



ANCHORAGE PARK FOUNDATION



YOUTH EMPLOYMENT IN PARKS 2012 PROGRAM REPORT



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Program Outreach

Each Spring, the YEP Program recruits for the summer season in schools and recreation centers throughout the city. In 2012 we hosted recruitment sessions at the King Career Center, Fairview Recreation Center, Spenard Recreation Center and the Mountain View Boys and Girls Club. The Youth Job Center hosted an application workshop and job skills training where applicants learned about the application process and participated in mock interviews. The recruitment sessions are designed for the public to gain knowledge about the program and find assistance in applying for the positions.

What is YEP?

Youth Employment in Parks (YEP) is a joint program of the Anchorage Park Foundation and the Anchorage Parks & Recreation Department. The goal of the YEP program is to positively engage a new generation of diverse youth leaders with conservation and the Anchorage community, through meaningful training, employment, and outdoor recreation.

Each summer, YEP hires Anchorage teens to complete park improvement projects and offer recreation programs in Anchorage parks. Teens learn valuable natural resource management job skills by building trails and restoring stream banks. In addition, the youth develop civic engagement and leadership skills, and participate in “Career Week” at the end of the



program to link their new skills to future careers.

YEP puts teens to work making a difference in our community!

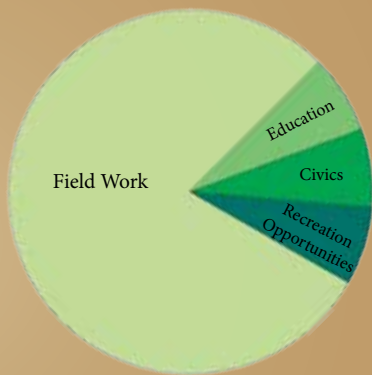
YEP Goals

- 1) Create a meaningful “first job” experience and career pathway for diverse youth to work in the outdoors and natural resources fields.
- 2) Expose youth to the outdoors and connect them with nature to support healthy lifestyles.
- 3) Provide youth with community action skills and character development so they may become effective citizens.
- 4) Build community through enhanced recreation opportunities, parks and public spaces.

YOUTH EMPLOYMENT IN PARKS

Program Design

Youth Employment in Parks (YEP) is designed as a service learning program which balances the work product with recreation opportunities, civic responsibility and educational content. The program is designed to provide opportunities for the youth to gain valuable work skills and create a meaningful impact in the community. YEP employs service learning

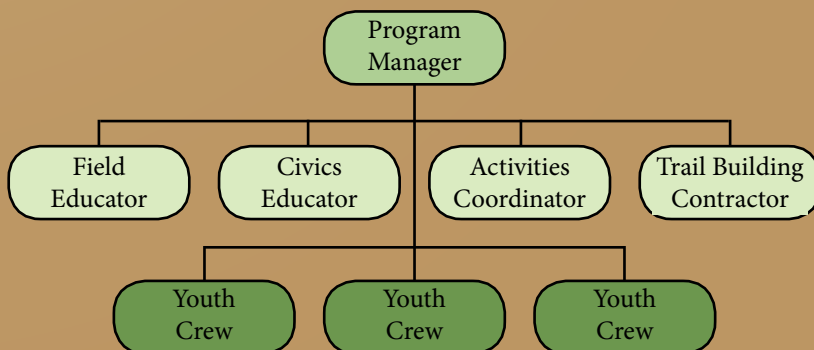


staff to design and implement activities that will help the youth to realize the meaningfulness of the work and become engaged citizens.

The summer program lasts ten weeks and coincides with the Anchorage School District schedule to ensure opportunities are available to area youth without interfering with school schedules.

Staff Structure

The staff is divided into three field crews that consist of seven youth crew members, two youth senior crew members and an adult leader. On work sites there is a professional trail building contractor to manage the project. The field educator, civics educator and activities coordinator manage the service learning components and special events for the program.



Senior Crew Members

The YEP program has a crew ladder for youth to move up through the program progressing in responsibility and training. The Senior Crew Member role is designed as a mentored leadership role. The Senior Crew Member helps lead a group of three to four Crew Members each by setting an example and coordinating staff on the project sites. There are two Senior Crew Members for each Crew Leader and the Crew Leader will help the Senior Crew Members develop their leadership and technical skills with YEP.



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Journaling: A Reflection and Evaluation tool

The YEP crews were involved in journaling over the course of the summer as a way to learn more about themselves and for us to learn more about our youth. There were three types of journaling activities during the program.

- Answering questions posed by the program manager to learn about how the program was affecting crews at a personal level.
- Educational or civics related questions where the Field Educator or Civics Educator would pose questions for the crews.
- Phenology study conducted over the course of the 10 week program.

Evaluations and Outcomes

The YEP program engages the youth in pre-participation and post-participation self-evaluation. These evaluations are targeted at assisting program managers in improving the program and measuring program goals. Crew members are asked to rate themselves in the following classifications before and after the season:

- Use of resources
- Interpersonal skills
- Understanding relationships
- Ability to work with a variety of technologies
- Basic job skill knowledge
- Critical thinking skills
- Personal qualities

After the season, these teens reported statistical increases in a variety of self-evaluation areas. Specifically, the teens reported a 6.1% increase in use of resources; a 2.5% increase in interpersonal skills; a 9.1% increase in understanding relationships; a 17.3% increase in ability to use technology and tools; a 7.9% increase in critical thinking skills; and a 4% increase in their assessment of their personal qualities. These results indicate that YEP crews increased their ability to apply environmental education to their everyday lives, solve problems, and work toward goals.

