

EMPLOYMENT STRATEGIES FOR YOUTH IN TRANSITION

A NATIONAL PERSPECTIVE ON PROMISING PRACTICES





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THE 10 KEY ELEMENTS OF EFFECTIVE TRANSITION SERVICES*

1. DEVELOPMENT OF A TRANSITION SYSTEM OF CARE
2. STABLE SOURCES OF FUNDING AND STABLE PROGRAMS
3. TRAINING OF STAFF/PROVIDERS ON NEEDS OF TRANSITION AGE YOUTH
4. LIFE SKILLS ASSESSMENTS AND TRAINING
5. SOCIAL SUPPORT DEVELOPMENT/PERMANENT CONNECTIONS
- 6. EMPLOYMENT AND EDUCATIONAL SUPPORT**
7. REAL LIFE EXPERIENCE
8. MOST APPROPRIATE LIVING ARRANGEMENTS
9. ADDRESSING OF SPECIAL NEEDS
10. AFTERCARE



**AND A WELL-PAID CASE-MANAGER TO MAKE IT ALL WORK!*

KEY LESSONS LEARNED

- EMPLOYMENT STRATEGIES DEPEND ON ECONOMIC TIMES, FUNDING AVAILABILITY, LEADERSHIP PREFERENCES, YOUTH ABILITIES, TRANSPORTATION REALITIES, SYSTEM FOCUS AND OTHER LOCAL REALITIES
- NO ONE STRATEGY WORKS FOR ALL YOUTH/PROGRAMS/COMMUNITY
- BLENDING TOP DOWN AND BOTTOM UP STRATEGIES CAN WORK
- DEDICATING STAFF JUST TO OVERSEE EMPLOYMENT EFFORTS CAN HELP
- ALL STRATEGIES/OPPORTUNITIES CHANGE CONTINUOUSLY
- THE MAGIC OF THE MARKETPLACE DOES NOT ALWAYS WORK WELL FOR OUR YOUTH, **THEY NEED OUR HELP** BEFORE, DURING AND AFTER A JOB!
- PROGRAMS NEED TO BE TIME SENSITIVE
- FIND WHAT WORKS BEST IN YOUR COMMUNITY/STATE/CITY/COUNTY



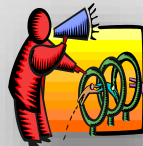
OVERVIEW OF STRATEGIES

- JOB READINESS TRAINING
- PERSONAL CONNECTIONS WITH EMPLOYERS
- WORK WITHIN AGENCY/PROGRAM
- VOLUNTEER OPPORTUNITIES/LINKED LEARNING/INTERNSHIPS
- ESTABLISHED EMPLOYMENT PROGRAMS; ONE STOPS, CAA SUMMER YOUTH EMPLOYMENT
- FOUNDATION FUNDED PROGRAMS; JIM CASEY OPPORTUNITIES
- GRANT DRIVEN STRATEGIES; “SEEDING” EMPLOYERS
- PRIVATE INITIATIVES: “CINCINNATI WORKS”
- FEDERAL INITIATIVES; YOUTH BUILD, JOB CORPS, AMERICORPS, MILITARY
- STATEWIDE INITIATIVES; WORKFORCE INVESTMENT BOARDS
- MENTORING/TUTORING-CONNECTIONS TO EDUCATION



ASSURING THAT ALL YOUTH HAVE THE BASICS

- **DRESSING APPROPRIATELY FOR INTERVIEWS** – THIS MAY NECESSITATE ASSISTING YOUTH WITH OBTAINING APPROPRIATE CLOTHING; APPROPRIATE PERSONAL **HYGIENE** – DOES THE YOUTH HAVE AND KNOW HOW TO USE HYGIENE PRODUCTS?
- **TIME-MANAGEMENT SKILLS** – DOES THE YOUTH HAVE AND KNOW HOW TO USE AN ALARM CLOCK, A PHONE, AN APPOINTMENT BOOK? ARE THEY ON TIME FOR APPOINTMENTS?
- **TRANSPORTATION SKILLS** – DOES THE YOUTH KNOW HOW TO GET TO JOB SITES, EMPLOYMENT OFFICES, ETC.? IS PUBLIC TRANSPORTATION AVAILABLE? CAN THE YOUTH USE A MAP? FOLLOW DIRECTIONS?
- **LITERACY SKILLS** – CAN THE YOUNG PERSON READ AND COMPLETE AN APPLICATION? READ A JOB DESCRIPTION? USE A COMPUTER?
- **DOCUMENTS** – DO THEY HAVE A SOCIAL SECURITY CARD AND OTHER DOCUMENTS NECESSARY FOR EMPLOYMENT?
- **REFERENCES** -DO THEY HAVE REFERENCES AND KNOW THEIR CONTACT INFORMATION? HAVE THEY CONSULTED WITH THEIR REFERENCES TO OBTAIN PERMISSION TO USE THEM FOR PARTICULAR JOBS?
- **INTERPERSONAL SKILLS** – CAN THEY INTERACT WITH A POTENTIAL EMPLOYER APPROPRIATELY IN AN INTERVIEW? DO THEY ESTABLISH EYE CONTACT? IS THEIR DEMEANOR APPROPRIATE FOR THE SITUATION? HOW DO THEY HANDLE STRESS? DIRECTIONS? FEEDBACK?



