

Program Overview:

Vision 100 has set a clear path to successfully reaching 100 million annual passengers. The first pillar, *Powering our People*, represents the need to build our current and future workforce to become the most equipped airport now and in the future. To achieve this, the Career Pathways program will offer graduated points of entry with the goal of creating an aviation talent pipeline. Career Pathways will be a key component of the Center of Excellence and Equity in Aviation from engaging, educating and providing opportunities for youth through providing training and leadership development to all employees.

Program Goals:

DEN's Career Pathways Program seeks to accomplish the following:

- Create an aviation talent pipeline by developing a progressive training model that will attract and retain the current and future workforce
- Engage, educate, empower, motivate, and provide opportunities for under-represented students and young people are interested in careers in aviation
- Cultivate an environment for employees to excel and become further equipped in their technical and professional skills

Program Specifics:

DEN's Career Pathways Program will consist of levels of engagement from the youngest generation through DEN's Senior Leaders. Each level will build upon each other consisting of learning and development opportunities for all.

Below is a high-level overview of each of the levels within the Pathway:

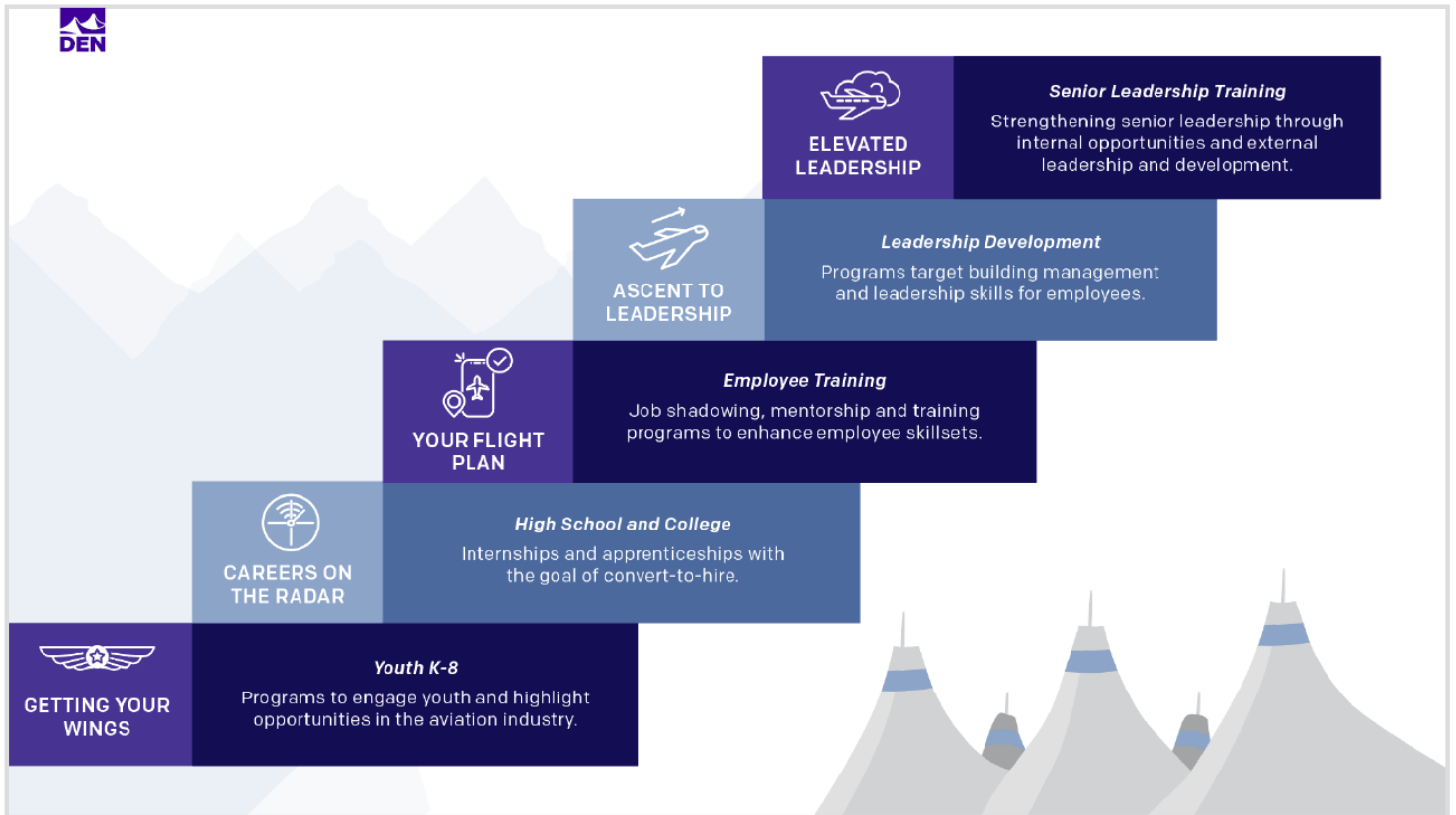
- **Getting Your Wings:** Student and youth programming for K – 8th grade aimed at engaging and exposing youth to career opportunities in the Aviation industry.
- **Careers on the Radar:** Internships and apprenticeship programs for high school/college age students to gain practical work experience associated with their degree program or related field of study with the goal of convert-to-hire.
- **Your Flight Plan:** Leveraging existing job shadowing, mentorship and training programs aimed at enhancing employee skillsets.
- **Ascent to Leadership:** Programs that are currently under development which target building management and leadership skills for employees (Leadership Academy & Multi-Exchange Program)
- **Elevated Leadership:** Connecting senior leaders to external leadership and development offerings and creating internal opportunities to strengthen leadership competencies (external executive level advance training).

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CAREER PATHWAYS

Career Pathways Programs:

The graphic below represents the full spectrum of existing programs and includes new programs to further enhance development at all levels of the Career Pathway.



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