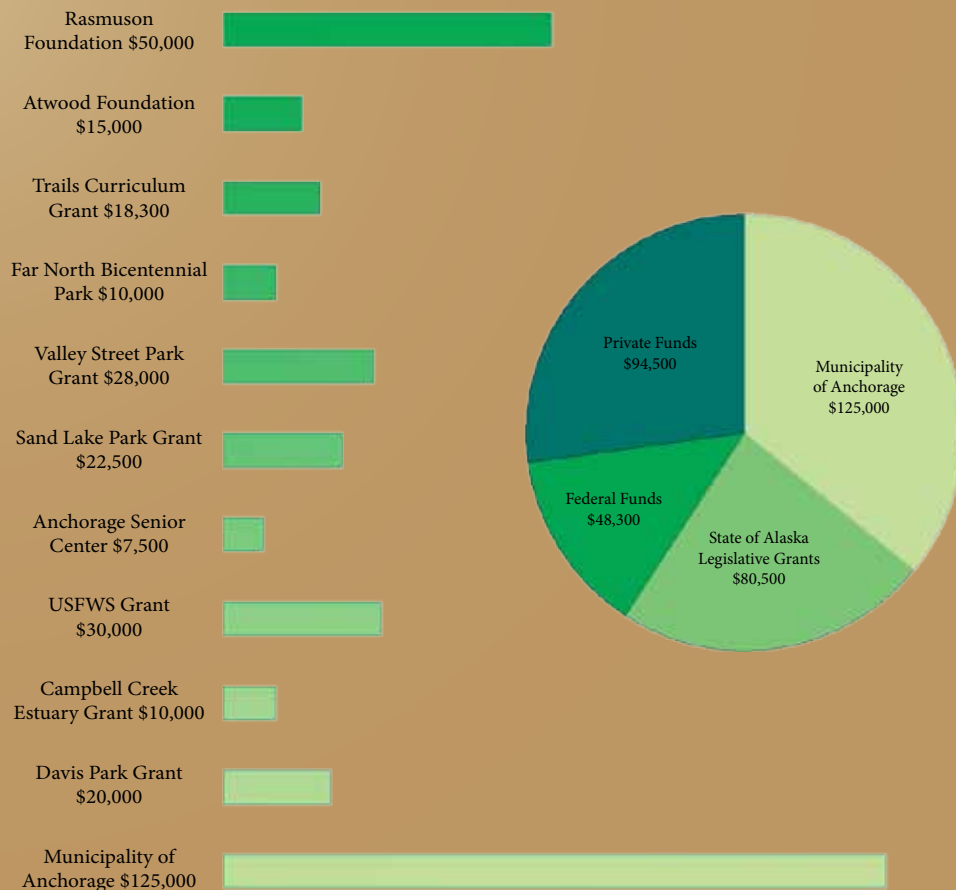
The Youth Employment in Parks program is working to improve the personal and professional skills that staff gain during their time with YEP. Through the teens' personal evaluations, YEP is able to gauge what level of growth each staff member achieves each season, based on key concepts. Anecdotally, pre and post conversations with parents and families indicate significant personal growth.



YOUTH EMPLOYMENT IN PARKS

Funding for Youth Employment in Parks is a combination of public and private funds

In 2012 YEP was made possible through a combination of private and public funding directed to specific projects and activities. Funding sources this year include the Rasmuson Foundation, the Municipality of Anchorage, Davis Park Legislative Grant, Campbell Creek Estuary Legislative Grant, United States Fish and Wildlife Service, Sand Lake Park Legislative Grant, Valley Street Legislative Grant, Municipality of Anchorage Girdwood office, Alaska State Department Of Natural Resources, Margaret Eagan Sullivan Park, and the Atwood Foundation. The unique combination of these funds helped make a difference in Anchorage parks and communities through the Youth Employment in Parks program.



National Get Outdoors Day

The Potter Marsh Discovery Day event started in 2008 as the grand opening of the new boardwalk at Potter Marsh and has since morphed into an annual event highlighting the marsh and encouraging families to learn about the area and get outside. In 2012 it was hosted on National Get Outdoors Day and the YEP crews teamed up with program partners to make this event a great success. The crews first field day involved macro invertebrates, building bird nests, archery, water quality testing, spin casting, boating safety, bird bands, bear awareness, birding, salmon education, and much more.



