

Improving DNR Diversity with Career Pathways

Exposure, Education,
Experience & Opportunity

BRUCE J. ROSS, CAREER PATHWAYS COORDINATOR

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What is the Career Pathways Program?

- ▶ Giving high school age students an opportunity to learn about natural resources careers
- ▶ Helping establish a pathway to a career after initial experience
- ▶ Enriching the diversity of the DNR workforce
- ▶ Establishing opportunities for students interested in college bound or skilled trade pathways
- ▶ Building strong partnerships



Why is Career Pathways Important?

- ▶ Provide a service to high school students who are interested in a natural resources career
- ▶ Introduce young minds to natural resources careers especially from diverse backgrounds
- ▶ Provides the pathway from:

Initial experience



education/training



entry level job



How does the Career Pathways Program work?

- ▶ Develop relationships with organizations to locate interested participants
- ▶ Provides initial career experience
- ▶ Partner with Michigan colleges and universities to provide scholarships and information about the college experience
- ▶ Partner with DNR and other organizations to provide internships, mentoring and job experiences



The First Career Pathways Experience

- ▶ June 24 – 28, 2018 at DNR Ralph A. MacMullan (RAM) Center
- ▶ 15 students, ages 16-18
- ▶ Students had half-day experiences in the field with foresters, fish and wildlife biologists, conservation officers and park rangers.
- ▶ Students discovered college opportunities in college roundtable event
- ▶ Students learned how to prepare for a first interview and develop a resume
- ▶ Students connected with each other through additional experiences such as archery and canoeing



Student Evaluations

- ▶ Ratings of the sessions were overwhelmingly positive. 96% percent of the sessions were rated good or excellent.
- ▶ Just one of many testimonials...

"I wanted to take a moment to thank you, and all of the staff that worked the Career Pathways camp at the RAM Center. Your staff fanned the flames of my son's interest in becoming involved in DNR as a career. Thanks for providing an OUTSTANDING experience."

*Paul Avery, Principal
Fulton Elementary School*



Next Steps

- ▶ Continue to build partnerships
- ▶ Market Career Pathways Program July 2019
- ▶ Explore a skilled trades pathway program



Related Pathways

- ▶ Michigan Technological University Career Program
- ▶ Greening of Detroit Green Corp
- ▶ Randolph Career High School, Detroit
- ▶ DNR Law Academy Visit



Vital Pathways Partner

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Questions?

