

Engaging Youth

LESSONS LEARNED ALONG THE PATH OF GROWING RELATIONSHIPS

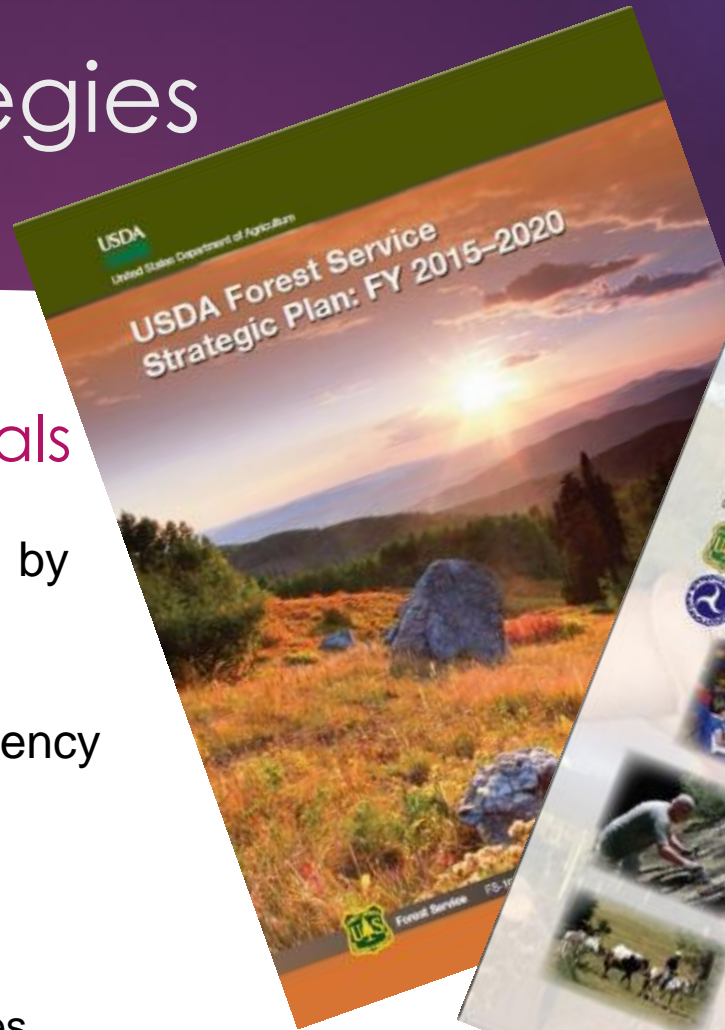
Debra-Ann Brabazon, USFS
Fire Information and Prevention Education
Huron-Manistee National Forest



Missions and Strategies

USFS Targeted Strategic Goals

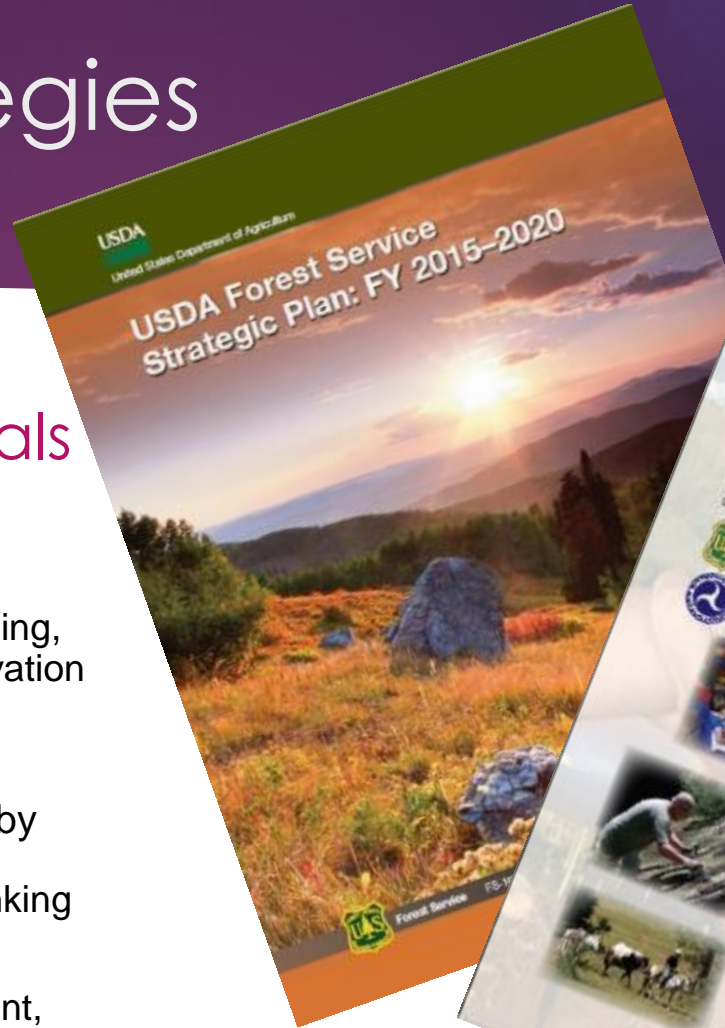
- ▶ **Deliver** Benefits to the Public by connecting people to the outdoors
- ▶ **Excel** as a High-Performing Agency by
 - ▶ Recruiting a diverse workforce
 - ▶ Promoting an inclusive culture
 - ▶ Attracting and retaining top employees



