



student
conservation
association

FY25 Strategic Plan

AT WORK FOR THE PLANET



WHO WE ARE

The Student Conservation Association (SCA) is the largest provider of hands-on environmental conservation programs for youth and adults.

Program participants protect and restore national parks, marine sanctuaries, cultural landmarks and community green spaces across the country. By working with the SCA, program participants gain a deeper understanding of environmental issues, cultivate a sense of social responsibility, and hone their leadership abilities.

The SCA is devoted to building equitable access to nature, providing green job opportunities for young people and teaching members how to become environmental stewards. Founded in 1957, the SCA is committed to building the next generation of conservation leaders dedicated to the lifelong protection of the environment and the communities we serve.



OUR MISSION

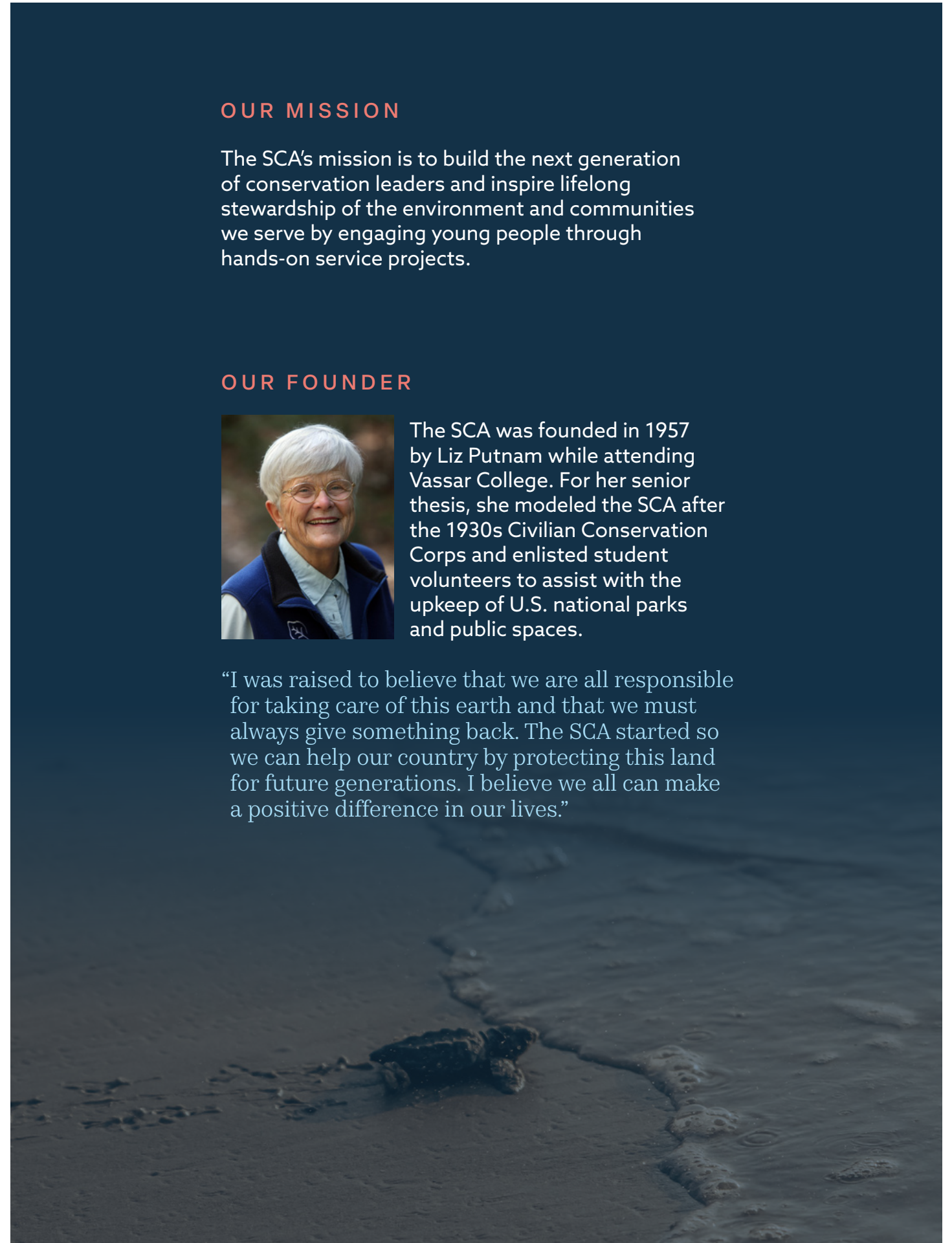
The SCA's mission is to build the next generation of conservation leaders and inspire lifelong stewardship of the environment and communities we serve by engaging young people through hands-on service projects.

OUR FOUNDER



The SCA was founded in 1957 by Liz Putnam while attending Vassar College. For her senior thesis, she modeled the SCA after the 1930s Civilian Conservation Corps and enlisted student volunteers to assist with the upkeep of U.S. national parks and public spaces.

