### YOUTH EMPLOYMENT MODELS AND STRATEGIES FOR RHY PROGRAMS

Presented by:

Kenneth Cook, Director of Runaway and Homeless Youth Programs, Youth Emerging Stronger, Los Angeles

David Durr, Director, Lighthouse Youth and Family Services, Cincinnati

### WORKSHOP OBJECTIVES

- Participants will be provided examples of employment models and best practices in the area of job readiness and employment.
- Participants will have an opportunity to share challenges, ask questions, and share their own promising and best practices.
- Participants will be enabled to consider next steps toward utilizing lessons learned in developing and strengthening their agency practices in preparing and supporting youth for successful employment.

### AUDIENCE CHALLENGES AND OBJECTIVES

- What are your program's greatest challenges in securing and maintaining employment for youth?
- What are you desired take a ways for your time today?

# **YOUTH EMERGING STRONGER**



**Mission:** To provide runaway, homeless and foster youth with safety, stability and housing, along with the relationships and resources to thrive now and in the future.

- Community-based
- Housing and Wrap-around Services
- Long-term Support

### TRANSITIONAL LIVING PROGRAM TRACK SYSTEM

- Education
- Employment
- Mental Health

- Transition
- Extended Care
- Aftercare



### THE ROAD TO EMPLOYMENT WORLD OF WORK (WOW) CURRICULUM



#### **Module A: Everybody Starts Here**

- Exploring Career Interests
- Career-Ed Planning

#### Module B: Act Like A Pro

- Behavior & Communication in the Workplace
- Cultural Competency

### THE ROAD TO EMPLOYMENT WORLD OF WORK (WOW) CURRICULUM 2

#### Module C: Looking For Work

- Job Searching
- Resumes and Cover Letters
- Applications and Interviewing

#### **Module D: Financial Management**

- Spending and Budgeting
- Understanding Your Paycheck

#### Module E: Keep It Real

- > Work & Lifestyle
- Support Network



### THE ROAD TO EMPLOYMENT WORLD OF WORK (WOW) CURRICULUM 3

#### **Module F: Beyond Your First Job**

Staying Motivated

#### **Module G: Beyond Basics**

Becoming an Entrepreneur
 Workplace Policies & Benefits
 Supported Education



### FIRST INTERNSHIP TO LIVING WAGE CAREERS

- In-House Internships
- Community-based Internships (3-months paid by YES)
- Full-Time Employment
- Continued Skill Development/Training
- End Goal : Living Wage Career



### OUR COLLECTIVE GOAL

- 100% of the youth we serve **DO NOT** return to homelessness
- Education & Employment are the great equalizers
- Long-term Commitment

## **QUESTIONS?**

### Kenneth Cook

### KCOOK@YOUTEMERGINGSTRONGER.ORG

### LIGHTHOUSE YOUTH SERVICES



### VIA INSTITUTE ON CHARACTER

• FREE Adult & Youth Strengths Survey

https://www.viacharacter.org/survey/account/

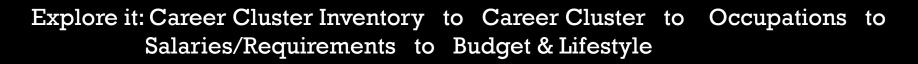
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I am always coming up with new ways to do things.	0	0	0	0	0	
I have many interests.	0	0	0	0	0	
I always treat people fairly whether I like them or not.	0	0	0	0	0	

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### OHIO MEANS JOB

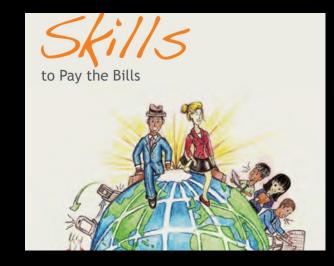


		Career Cluster Inventory       Rate Activities		Career Clusters					
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Find It Search Jobs	•	In the Human Resources Management pathway, you would be responsible for finding and keeping employees. To do this, you would interview and hire the most qualified applicant. In addition, you would have to be familiar with labor laws and wages and benefits. Your duties might include providing training and doing things to keep employees happy.			Copy Machine Operators Couriers and Messengers File Clerks General Office Clerks Human Resources Assistants	\$27,950 \$25,440 \$26,190 \$27,470 \$37,510	\$24,710 \$25,400 \$26,030 \$27,550 \$36,990	START	
College Students Career Exploration	•				Interviewing Clerks Mail Clerks Order Clerks	\$29,910 \$26,900 \$29,480	\$27,650 \$27,200 \$29,920		



### SOFT SKILLS TO PAY THE BILLS

- FREE Downloadable PDF (<u>https://www.dol.gov/odep/topics/youth/softskills/</u>)
- Available in Spanish
- Designed for ages 14-21
- 6 Part Series
  - **1.** Communication
  - 2. Enthusiasm & Attitude
  - **3**. Teamwork
  - 4. Networking
  - 5. Problem Solving & Critical Thinking
  - 6. Professionalism



YouTube Video enhanced : <u>https://www.youtube.com/watch?v=OwPArMTI9i8</u>

### QUESTIONS AND SHARING OF PROMISING PRACTICES

### RESOURCES

Kenneth Cook – kcook@youthemergingstronger.org

David Durr – ddurr@lys.org

Carreer Readiness Curriculum, Workplace Center, Columbia School of Social Work, Lauren B. Gates (lbg13@Columbia.edu)

