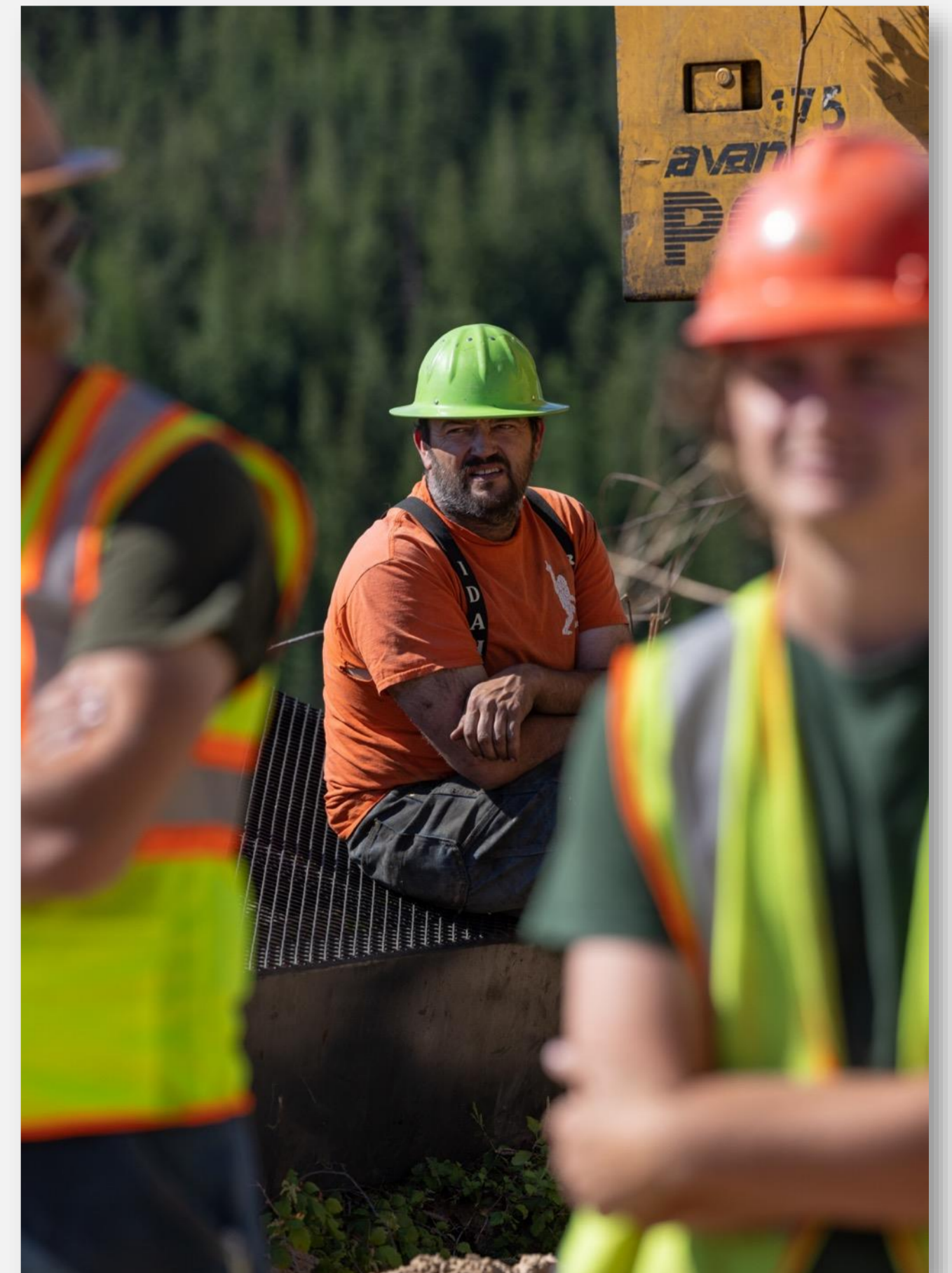
NEED FOR MULTI-FACETED APPROACH

OUTREACH, RECRUITMENT, EDUCATION & TRAINING

- Workforce challenges extend beyond a single solution
 - Create multiple pathways and workforce entry points

- Identify and develop new, innovative approaches
 - Both broad and targeted efforts
 - Learn from others' successes and challenges