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Civics: Anchorage Assembly

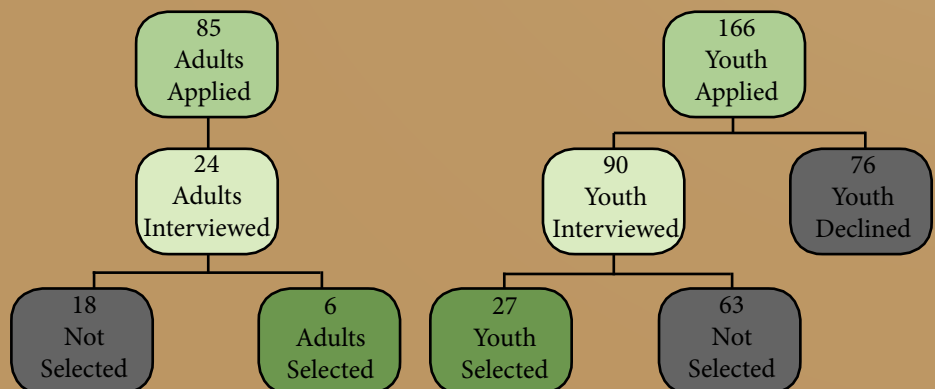
Each year, the YEP crews present to the Anchorage Assembly as part of their civics education. They learned about the Assembly process, and the role that it has in the community and government. As part of this learning, teens researched what district they were from, and who their representative was. Each staff member had the opportunity to introduce themselves to the Assembly, what district they are from, and describe their favorite project from this year. The Assembly members greatly appreciated this connection.

Youth and Adult Leaders

One of the goals of YEP is to create a first job experience for Anchorage youth. Achieving this goal begins with the recruitment process and involves a large applicant pool each year. For the leader positions we will interview in a format where the applicants are scored based on their application and rated using a points system. YEP interviews the candidates with the highest rating. The youth positions are designed with the idea that most applicants will not have the work history or experience to accurately rate them.

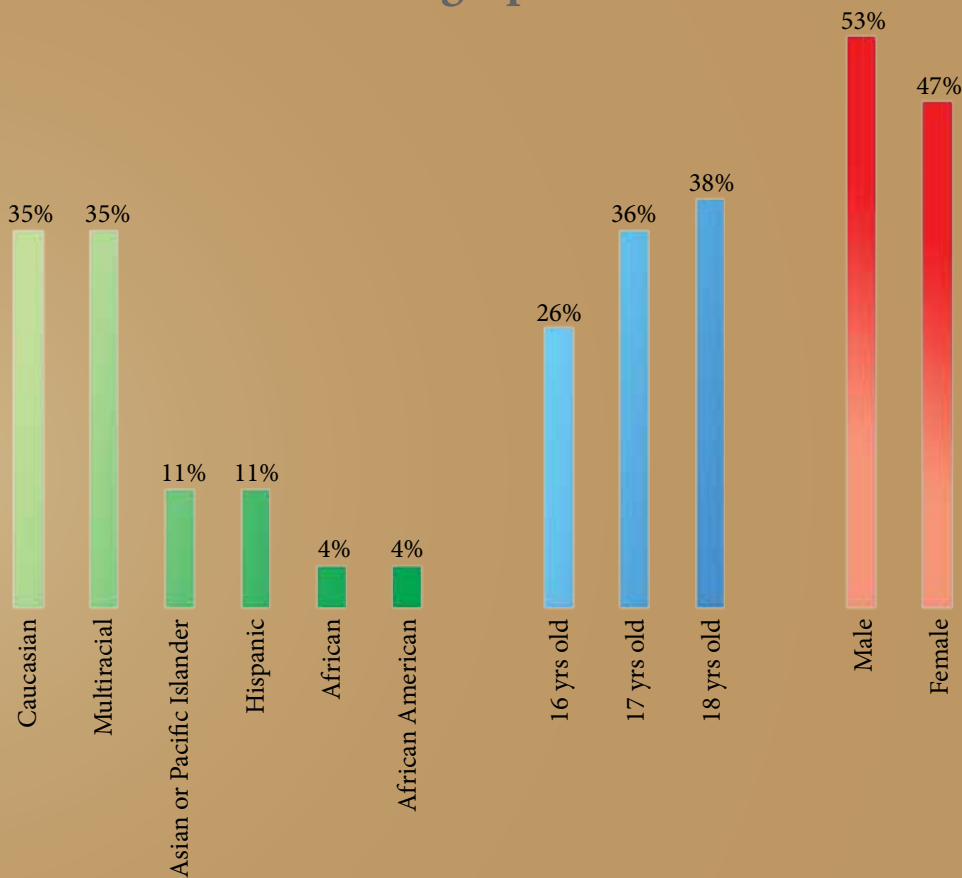
The YEP program considers the application and interviewing process to be the first step in employment and of great value to youth. We host open application sessions where the program manager along with staff from the King Career Center and State of Alaska Youth Hiring Center are on site to assist with filling out and submitting an application for the program.

The next step is the interviewing process. If a youth applicant applies for the crew member position and meets the minimum qualifications we will contact them for an interview. The goal of conducting interviews for all candidates is to give each applicant the opportunity to be interviewed by a staff familiar with the youth demographic. This will give all applicants experience with interviewing that they can take with them regardless of gaining employment in YEP.



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2012 YEP Staff Demographics



Opportunities For All

The YEP program works to recruit from all areas of Anchorage. The program coordinates with local Recreation Centers, hiring centers, and the Anchorage School District to get the word out. One of the strengths of the program is its diversity of staff that come from a large range of backgrounds. Anchorage is a very diverse population and YEP strives to represent this in the program.



