

# Youth Education & Outreach Program (YEOP) Annual Report, 2025



# Table of Contents:

<b>Program Background</b> .....	3
<b>2025 Reflections</b> .....	4
<b>Overview of YEOP’s Reach</b> .....	5
<b>Maps &amp; Graphics of YEOP Event Distribution in 2025</b> .....	6
<b>Strategic Plan Progress</b> .....	11
<b>2026 Goals</b> .....	22
<b>2025 Partners</b> .....	23



## Program Background

In 2023, the Washington Department of Natural Resources (DNR) launched its Youth Education and Outreach Program (YEOP) to facilitate place-based, career-connected, outdoor learning experiences on state lands and cultivate the next generation of natural resource professionals.

The program is a part of DNR's larger workforce development strategy and our efforts to cultivate a natural resource workforce that meets the sector-wide needs and reflects the demographics of the communities we serve. Through YEOP, DNR empowers youth in decision-making processes, cultivates stewardship behaviors, builds environmental literacy, and supports the physical and mental wellbeing of young people through outdoor experiences.



*Students survey algae coverage using transects and quadrats*

YEOP connects the more than 1,600 permanent natural resource professionals at DNR with youth audiences for career exploration and mentorship. YEOP also partners with Tribes, education institutions, government agencies, non-profits and industry to provide teachers and students with robust, multi-faceted education on complex natural resource management issues and introduce career opportunities across the sector.

YEOP benefits Washington students and educators through increased access to the 5.6 million acres of DNR-managed land across the state. Our public shorelines, rivers, forests, and grasslands are great outdoor classrooms for K-12 students to explore scientific phenomena and learn alongside current professionals.

YEOP is currently comprised of two staff members:

- Clare Sobetski (she/her), Program Manager, working statewide.
- Kelly Sullivan (she/her), Regional Coordinator, working out of DNR's Pacific Cascade Region.

Program delivery is currently limited by staff capacity. If our staff increases, we will be able to support more incoming requests from schools and educational programs and conduct more targeted outreach to schools to strengthen the equity of our programming.



## 2025 Reflections

2025 was a challenging year for outdoor and environmental education in Washington. In the state budget for 2025-2027, the Outdoor Learning Grant program, ClimeTime and FieldSTEM provisos were defunded, and funding for the No Child Left Inside grant program was significantly reduced. This loss of state funding, combined with elimination of several federal grant programs, has hit non-profit service providers and schools seeking to get their students outside especially hard.

In the current paradigm, the services DNR's Youth Education and Outreach Program (YEOP) provides are more critical than ever. We are strengthening our relationships, filling gaps in programming, and strategizing about how to sustainably fund outdoor education for Washington youth. We are working with our partners to envision a resilient, robust outdoor education ecosystem, where organizations at the local, regional, and statewide level are appropriately resourced.

Despite the challenging funding landscape, we are proud to celebrate several significant achievements in 2025. In our second full year as an operational program, we delivered career-connected learning experiences to thousands of students and hundreds of teachers, and we laid key groundwork for long-term program operations. In 2025, YEOP:

- Became a registered clock hour provider with the Professional Educator Standards Board, allowing YEOP to provide continuing education for certificated teachers
- Added a Geographic Information Systems (GIS) certification to the OSPI approved list, supporting equitable, diverse pathways to natural resources careers
- Launched a new mapping application to support education on local natural resource management and the identification of locations for outdoor learning
- Published our first 6 Day in the Life videos profiling DNR professionals for career exploration and awareness
- Facilitated field-based teacher workshops in Skagit, Grays Harbor, Whatcom, and Thurston Counties. Incorporating YEOP K-12 educational expertise with DNR subject matter experts, YEOP designed and offered these workshops in partnership with Tribes, local government agencies, industry, and non-profit organizations
- Supported the launch of the first forestry-focused Skills Center program in Washougal with access to forestry tools, personal protective equipment, instructional materials, and subject matter expertise

This annual report serves to document YEOP's progress towards the outcomes listed in our strategic plan, analyze the equity of our work in 2025, and define our goals for 2026. To support the needs of the outdoor education community, we will continue to focus on adaptability and building strong, collaborative relationships.

We sincerely appreciate your interest in the work of DNR's Youth Education and Outreach Program and encourage you to contact us with any questions or ideas on how we can better serve students, schools, and communities in the coming years.



## Overview of YEOP's Reach



In 2025, through the Youth Education and Outreach Program, DNR staff connected with more than **7,776 students** through field trips, guest speaking, community events, and career fairs and more than **3,848 adults**, primarily at community events. The program served more than **213 teachers** with workshops—more than double the number of teachers we served in 2024.

