



Sun'aq Tribe of Kodiak
Incorporating Tribal Youth in Natural Resource Management on Kodiak Island, Alaska
Bureau of Indian Affairs - Tribal Youth Initiative Program
Grant Number: A18AV00092 – Final Project Report
Date: February 8, 2019

Introduction/Goals

In November 2017, the Bureau of Indian Affairs (BIA) Tribal Youth Initiative Program awarded Sun'aq Tribe of Kodiak (STK) a \$30,000 grant for a one-year project titled *"Incorporating Tribal Youth into Natural Resource Management on Kodiak Island, Alaska"*. The main goal of the project was to engage tribal youth in natural resource management through fieldwork, data collection and outreach. This project helped STK continue their initial effort to directly involve tribal youth in ongoing natural resource projects, which began in early 2017 with BIA agreement #A16AV00656. Project objectives included:

Objective 1. Teach tribal youth about the interdisciplinary approach to natural resource management through partnership with Alaska Department of Fish and Game (ADF&G), Alaska Sea Grant Marine Advisory Program (ASG MAP), Kodiak Regional Aquaculture Association (KRAA), Kodiak Soil and Water Conservation District (KSWCD) and Threshold Services, Inc. (TSI). By working with a federally recognized Tribe, a state government agency, a university extension agency and three non-profit organizations, tribal youth will see firsthand on how different organizations manage natural resources, collaborate, and what career paths they may offer.

Objective 1 Accomplishments: From January – March 2018, STK collaborated with project partners to determine the intern schedules to ensure maximum field work time, and determine the safety training schedule. It was determined there would be a Fisheries Intern, who would work primarily with KRAA, and a Wildlife Intern, who would work primarily with ADF&G. Job descriptions (Appendix A) were distributed beginning January 22 to the following: project partners, STK Facebook page, STK website, EPA Indian General Assistance Program (IGAP) Environmental Coordinators (on Kodiak and Kenai), University of Alaska Anchorage Native Studies Program, Kodiak Tribal Administrators, statewide distribution lists (What's up and EPA R10 Info Box), Kodiak Island Borough School District staff and educators, Kodiak Rural Leadership Forum, Kodiak Native corporations, Kodiak Area Native Association, Kodiak College, and flyers distributed around Kodiak.

Sun'aq Tribe of Kodiak interviewed eight qualified candidates. In mid-March, the two most qualified youth were hired for the positions. Cameron Tenorio, a member of the Pueblo of Tesuque, was hired for the Wildlife Internship (Figure 1). Tristan Keith, a member of STK, was hired for the Fisheries Internship (Figure 2). The interns began work on May 21. Both completed the training schedule during their first week of work. In the second week of work, the Fisheries Intern and Wildlife transitioned to work with their primary agencies. The internships were completed in mid-August.



Figure 1. Wildlife Intern (Cameron Tenorio) with an immobilized and tattooed Kodiak Brown Bear.



Objective 2. Teach tribal youth about local resource management issues and overall environmental literacy by involving them in projects focused on invasive species, salmon rearing, fisheries and wildlife population monitoring, habitat monitoring, and environmental education.



Figure 2. Fisheries Intern (Tristan Keith) conducting a stream survey for returning sockeye salmon.

Objective 2 Accomplishments: After their orientation/safety week (May 21-25), each intern transitioned to working with ADF&G and KRAA. Each intern gained hands-on experience in the following areas with STK’s staff and/or the various organization/agency partners.

Wildlife Intern (ADF&G) – Cameron assisted with the following: gear/fieldwork preparation, wildlife tracking and monitoring (Figure 3), biological sampling (blood, fecal, hair collection), wildlife population composition surveys, public outreach, data entry, and public presentations. He also had a week-long opportunity to teach about his culture at the Native Village of Afognak’s “Dig

Afognak” camp and become exposed to Alutiiq culture and crafts. Cameron also assisted STK staff with:

- Data logger retrieval/download work as part of the Buskin River Marine Zone Study (BRiMS) project and Western Alaska Landscape Conservation Cooperative (WALCC) project;
- Digging butter clams as part of a paralytic shellfish poisoning (PSP) study in partnership with ASG MAP;
- Conducting invasive Signal Crayfish outreach/education as part of a USFWS Salmon Camp lesson.



Figure 3. Cameron Tenorio getting ready to fly to Afognak Island to track Kodiak Brown Bears.