Youth Employment

The YEP program provides valuable and meaningful work for Anchorage Youth. YEP trains staff in the skills necessary for park improvements but goes even further to give the youth a diverse set of skills that will transfer to their next opportunity, whatever that may be. Crew Members learn to work on managing work loads, conflict resolution, making choices based on existing policy, and soft skills like nutrition and timekeeping. The goal of this program is to have youth end their season with the skills needed to rise to the top with their peers at their next job.



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Trails Curriculum

YEP received a grant under the recreational trails program administered by the Alaska Department of Natural Resources for the development of an Urban Trails Curriculum this year. This curriculum is designed to train the next generation of trail builders in cities like Anchorage where we have a large trail inventory that traverses within an urban environment. YEP partnered with Alaska Trails to develop the training. It takes many of the skills used to build trails in remote areas and adapts them to the resources and limitations of working in the urban setting.

YEP Crews

Park crews take better care of parks, and promote stewardship of natural resources by restoring stream banks, building and repairing trails, completing forestry projects, restoring landscapes and more, all while learning about their neighborhoods, their environment and their community. Park crews beautify and improve parks, restore habitats and healthy forests, and improve community access to natural areas by building and repairing trails.



Training Week

At the beginning of the season, staff participates in one week of intensive training for the season to come. The training helps the crews gain the skills they will need to have a safe and productive summer.

The first day is program related with YEP history and Parks and Recreation policy, Leave no Trace, wildlife safety, team building, project orientation, and civic engagement. Over the next three days the crews become CPR and First Aid certified and participate in specialized trail building training. The training week ends Saturday with their first field day at a special event.

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Job Skills for Successful Futures

YEP crews learn “green” job skills, and put those skills to work on projects benefiting the Anchorage community. YEP education and skills development opportunities include:

- Introduction to basic on-the-job conduct and expectations, essential for teens to succeed in future jobs.
- Introduction to the theory and philosophy of the parks & recreation profession; the Anchorage Park Foundation and Anchorage Parks & Recreation Department’s history and impact on community.
- Introduction to the science education standard behind the basic environmental theme of YEP.
- Ongoing safety training, including how to use tools needed for projects and basic CPR & first aid.
- Introduction to the safe and proper use of hand tools like McLeod rakes and Pulaskis, necessary for forestry and trail building.
- Leave No Trace training for minimum impact in outdoor activities.



US Senator Mark Begich Visits the crews

The YEP crews had the privilege of meeting US Senator Begich this summer at the Sand Lake Park work site. The Senator came out to the site where crews were hard at work building a light penetrating boardwalk to a popular fishing area. The Civics Educator prepped the youth before hand and had them think of questions they would like to ask the Senator during his visit. Senator Begich answered their questions about topics such as gun control for youth and mining operations in the state before telling them about his first job experience. Senator Begich was instrumental in starting the YEP program when he was the Mayor of

“I am looking forward to gaining more experience in leadership skills, to be more sociable, and to improve my self-esteem and confidence.”

– Nate Bennett CITC Intern



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Documentary

In 2011 the YEP crews teamed up with local photographer Carl Battreall to do the Meet Your Neighbours project in Anchorage parks. This year we teamed up again to film a new documentary on the YEP program. Two talented teens from YEP were chosen to work with Carl throughout the summer developing a time line and concept for the film. Over the course of the summer Wang Gat and Brianna Tobin filmed the projects and work in the parks as well as interviewing program staff. They learned valuable skills about using professional film making equipment and the process involved with making a concept a reality.

Environmental Education

Each week as part of the YEP program the crews participate in an education component. The lesson involves the larger picture of the world and activities that benefit from the projects teens are working on over the summer. The education lessons give the teens the opportunity to see past the end of their shovel and learn about the process and needs of the community that guides project selection for YEP.

During the YEP program of 2012, the environmental education (EE) programs adopted a running theme of “Healthy habitat builds healthy communities”. Every weekly lesson and the associated theme strived to stress the connections that the smaller lesson has on the health of the larger community.



- The first week’s lesson concentrated on the importance of keystone species as integral to the health and viability of the ecosystem as taught by David Wigglesworth of USFWS.
- Lessons honing observation skills that any naturalist should have as their foundation for scientific and experiential exploration of their surroundings were taught during the second week by Derek Meier, YEP Field Educator.
- After learning about what is important and how to look for it, students were introduced to the idea that the geology of an area determines its biology and that landscape exists at various levels ranging from an entire ecosystem to specific niches.
- Because of the overwhelming presence of salmon in area streams and their fundamental role in creating diversity, crews toured the Hernandez fish hatchery in Anchorage to learn about maintaining sustainable fish populations in the state as led by Andrea Tesch.
- To better understand factors affecting salmon and riparian zone health crews conducted water quality monitoring and macro-invertebrate surveys

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along Chester Creek as taught by the Anchorage Waterways Council.

As the students completed their projects and formed stronger connections to each other and their community they were asked to contemplate the dogma, "The only constant is change." This theme formed the basis for the next three weeks as the participants were engaged in a Project Wild activity by the Alaska Department of Fish and Game revolving around succession. Crews then were led on a wildflower hike led by a USFS volunteer that explored the diversity of wildflowers found in the rainforest of Girdwood in different stages of succession.

