



YouthWorks
EMERGING WORKFORCE

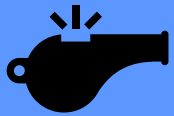
WHAT WE WILL COVER

- What is *Emerging Workforce*, **Tier 4**
- Participant Qualifications
- Program Logistics At-a-Glance
- Who is a Completer?
- Signal Success *Emerging Workforce* Work Readiness Training
- Work Readiness and Career Case Management Framework
- YouthWorks Tools and Resources

INTRODUCTION

Emerging Workforce aims to help **fill in the gaps** for young adults who may have struggled on the traditional path to employment.

Focus of Tier 4: Emerging into Career and Career Management



Professional Employment
and Career
Guidance/Coaching



Work Readiness Training



Fellowship/
Networking



Real-Work Experiences
and/or Career Pathway to
Certification/Credentialing

PARTICIPANT QUALIFICATIONS

To engage a participant in *Emerging Workforce*, Tier 4, the participant must:

- ✓ Be between the ages of 22 – 25
- ✓ Be able to complete the program duration (3 to 4 months, **established** by region)
- ✓ Complete Signal Success *Emerging Workforce* Training
- ✓ Complete CPR/First Aid training and acquire certification





EMERGING WORKFORCE AT-A-GLANCE

- Wage range: \$18.75 – \$20.00 per hour
- Participants are **not limited** to program hours
- Partners operate using Cohort Model (minimum 3 participants)
- Regions establish cohort start and end date expanding three (3) to four (4) months of programming, **do not** have to align with the start of each Cycle
- Regions select a singular industry or occupational focus and provide the relevant expertise, support, equipment, and related resources for programming

EMERGING WORKFORCE AT-A-GLANCE, **cont.**

- Program Partners
 - Provide comprehensive work readiness and career case management, including skills assessment, career exploration and pathway to employment or career and mentorship
 - Offer learning, experience, and exposure opportunities that correlate with participant needs and interests
 - Place participants at worksites who are looking to hire while providing them the foundation to the start of their career
 - Provide necessary wrap-around services

WHO IS A COMPLETER?

	Completed program duration established by region (3 – 4 months) and goals
	Completed Signal Success <i>Emerging Workforce</i> Work Readiness training
	Completed CPR/First Aid training and acquired certification
	Completed Professional Portfolio/Plan of Action

SIGNAL SUCCESS *EMERGING* WORKFORCEWORK READINESS TRAINING

- *Emerging Workforce* training offers an innovative, relevant, and hands-on learning experience
- Curriculum consists of:
 - **10** Core Soft Skills Topics – **In-person, instructor led**
 - Each topic module is approximately 1 hour long
 - **3** Technical Skills Topics – Hybrid, online w/instructor led discussion and practice

LEARNING TOPICS

Module 1 Introduction

Learning about *Emerging Workforce* and Setting Goals

Module 2 Know Your Strengths

Identifying individual strengths and how to use them in the workplace and career

Module 3 Talking the Talk

Communication!
Learning to articulate ideas clearly and effectively

Module 4 Professionalism in Action

What does professionalism look like in different work environments

Module 5 Organize Your Life

Learning effecting prioritization strategies

LEARNING TOPICS, cont.

Module 6 Leading the Way

Identify leadership styles
and how to lead in the
workplace

Module 7 Empathy In the Workplace

Using empathy when
navigating workplace
settings

Module 8 Know Your Worth

Learning to analyze a job
description to decide if it
is a good fit for them

Module 9 Making Connections

Making professional
connections and creating
an elevator pitch

Module 10 Future Planning

Wrapping it up! Creating
professional ACTION PLAN

UNDERSTANDING THE CURRICULUM

Introduction

Knowledge Sessions

Level Up Activity

Key Discoveries

Closing It and Owning It

WORK READINESS AND CAREER CASE MANAGEMENT FRAMEWORK



Program Partners/coordinators will:

- ☐ Interview and select eligible participants
- ☐ On-board participants
- ☐ Establish participant goals
- ☐ Guide, coach and provide support with career, education and training and employment options
- ☐ Help build skills through Signal Success *Emerging Workforce* Work Readiness Training and other experiences
- ☐ Meet with participants on a regular basis to discuss progress
- ☐ Assist with enrolment in CPR/First Aid training
- ☐ Help prepare and secure employment and/or certification/credentialing path
- ☐ **CELEBRATE** completion of program!

WORK READINESS AND CAREER CASE MANAGEMENT FRAMEWORK, CONT.

Ideal sequence to follow:



Explore careers, education and training options



Assess current workplace skills and knowledge



Set clear **Pathways** to learning and obtaining credentials or certification



Obtain Employment and/or on path to certification/credentialing

YOUTHWORKS TOOLS AND RESOURCES

- ❑ *Emerging Workforce* Guide for Program Coordinators
- ❑ Train the Trainer Sessions for Facilitators
- ❑ Signal Success *Emerging Workforce* Curriculum
- ❑ Supplemental Programing and Opportunities
 - Micro-Career Pathway courses
 - Interview practice through **TalkHire** platform
- ❑ Feedback Surveys
- ❑ Marketing Resources

WE WANT TO HEAR FROM YOU!

- PILOT YEAR
- FEEDBACK IS CRITICAL
- WE CAN CHECK AND ADJUST

THANK YOU FOR YOUR PARTNERSHIP!