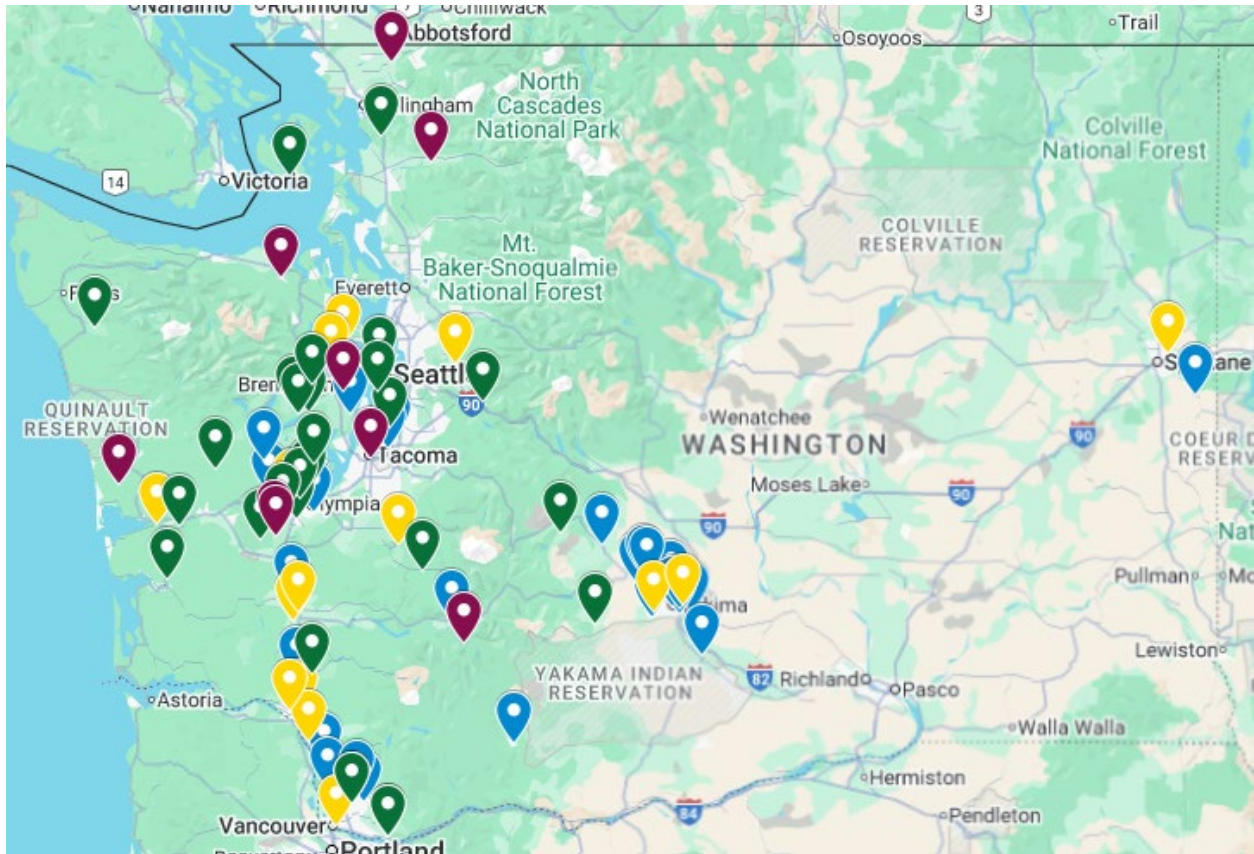
In total, the program facilitated over **392 hours of programming**, supporting over **4,000 hours of student learning** and **1,100 hours of teacher learning**.

YEOP continues to refine its methods for gathering data from DNR staff spread across the state to improve the accuracy of our reported figures.

Fig. 1: Summary of YEOP's reach in 2025



## Maps & Graphics of YEOP Event Distribution in 2025







-  Community Events, including Career Fairs
-  Teacher Training
-  Guest Speaking
-  Field Trips

Fig. 2: Map depicting YEOP-facilitated event type and distribution across Washington in 2025



## Event Distribution by Educational Service District

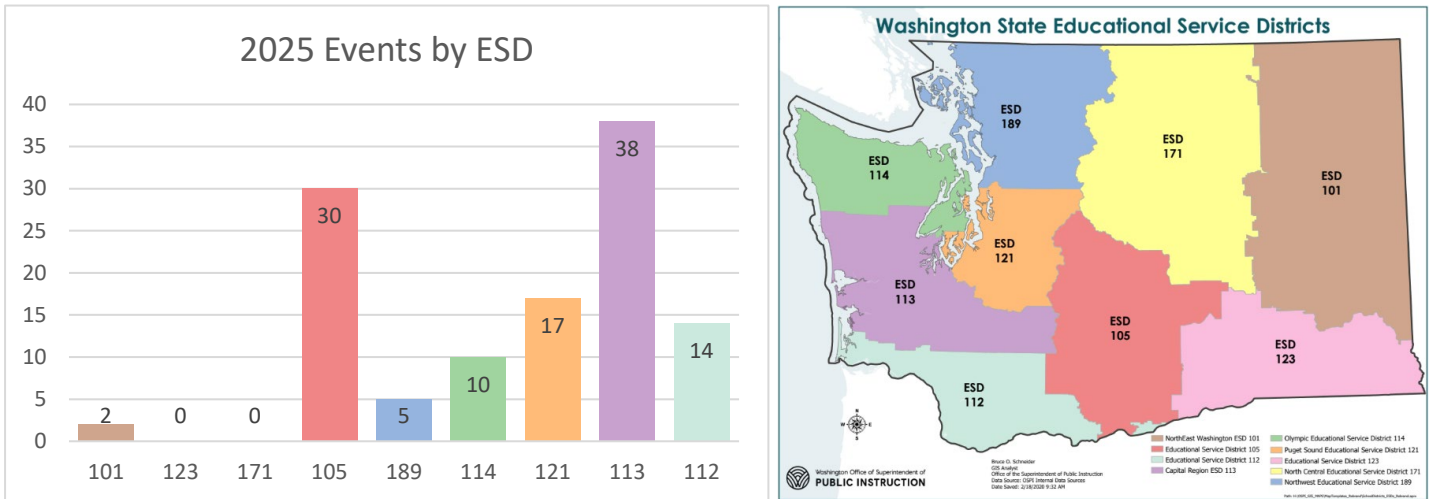


Fig. 3: Chart and corresponding map depicting event distribution across Educational Service Districts in 2025

This year, YEOP supported 30 more events in ESDs 105 and 114 than in 2024. We would like to thank DNR’s Wildfire staff based out of Naches for going above and beyond to connect with the local community and schools across the Yakima Valley. Outreach to the North Central, Northeastern, and Southeastern parts of the state continues to be a challenge because of the travel time for YEOP staff. Supporting a few events in these ESDs is a priority in 2026.