For the last week we explored the ultimate form of landscape change – fire. The Field Educator, explained the 4 laws that govern ecological processes and explored in depth the effect of fire on an ecosystem and the resulting changes it brings.

Civic Education

Teens participate in civic engagement training intended to empower them to become informed, active and engaged community leaders. Throughout the Youth Employment in Parks summer of 2012, the civics engagement component strived to marry interactive, engaging activities with challenging, complicated lessons that explored the rights and duties of citizens. Crew members were guided through a series of discussions, debates, and activities that required critical thinking, communication skills, and analytical techniques.

Guided and directed by our Civics Educator, the youth explored their personal values and long term goals in Week 2, discussed their stances on government intervention into society in Week 3, and explored the dangers of water scarcity at the Eklutna Water Treatment



Letters to the Editor

Part of the Civics Education YEP conducted this summer involved a lesson where crews were encouraged to become effective citizens through community engagement and participation. The lesson involved writing letters to American troops and writing letters to the editor for the Anchorage Daily News. After writing the letters, the Civics Educator mailed them in and some of the letters were published in the paper. The teens read articles from the paper and chose which ones interested them. A few subjects that they were interested in were the fate of the historical cabin downtown and the disappearance of a runner on Mt. Marathon.



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Ptarmigan Ptrails

The YEP program works with Ptarmigan Ptrails owner and operator Brian Vaughan along with a new partner Ed Kessler, to provide on-location oversight by trained trails professionals to ensure the quality of work on each project. Brian has been with YEP in previous years and has a service learning background through the Student Conservation Association before starting his own trail building company. Brian and Ed conduct the trails training at the beginning of the season to orient the crews to the new tools, techniques, and safety involved in trail building. Their background has helped the Park Planners when scoping the work for each project using YEP crews.

Facility in Week 4. Crew members personified the spirit and viewpoints of political parties in Week 5, crafted letters to the Anchorage Daily News and their representatives in Week 6, and explored the U.S. Supreme Court and landmark decisions in Week 7. Week 8 ushered forth challenging public speaking exercises that required impromptu and persuasive skills, whereas Week 9 opened their eyes to poverty and homelessness in Anchorage through volunteerism with Bean's Café. Finally, Mentorship Week introduced the youth to nearly three dozen organizations—including job shadowing hosts—and the opportunity to explore various Alaskan jobs, internships, colleges, and careers.

Recreation Opportunities

The recreation programs for this summer were diverse. They were designed to complement the weekly work projects the YEP crews completed. They were also designed in conjunction with the Education program to deliver a seamless outdoor recreation, environmental education, and work experience that was applicable and relevant to each week's theme. Some components were specifically chosen at specific times to allow for the group to mature as fully as possible in order to provide the maximum benefit offered by the activity. Many of the teens would not have this opportunity otherwise.

Much like a tree, the roots of group development are oftentimes the most important aspect to cultivate early. For the first week of recreation, the group was directed in team building and fun games that allowed ice to be broken, communication to develop, and masks to be removed. These positive, safe, and fun games allowed the group to start to form before the additional physical stress of hiking up the downhill ski slopes of Hilltop provided during the second week. For the fourth week crews explored the Eklutna valley by sea



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kayak and bike on and along Eklutna Lake. In exploring multiple use issues the group was challenged by the disc golf course at Hilltop as well as educated on the intricacies of “frolf”. The bike path along Chester Creek provided an easy and new route for some to traverse the bowl from Russian Jack Park to Westchester Lagoon while conducting water quality surveys with Anchorage Waterways Council. During week 7 the group was able to explore at the Kincaid Park sand dunes. For many, it was their first time exploring this hidden gem in the Anchorage area. The culmination of their recreation came on week 8 as we headed for the AK Rock Gym to harness up and send 5.8s. They were also able to receive instruction and certification in belay techniques as they put their trust of one another and confidence to the test.

University Lake / Ship Creek

Under the leadership of Tom Moore from Moore’s Landscaping and the watchful eye of the US Fish and Wildlife Service the YEP crew completed three stream bank restorations. Two of these were located on Chester Creek that feeds the University Lake near the universities in Anchorage. The other project was located on the south shore of Ship Creek just downstream from the Bridge Café. All projects consisted of carefully removing and saving vegetation material as well as excavating existing soils and rocks. At University Lake they placed coconut logs with Willow stakes and topsoil, they stacked these two to three layers then used layers of coconut wrap and gravel with top soil and vegetation material to cover them up and rehabilitate the area. At Ship Creek the crews placed straw logs to hold topsoil in place then a layer six to eight inches thick of topsoil. The crews filled in the area with 100 alder plantings and grasses.



Mountain View Street Fair

The 4th annual Mountain View Street Fair was a great success this season, with a high level attendance of community members. Some YEP Crew Members came out in support of this event, and operated the Anchorage Parks and Recreation rock wall during the event. It was a great opportunity for the YEP staff to learn a new job skill, and operate a popular activity at a large event. The YEP teens learned about dividing tasks, working as a team, and managing participants as they signed up, dressed in the appropriate safety gear, formed a line, and climbed the rock wall.



