



## Memorandum

DATE February 28, 2020

CITY OF DALLAS

TO Honorable Members of the Public Safety Committee

SUBJECT **Dallas Police Department Pathways and Summer Jobs**

### Pathway Program

The Dallas Police Department is making every effort to develop a homegrown pool of candidates to serve the department via greater access to opportunities for students upon high school graduation. Although students are not eligible to apply for the Dallas PD until they turn nineteen and six months, through the Pathway Program, students will have a more direct path to the hiring process.

The goal of the Pathway Program is to bridge the age gap and/or educational gap of students by providing a limited number of Dallas Police Department paid intern positions to employ these qualified individuals on a temporary, part-time basis until they become eligible to apply for a police officer position. Every effort to "front-load" the hiring process prior to beginning the internship phase will be made in order to increase the likelihood of the individual qualifying for entry into the basic academy. In addition to part-time employment, mentorship and access to a secondary education will be built into the program.

The Dallas Police Department is working with City of Dallas' Office of Strategic Partnerships and Government Affairs to solidify external partnerships, including those with education partners to formally launch the program. Currently, External Relations is finalizing a council resolution for presentation in April. The resolution is designed to advance the working relationship between the City of Dallas, Dallas ISD, DCCCD, and UNTD. Formalizing this working relationship is vital to the launch of the Pathways Program. Additionally, if approved, this resolution will also maximize efficiency and support for engagement with educational institutions overall as it relates to workforce development for youth and adults, economic growth, and other joint collaborative initiatives with educational institutions that require formal documentation.

### DPD to You(TH)

The Dallas Police Department is also working with City of Dallas' Office of Strategic Partnerships and Government Affairs to launch the second year of Chief Hall's *DPD to You(TH)* summer jobs program. As in Summer 2019, the goal is to capture youth in underserved communities as they navigate the daily challenges they may face because of their current circumstances. *DPD to You(TH)* provides teenagers an opportunity to learn leadership skills and to participate in workforce development while building trust to achieve long-term positive engagement. In turn, this will result in stronger, safer communities, and possibly a reduction in youth violence.

The privately funded program employs 15-16-year-olds in non-profit and government agency environments, including Dallas Police Department substations. Additionally, on Mondays the youth visit with executives at various corporations to learn about diverse employment opportunities. 2019 *DPD to You(TH)* supporters have included the Mark Cuban Foundation, AT&T, Target, Workforce Solutions, Imprimis, United Way, Dallas Regional Chamber, Pepsi, Flying Cross, and Dallas Park and Recreation. In Summer 2020, Safer Dallas will once again serve as the primary partner.

Additionally, the program is expanding to include community partners who will provide fellowship and career readiness skills. Also, this summer, the program is projected to expand to include a leadership development experience for 13-14-year-olds and entry level positions in Fortune 500 companies for returning 16-17-year-olds. *DPD to You(TH)* is scheduled to commence in early June.

Please let me know if you require any additional information.



Jon Fortune  
Assistant City Manager

cc: T.C. Broadnax, City Manager  
Chris Caso, City Attorney (Interim)  
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