## Event Distribution by DNR Region

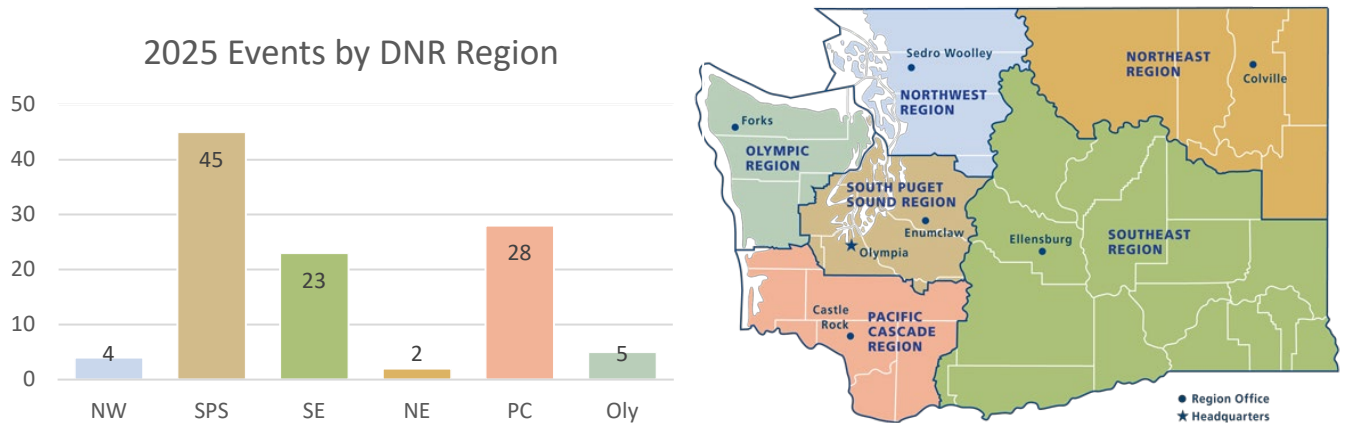


Fig. 4: Chart and corresponding map depicting event distribution across DNR regions in 2025.

Both sets of graphics illustrate YEOP’s outreach to densely populated communities in the greater Seattle, Tacoma, Olympia and Vancouver metropolitan areas. We receive the greatest number of incoming requests from schools and other service providers in Olympia and Vancouver, accelerating our outreach to those communities.

These graphics also highlight the impact of YEOP’s regional coordinator in Southwest Washington, and how the number of DNR staff working out of the headquarters in Olympia aids in program delivery in the South Puget



Sound Region. An increase in program funding would allow us to hire staff to better serve youth in Northeast and Southeast Washington in particular.

## YEOP-Supported Programming by Type:

YEOP prioritizes field-based programming. The best and most impactful work is done with students in the field. A systematic review of publications between 2000 and 2020 in nine academic databases conducted by Front Public Health concluded that “nature-specific outdoor learning has measurable socio-emotional, academic and wellbeing benefits, and should be incorporated into every child's school experience with reference to their local context” (Mann et al., 2022) Similarly, experts at Stanford University systematically searched the academic literature and identified 119 peer-reviewed studies published over a 20-year period that measured the impacts of environmental education for K-12 students. The review, published in 2017, concluding that environmental education supports students to develop career-ready skills “such as critical thinking, oral communication, analytical skills, problem solving, and higher-order thinking” and promotes “civic interest and engagement, including feelings of civic responsibility, feelings of empowerment, and ability to take action” (Ardoin et al., 2017)

DNR staff participated in career fairs and facilitated guest speaking before the formation of YEOP. Establishing YEOP has significantly expanded DNR’s capacity for field-based programming.

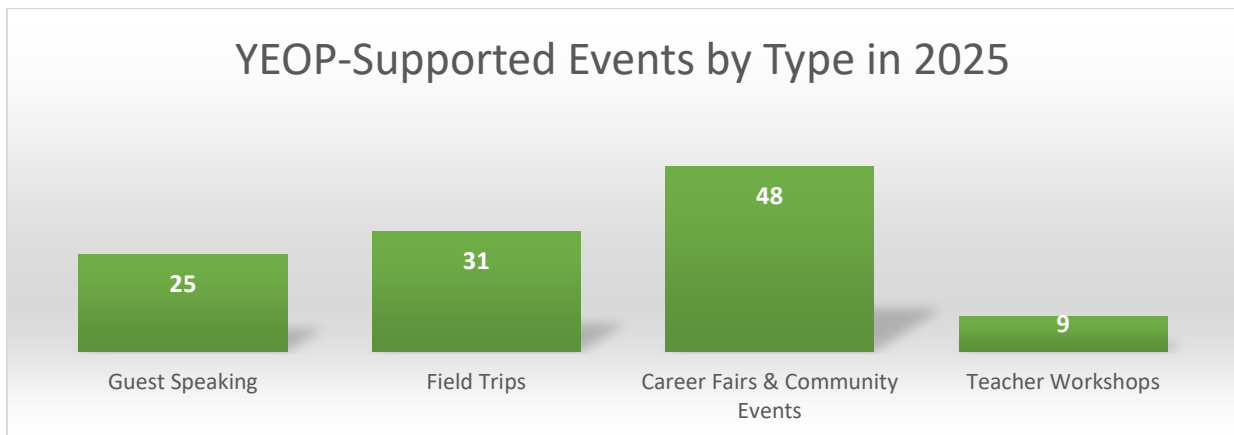
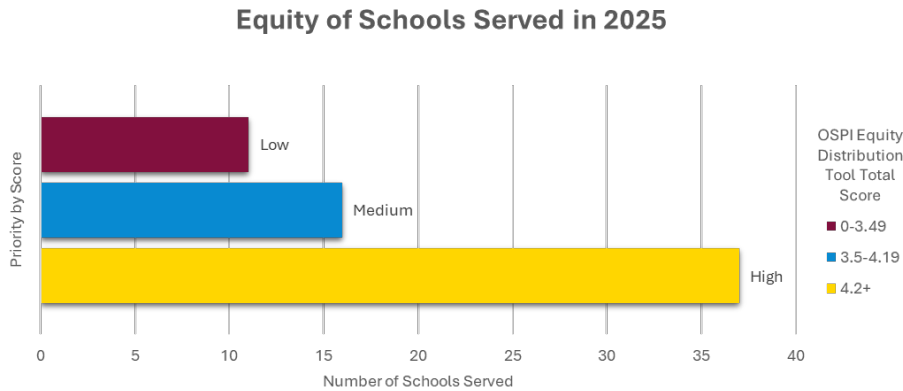


