







Forest Industry Workforce Development Resource Guide © 2020

University of New Hampshire Extension

AUTHOR

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New Hampshire's forest industry contributes over \$1.5 billion dollars to the state's economy and employs over 7,000 workers in diverse and specialized jobs. Employers have experienced a number of challenges including difficulty recruiting and retaining workers throughout the supply chain, an aging workforce, and hiring workers with specialized skills required by the industry.

In response to this need, forest-based businesses, educational institutions, trade organizations, governmental agencies and others have made efforts to address forest industry labor issues at different scales focusing in three main areas:

- 1) Bringing awareness that forest industry is a potential employer in the state;
- 2) Recruiting workers for vacant positions; and
- 3) Accessing resources and government programs

This resource guide identifies diverse New Hampshire resources in a single, accessible location. Please reach out to Andy Fast of UNH Extension with any questions or if you would like assistance navigating your specific circumstances. There are likely additional resources that are not included in this document. If you are aware of any additions, please contact the author.

*Disclaimer- inclusion of a resources in this publication is not an endorsement.











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UNH Cooperative Extension provides New Hampshire citizens with research-based education and information, enhancing their ability to make informed decisions that strengthen youth, families and communities, sustain natural resources, and improve the economy.

Current Workforce Development Initiatives and Resources

	Industry Type	Forestry	Logging	Sawmill	Secondary Manufacturing	Equipment Operators	Trucking	Mechanics	Specialized Skills	Partner Organizations
NHTOA High School Apprenticeship Program		•	•	·	•	•	•	•	·	2.
NHTOA Career Day		©	©	©	©	•	©	•	⊙	1. 2. 4. 15. 16.
Internships - Job Shadow		•								1. 5. 6.
Sustaining Forests Curriculum		©	©							1. 13.
Community College System of New Hampshire Job Board	4		•	©	•	•	•	•	·	8. 9. 10. 11. 12.
White Mountain Community College	&						©			7.
Heavy Construction Academy	.					•				6.
Commercial Driving School of NH	*						©			6.
University of New Hampshire		©	•	0						1. 14. 16.
NH Works	血	©	•	©	©	•	•	•	©	
New Hampshire Employment Security	å m	•	•	•	©	•	©	•	©	17.
Adult Education		©	©	©	©	•	©	•	©	18.
Vocational Rehabilitation	血	©	•	©	©	•	©	•	©	18.
Office of Workforce Opportunity	å m	©	©	©	©	•	©	•	©	3.
WIOA Youth Program	å m	©	•	©	©	•	©	•	⊙	3.
WIOA Adult Program	å m	©	©	©	©	•	©	•	⊙	3.
Work Ready New Hampshire	血	•	•	•	•	•	•	•	0	7. 8. 9. 10. 11. 12.
Apprenticeship New Hampshire	å m	©	•	©	©	•	•	•	·	18.
DHHS/NH Employment Program	å m	©	•	©	©	•	·	•	⊙	19.



Industry Awareness & Education



Workforce Recruitment



Government Resources
Specialized Programs Recruitment and Training

Partner Organizations

- 1. UNH Extension
- 2. NH Timberland Owners Association
- 3. NH Office of Workforce Opportunity
- 4. NH Timber Harvesting Council
- 5. Society of American Foresters
- 6. Individuals and Businesses
- 7. White Mountain Community College
- 8. Manchester Community College
- 9. New Hampshire Technical Institute
- 10. Nashua Community College
- 11. Great Bay Community College
- 12. Lakes Region Community College
- 13. Vermont Partners
- 14. UNH Thompson School of Applied Science
- 15. NH Division of Forests and Lands
- 16. UNH
- 17. NH Employment Security
- 18. NH Department of Education
- 19. NH Department of Health and Human Services

NHTOA High School Apprenticeship Program (HSAP)



The New Hampshire Timberland Owners Association (NHTOA) in Concord, NH, is working in partnership with the University of New Hampshire Extension and the University of New Hampshire Thompson School of Applied Sciences on a new program to inform high school and junior high school students about careers in forestry, wildlife, natural resources, wood technology, logging, forest engineering, technology, sawmill operations, etc. Job shadowing and apprenticeship programs may be available to students through this program.

Website: nhtoa.org

Contact: Cheri Birch | cbirch@nhtoa.org | 603-224-9699

NHTOA HSAP Career Day



NHTOA, its partners and supporters host a career day to introduce young men and women to career opportunities in the forest industry.