HELPFUL ACTIVITIES

- JOB FAIRS
- JOB SHADOWING OPPORTUNITIES
- MOCK INTERVIEWS WITH REAL EMPLOYERS
- SIMULATIONS: “INDEPENDENCE CITY”
- INFORMATIONAL INTERVIEWS WITH PROSPECTIVE EMPLOYERS/TOURS
- EVENTS WITH CHAMBER OF COMMERCE, LOCAL CIVIC ORGANIZATIONS
- APTITUDE TESTING
- ONGOING LIFE SKILLS ASSESSMENTS



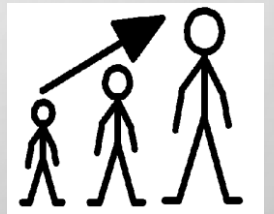
OUR ROLES....

- CONTINUOUS PREPARATION: CONCEPTS, ATTITUDES, SKILLS
- JOB COACHING
- LINE UP LINKED LEARNING OPPORTUNITIES
- ONGOING FEEDBACK TO YOUTH/FROM EMPLOYERS
- SKILLS STREAMING: WORK HABITS, PEOPLE SKILLS, TECH SKILLS
- SUPPORT: CLOTHING, CHILD CARE, TRANSPORTATION, TOOLS, MORAL ETC.
- HELPING YOUTH LEARN FROM MISTAKES AND “FAILURES”
- WORKING WITH EMPLOYERS TO UNDERSTAND OUR YOUTH



WORK APPRECIATION FOR YOUTH (WAY)

- THE **WAY** PROGRAM WAS DESIGNED TO HELP YOUTH MAKE A SUCCESSFUL TRANSITION BACK TO THEIR HOME COMMUNITIES, AND GAIN THE ATTITUDES AND SKILLS NEEDED TO BECOME PRODUCTIVE AND SELF-SUFFICIENT ADULTS.
- THE **WAY** PROGRAM FEATURES A PROGRESSION OF LEARNING AND RESPONSIBILITY IN REPLICATED JOB SETTINGS AND REAL EMPLOYMENT. IT ALSO HAS A COUNSELING COMPONENT PROVIDING A FIVE-YEAR COMMITMENT TO RESIDENTS WHO REACH THE HIGHEST LEVEL OF THE PROGRAM.
- THE GOALS OF THE **WAY** PROGRAM ARE TO:
 - HELP YOUNG PEOPLE FINISH HIGH SCHOOL ALLOWING SUCCESSFUL ENTRY INTO ADULT EMPLOYMENT;
 - INSTILL POSITIVE FEELINGS ABOUT EDUCATION AND WORK;
 - TEACH YOUNG PEOPLE SKILLS FOR GETTING AND HOLDING A JOB; AND
 - HELP PARTICIPANTS PLAN FOR THEIR FUTURES AND ACQUIRE A SENSE OF CONTROL OVER THEIR



YOUTHBUILD

- YOUTHBUILD IS A CONSTRUCTION TRAINING PROGRAM SERVING AT-RISK YOUNG MEN AND WOMEN FROM LOW-INCOME COMMUNITIES.
- THE GOAL OF THE PROGRAM IS TO ASSIST YOUTH IN OVERCOMING NEGATIVE ATTITUDES AND OBTAIN A SELF-SUFFICIENT LIFE.
- YOUTHBUILD PROGRAM INTEGRATES EDUCATION, LEADERSHIP DEVELOPMENT, COUNSELING, CONSTRUCTION AND OTHER VOCATIONAL TRAINING SKILLS. PARTICIPANTS WORK TOWARD THEIR GED WHILE LEARNING JOB SKILLS AND SERVING THEIR COMMUNITIES BY BUILDING AFFORDABLE HOUSING.
- YOUTH ALSO HAVE THE OPPORTUNITY TO EARN A NATIONAL CERTIFICATION IN CONSTRUCTION.