Fig. 5: Chart illustrating the frequency of YEOP-facilitated events by type.

YEOP facilitates programming across a broad range of topics related to DNR’s work and works with DNR staff across divisions and regions.



## Equity Analysis of YEOP Programming:



In an effort to fill the gaps in outdoor environmental education for historically underserved students, YEOP uses the Outdoor Education Equitable Distribution Tool, which was developed by OSPI.

The tool considers both student and school-based metrics to create

a ranking for each school in comparison to all others across the state. There are six student-based subcategories, all of which look at the percentage of the total student population: Migrant, Free and Reduced-Price Lunches, Alternative Learning Environments (ALE), BIPOC, English Language Learners/ Emergent multilingual learner students, Special Education Students. School-based metrics include whether the school is Rural/remote, Tribal, and Title I.

YEOP targets outreach to schools in districts showing the highest need through their high aggregated score on the Outdoor Education Equitable Distribution Tool.

Schools in districts scoring at or above the most recent median value of 4.2 were designated as high priority; those scoring between 3.5 and 4.19 as medium priority; and those scoring below 3.49 as lower priority. In 2025, YEOP served 64 schools, 37 of which scored 4.2 or higher, exceeding the program’s goal that at least 50% of students served annually are from schools or districts scoring above the median value.

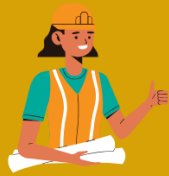


# YEOP 2025 TOPICS

YEOP delivers programming on a broad range of topics related to natural resource management. These were the most common topics in 2025's programming

## CAREER

### CONNECTIONS



Career-connected learning is foundational to our programming. Providing exposure to professionals, prompting reflection on career goals, and promoting skill development.

## FOREST MANAGEMENT

Introducing land manager objectives, forest practices, and methods for collecting forestry data. 38% of programs explicitly covered the role of state trust lands.



## GEOLOGY

Exploring the geologic history of Washington state, local phenomena, and the modeling and planning tools used to support community safety.



## AQUATIC SYSTEMS

Practicing community science protocols, investigating the consequences of climate change, and exploring relationships in watersheds.




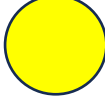
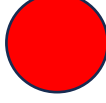
## RECREATION & CONSERVATION

Participating in restoration, exploring recreation planning, and cultivating a stewardship ethic based in a personal connection to the environment.



## Strategic Plan Progress

The activities of the Youth Education and Outreach Program are informed by the [2024-2029 strategic plan](#), which was developed with the input of our constituents and partners, including K-12 students and teachers, community and technical colleges, other government agencies, Tribes, community-based organizations, non-profits, and industry partners. Progress towards the objectives in the strategic plan are outlined below.

On Track	Delayed	Not started
		
<p>6 of 17 (35%) objectives are on track for the identified date. This includes the program’s work to support teacher professional learning, facilitate community events, contribute to career-connected learning, and support workforce development.</p>	<p>9 of 17 (53%) objectives are delayed. This is primarily due to limited staff which constrains program delivery across DNR regions. The strategic plan was developed based on a regional coordinator staffing model, and current funding levels only support one pilot position, in addition to the program manager.</p>	<p>2 of 17 (12%) objectives in the YEOP strategic plan are not started—the Educator &amp; Youth Natural Resource Conferences. Both of these initiatives are unfunded.</p>

### Goal 1: Formal and non-formal educators have the knowledge, skills, and confidence to teach about the complexities of natural resource management.

#### Success Stories:



In 2025, YEOP facilitated two evening teacher workshops: STEM Cafes focused on forest management. These workshops, in Port Orchard and Sequim, introduced teachers to the forest practice rules, the importance of state trust lands, conifer species identification, and how to use tools like increment borers and diameter tapes. YEOP also presented on the YELM mapping application at the WSTA and E3 Washington conferences.

Additionally, YEOP facilitated two single-day, field-based workshops: one in the Capitol State Forest and one on the Westergreen family tree farm. In Capitol Forest in April, teachers explored DNR’s conservation, recreation, forestry, and fire resilience management goals. The workshop was a partnership with the Pacific Education Institute and Chehalis Tribe. At the Westergreen family property in October, teachers explored the objectives of small forest landowners and DNR and planned to bring education on forest ecology and management back to their students.





In June, educators from Grays Harbor County participated in a 3-day workshop called *“Coastal Community Connections”* facilitated by YEOP, Quinault Indian Nation, Grays Harbor Conservation District, Coastal Interpretive Center, and NOAA National Marine Sanctuary. Participating educators assessed the ecological integrity of the Chehalis River Surge Plain Natural Area Preserve; observed the effects of engineered log jams on the Quinault River; considered perspectives on pen-rearing practices; and witnessed a razor clam population survey at Copalis Beach.