- Reach diverse audiences and demographics



UNIVERSITY OF IDAHO'S APPROACH

SUPPORTING CURRENT & FUTURE LOGGING WORKFORCES

- ❑ Recruitment & Outreach
- ❑ New and Enhanced Degree Programs
- ❑ Training and Continuing Ed. Programs
- ❑ K-12 Career and Technical Education



WORKFORCE TRAINING AT ALL LEVELS

EXPANDING OUR CAPACITY

- ❑ Public Outreach/Education
- ❑ B.S. Forestry
- ❑ A.S. Forest Ops. & Tech.
- ❑ Student Logging Crew
- ❑ Logger Training Program
- ❑ Contractor Workshops
- ❑ CTE Programming



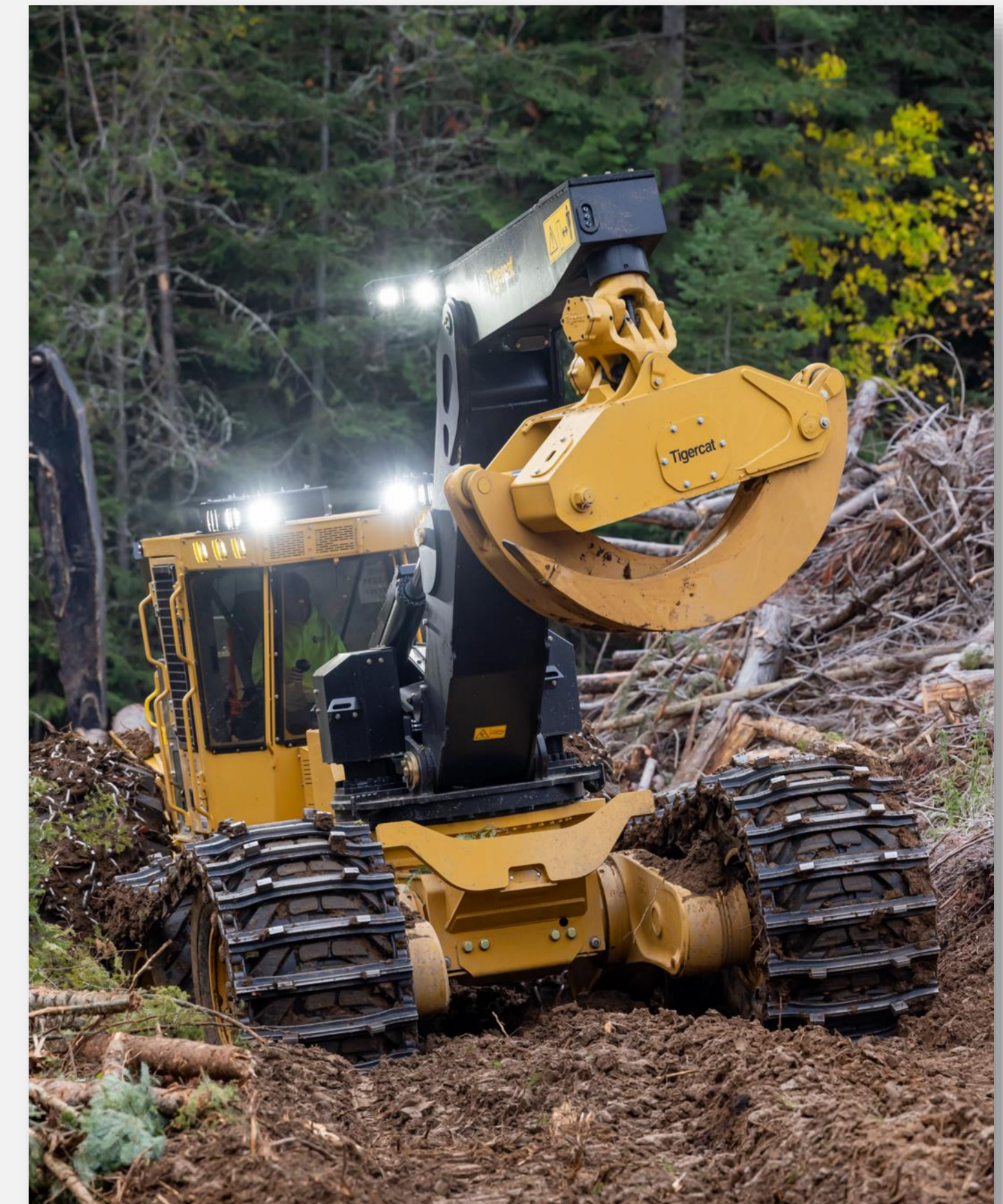
PUBLIC OUTREACH AND EDUCATION

INCREASING AWARENESS AND SHIFTING PERCEPTIONS

Highlighting the people, equipment, technology, and processes making sustainable forest management and contemporary forest operations possible