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Channel 11 News

This season the YEP crews had an opportunity to show their hard work and success through the news organization at KTVA channel 11. The KTVA team interviewed teens at the beginning of summer on the University Lake work site, the middle of the summer on the Sand Lake Park work site and the end of the summer at the end of season Cuddy Family Midtown Park event. It was a great opportunity for the community to see the progress the crews made over the ten week program and highlight some of the amazing youth we have in our community working hard to improve Anchorage Parks.

Valley Street Park

The YEP crews grubbed and placed D-1 gravel on 800 feet of trail circumnavigating the stream. The trail was reinforced in two locations where the trail went between a road and the stream. This was done with rock that was pulled from the project at Ship Creek. A trail reroute was made to move traffic closer to the stream and allow for further development of the grassy meadow. The crews also removed trash and debris from the water source and installed two benches in the park. This park is a popular route for children accessing the nearby school.



Sand Lake Park

YEP Crew Members installed 200 feet of light penetrating boardwalk. The crews were tasked with moving materials from the road where they were delivered to the project site 1000 feet away. The boardwalk was a new style used by the municipality designed by the Boutet Company with input from the Army Corps of Engineers and the City to allow sustainable and environmentally sound boardwalk to be installed in the wetland. The boardwalk is raised off the ground with a type of decking that allows light through to encourage the regrowth of vegetation.

Campbell Creek Estuary

The Campbell Creek Estuary is a new addition to the Anchorage park system and is going through the planning process this year. The YEP crews participated in a restoration project to rehabilitate some of the impacted sites where an old homestead house and barn were removed. Over two days the Crews moved 1000 square ft. of vegemat to cover the area.

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Far North Bicentennial Park

The Far North Bicentennial Park area is a popular park that has sections of trail heavily impacted by natural water movement. The YEP crews brushed, cleared, grubbed and shaped 1500 feet of new trail on the Moose Ridge Loop Trails where water flow in the summer caused sections of trail to become muddy and unsustainable. They cleared roots and vegetation from the trail tread grubbed and clear the new trails, and finished the shaping and general compaction. After the reroute they continued with trail maintenance by removing roots from nearly 2000 feet of trails.

Nunaka Valley North Park

In partnership with an earlier 2012 Park Fix-It project, the YEP crews worked on clearing downed wood around the perimeter of the park and replaced the timber border on the volleyball courts. Prior to the YEP crews coming to the site volunteers from the community spent a day in the park replacing the sand in the courts and pulling weeds out of the area to rehabilitate and bring life back to the court.

Margaret Eagan Sullivan Park

After the installation of a new playground in 2011 the YEP crews worked to finish the area around the new equipment with grass and re-grade a problem area where water was pooling on the pathway. They grubbed, leveled, placed top soil and put down sod on 5000 square feet of parkland. This process took five working days with three crews. They also excavated a large amount of earth to allow for proper drainage from a new sidewalk to the forest area away from the area of heavy traffic.



Staff Recognition

A rewarding part of a job well done is being recognized for your hard work. Each week the YEP program likes to recognise individuals hard work by nominating a Crew Member of the week. These are individuals that we noticed personal improvement in, going the extra mile or showing leadership at work sites. In addition to the weekly recognition of Crew Members we also notice individuals that consistently shine over the course of the summer and show initiative and skills above and beyond their position. During the end of season banquet we recognize a Senior Crew Member of the Year and Crew Member of the year.



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Cuddy Family Midtown Park Summer Celebration

Over the course of the summer the Senior Crew Members take the lead and plan an end of season event called the Cuddy Summer Celebration. Under the direction of the Activities Coordinator, the youth plan all aspects of the event from securing prizes and designing the games to obtaining donations and developing time lines and staffing plans for the event. This opportunity gives the teens experience in special events planning and logistics. The 2012 summer event was a hit with large numbers of the community coming out for a free healthy day of recreation.

Beaver Pond Trail

In Girdwood, the crew hiked an average of 1.5 hours each day to build 700 feet of new trail, build a log bridge, a dimensional lumber bridge and two sections of puncheon. After the project manager cut some logs in half the crews debarked them and moved them into place, where they dug in sills and attached the log using rebar. The trail reroute was built to go around a fall line trail and allow for better crossing of the stream. The dimensional lumber bridge was built to replace a smaller bridge that was going to be washed away by the moving stream under it.



New creeks popped up during breakup, so two new pieces of puncheon were built to go over these sections. Trail brushing was performed along most of the trail removing Devils Club, Elderberry and Alders.

Davis Park

In conjunction with Polar Little League the YEP crews refinished the ballfield at Davis park by removing the grass from the baseball diamond and laying down a new sod surface. They also regraded the area to promote water flow and have a safe playing surface. The dugouts were improved using a new D-1 gravel surface in addition to creating a new gravel pad under the bleacher area for spectators. One of the crews also cleared vegetation between the two baseball fields to increase visibility and provide a safer area for families to watch the game.

Art in the Parks

Art in the Parks is a program where local artists are placed at Davis Park to conduct free, fun active programs for the public. This season saw four artists conduct programs over a five week span and reach almost 700 kids.