Fisheries Intern (KRAA) – Tristan assisted on research and monitoring projects, particularly at remote field camps (Spiridon Lake, Saltery Lake weir, and Pillar Creek Hatchery). He assisted with smolt salmon sampling (scale, length, and weight), trail maintenance, trap maintenance, and completed camp chores/maintenance. At the Saltery Lake weir, Tristan enumerated and sampled adult sockeye salmon, assisted with data entry, interacted with the public, maintained the weir, completed stream surveys, and completed camp chores/maintenance. In addition, he excelled at public outreach and was very personable with fishermen at Saltery Lake Weir. At Pillar Creek Hatchery, Tristan assisted staff with transferring and care of juvenile salmon, and other hatchery maintenance projects. Tristan also assisted STK staff with the following:

- Marine mammal stranding response (investigating a gray whale stranding, Figure 4);
- Snorkeling/floating streams and sampling for invasive Signal Crayfish in Buskin Watershed, with STK crayfish crew;



- Conducting a clam biomass training/survey lead by Sitka Tribe of Alaska and Kodiak Area Native Association staff, with STK staff and USFWS-Anchorage visiting staff;
- Data logger retrieval/download work as part of the BRiMS project and WALCC project;
- Digging butter clams with STK staff as part of a PSP study in partnership with ASG MAP.

Objective 3. Develop a safety training schedule and internship schedule to ensure a safe and supervised learning environment in the field.

Objective 3 Accomplishments: During the first week of employment (May 21-25), the interns completed the following safety training activities (Appendix B): water/boat, bear, First Aid/CPR, laboratory, and Alutiiq cultural training. Following the training, the interns departed to their respective organizations on May 28 and received further training for the following: field safety, firearm safety, chemical/immobilization safety (ADF&G), small aircraft/helicopter safety (ADF&G), and salmon identification (KRAA).



Figure 4. Tristan Keith assisting with sample collection of a dead stranded gray whale.

Objective 4. Engage tribal youth about their involvement in natural resource projects over the field season. During their internship, tribal youth will submit logs detailing their involvement in the different resource management projects and communicate regularly with STK staff. At the end of their internship, tribal youth will reflect on the season by submitting a written piece on their experiences, and what they learned concerning natural resources management. Brief summaries will be posted on STK's web and media pages. The interns will also be given an opportunity to voice concerns or advice about the program.

Objective 4 Accomplishments: The Fisheries Intern and Wildlife Intern completed a daily log of their internship, including their activities and hours worked (Appendix C). In addition, at the end of their internships, both interns submitted an internship summary (Appendix D). The Wildlife Intern made two public presentations (one to ADF&G staff, and guests – the other to STK Tribal Council, Staff, and invited community members). The Fisheries Intern made one public presentation to STK Staff, Council members, and invited community members.

Objective 5. Enhance professional development and capacity building of staff within Sun'aq Tribe of Kodiak by collaboration with project partners.

Objective 5 Accomplishments: Sun'aq Tribe of Kodiak staff regularly communicated with the project partners throughout the duration of the season via phone, email, or in-person meetings. In addition, STK attended the BIA Providers Conference in November 2018 in Anchorage to continue staff capacity-building. Quarterly reports were submitted to the BIA Project Officer throughout the project.



Coordination of the Fisheries Intern work location schedule was challenging for all partners this season due to poor weather and unexpected fish management conditions (e.g., low return numbers, unexpected run timing). In addition, due to unexpected schedule and personnel adjustments, STK, KRAA and ADF&G biologists faced staffing challenges.

Outcome/Results

The expected work products and measurable benefits included the following:

Work Product: Individual cooperator evaluations of the interns.

Measurable benefit: At the conclusion of the internships, KRAA and ADF&G conducted a performance evaluation for their respective intern. Those evaluations were combined with STK's evaluation of the intern's performance. STK staff sat down with each intern to discuss and sign the performance evaluation. Both interns were given a copy of their evaluation, which is kept confidential.

Work Product: Number of hours interns assisted on each partner project.

Measurable benefit: The Wildlife Intern assisted with STK projects for approximately 84.5 hours and assisted with ADF&G projects for approximately 365.5 hours (450 hours total). The Fisheries Intern assisted with STK projects for approximately 56.5 hours and assisted with KRAA projects for approximately 393.5 hours (450 hours total).

Work Product: Daily logbooks from each intern detailing the activities, hours and involvement with different resource management projects.

Measurable benefit: See Appendix C.

Work Product: Summary from each intern describing their summer experiences, including what they gained from the field season and what they learned about natural resource management.

Measurable benefit: See Appendix D.

