

# CIPMO/ DWSD - HR

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# CIPMO DWSD Organization

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AECOM has developed a Comprehensive Sustainability Program at the request of our Deputy Director. (*Palencia Mobley*)

Task 8 includes

- Capital Improvement Program
- Workforce Pipeline for City of Detroit Residents
- Inclusive Contracting Community

Efforts to develop a sustainable community of residents, students, and businesses that wish to take part in delivering this important mission.

# CIPMO DWSD Organization

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DWSD Human Resources will work in conjunction with AECOM to establish pipelines that will meet the needs of our organization. DWSD offers a second chance program which reinforces our dedication to putting Detroiters first and present DWSD as the employer of choice.

Our goal is to partner with organizations like:

- DAPCEP
- Detroit Public Schools
- Henry Ford Academy
- National Black Engineering Society
- State Universities
- U of D Mercy

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## Inclusion Programs

- AECOM/DWSD will offer Open Houses for internships to attract engineering students in their Junior and Senior year of college.
- AECOM/DWSD will offer Externships for Teachers in the Summer in Math and Science to help prepare students for future opportunities within DWSD
- Underrepresented Minority Internship Programs to help create awareness that will support the Capital Improvement Program
- Green Infrastructure and DWSD Asset Maintenance Summer Programs