Leveraging Social Media

1. Educate the public
2. Increase industry exposure
3. Educate the industry?



EDUCATION AND TRAINING

EQUIPPING NEXT GENERATION WORKFORCES

- ❑ Rapid advancement in technology and mechanization
- ❑ Contractors must be equipped with both foundational skillsets and technological competencies
- ❑ Are our foresters/land managers also equipped to address the changes to the logging industry?
 - Are our curriculums industry relevant?



UNIVERSITY OF IDAHO A.S. DEGREES

COLLEGE OF NATURAL RESOURCES

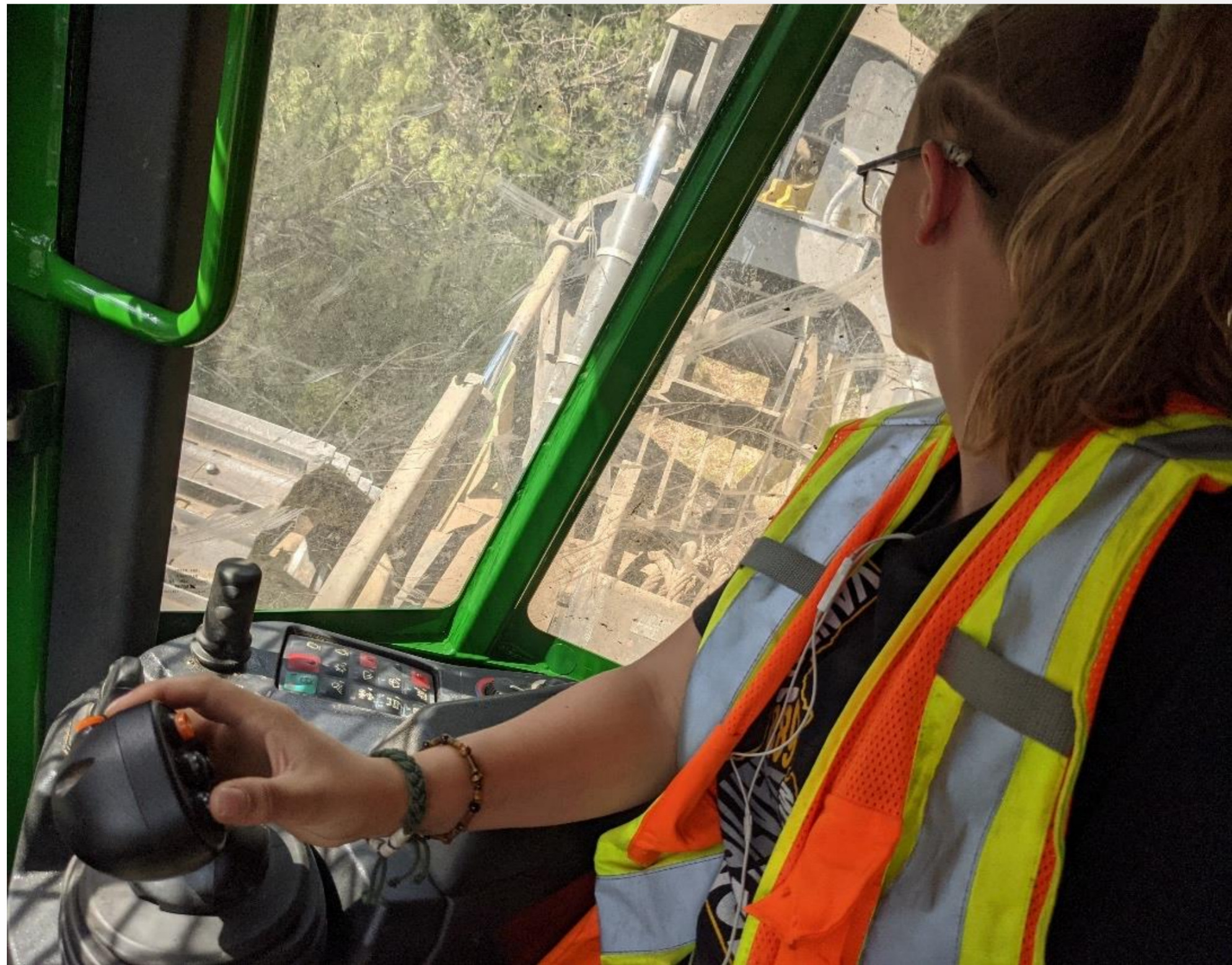
- First 2-year degrees offered at the UI
 - Department of Forest, Rangeland, and Fire Sciences