Work Product: Tribal website and social media updates including intern involvement with project partners.

Measurable benefit: The STK website has been updated with information about the 2018 interns and their photos (<http://sunaq.org/nrd/projects/tribal-youth-internships/>).



Appendix A – Job Descriptions



Sun'aq Tribe of Kodiak
312 W. Marine Way
Kodiak, AK 99615
Phone: 907-486-4449

Position Description: Tribal Youth Fisheries Intern

Sun'aq Tribe of Kodiak: Natural Resources Department

Compensation Level: \$16/hour

Effective Date: 1/22/2018, Application Due Date: Open until filled

Hours: 37.5 hours/week, with work on the weekends

Supervision by: Natural Resources Director (Sun'aq Tribe of Kodiak)

SUMMARY:

Sun'aq Tribe of Kodiak (STK) and Kodiak Regional Aquaculture Association (KRAA) are offering a Tribal Youth Fisheries Internship with primary funding by the Bureau of Indian Affairs. The purpose of this internship is to provide an opportunity for a Tribal Youth (age 18-25) to work closely with experienced KRAA Research and Monitoring (R&M) staff to develop entry-level field sampling and data processing skills during smolt monitoring, fishery monitoring, limnology, and laboratory evaluation projects. The intern will also work with experienced Pillar Creek Hatchery and Kitoi Bay Hatchery staff, which collectively produce all five pacific salmon species and rainbow trout, learning entry-level techniques in fish culture, fish transports, and broodstock collection. Over the course of the summer, the intern will become familiar living and working as part of a team in remote conditions. The networking opportunities and skills acquired during this program will familiarize the intern with future careers in Alaska fisheries research and salmon production.

Kodiak Regional Aquaculture Association is dedicated to salmon fisheries development in the Area K Management Area for the benefit of all common property users — subsistence, sport, and commercial — through research and management efforts, habitat monitoring and protection, stocking, enhancement and rehabilitation projects. KRAA further promotes respect for Kodiak Area salmon resources through science, education, and partnership programs. For more information, please visit us at www.kraa.org.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Assist field staff with salmon population assessments, including smolt traps and weirs, foot/boat-based surveys, and estimating salmon harvests
- Collect scale, weight, length, and otolith data
- Learn how to read salmon scales (age), and process and evaluate otolith hatchery marks
- Assist staff with water quality and zooplankton sampling on over 20 salmon producing lakes
- Assist staff with basic water quality processing and zooplankton identification
- Learn to care for juvenile salmon in raceways and freshwater/saltwater net pens
- Learn about egg incubation facilities, plumbing systems, feeding regimes and estimating growth rates
- Learn to beach seine and utilize other techniques to collect gametes from sockeye and chum salmon
- Learn basic construction skills, knots/net repair, outboard motor/ATV use and bear safety
- Able to travel via floatplane, boat, automobile, or by foot to access project sites

QUALIFICATIONS/REQUIREMENTS:

- Possess a positive attitude and be adaptable to changing work schedules
- Intern must have proof of current enrollment in a Federally-recognized Tribe or have Certificate of Indian Blood (CIB or CDIB)

- Must be within 18 to 25 years of age
- Hold a valid state Driver's License
- Able to carry up to 50 pounds of equipment several hundred yards and be able to traverse rough terrain for extended distances
- Submit to random drug-testing, and be drug-free in the workplace

EDUCATION/EXPERIENCE:

- High school student with plans of pursuing higher education, or be a high school graduate
- Have a strong interest in salmon ecology and management
- Experience working in inclement weather and in brown bear country with biting bugs is desirable, but not required

DATES/DURATION:

12-week internship with flexible start date (mid-late May) and ending date (mid-late August)

WHAT WE PROVIDE:

- Shared housing at no charge
- Transportation to project sites
- Food provided while at field camps; receive a \$25/day food allowance when in Kodiak
- Necessary field gear: waterproof boots, rain jacket and rain pants
- Training: water/boat safety, bear awareness safety, First Aid/CPR training, laboratory safety, Alutiiq cultural training, aircraft safety (if required), and fieldwork orientation

TO APPLY:

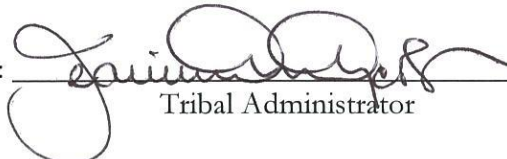
Please email requested information in one document to:

Finance Director, Sun'aq Tribe of Kodiak
 Email: financedirector@sunaq.org
 Phone: (907) 486-4449
 Address: 312 W. Marine Way
 Kodiak, AK 99615

In your email, please include cover letter (including Tribal affiliation), current resume, contact information for three references, and include the subject line "Tribal Youth Fisheries Intern".