Missions and Strategies

USFS Targeted Strategic Goals

- ▶ **Deliver** Benefits to the Public by
 - ▶ Engage partners and educators in developing, distributing, and using high-quality conservation education programs and materials
- ▶ **Excel** as a High-Performing Agency by
 - ▶ Seek employees with creativity, critical thinking skills, and technical skills.
 - ▶ Implement plans for leadership development, employee development, talent management, recruitment and retention, customer focus, community outreach, and process improvement.



Caveats

▶ WHO NEEDS A WORK PERMIT (INCLUDING SUMMER)

- ▶ Minors under the age of 18 cannot be employed or permitted to work, with or without pay, **volunteer** or independent contractor until the person, company, business, firm or corporation proposing to employ the minor obtains and keeps on file at minor's place of employment (work location) a current and valid age and color appropriate work permit, which has been issued by a state of Michigan issuing officer of the school district, intermediate school district, public school academy or nonpublic school prior to starting work.
- ▶ Color coded by age; Pink or yellow
- ▶ School approves

The image displays three overlapping Michigan work permit forms. The topmost form is white and titled "TEENAGER'S EMPLOYMENT IN MICHIGAN". Below it is a pink form titled "State of Michigan: Combined Office of Employment and Work Permit/Age Certificate". The bottommost form is yellow and also titled "State of Michigan: Combined Office of Employment and Work Permit/Age Certificate". A central white box contains the following text:

Wage & Hour Division
Michigan Department of
Consumer & Industry Services
www.michigan.gov/wagehour
Tel: 517.322.1825

EMPLOYING MINORS IN MICHIGAN

CIS
Creating Solutions...Sustaining Success

Appropriate Partnering

People

- ▶ Daisy Scouts
- ▶ Boy Scouts
- ▶ High School Ecology Club
- ▶ Eagle Scout
- ▶ Middle School
- ▶ Elementary

Projects

- ▶ Valentines to a Senior Center
- ▶ Creating Defensible Space around a home
- ▶ Creating firewood for those in need
- ▶ Canned food drive
- ▶ Planting flowers in a garden
- ▶ Creating Sustainable Bat Habitat

In the moment

Interested

Desire to Learn

Ability to Listen

Desire to make a Difference

Share their Knowledge

Short, time limited events

Be truthful

Multiple commitments

Teach them something new

About something they never knew

About themselves



Its not a competition Lizzie!

How to do that/Not do that



A little bit fast Spencer (0.04)

Never Knew I could do that



**How perfect
was that (0.21)**

Its not a Fiefdom, Mom!