- New degrees target workforce concerns voiced by industry and stakeholders
 1. Nursery Management and Technology
 2. Wildland Fuels and Fire Technology
 3. Forest Operations and Technology



A.S. FOREST OPERATIONS AND TECH.

WHO IS THE TARGET AUDIENCE?



- ❑ Individuals who: like being outdoors, like the smell of wood, like running equipment, etc.
- ❑ Those who see the 4-year degree as too big a commitment, or just don't see the value
- ❑ Future owner-operators seeking more business background
- ❑ People seeking career transitions

A.S. FOREST OPERATIONS AND TECH.

DEGREE COURSEWORK



- Fundamental forest & fire management
- Business & marketing
- Applied, field-based, & industry relevant courses
 - Safety and emergency preparedness
 - Power units and machinery management
 - Winter harvesting
 - Roads and timber sale layout
 - Mobile mapping and GIS applications
- Timber Harvesting Practicum

A.S. FOREST OPERATIONS AND TECH.

THE GOAL

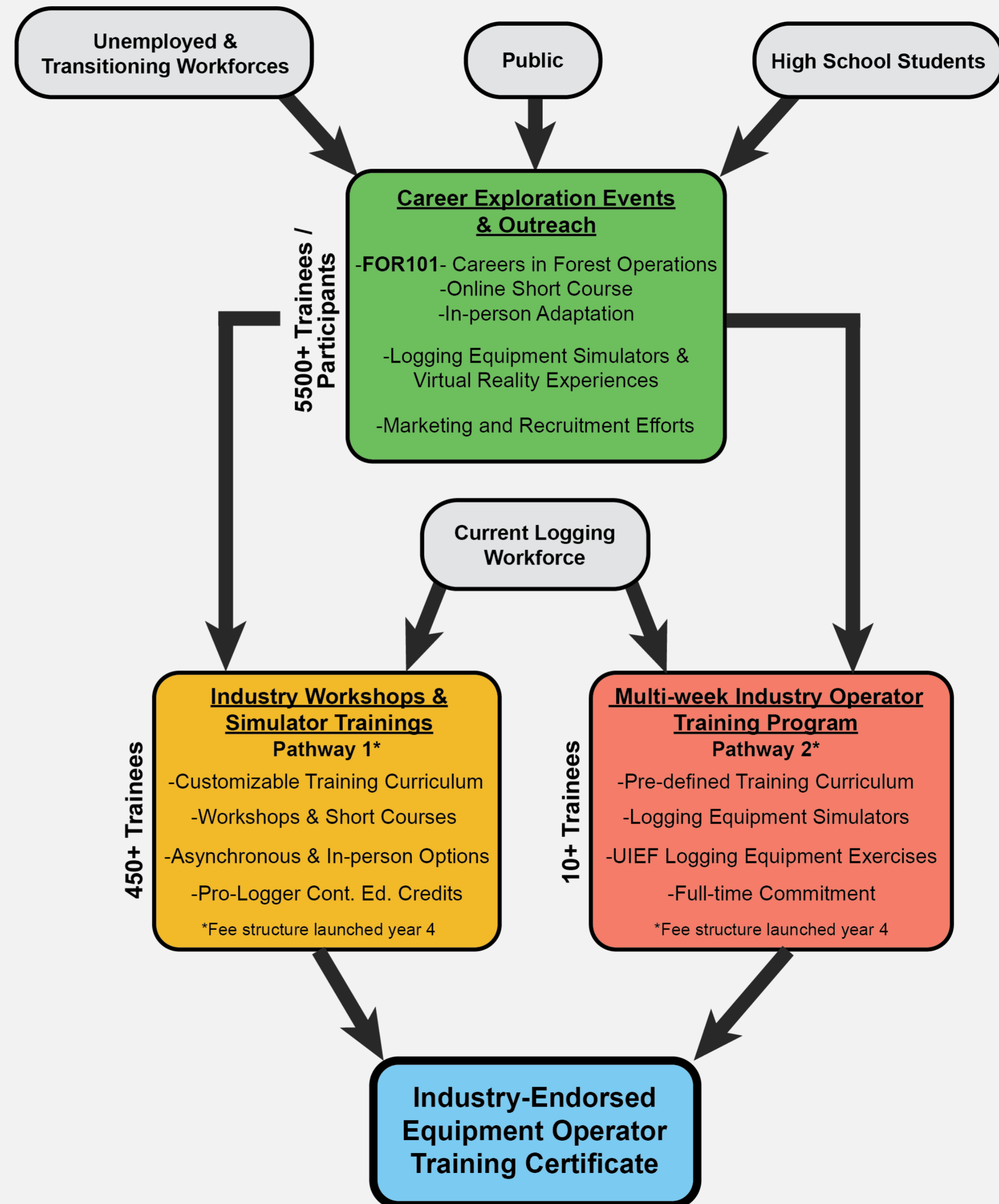
- Quick transition to the logging workforce equipped with:
 - Foundational forestry competencies
 - Core understanding of business & marketing practices
 - Hands-on training to support safe, productive, & sustainable forest ops.