Website: nhtoa.org

Contact: Cheri Birch | cbirch@nhtoa.org | 603-224-9699

Internships w



There are multiple forest industry internships available throughout the state. Due to the changing nature of these opportunities and the contacts, please contact UNH Cooperative Extension for more information on internship leads and opportunities. Some examples include(partial list),

UNH Cooperative Extension endowed forestry internship

Granite State Division - Society of American Foresters internship grant

Private consulting and industrial forestry internships

Website: nhlocalwood.org

Contact: Andy Fast, andrew.fast@unh.edu, 603-841-6544.

Sustaining Forests Curriculum



Vermont Technical College, UNH Cooperative, and additional Vermont partners are developing Sustaining Forests Curriculum. The project will promote understanding and awareness related to forest health and management among students in the secondary school system. Students will get hands-on training in basic forest management, safe use of forestry hand tools, tree identification and other required skills that will prepare them to pursue post-secondary degrees in forestry, and which will also build the skills necessary to find gainful employment in the forest products sector after high

Website: nhlocalwood.org

Contact: Andy Fast, andrew.fast@unh.edu, 603-841-6544.

Community College System of New Hampshire



Website: collegecentral.com/CCSNH/

White Mountain Community College (North Conway)



White Mountain Community College has a Commercial Driver Training Program. Those interested in hiring graduating drivers that might have an interest in the forest industry can reach out to the college.

Website: wmcc.edu/workforce-development/commercial-driver-training;

Contact: Paul Mundell, Program Coordinator (Commercial Driver Training) pmundell@cccsnh.edu

Melanie Robbins | mrobbins@ccsnh.edu | 603-752-1113

Heavy Construction Academy (Brentwood)



Heavy Construction Academy provides training (240 hours including classroom and field training) in heavy equipment operation such as articulating dump truck, backhoe, bulldozer, excavators, etc. Graduates of this program may have skills that translate to jobs in the forest industry.

Website: operator-academy.com/;

Contact: Christine Martin, Career Services Advisor 888-772-9002 Ext 314 | Christine@hcanh.com

Commercial Driving School of New Hampshire (Concord)



CDSNH will distribute potential jobs to people on their mailing list (est. 100+ drivers). Send a description of the job with all relevant information (contact, description, etc.) to the contact below.

Website: cdsofnh.com/

Contact: jobleads@cdsofnh.com

University of New Hampshire (Durham)





The University of New Hampshire offers two-year, four-year, and advanced degrees in forestry and natural resources. In addition, there are Bachelors, Master's and PhD graduates in other fields of study related to the forest industry including engineering (software, mechanical, chemical, etc.), business, marketing, and more.

Employers can contact the individual departmental contacts or post job listings on Handshake, UNH's student career management system.

Website: unh.edu/career/handshake

Contact: Raina Sprague | raina.sprague@unh.edu | 603-862-2373

NH Works Programs IIII



NH Works is an umbrella of free services for job seekers and employers. They can provide guidance and insight into the opportunities below.

Website: nhworks.org

New Hampshire Employment Security





New Hampshire Employment Security supports workers through times of unemployment, and employers by jobs with matching job seekers.

Website: nhworksjobmatch.nhes.nh.gov

NH Adult Education (11)



Provides a variety of educational opportunities to empower adults. They have pools of enrollees that might be looking for employment in the forest industry. Go to the website below, follow links to your region of the state, and connect to the local contact for to connect with more information.

Website: nhadulted.org/



Industry Awareness & Education



Workforce Recruitment



Government Resources Specialized Programs - Recruitment and Training

NH Vocational Rehabilitation



Provides recruitment services for individuals with disabilities. There is support around employment solutions and training.

Website: education.nh.gov/career/vocational

Contact: Jim Hinson, Supervisor Veteran & Wounded Warrior Management

Liaison Jim.Hinson@Doe.NH.Gov | 603-419-9454

Office of Workforce Opportunity



Serves as the state administered entity for the Workforce Innovation and Opportunity Act (WIOA). Oversees all workforce activities in the state.

Website: www.nhworks.org

WIOA Youth Program 👗 🎹



Provides academic and work-based learning services to youth, and has pools of potential employees age 16-24.

Website: nhworks.org

WIOA Adult Program 👗 🎹



Provides economically disadvantaged adults and laid off workers access to employment, education, and training, and has pools of pools of potential employees age 18+

Website: nhworks.org

Work Ready NH



Website: ccsnh.edu/

Apprenticeship NH 👗 🟛



Program supports the development of new registered apprenticeship programs and in healthcare, advanced manufacturing, hospitality, construction and infrastructure sectors. Registered apprenticeship is employer driven. It combines on-the-job training and related classroom instruction to increase an apprentice's skill level and wages.

Website: EarnLearnNH.org

DHHS/NH Employment Program



Has pools of unemployed workers on assistance looking for sustainable employment.

Website: dhhs.nh.gov/dfa/tanf/employment.htm