Avoid Adultism

- ▶ Listen
- ▶ Ask Questions
- ▶ Lay Back
- ▶ Allow Mistakes
- ▶ Shifting Power
- ▶ Train to Lead
- ▶ Respect
- ▶ High Expectations of Potentials
- ▶ Refrain from Anger towards them
- ▶ Accurate Information
- ▶ Be patient

What We Need...What We Want...What We Get

Need



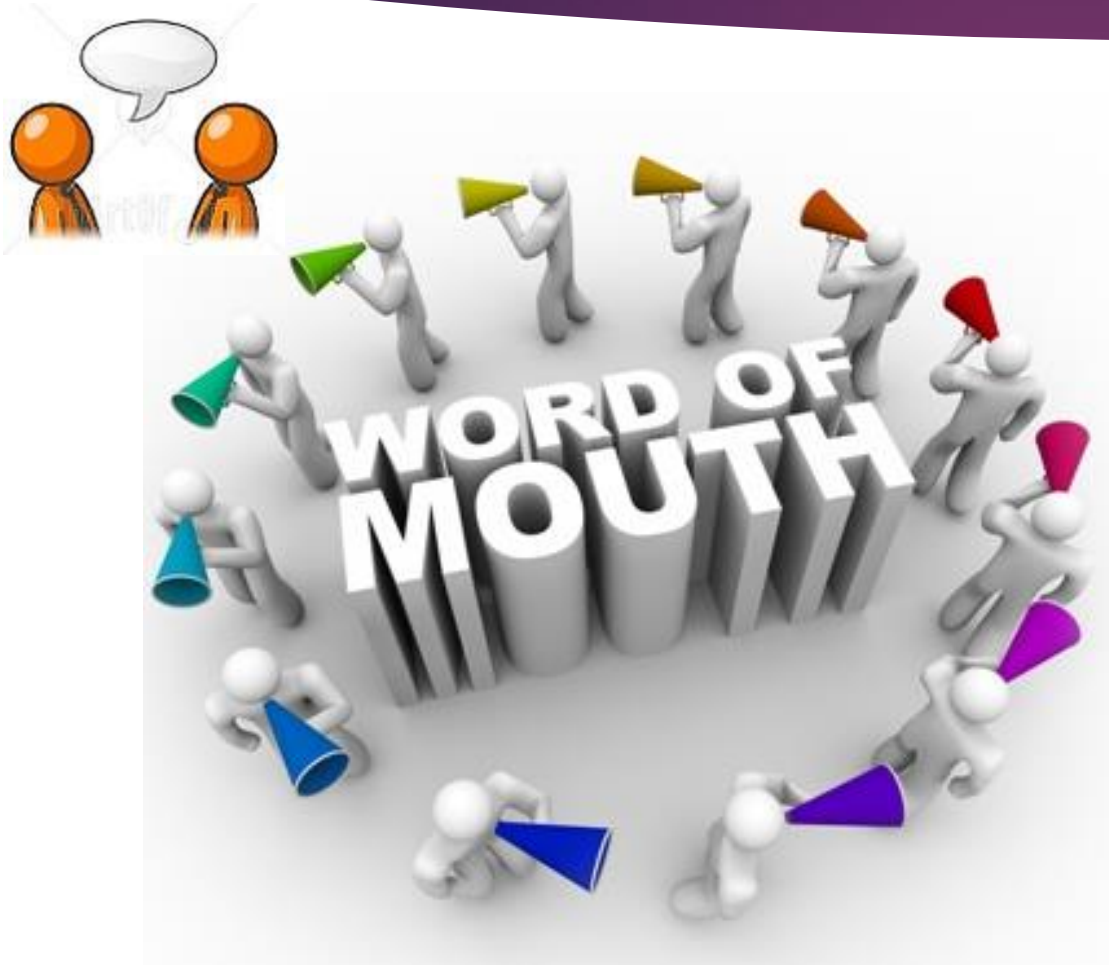
Want



Get



6 Degrees of Kevin Bacon (aka Networking)



Drafting, Formulating, Presenting Then, Redrafting, Reformulating & Representing

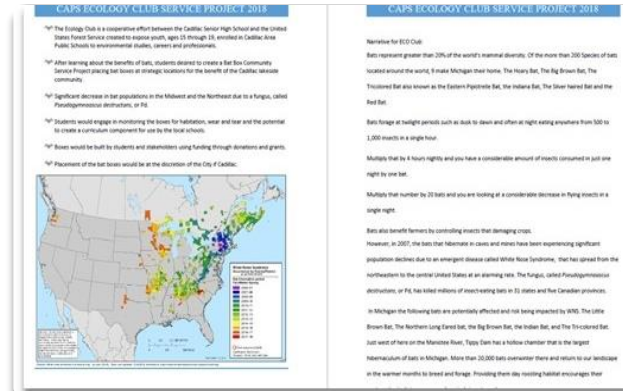


Initial Presentation

Powerpoints and pictures

Broad idea needing narrowed

Initial partners benefitting from idea



Two Page Brief

Concise and direct

Limited time for presentation

Soliciting support from approving agencies

Envision the Players

Partners

Supporters

Funders

Donators

Beneficiaries





PHASE I:

COMMUNITY SERVICE FOR 2018
GRADUATES

2 CHAMBERED BAT HOUSES



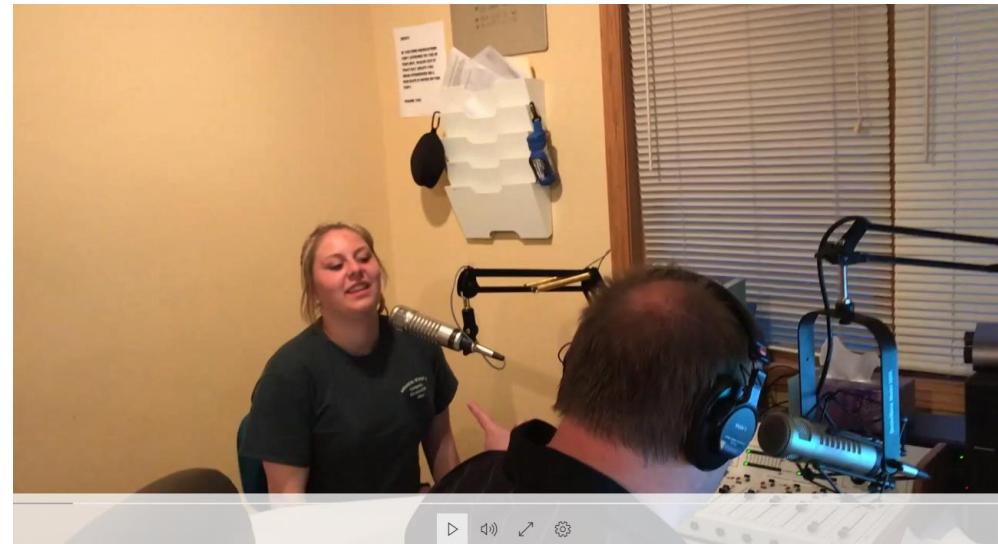
Sharing the wealth

SMEs, Agencies and Non-Profits



Mouthpieces

- ▶ Social media
- ▶ Family
- ▶ Television
- ▶ Radio
- ▶ Firsthand Experience
- ▶ Press



From 1 to 5 Sunday (2:44)

Practicing Gratitude and Humility

Recognizing Others



Certificate of Recognition
is hereby presented to



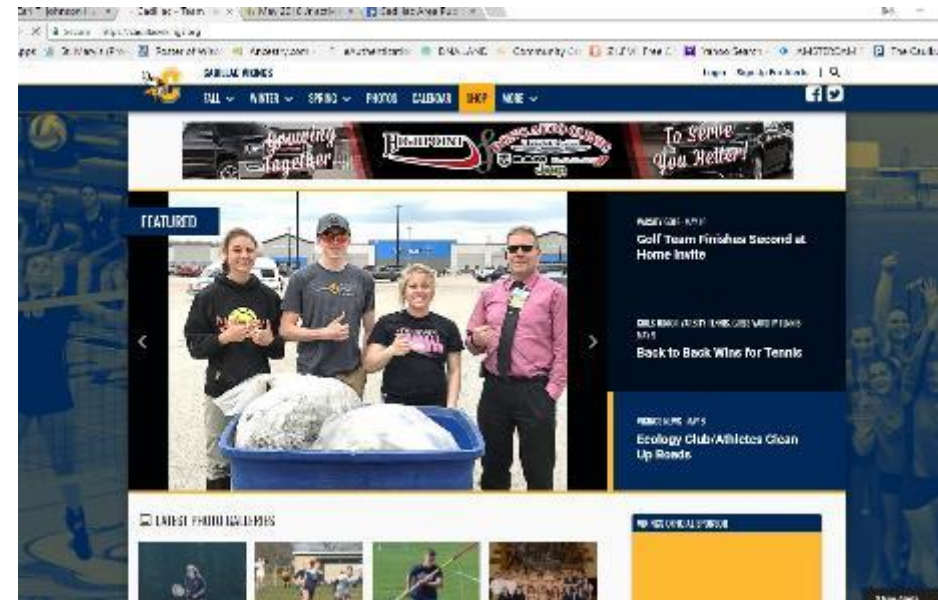
1818 N. Mitchell Street, Cadillac, MI

*In recognition of your generous support of the
Cadillac High School Ecology Club's
Operation Bat Box,
a community service project sustaining more than 10,000
acres of viable habitat
in the lakeside community of Cadillac, MI.*