TRAINING & CONTINUING ED. PATHWAYS

IWDC FUNDING

- Complimentary, capacity building efforts to support workforce development and training
- Need for multiple pathways and entry points into training pipelines





INDUSTRY PARTNERS

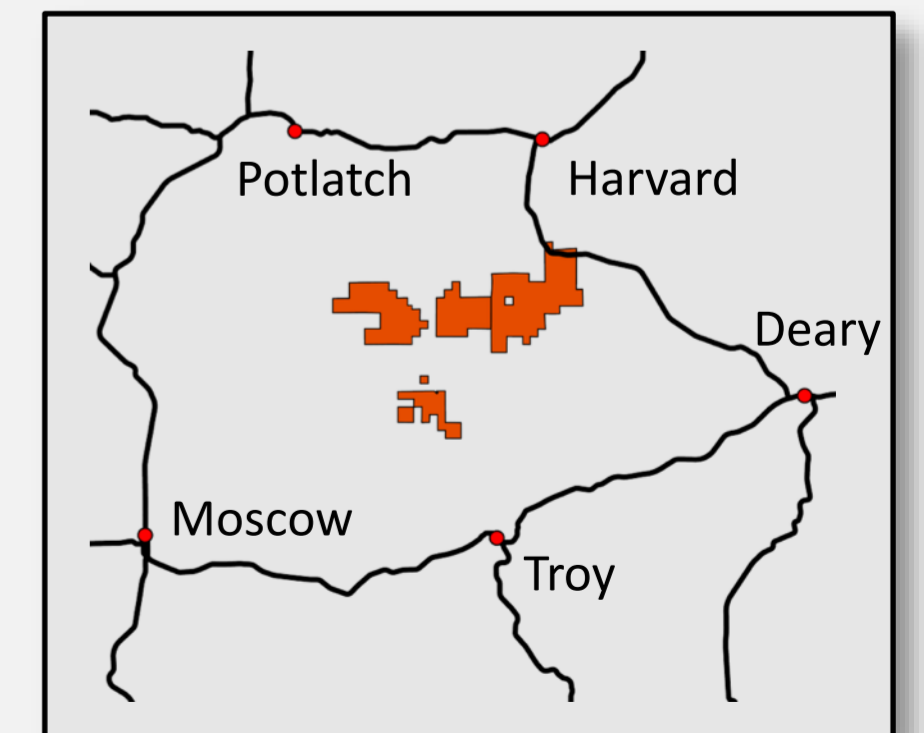
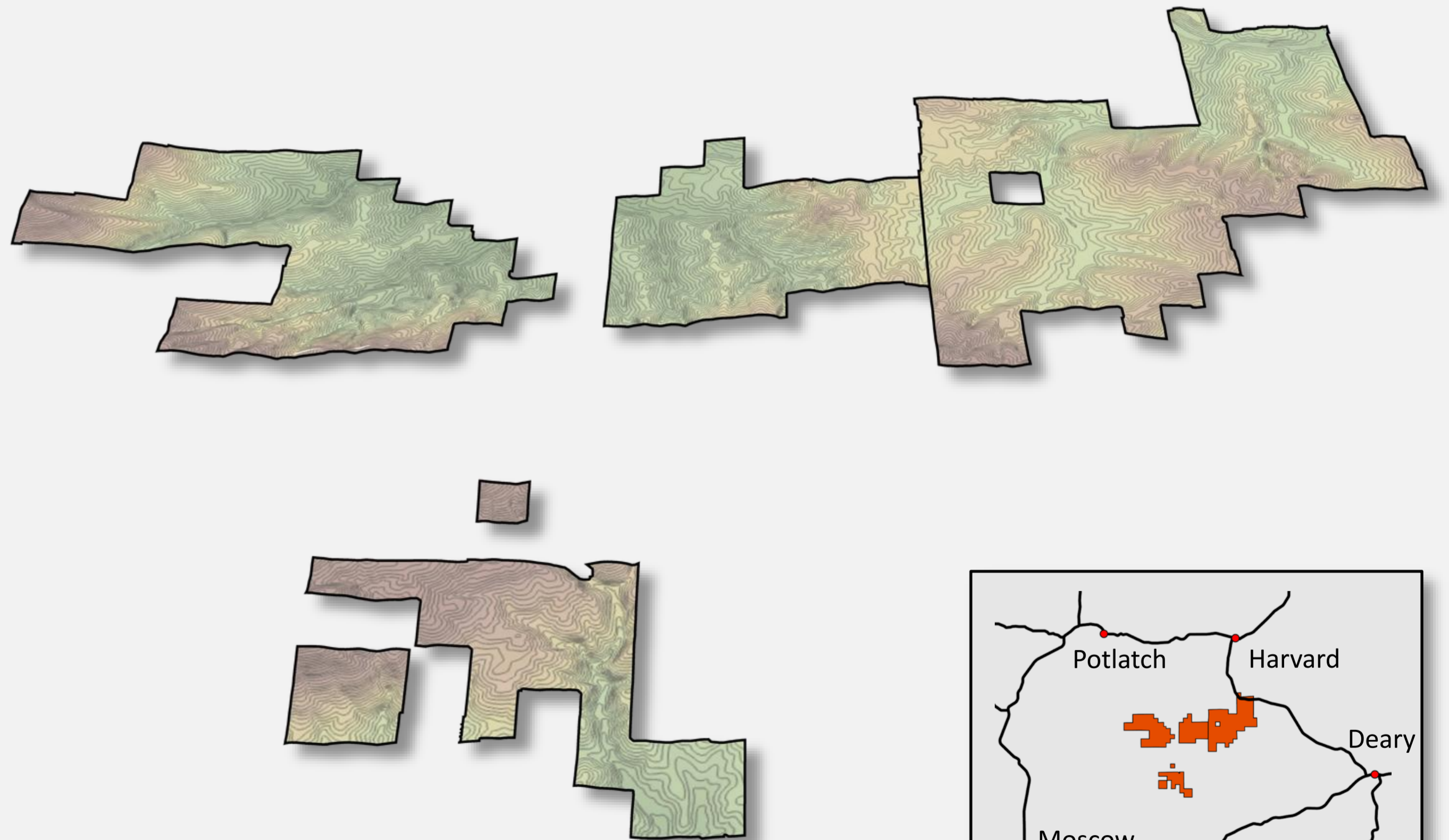
BETTER TOGETHER



A LEGACY OF EXPERIENTIAL LEARNING

UNIVERSITY OF IDAHO EXPERIMENTAL FOREST (UIEF)

- Working forest supporting teaching, research, workforce training, and outreach
- Hands-on, real-world experiences for "students" at all levels
- Embracing innovation and cutting-edge technologies





50th YEAR OF THE STUDENT LOGGING CREW

G & R TRACK SYSTEM

UIEF 2018 JOHN DEERE 648L WITH NEW G+R TRACKS





DANGLE HEAD PROCESSOR

CAT 538 AND WARATAH 622C HEAD



LOOKING TO THE FUTURE

WORKFORCE DEVELOPMENT AND TRAINING AT UI

- ❑ Building capacity and embracing our strengths

- ❑ Expanding support and collaboration
 - “A rising tide lifts all boats”

- ❑ Increased opportunities for CTE for K-12
 - Attracting and equipping the next generation (HB267)



THANK YOU!



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Follow Along!

