

Mission Area 4: Engaging the Next Generation

Goal #1 - 4: Play/Learn/Serve/Work

Program Performance Overview: Engaging the Millennial generation in employment supports the Secretary of the Interior's goal of providing 100,000 work and training opportunities between FY 2014 and FY 2017 to individuals up to the age of 35. The Department offers a variety of opportunities through partnerships with Tribes, colleges and universities, corporate networks, other Federal agencies, non-government organizations, and DOI Bureaus to provide employment for Millennials. Increasing partner participation has helped increase overall levels of engagement, and the Department will continue to pursue partner opportunities to engage the next generation of conservation stewards.

In FY 2015, the Department leveraged collaborative efforts across all levels of government and mobilized the 21st Century Conservation Service Corps to provide opportunities to work in programs related to natural resources, forestry, engineering, water conservation, climate change, earth and biological sciences, agriculture and rangeland. These opportunities ensured a continued appreciation for conserving our natural and cultural resources, and provided invaluable exposure to career opportunities available in conservation.

Public Benefit: Young people's involvement in the Department's stewardship activities provides benefits that are far reaching, including: educating a generation about nature and the values surrounding conservation; infusing energy and new thinking into the Federal Government; creating opportunities to improve the health of younger generations; providing hands-on green job experience and career pathways; and supplying important economic benefits in both rural and urban communities. The Department's bureaus and offices are taking a number of steps to engage the next generation in the Department's conservation work, including partnering with schools, coordinating volunteers, and welcoming young people to play, learn, serve, and work in the outdoors. With one-third of the Department's workforce eligible to retire within the next 5 years, engaging the next generation is critical not only for the health of our public lands and economy, it also is key to ensuring a new generation of land managers, wildlife biologists, tribal experts, park rangers, scientists, civil engineers, lawyers, and the many other professionals that enable the Department to carry out its diverse missions.

Strategic Plan Performance Measures

The Department will measure individual work opportunities provided for Millennials, including employment with the Department, employment by partner organizations, and students working in internships for which they receive academic course credit or other financial stipends from colleges and universities or other non-profit organizations. This cumulative Priority Goal for FY 2014 through FY 2017 is set at 100,000; the annual targets provided below for these years are estimates. The age range for the initiative was expanded to 15-35 years old beginning in FY 2015 in order to include Millennials in these opportunities.

Strategic Plan Performance Measures	Bureau	2011 Actual	2012 Actual	2013 Actual	2014 Actual	2015 Target	2015 Actual	2016 Target	2017 Target	2011-2017 Trend
Strategy: Provide conservation work and training opportunities for young people										
Number of work and training opportunities provided to Millennials (age range expanded in 2015 to include ages 26-35)	DOI	20,780	19,175	15,546	16,644	23,356	35,952	25,000	22,500	