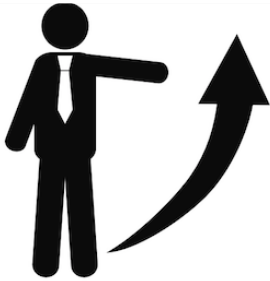


Promoting Success: Tips for Youth Organizations

Background on the project

Commonwealth Corporation has been studying the underlying causes of the decline in youth employment. We are now working to understand how to best prepare young workers and entry level workers to navigate their careers. Using data from interviews and a survey of 200+ employers we've assembled the tips below to support your work in preparing young workers and entry level workers for their future careers.

TRAIN YOUNG PEOPLE TO TAKE CHARGE OF THEIR EMPLOYMENT OPPORTUNITIES.



- ▶ Discuss how to approach managers about advancement.
- ▶ Demonstrate how to create a mutually beneficial relationship with supervisors.
- ▶ Provide strategies to help them communicate any disabilities, including “invisible” disabilities, that may impact performance. Help them find ways to adapt to the expectations of the workplace and coach them on how to seek accommodations when necessary.
- ▶ Encourage them to identify and capitalize on opportunities to expand their skillsets while in their current positions.
- ▶ Coach youth on how to talk to employers about barriers to success. For example, young parents may need strategies, networks, and tips for approaching managers about challenges around emergency child care needs and balancing work demands.
- ▶ Guide entry level workers in developing a network of adults, coworkers and others who can coach, mentor and support them in achieving their career and educational goals.

TEACH YOUTH TO EFFECTIVELY COMMUNICATE TRANSFERABLE SKILLS.

- ▶ Help youth recognize skills learned from both previous work and other experiences outside of the workforce, such as caring for family members, managing complicated situations or finances, etc.
- ▶ Make connections for youth between these skills and those required for jobs they are interested in.



CHANGE THE NARRATIVE AROUND TAKING RISKS.

- ▶ Portray mistakes as opportunities for growth.
- ▶ Help youth identify when risk-taking is ok and how to navigate those instances with their employer.



HIGHLIGHT STORIES OF PEOPLE IN THE WORKFORCE AND THEIR TRAJECTORIES.

- ▶ Provide context for workers to understand the trial and error involved in growing throughout one's career.