“I was raised to believe that we are all responsible for taking care of this earth and that we must always give something back. The SCA started so we can help our country by protecting this land for future generations. I believe we all can make a positive difference in our lives.”



FY25 Strategic Plan

TOP LEVEL GOALS

■ Distinguish The SCA

Implement cutting-edge programs, amplify community voices, and address critical environmental challenges such as climate change.

■ Expand The Pipeline

Build an organization and program participant base that is as diverse as the nation we serve by expanding the presence of ethnic, racial, LGBTQ+ and socio-economic diversity throughout our workforce and conservation programs.

■ Build Financial Strength

Increase revenue through expanded public & private partnerships while fully realizing all revenue sold and controlling costs.

■ Create A Great Place To Work

Develop a talented, mission-focused workforce that is engaged and inspired by a clear shared purpose and set of values by encouraging and developing our staff to perform to their full potential, supported by a culture of trust, accountability, transparency, collaboration and inclusion.

■ Streamline The SCA

Empower staff to communicate, collaborate and continuously improve policies, processes and tools that facilitate optimal effectiveness and efficiency in achieving the SCA's mission using resources we have at hand.



Our Programs

The SCA provides an array of programs designed for a range of ages and a variety of conservation needs.



URBAN GREEN

Our Urban Green Program advances innovative climate solutions, prioritizes environmental justice and youth development, and leverages the strength of public-private partnerships. Urban Green provides young people with paid green jobs, including single-day service projects, seasonal work and yearlong internships or fellowships. Urban Green also offers continuous programming for young people, beginning with Urban Treehouse, where leaders engage students (ages 6-18) in environmental education. As these students grow, they can transition to working on our youth crews (ages 15-19) throughout their high school years.



NATIONAL CREWS

Our National Crews for high schoolers complete essential service projects during the summer at national parks, forests, and wildlife refuges all over the country. Crew members work on building trails and other restoration projects in national, state or local parks. Participants live on-site in tents, cook their own meals and get to explore local outdoor recreation opportunities on non-workdays.



CORPS

Our Corps Programs generally take place in the backcountry (remote areas), where members build trails, prevent forest fires or restore critical habitat. Teams typically live together in a cabin or other central location and work on short-term, focused work trips (known as "hitches") that are guided by SCA Field Leaders. Other Corps Programs work in urban or rural communities, where crew members team up to provide environmental education or public outreach. Participants may live together at one site or work at individual sites within the same region.



INTERNSHIPS

Our Conservation Internships have a wide range of focuses, from monitoring sea turtle nests on Florida beaches to developing a social media strategy for a sprawling wilderness preserve in remote Alaska. Interns work directly with experienced professionals, develop job readiness skills and make substantial contributions to protecting the planet.



WILDLAND FIRE ACADEMY

The SCA has partnered with the U.S. Forest Service to confront the current climate-driven wildfire crisis by launching the SCA Wildland Fire Academy in Fall 2023. By joining forces, both the SCA and the Forest Service hope to increase the number of women and people of color entering the field while also increasing the overall amount of trained wildland firefighters and fuels staff entering the profession.

Our Impact | FY24

Since 1957, the SCA has provided more than 100,000 young people with opportunities to protect the planet through conservation projects at national parks, state forests and urban green spaces nationwide.



2,056

SCA members in FY24

855
Conservation Interns

713
Urban Green & National Crew Members

488
Corps & Leader Crew Members



1,193,990

total hours of conservation service



2,448

miles of trail built or improved



373,432

people received education & outreach



618,443

acres of land or wetland improved

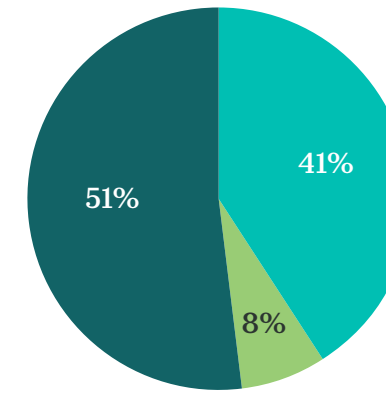


771,130

feet of shore/ waterway improved

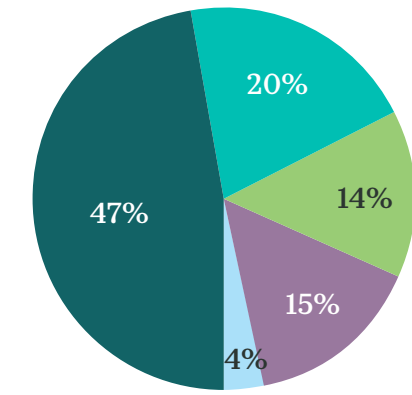
Participant Demographics | FY24

GENDER



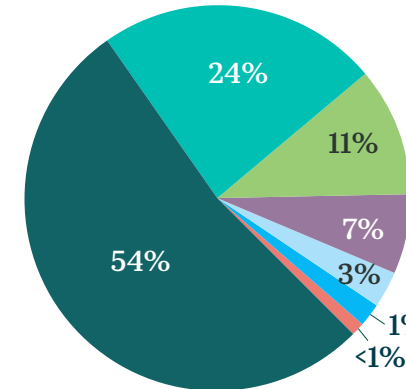
- Identify as Female
- Identify as Male
- Chose not to Identify

