



Georgia House of
Representatives
2023-2024 House
Rural Development
Council

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Director & State Forester

GEORGIA FORESTRY
COMMISSION



GFC Workforce Development & Solutions

Purpose

Share how our agency is working to create a stable, simple and responsive workforce to effectively and efficiently deliver services to our state

Goals for today

Goals

1. Share strategic initiatives & outcomes
2. Why getting workforce development right matters?
3. Still work to do!

GFC Workforce by the Numbers

Resignation historical info

	FY24*	FY23*	FY22	FY21	FY20	FY19	FY18	FY17	FY16	FY15	FY14
Forester	0	2	6	4	3	3	3	6	4	3	5
Ranger	12	50	78	48	38	45	45	42	30	34	35

Historical Total Turnover (*resignations, terminations, and retirements*):

FY	Rangers	Foresters
FY24***	2.54%	0.00%
FY23	15.86%	6.06%
FY22	26.53%	18.18%
FY21	21.09%	15.15%
FY20	14.52%	12.5%
FY19	19.8%	12.5%
FY18	22.2%	13%

Results:

56% and 46.5% of Wildland Firefighters have less than 3 & 5 years, respectively

33% and 48.5% of Foresters have less than 3 & 5 years, respectively

Skilled, high-risk, professional careers

GFC Workforce Strategic Initiatives

1. Listen, identify & effectively communicate opportunities
2. Create culture & establish values
 - Integrity
 - Respect
 - Use facts to drive decisions
 - Take responsibility for own success
3. Garner leadership support
 - Partner/build on support

GFC Workforce Solutions Implementation



Workforce Development...still work to do!

1. Our employees are skilled & professionals
 1. High risk jobs
 2. National shortage of wildland firefighters
2. Complacency
 - “Can’t take foot of the gas”
 - Fight to retain qualified, competent employees
3. Record unemployment in state
 - 2.5 jobs per 1 unemployed Georgian
4. Wage expectations continue to increase from job seekers

Questions

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