- Do not provide any personal information, such as social security number or Tribal enrollment information, in the application.
- At the start of employment, the intern must have proof of current enrollment in a Federally-recognized Tribe or have Certificate of Indian Blood (CIB or CDIB).

Thank you for your interest in this position. For duty-specific information, please contact Nathan Weber (kraa.weber@gci.net) or Kelly Krueger (kkrueger@sunaq.org).

Approved:  Date: 1/22/18
 Tribal Administrator



Sun'aq Tribe of Kodiak
312 W. Marine Way
Kodiak, AK 99615
Phone: 907-486-4449

Position Description: Tribal Youth Wildlife Intern

Sun'aq Tribe of Kodiak: Natural Resources Department

Compensation Level: \$16/hour

Effective Date: 1/22/2018, Application Due Date: Open until filled

Hours: 37.5 hours/week, with work on the weekends

Supervision by: Natural Resources Director (Sun'aq Tribe of Kodiak)

SUMMARY:

Sun'aq Tribe of Kodiak is offering a Tribal Youth Wildlife Internship with primary funding by the Bureau of Indian Affairs. The purpose of this internship is to provide an opportunity for a Tribal Youth Intern (age 18-25) to participate in wildlife research, monitoring, and management conducted by local wildlife professionals and management agencies. An additional goal is to encourage youth to pursue college-level education in natural resources studies. The intern will gain a solid understanding of wildlife ecology and management and become exposed to various wildlife, habitat, and vegetation monitoring techniques. The intern will work with collaborating agencies on various management and research projects on Kodiak, Afognak, and surrounding islands, and see a working model of collaborative efforts between Tribal, state and federal partners.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Assist field staff with activities associated with wildlife tracking and monitoring
- Assist with wildlife population composition surveys
- Assist with vegetation surveys and plant collection
- Enter data into large databases and help manage multiple databases
- Assist with data analysis
- Maintain daily field logs
- Present internship and data findings in a public setting (forum or seminar)

QUALIFICATIONS/REQUIREMENTS:

- Intern must have proof of current enrollment in a Federally-recognized Tribe or have Certificate of Indian Blood (CIB or CDIB)
- Must be within 18 to 25 years of age
- Able to lift up to 40 pounds and be able to traverse rough terrain for extended distances
- Hold a valid state Driver's License
- Submit to random drug-testing, and be drug-free in the workplace
- Preference will be given to candidates with proven backcountry experience and ability to work in a remote location with limited communication
- Preference will be given to candidates with GPS experience and plant identification
- Intern must be self-motivated, willing to work long hours and able to work independently or as a member of a team
- Ability to occasionally camp in remote areas for extended periods of time
- Intern must be willing to sign a volunteer agreement with partnering agencies

EDUCATION/EXPERIENCE:

- High school student with plans of pursuing higher education, or be a high school graduate
- Have a strong interest in wildlife ecology and management
- Experience with performing fieldwork in inclement weather under strenuous conditions in a northern maritime climate
- Experience traveling in brown bear country desirable, but not required

DATES/DURATION:

12-week internship with flexible start date (mid-late May) and ending date (mid-late August)

WHAT WE PROVIDE:

- Shared housing at no charge
- Food provided while at field camps; receive a \$25/day food allowance when in Kodiak
- Necessary field gear: waterproof boots, rain jacket and rain pants
- Training: water, boat, bear awareness safety, First Aid/CPR training, laboratory safety, Alutiiq cultural training, aircraft safety (if required), and fieldwork orientation

TO APPLY:

Please email requested information in one document to:

Finance Director, Sun'aq Tribe of Kodiak
Email: financedirector@sunaq.org
Phone: (907) 486-4449
Address: 312 W. Marine Way
Kodiak, AK 99615

In your email, please include cover letter (including Tribal affiliation), current resume, contact information for three references, and include the subject line "Tribal Youth Wildlife Intern".

- Do not provide any personal information, such as social security number or Tribal enrollment information in the application.
- At the start of employment, the intern must have proof of current enrollment in a Federally-recognized Tribe or have Certificate of Indian Blood (CIB or CDIB).

Thank you for your interest in this position. For duty-specific information, please contact Kelly Krueger (kkrueger@sunaq.org).

Approved:  Date: 1/22/18
Tribal Administrator