In July, educators met in Skagit County for a 3-day training called *“Co-Benefits: Ecology, Culture and Economy in Forest Management.”* This was the third annual training, which runs as a partnership between YEOP, Skagit Conservation District, Sierra Pacific Industries and Hampton Lumber, with support from the Pacific Education Institute. The teachers heard from original members of the strategy group for Blanchard State Forest, explored forest practice rules and the importance of trust lands, learned about the goals for small forest landowners, observed active timber harvest, and investigated methods for improving salmon habitat. The training included 18 guest speakers, including two Skagit County commissioners and the Swinomish and Upper Skagit Tribes.

Teacher comments on the evaluations from these workshops are highlighted below:

“This was awesome and should be done more”

“I have a better understanding of the benefits of forest management and the need for foresters”

“I used to think that loggers only wanted money, but now I think the logging industry has a huge role in climate management”

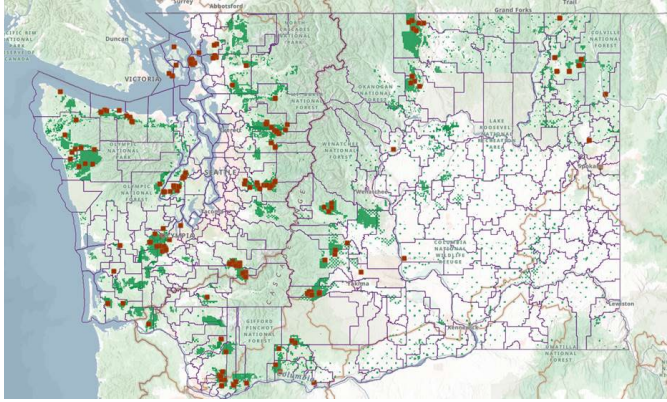
“I enjoyed the variety of perspectives and the incredible amount of information on forest practices”

“This was such an incredible opportunity. Thank you for providing me with new lenses.”

“I used to think that clearcuts were greedy and horrible, but now I think forests are being managed by professionals who have the land, people, and world top of mind”




“This was the best workshop I have ever attended!”





This year, we also launched our new Youth Education and Land Mapping Tool (YELM). YELM is designed to support K-12 teachers who are looking to get their students outside and provide instruction about land management in their communities. The tool is also designed for student use, especially in Career and Technical Education classes focused on natural resource management.

You can find the YELM through [this link](#).

Objective	2025 Highlights	Planned Work	Evaluation of Progress
<p><b>1.1: By 2026, DNR’s YEOP facilitates or co-facilitates workshops for formal educators in 50% of Education Service Districts and at least two workshops targeting non-formal educators annually.</b></p>	<ul style="list-style-type: none"> <li>9 workshops serving 4 of 9 ESDs: 189, 121, 113, and 114</li> <li>Both formal and non-formal educators attending</li> <li>Three-day teacher trainings in Grays Harbor and Skagit Counties</li> <li>Two single day trainings: Capitol Forest in April and the Westergreen Family Tree Farm in October</li> <li>Three half-day trainings: Port Orchard, Sequim, and at Mima Mounds</li> <li>Workshops about our mapping application at the WSTA and E3 Washington conferences</li> </ul>	<ul style="list-style-type: none"> <li>Yacolt Burn State Forest training in May (ESD 112)</li> <li>2<sup>nd</sup> annual Grays Harbor training in June</li> <li>4<sup>th</sup> annual Skagit County training in July</li> <li>Whatcom workshop with the Westergreen family in September</li> <li>Planning for a workshop in ESD 101 is underway!</li> </ul>	 <p>YEOP served 4 of 9 ESDs and more than 210 formal and informal educators through 9 workshops. In total, YEOP provided more than 890 hours of educator learning!</p>
<p><b>1.2: By 2029, accessibility of DNR-supported or produced online youth education resources improves by 50% as indicated through online visitation and use.</b></p>	<ul style="list-style-type: none"> <li>Launched our Youth Education and Land Management Mapping Tool to support K-12 education on land management and access to outdoor education</li> <li>Developed 6 day in the life videos highlighting DNR professionals working in aquatics, forestry, and wildlife biology</li> </ul>	<ul style="list-style-type: none"> <li>Launch our career pathways webpage that includes a collection of graphics profiling DNR staff and organizes day in the life videos</li> </ul>	 <p>YEOP is ahead of its goal to launch the new webpage by 2027 and has established baseline data on webpage users.</p>
<p><b>1.3: By 2026, DNR launches its annual Educator Natural Resource Conference</b></p>	<p>Not yet in progress</p>		 <p>At current funding levels, YEOP is</p>



(ENRC), serving at least 15 participants.			unlikely to launch the ENRC.
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## Goal 2: Washington youth have place-based, experiential learning opportunities on public land to explore careers in natural resources and develop the skills used by natural resource professionals

### Success Stories:

In the spring, middle school students from the Olympia School District visited Meyer’s Point Environmental Field Station for the South Sound GREEN program’s Nearshore field trip series. On each of the 7 field trip days, students worked with DNR Service Foresters and YEOP staff at the forestry station to “spin” a plot and evaluate the health of a section of upland forest.

In May, 8<sup>th</sup> and 9<sup>th</sup> grade students from Taholah School district joined YEOP and DNR’s Natural Areas Program at the Chehalis River Surge Plain Natural Area Preserve. Students did water quality testing on the Chehalis River and learned to identify native plants and applied those skills to recording data for an abbreviated and highly adapted ecological integrity assessment to highlight conservation strategies.