Daniel Trautner,
CHS Ecology Club President

May 24, 2018

Recognized by Others



Overcoming NO



- Retrace your steps
- Attitude
- Reformulating
- Thrive in the face of Adversity
- Use the relationship with partners to bypass inertia
- Let it simmer and ruminate a little
- Share your roadblock
- Trim the Budget
- Trim the project
- Change your timeline

Show me the Money



Grants

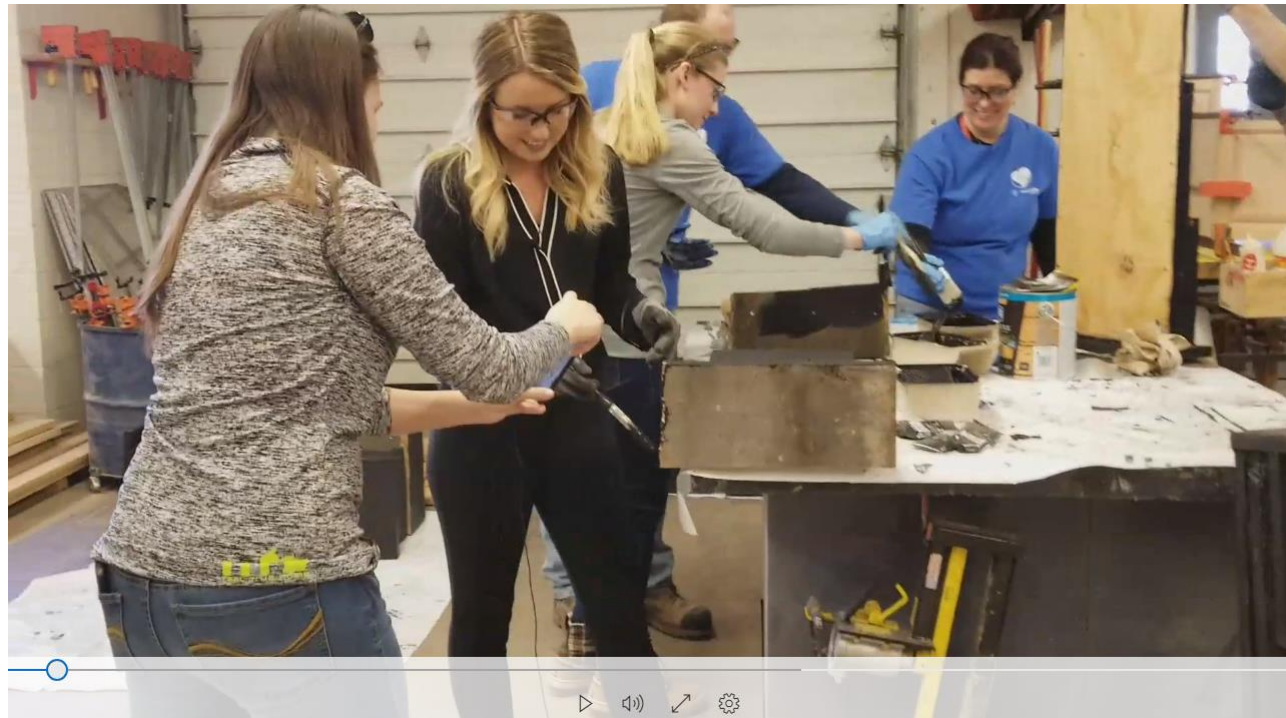
- Estimating expenses
 - Compare values of what's needed versus the needs of what's valued
 - Compare vendors/sources/materials
- Count the Blessings as cash in the bank.
- Check the Math
- Creative Cash Flow

FORMAL VS. INFORMAL



“On the casual end of the spectrum you may find people agreeing with your statement. On the other end of the spectrum, the agreement might be a formal contract that states something will be done in exchange for something else.”

Be aware of what is appropriate



2018_... (0:16)