AMERICORPS

- [AMERICORPS STATE AND NATIONAL](#)

AMERICORPS STATE AND NATIONAL IS THE BROADEST NETWORK OF AMERICORPS PROGRAMS. THESE GROUPS RECRUIT, TRAIN, AND PLACE AMERICORPS MEMBERS TO MEET CRITICAL COMMUNITY NEEDS IN EDUCATION, PUBLIC SAFETY, HEALTH, AND THE ENVIRONMENT.

- [AMERICORPS VISTA](#)

AMERICORPS VISTA (VOLUNTEERS IN SERVICE TO AMERICA) PROVIDES FULL-TIME MEMBERS TO NONPROFIT, FAITH-BASED, AND OTHER COMMUNITY ORGANIZATIONS, AND PUBLIC AGENCIES TO CREATE AND EXPAND PROGRAMS THAT BRING LOW-INCOME INDIVIDUALS AND COMMUNITIES OUT OF POVERTY.

- [AMERICORPS NCCC](#)

AMERICORPS NCCC (NATIONAL CIVILIAN COMMUNITY CORPS) IS A FULL-TIME, TEAM-BASED, RESIDENTIAL PROGRAM FOR MEN AND WOMEN AGES 18–24. MEMBERS LIVE ON ONE OF FIVE CAMPUSES, LOCATED IN DENVER, CO; SACRAMENTO, CA; PERRY POINT, MD; VICKSBURG, MS; AND VINTON, IA.

JOBS FOR AMERICA'S GRADUATES (JAG)

- A SCHOOL BASED EMPLOYMENT/LIFE READINESS PROGRAM
- PROVIDES DEVELOPMENT OF SPECIFIC CORE COMPETENCIES NEEDED FOR EMPLOYMENT.
- THE FRAMEWORK LISTS 37 SPECIFIC COMPETENCIES BROKEN DOWN INTO SIX CATEGORIES:
 - CAREER DEVELOPMENT, JOB ATTAINMENT, JOB SURVIVAL, BASIC SKILLS, LEADERSHIP AND SELF-DEVELOPMENT AND PERSONAL SKILLS. JAG WORKS TO ENSURE EACH OF ITS PARTICIPANTS ACQUIRE THESE SPECIFIC COMPETENCIES.



PROJECT SEARCH

- **EDUCATING PEOPLE WITH DISABILITIES**

PROJECT SEARCH PROVIDES EMPLOYABILITY SKILLS TRAINING AND WORKPLACE INTERNSHIPS FOR INDIVIDUALS WITH SIGNIFICANT DISABILITIES, PARTICULARLY YOUTH TRANSITIONING FROM HIGH SCHOOL TO ADULT LIFE. PROJECT SEARCH ORIGINATED AT CINCINNATI CHILDREN'S HOSPITAL AND NOW HAS PROGRAM SITES THROUGHOUT THE UNITED STATES AND THE UNITED KINGDOM. THERE ARE SEVERAL LOCAL PROGRAMS THAT SERVE YOUTH IN GREATER CINCINNATI, INCLUDING ONE AT CINCINNATI CHILDREN'S

GOOGLE THESE ORGANIZATIONS...

- AMERICORPS
- BUILDING A COMPREHENSIVE YOUTH EMPLOYMENT DELIVERY SYSTEM: CLASP
- CALIFORNIA ONE-STOP CENTERS
- CINCINNATI WORKS
- EMPLOYMENT OF FORMER FOSTER YOUTH AS YOUNG ADULTS: EVIDENCE FROM THE MIDWEST STUDY
- FIRST PLACE FOR YOUTH (OAKLAND)
- JIM CASEY OPPORTUNITIES
- JOBS FOR AMERICA'S GRADUATES (JAG)
- CORE COMPETENCIES
- LARKIN STREET (SAN FRANCISCO)
- PROJECT SEARCH (CINCINNATI)
- YOUTHBUILD
- WHAT WE KNOW ABOUT YOUTH EMPLOYMENT: RESEARCH SUMMARY AND BEST PRACTICES
- WORK APPRECIATION FOR YOUTH



NOTES