To support the Hoh Tribe’s Adventure Camp program in July, DNR staff from the Olympic Region and Natural Heritage program guided an exploration of Crowberry Bog. The bog is one of DNR’s natural areas and is home to several rare plant species. Hoh Tribe youth and their families played on the spongy surface and practiced identifying plants by their features and ethnobotanical uses.





As a part of Kelso School District’s 6<sup>th</sup> Grade Outdoor School, YEOP created special programming for career exploration at Seaquest State Park involving both Forestry and Wildland Fire professionals. Over 300 students had the opportunity to implement fire fuels transects and site inspections with the fire crew. Students also used tools such as DBH tape and clinometers and identify native species of flora throughout the park with the foresters.



In October, YEOP facilitated 4 days of learning with Columbia Crest K-8 school. The schoolyard adjoins DNR-managed land in the Elbe Hills, which the students explored by identifying conifer species, conducting forest inventory, and looking for evidence of the Forest Practice rules.

Objective	2025 Highlights	Planned Work	Evaluation of Progress
<b>2.1: By 2026, each of DNR’s six regions engages students in at least one authentic project, which</b>	Paused in 2025	<ul style="list-style-type: none"> <li>South Kitsap forest management project</li> </ul>	



<p>culminates in a student product with real-life implications for local land management activity; by 2029, DNR regions serve at least 60% of ESDs annually through student project partnerships.</p>		<ul style="list-style-type: none"> <li>Thurston County wildfire resilience project</li> </ul>	<p>In 2025, YEOP staff took a step back from project-based learning. We prioritized building stronger relationships with schools and districts through more accessible programming. We have several projects planned for 2026, but will be unable to facilitate projects in all 6 regions with our current staffing levels.</p>
<p><b>2.2: By 2026, at least one class of students annually uses a YEOP-produced curriculum guide to visit DNR-managed land in each of our six geographic regions.</b></p>	<ul style="list-style-type: none"> <li>Designed a field-experience for all North Thurston School District students at Mima Mounds, that integrated the Washington Geologic Survey booklet and Mima Mounds educator guide, supported with an afternoon teacher training</li> <li>Revised Climate Resilience curriculum on nearshore aquatic conditions and implemented revised materials within the Climate Resilience summer internship program</li> </ul>	<ul style="list-style-type: none"> <li>Finalize and publish the Mima Mounds educator guide for middle school</li> <li>Write an educator guide to the Teanaway Community Forest for high school</li> <li>Market the revised Climate Resilience curriculum for high school</li> </ul>	 <p>This work is underway but has been slower to start than anticipated. YEOP is prioritizing a collaborative approach to curriculum development. By the end of 2026, we should have 2 curriculum guides published, covering 2 DNR regions.</p>
<p><b>2.3: By 2028, 70% of Education Service Districts are served by community events designed to teach youth about natural resource management facilitated or co-facilitated by DNR's YEOP annually.</b></p>	<p>Served 5 ESDs with field-based community events. Some highlights include:</p> <ul style="list-style-type: none"> <li>January: <i>Ollala STEAM Night</i>, ESD 114</li> <li>March: <i>Billy Frank Jr. Celebration</i>, ESD 113</li> <li>April: <i>Encuentranos en Kennedy Creek</i>, ESD 113</li> <li>July: <i>Nile Valley Days</i>, ESD 105</li> <li>September: <i>Explora Budd Inlet</i>, ESD 113</li> </ul>	<ul style="list-style-type: none"> <li>PC Region plans to increase facilitation through partnership outreach</li> <li>Continued engagement in annual events</li> <li>Producing materials for DNR staff to use for tabling events for different themes</li> </ul>	 <p>YEOP served 55% of ESDs in 2025 and is on track to meet this 2028 goal. YEOP is growing and cultivating partnerships through the facilitation of community events.</p>



	<ul style="list-style-type: none"> <li>September: <i>Federal Way RAINfest</i>; ESD 121</li> <li>December, <i>MESA Winter STEM Institute</i>, ESD 112</li> </ul>		
<p><b>2.4: By 2026, 30% or more of 5th and 6th grade outdoor school programs supported under Outdoor School For All (SSHB 2078, 2021-22) annually utilize career exploration activities created with support from YEOP.</b></p>	<ul style="list-style-type: none"> <li>Expanded our series of career pathway graphics for use in pre and post outdoor school lessons</li> <li>Revised ongoing programming provided to Kelso ODS to include more hands-on and in-depth exploration of Forestry and Wildland Fire Fighting careers.</li> </ul>	<ul style="list-style-type: none"> <li>Participate in the work group for lower Klickitat County Outdoor School Plan</li> <li>Create on-campus outdoor school experience at Edgewood Elementary in Vancouver.</li> </ul>	 <p>The Outdoor Learning Grant program was defunded in the 2025-27 budget, impacting the mechanisms for distributing information to and gathering data from outdoor school programs. We plan to launch our career pathways webpage in 2026, but won't have accurate data on implementation.</p>
<p><b>2.5: By 2027, DNR will launch its inaugural Youth Natural Resource Camp (YNRC), serving at least 15 participants.</b></p>	Not yet in progress		 <p>At current funding levels, YEOP is unlikely to launch the YNRC.</p>

**Goal 3: Collaborate with educators, industry leaders, non-profits, and state agencies to inspire interest in and improve recruitment into natural resource sector careers for all youth, with a focus on demographic groups that have been historically excluded from the field of natural resource management.**

**Success Stories:**



In partnership with the Hood Canal Salmon Enhancement group, DNR co-facilitated the schoolyear Students in the Watershed internship program and summer Climate Resilience Youth Internship program. Both internships offer paid work for high school students to support local restoration efforts, contribute to longitudinal data sets, and facilitate educational programming, while providing mentorship from natural resource professionals.




