U.S. City Tree Cover
Research linking Redlining to Canopy Inequity

- 37-city study out of Yale
  - A-grade vs D-grade neighborhood investment
  - Wealth & political power accumulation
  - Enforced feedback loops between housing, affluence, race, trees

- 108-city study out of Portland State University
  - Linked community development practices to climate impact risk
  - 94% of cities saw disparities in urban heat along redlined boundaries

Tree Equity Score: Coming in June!

- Existing Tree Canopy Cover
  - Population density
    - Income
    - Employment
      - Race
      - Age
  - Surface temperature

www.TreeEquityScore.org
Tree Equity Score Analyzer

87
Tree Equity Score
Providence | 440070029003

LEGEND
30
100

SCORE INDICATORS
Current canopy cover 21%
Canopy cover goal 32%
People of color % 84%
People in poverty 65%
Unemployment 1%
Children (0-17) % 25%

My Great Scenario
Click on a Blockgroup or Parcel and add it to your scenario. Or create a Custom Area with the draw tool.
URBAN FORESTRY CAREER PATHWAY

Certified Arborist
+$10,000/yr
+$5/hr

Arborists and urban foresters are responsible for planting and maintaining urban trees, shrubs and woody plants. After gaining some work experience in urban forestry, an International Society of Arboriculture Certified Arborist credential can increase your base pay.

Urban Forester
$68,265/yr
$32.82/hr

Foreman/Crew Leader
$54,804/yr
$26/hr

Tree Climber
$40,510/yr
$19.47/hr

Groundworker
$32,094/yr
$15.43/hr

Business Owner
$100,000/yr
$48.07/hr
Demand for Tree Care Professionals

**Projected employment**

<table>
<thead>
<tr>
<th>United States</th>
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</thead>
<tbody>
<tr>
<td><strong>62,000</strong></td>
</tr>
<tr>
<td>2019 Employment</td>
</tr>
<tr>
<td><strong>68,600</strong></td>
</tr>
<tr>
<td>2029 Employment</td>
</tr>
<tr>
<td><strong>11%</strong></td>
</tr>
<tr>
<td>Percent change</td>
</tr>
<tr>
<td><strong>8,300</strong></td>
</tr>
<tr>
<td>Annual projected job openings</td>
</tr>
</tbody>
</table>

**Average wage:**

$21.18/hr or $44,040/yr

US Bureau of Labor Statistics
How can we prepare our industry to attract and retain those who aren’t employed with us today?
Volunteering

Part-time/Temporary paid stewardship

Missing national pre-apprenticeship standards

Full-time paid stewardship

Credentialing and certification

Opportunity for Intervention
Ideal Career Pathways Programs

Pre-Apprenticeship
Apprenticeship
Corps
Job-training
Tree Care Crews

Industry-recognized Credentials

CERTIFIED TREE WORKER
ISA
™

AMERICAN FORESTS
- SINCE 1875 -
Clockwise from left:
1) Forestry Trainees and Openlands Staff
2) An alumnus (and now entrepreneur) and current Advanced Youth Corps member from Syracuse’s Onondaga Earth Corps, and
3) Youth from Tree Trust’s YouthBuild Tree Care Program in Minneapolis

Pilot Projects 2019-2020
Can we shift our business models to accommodate those with childcare needs and transportation challenges?
Newly Launched TAZO Tree Corps
Tree Corps Model

- Hiring
- Training
- Retention
1. Engage advisory board/committee.

2. Partner with the USDA Forest Service and industry.

3. Partner with entities that provide wraparound services.

Pre-Apprenticeship Curriculum Development
Optimized Urban Forestry Career Pathways

- Community Engagement
- Pre-Apprenticeship or Other Training Program
- Academia (2-year or 4-year)
- Industry, Public Agencies, or Nonprofits
Vision: Integrated Systems that yield *Tree Equity*
Building Equitable Urban Forestry Career Pathways

Urban Forestry Symposium
sanderson@americanforests.org
May 18, 2021