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George Anne Sprinkle introduced two drawing concepts. Sectional scale drawing and continuous line drawing. Projects included 5 square foot sidewalk chalk drawings as well as a 100 sf. Whale in the parking lot. Kids also participated in boutique and painting projects. Sylvia Cook-Youngberg brought a school room arts feel to the park. Many pre-made pieces helped simplify projects for participants. Kids made animal masks, hand puppets, and fish mobiles. Other open painting and drawing areas were also available. James Riordan introduced creative projects most kids had not done before. Projects included group monster portraits, 3 dimensional drawings, clay sculptures and old-fashioned blue prints. Participants were well engaged and got increasingly creative. Mike Conti led kids that made abstract sculptures using a large variety of materials such as pipe cleaners, foam board, twigs, and hot glue guns. Other projects included painting, cyanotypes, zoetropes, and pinhole cameras.

Mentorship Week

At the end of the summer program, teens participated in Mentorship Week, focused on connecting teens to successful futures. Throughout the summer the program trains and prepares youth for employment after YEP. Mentorship week is the final step by showing crews what the next step is now that they have the skills. Activities introduced to them include:

- Resume Building with UAA Career Services
- Mock interviews with the State of Alaska Youth Hiring Center
- Service learning opportunities with SAGA and Americorps
- Budgeting and credit scores with Wells Fargo
- Leadership training with APU
- Private college opportunities with Charter College
- Intern opportunities (SCA,USFS,Great Land Trust,Alaska Sealife Center)
- The Alaska Job Market from Cook Inlet Region Inc.
- Tourism, resource, and oil industry jobs
- Job shadowing at Fire Island Bakery, Grassroots Fair Trade Store, UAA, Anchorage Waterways Council, Anchorage Parks and Recreation, Mountain View Boys and Girls Club, Bean's Cafe, REI, Trailside Discovery, Office of US Senator Begich, Anchorage Police Department, Anchorage Fire Department, KRUA radio, William Jack Hernandez Sport Fish Hatchery, Alaska Youth and Parent Foundation, Alaska Center for the Environment, and Alaska Trails.



Job Shadowing

Crew Members had a half day of job shadowing at local organizations. This gave the crew members the opportunity to practice some of the job skills they had already cultivated, as well as learning more about employment skills in a work setting. It also gave the crew members a glimpse at life in this career setting. This fulfilled the YEP program's goal of providing a great first job experience that would assist them with skills to attain future employment.



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Languages Spoken

ASL: 1 French: 1
 German: 2 Tagalog: 1
 Hmong: 1 Inupiaq: 1
 Japanese: 1 Nuer: 1
 Samoan: 2 Spanish: 9
 Cup'ik/Yup'ik: 1

Ethnic Origins

35% Caucasian
 35% Multiracial
 11% Asian or Pacific Islander
 11% Hispanic
 4% African
 4% African American