AGE



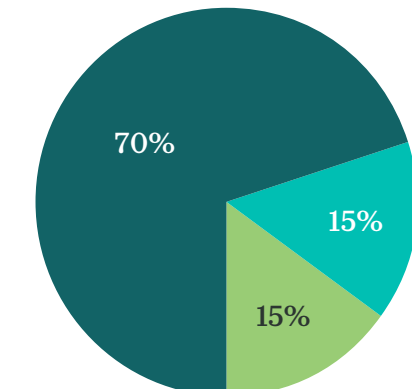
- 21 and Above
- 15-17
- 18-19
- 20-21
- 14 and Under

RACE



- White
- Chose not to Identify
- Black or African American
- Two or More Races
- Asian
- American Indian or Alaskan Native
- Native Hawaiian/Other Pacific Islander

ETHNICITY



- Not Hispanic or Latino
- Hispanic or Latino
- Chose not to Identify



TRANSFORMING LIVES THROUGH SERVICE TO THE LAND:

89%
are more likely to accomplish challenging tasks

89%
feel more confident

86%
are better able to communicate

90%
know more about working in the conservation field

91%
are better able to work with people with different views and backgrounds

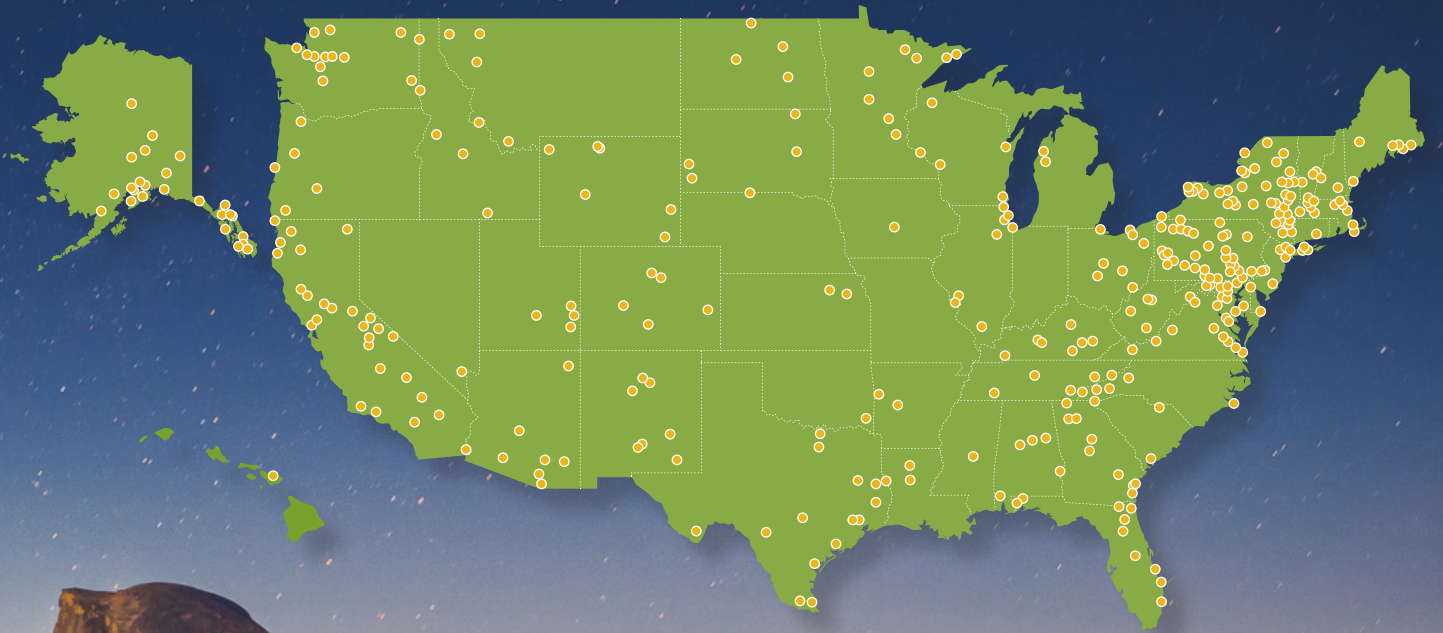
81%
are more interested in a conservation-related career

88%
are more knowledgeable about conservation issues

86%
are more likely to teach others the importance of conservation



IN FY24, THE SCA COMPLETED CONSERVATION PROJECTS AT 363 SITES ACROSS THE U.S.





SCA National Office
1310 North Courthouse Road, Suite 110
Arlington, VA 22201
703.524.2441

thesca.org