YEOP is active in the advisory committee for the Forest Management Skills Center program in Washougal. The 540-hour program launched in fall 2025 as a satellite of Cascadia Technical Academy and covers aspects of forest





management such as tree measurement, timber cruising and valuation, silviculture, forest practice rules and laws, fire ecology, and much more. YEOP facilitates guest speaking, classroom activities, field trips, and has provided the program with PPE and equipment for the school year.



This year, YEOP supported all eight Youth Engaged in Sustainable Systems (YESS) programs across Washington State, contributing to a successful summer in which 112 students gained hands-on experience in natural resource and conservation careers. The YESS program is facilitated by Pacific Education Institute (PEI) in partnership with local school districts and many community organizations. YEOP's involvement helped ensure field-based learning opportunities for programs focused on forest management, restoration ecology, and urban and community forestry. DNR's support was acknowledged by PEI as instrumental in making each of these eight programs possible.

Objective	2025 Highlights	Planned Work	Evaluation of Progress
<b>3.1: By 2024, facilitate a 100% increase in formal advisory processes on the development and delivery of YEOP programming methods and outcomes.</b>	<ul style="list-style-type: none"> <li>Successfully applied for funding to compensate eligible group members through the Office of Equity</li> <li>The charter to establish the Youth Education and Outreach Program Committee, shared by DNR and the Washington Department of Fish and Wildlife, was finalized</li> <li>Began recruiting advisory group members</li> </ul>	<ul style="list-style-type: none"> <li>Launch the committee for YEOP constituents</li> <li>Facilitate quarterly meetings to discuss program operations, equity, and strategy</li> </ul>	 <p>While this project was delayed due to funding uncertainty, YEOP is currently recruiting committee members, with plans for a first meeting in late February 2026. The committee is back on track.</p>
<b>3.2: By 2029, at least 50% of students served by YEOP programming efforts annually are from schools or school districts that score higher than the median value in school-level total points from the most recent school year on OSPI's Outdoor Education Equitable Distribution Tool.</b>	<ul style="list-style-type: none"> <li>In the most recent available data, the median score for all schools was 4.2. 55% of schools YEOP served in 2025 had a score above the median value</li> <li>Continued to refine our decision-making matrix and presented this tool to other programs at DNR</li> </ul>	<ul style="list-style-type: none"> <li>Continue targeted outreach to the highest need schools not yet served by our programs</li> <li>Support several field trips in the SE and NE regions to serve highest need schools</li> </ul>	 <p>YEOP exceeded this goal in 2025 and will continue to invest in outreach to the highest priority schools.</p>
<b>3.3: By 2029, DNR is a leading contributor to</b>	<ul style="list-style-type: none"> <li>Successfully applied to have GIS industry-</li> </ul>	<ul style="list-style-type: none"> <li>Launch a community of</li> </ul>	



<p><b>advance and promote the Career Connect Washington vision to create a statewide system for career-connected learning to support young people in the attainment of natural resource certifications, degrees, and careers.</b></p>	<p>recognized credential added to OSPI's statewide approved list</p> <ul style="list-style-type: none"> <li>Continued progress on competencies crosswalk to aid in skills-based hiring efforts</li> <li>Facilitated two internship programs in collaboration with the Hood Canal Salmon Enhancement Group</li> <li>Provided equipment and programming support for Cascadia Technical Academy's Forest Management program in Washougal</li> <li>Participated in CTE Advisory Boards in ESDs 112, 113</li> </ul>	<p>practice for high school teachers to implement GIS education</p> <ul style="list-style-type: none"> <li>Pilot implementation of skills-based assessments in summer internship programs</li> </ul>	<p>YEOP is a leader in collaborative efforts across educational entities and industry partners to expand opportunities for career-connected learning and build on-ramps into natural resource careers. The addition of the GIS credential to the list of credentials was supported by key employer partners.</p>
<p><b>3.4: By 2029, DNR has played a key role in the expansion of Career Launch and Core Plus programs that provide pathways out of high school and into natural resource management careers.</b></p>	<ul style="list-style-type: none"> <li>Provided employer expertise and guidance to expand Skills Center programming in natural resources and forestry</li> <li>Participated in the Western Forestry and Conservation Association's Forest Sector Workforce Development Working Group to build and support regional strategies</li> </ul>	<ul style="list-style-type: none"> <li>Participate in interagency Natural Resources Workforce Development cohort to develop a shared vision for a training program for young adults that provides on-ramps into state employment</li> </ul>	 <p>Core Plus and Career Launch programs rely on buy-in from both industry and school leaders. Momentum around these initiatives is growing but consensus on the best model to pursue has not been reached. Loss of staff capacity at Career Connect Washington and within the ESDs, and the elimination of grant funding will also likely influence the pace and scale of these initiatives.</p>
<p><b>3.5: By 2029, DNR's career exploration resources are utilized by more than 20% of CTE teachers in the agriculture and natural resources career cluster across the state of Washington.</b></p>	<ul style="list-style-type: none"> <li>Published 6 Day in the Life videos</li> <li>Developed 20 new career profile graphics for use at career fairs and in classrooms</li> <li>Created and distributed YEOP Menu of program offerings</li> </ul>	<ul style="list-style-type: none"> <li>Launch career graphics web page</li> <li>Continue filming and publishing Day in the Life videos</li> <li>Build accompanying lesson plans to support use of</li> </ul>	 <p>YEOP is continuing to work to establish baseline data, which is dependent on information from OSPI. OSPI is</p>



		videos and pathway graphics <ul style="list-style-type: none"> <li>• Present new resources at educator conferences</li> <li>• Survey natural resource CTE teachers on use of YEOP-produced resources</li> </ul>	currently recruiting for a new Agriculture and Natural Resources pathway lead. Having a staff person in this capacity will improve communication to and information gathering from this audience.
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**Goal 4: DNR staff have the knowledge, skills, and confidence to conduct successful outreach and education work with youth from diverse backgrounds across Washington.**