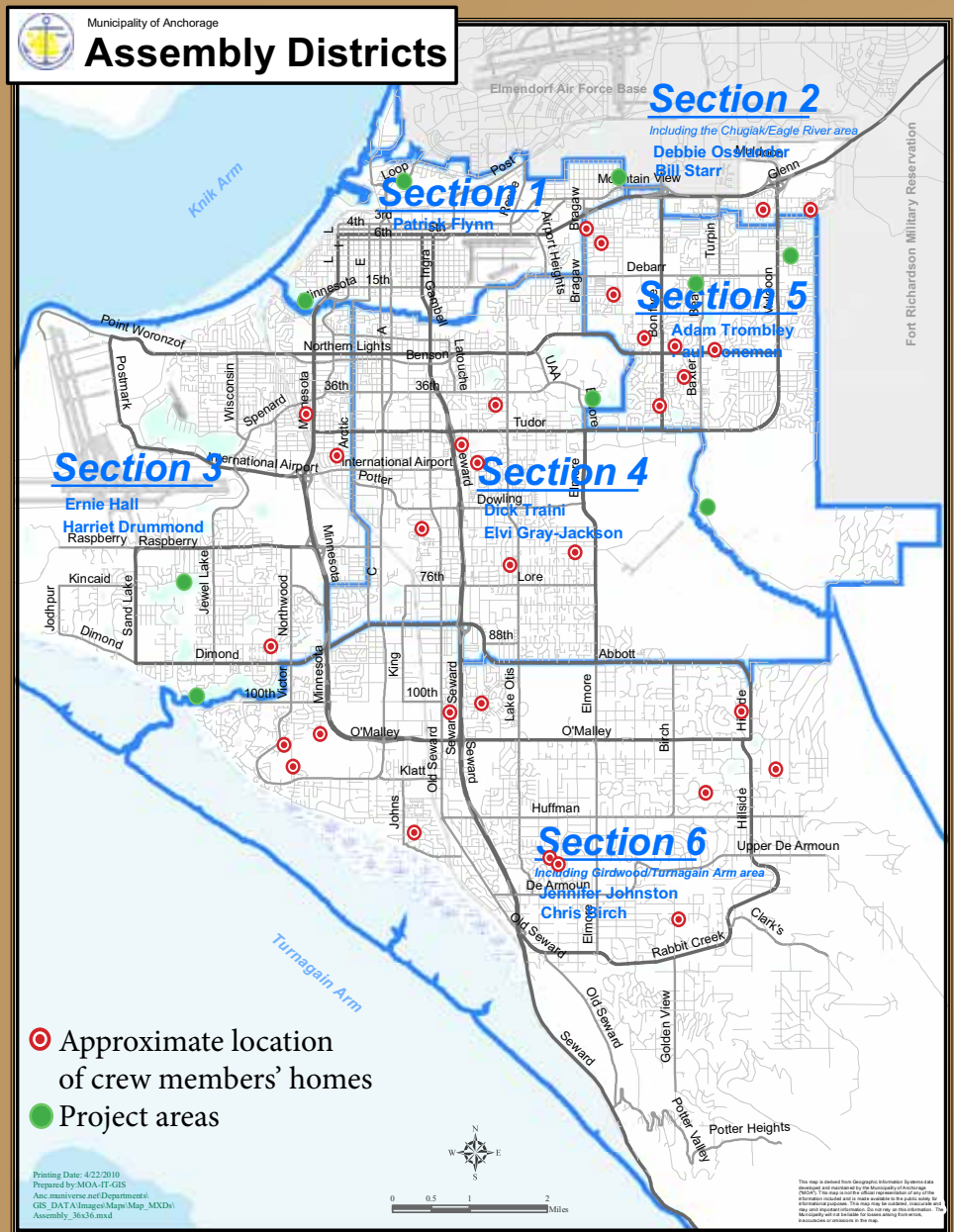
Age Distribution

16 years old: 26%
 17 years old: 35%
 18 years old: 38%

High Schools Represented

AVAIL
 Bartlett High School
 Chugiak High School
 Dimond High School
 East High School
 Home school
 Polaris K-12
 Service High School
 South High School
 West High School

We Represent Anchorage



In 2012, YEP is a first job for 11 of the participants!

YOUTH EMPLOYMENT IN PARKS

2007-2012 Partners

Alaska Center for the Environment
Alaska Community Action on Toxics
Alaska Community Development Corporation
Alaska Conservation Alliance
Alaska Conservation Foundation
Alaska Conservation Solutions
Alaska Democratic Party
Alaska Dept. of Fish and Game
Alaska Dept. of Labor and Workforce Development
Alaska Dept. of Natural Resources
Alaska F.I.E.L.D. School
Alaska Geographic
Alaska Housing Finance Corporation
Alaska Native History Association
Alaska Pacific University
Alaska Process Industry Careers
Alaska Railroad
Alaska Rose Society
Alaska State Council for the Arts
Alaska State Legislature
Alaska State Parks
Alaska Teen Media Institute
Alaska Trails
Alaska Youth and Parent Foundation
Alaska Youth for Environmental Action
Alaskans for Litter Prevention and Recycling
Alaskans for Responsible Mining
AmeriCorps
Anchorage Municipal Assembly
Anchorage Botanical Garden
Anchorage Community Land Trust
Anchorage Construction Academy
Anchorage Disc Golfing Association
Anchorage Faith & Action
Anchorage Fire Department
Anchorage Museum
Anchorage Recycling Facility
Anchorage Regional Compost Facility
Anchorage Regional Landfill
Anchorage School District
Anchorage Urban League of Young

Professionals
Anchorage Waterways Council
Atwood Foundation
Bean's Cafe
Bill Sheffield
Bill Stokes
Bird Treatment and Learning Center
Bob Robertson
BP
British Universities North America Club
Bureau of Land Management
Campfire
Channel 2 News, KTUU
Chris Aquino
Chris Frenier
Chugach Adventure Guides
Congregation Beth Shalom
Congregations Together
ConocoPhillips
Cook Inlet Tribal Council
Covenant House
Dar'Shon Tucker
Darrell Hess
Earth Watch Institute
Fire Island Rustic Bakery
Girdwood Ski & Cyclery
Government Hill Community Council
Graphic Works
Grassroots Fair Trade Store
Great Harvest Bread Company
Great Land Trust
Green Star
Happy Trails
Holland America
Highway 2 Highway Project
Job Corps
John Gregoire
Johnson Controls
Jonathan Teeters
Kids' Kitchen
Kikkan Randall
KPB Architects
KRUA Radio
Land Design North

Ma'o Tosi
Moore's Landscaping
Moose's Tooth
National Oceanic and Atmospheric Administration
Alaska National Guard
National Park Service
National Wildlife Federation
Native Movement
Ninestar
Nordic Skiing Association of Anchorage
Pablo's Bicycle Rental
Pizza Olympia
Play It Again Sports
Princess Tours
Rasmuson Foundation
REI
ReStore
Rural CAP
Ryan Zinn
SAGA
Student Conservation Association
Single Track Advocates
Sourdough Mining Company
St. Anthony's Church
Stellar Designs
Teamsters
Total Reclaim Inc.
Trail Watch
TREErific
UAF Cooperative Extension
U.S. Fish & Wildlife Service
U.S. Forest Service State & Private Forestry
U.S. Postal Service
United Way
University of Alaska
Van Waggoner
Vasati Ieremia
Verner Wilson
Wells Fargo
William Jack Hernandez Fish Hatchery
Wyland Foundation
Youth Conservation Corps

YOUTH EMPLOYMENT IN PARKS



I pursued YEP so that I could feel active and healthy at work for both myself and my community; so far, it seems YEP should hold true to that!

– Claire Lubke, Crew Member