

# 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

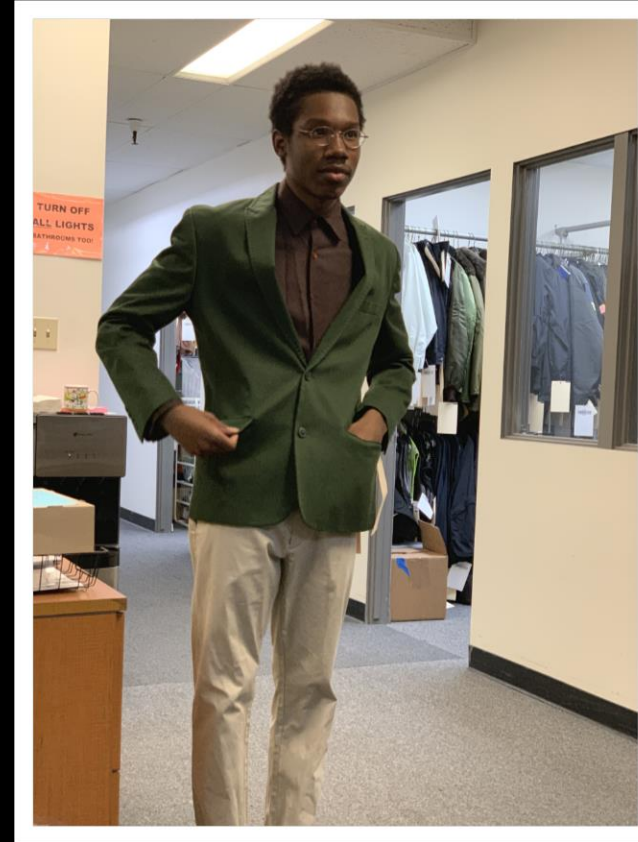
## WORLD OF WORK (WOW) CURRICULUM 3

### 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



**LIVING WAGE**

## 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

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# LIGHTHOUSE YOUTH SERVICES

# VIA INSTITUTE ON CHARACTER

- FREE Adult & Youth Strengths Survey

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

0%	VERY MUCH LIKE ME	LIKE ME	NEUTRAL	UNLIKE ME	VERY MUCH UNLIKE ME
I experience deep emotions when I see beautiful things.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I always speak up in protest when I hear someone say mean things.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am always coming up with new ways to do things.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have many interests.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I always treat people fairly whether I like them or not.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

David Durr

**1: Spirituality** 🌟  
Having coherent beliefs about the higher purpose and meaning of the universe; knowing where one fits within the larger scheme; having beliefs about the meaning of life that shape conduct and provide comfort.

**2: Gratitude** 🙏  
Being aware of and thankful for the good things that happen; taking time to express thanks.

**3: Judgment** 🧠  
Thinking things through and examining them from all sides; not jumping to conclusions; being able to change one's mind in light of evidence; weighing all evidence fairly.

**4: Appreciation of Beauty & Excellence** 🌟  
Noticing and appreciating beauty, excellence, and/or skilled performance in domains of life, from nature to art to mathematics to science to everyday experiences.

**5: Love** 🤝  
Valuing close relations with others, in particular those in which sharing & reciprocated; being close to people.

**6: Curiosity** 🗨️  
Taking an interest in ongoing experience for its own sake; finding subjects fascinating; exploring and discovering.

**7: Fairness** ⚖️  
Treating all people the same according to notions of fairness and justice; not letting feelings bias decisions about others; giving everyone a fair chance.

**8: Honesty** 🗣️  
Speaking the truth but more broadly presenting oneself in a genuine way; being sincere; being without pretense; taking responsibility for one's feelings and actions.

**1: Creativity** 🧠  
Thinking of novel and productive ways to conceptualize and do things; includes artistic achievement but is not limited to it.

**2: Kindness** 🤝  
Doing favors and good deeds for others; helping them; taking care of them.

**3: Humor** 😄  
Liking to laugh and tease; bringing smiles to other people; seeing the light side; making (not necessarily telling) jokes.

**4: Forgiveness** 🙏  
Forgiving those who have done wrong; accepting others' shortcomings; giving people a second chance; not being vengeful.

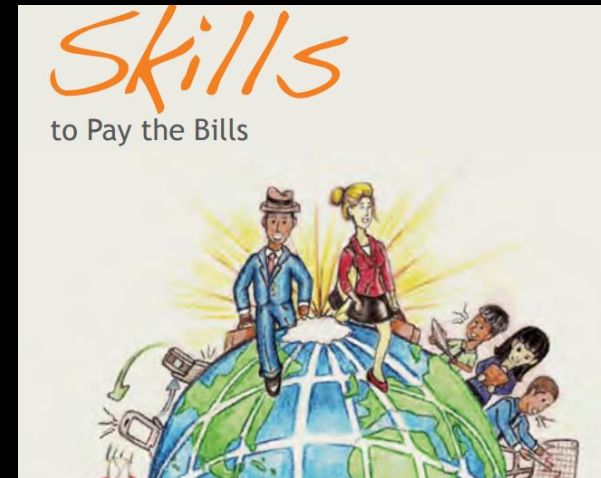
**5: Gratitude** 🙏  
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[https://www.youtube.com/watch?time\\_continue=362&v=BdQRECE37K0](https://www.youtube.com/watch?time_continue=362&v=BdQRECE37K0)



# SOFT SKILLS TO PAY THE BILLS

- FREE Downloadable PDF (<https://www.dol.gov/odep/topics/youth/softskills/>)
- 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 : <https://www.youtube.com/watch?v=OwPArMTI9i8>

# QUESTIONS AND SHARING OF PROMISING PRACTICES



# RESOURCES

Kenneth Cook – [kcook@youthemergingstronger.org](mailto:kcook@youthemergingstronger.org)

David Durr – [ddurr@lys.org](mailto:ddurr@lys.org)

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

THANK YOU