**Success Stories:**



In collaboration with Recruiting and Workplace Culture and Development (WCD), YEOP facilitated a Wildfire Outreach Workshop in October with the goals of helping attendees understand best practices for outreach events, navigate supports and access vetted materials. Outreach materials and other resources were linked on a single page for convenient access, and staff had the opportunity to share their experience and expertise. One attendee responded in the feedback form, *“I appreciate seeing what other people have built for their outreach, education, and recruiting. Sometimes it seems like we operate in a void, and it is always good to learn when other people are trying to do the same thing and want to team up.”*




Building on the first year of implementation, YEOP continued the Instructional Methods Training series in collaboration with WCD. The four-module series focused on writing learning objectives, discussion methods and active learning, utilizing education technology and checking for understanding, and supporting diverse learner needs and identities. This year, the training was offered twice to provide additional access for staff. YEOP continued to refine the series based on participant feedback, with the goal of strengthening instructional practices for DNR staff working with youth and adult audiences.

Objective	2025 Highlights	Planned Work	Evaluation of Progress
<b>4.1: By 2029, the number of permanent DNR staff who engage with K-12 youth at least once each year increases by 30%.</b>	<ul style="list-style-type: none"> <li>• Circulated a post-event survey tool to gather data on youth education and outreach</li> <li>• Conducted training and led presentations on the work of YEOP to encourage survey use</li> </ul>	<ul style="list-style-type: none"> <li>• Integrate a question on youth outreach into the agency-wide employee engagement survey</li> <li>• Transfer our post-event survey tool to Survey 123 to aid in</li> </ul>	 Progress towards this goal is hard to evaluate while we work to establish baseline data. This



		geographic analysis and improve data quality	goal also assumes constant growth, which will be difficult under agency-wide budget and staffing constraints.
<b>4.2: By 2029, 100% of YEOP learning opportunities and online-published resources are accessible to Washington students by anticipating necessary learner accommodations and prioritizing equity for participants with financial, physical, linguistic, or other individual learning needs.</b>	<ul style="list-style-type: none"> <li>Revised our instructional methods training and conducted a workshop for wildfire staff to further support equity of outreach</li> <li>Expanded the available high-quality materials in YEOP's Sharepoint library</li> <li>Expanded our free gear library system for forestry education across DNR's regional offices</li> <li>Renewed our funding mechanism to cover transportation and substitute teacher costs for participating schools</li> <li>Attended trainings on anti-colonial outdoor education, Tribal sovereignty, and culturally-responsive teaching</li> </ul>	<ul style="list-style-type: none"> <li>Publish curriculum guides for DNR-managed lands that include considerations for accessibility and resources to improve equity</li> <li>Translate Mima Mounds and Teanaway Community Forest curriculum guides</li> <li>Market the availability of materials in the gear library system to expand use</li> <li>Launch an inter-agency book group to discuss tangible strategies to address historic harms</li> </ul>	 <p>This is an ambitious goal, especially for one-off events with limited information on the needs of participants. New materials are designed with a pro-equity anti-racist focus and YEOP is cultivating partnerships with cultural affinity groups. Our program will continue to adapt and revise published materials and program design, but we are unlikely to meet all needs at all times.</p>
<b>4.3: By 2026, 100% of DNR staff in programs with outreach and education initiatives report that they know where to access education resources and how to receive professional development on outreach strategies and instructional methods.</b>	<ul style="list-style-type: none"> <li>86% of staff responded "extremely true" to the prompt "I had the support I needed to participate in this event" when completing the post-event survey.</li> <li>Facilitated two rounds of a 4-part instructional methods training series for DNR staff</li> <li>Designed and facilitated a half-day workshop for wildfire staff on outreach methods</li> <li>Expanded our Sharepoint library with resources to support outreach and education efforts</li> </ul>	<ul style="list-style-type: none"> <li>Facilitate an in-person workshop for staff who work with youth audiences in September 2026, in partnership with WDFW</li> <li>Integrate a question on staff support for youth outreach into the agency-wide employee engagement survey</li> </ul>	 <p>DNR has a large, geographically disparate staff, and YEOP struggles to build relationships with all regions and programs. Work towards this goal would be aided by additional regional coordinators. However, YEOP receives consistently high praise on the quality of the services we provide</p>



	<ul style="list-style-type: none"> <li>Presented information and resources to Region and Division teams</li> <li>Contributed to the DNR Weekly and Uplands monthly newsletters</li> </ul>		to DNR staff, as evidenced by the results on the post-event survey.
<p><b>4.4: By 2026, more than 80% of DNR's youth engagement activity utilizes YEOP-produced curriculum resources.</b></p>	<ul style="list-style-type: none"> <li>Engaged staff across DNR Regions and Divisions to plan and deliver programming, using YEOP-produced templates and instructional materials</li> <li>Expanded our library of plug and play classroom and field-based interactive lesson plans for use by DNR staff</li> <li>Developed ready-to-use presentations about DNR jobs and the wildfire program</li> </ul>	<ul style="list-style-type: none"> <li>Expand Sharepoint library with plug and play lesson plans for use by DNR staff</li> <li>Elevate YEOP's profile across the agency through communications materials</li> <li>Strengthen relationships with Northeast and Olympic region staff</li> </ul>	 <p>YEOP's staff are both based in Western Washington along the I-5 corridor. We know that there is outreach happening that we are not capturing in our data and staff that are not aware of YEOP-produced materials. Work towards this goal would be aided by additional regional coordinators. All of the programs we supported directly used our templates and materials.</p>



## 2026 Goals



