

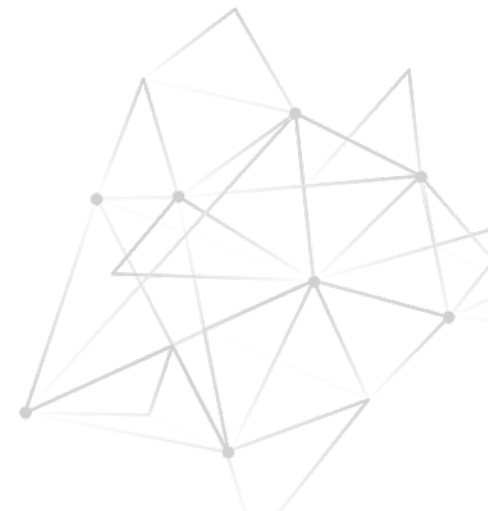


Connecting Opportunity Youth With Jobs and Education



AGENDA

- Introductions
- Overview of:
 - Education Systems Center (EdSystems)
 - Career Development Experiences
 - CDE Toolkit & Companion Piece
- Defining Opportunity Youth
- Equitable Practices for CDEs for Opportunity Youth
- Community Model: Business & Career Services, Inc.
- Conversation & Resources



SPEAKERS



Carl Schneider
Campus Governance Manager,
Chicago Public Schools



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Policy & Programs Fellow,
Education Systems Center



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Youth Services Manager,
Business & Career
Services, Inc.



THE EDSYSTEMS MISSION

Shape and strengthen education and workforce systems to advance racial equity and prepare more young people for productive careers and lives in a global economy.



**College &
Career Pathways**



**Bridges to
Postsecondary**



**Data Impact &
Leadership**

ADVANCING RACIAL EQUITY

Taking active steps to reflect, learn, and make racial equity even more tangible in our work



Mirrors: Internal Goals

- Define the team's core equity values
- Establish how we will apply the values as guiding principles in all of EdSystems work



Windows: External Goals

- Advancing racial equity within our community networks
- More strongly emphasizing racial equity in our state policy work
- Modeling and leading for racial equity

WHAT IS A CAREER DEVELOPMENT EXPERIENCE (CDE)?

A supervised work experience relating to an individual's career area of interest that:

- 1) Occurs in a workplace or under other authentic working conditions;
- 2) Is co-developed by an education provider and at least one employer in the relevant field;
- 3) Provides compensation or educational credit to the participant;
- 4) Reinforces foundational professional skills including, at a minimum, those outlined in the Essential Employability Skills framework;
- 5) Includes a Professional Skills Assessment that assesses skill development and is utilized as a participant feedback tool; and
- 6) Takes place for a minimum of 60 total hours.

Source: Illinois Career Pathways Dictionary

BUT REALLY THOUGH... WHAT IS IT?

Part of Illinois' broader work-based learning continuum and refers to terms such as:

Internship

School-based Enterprise

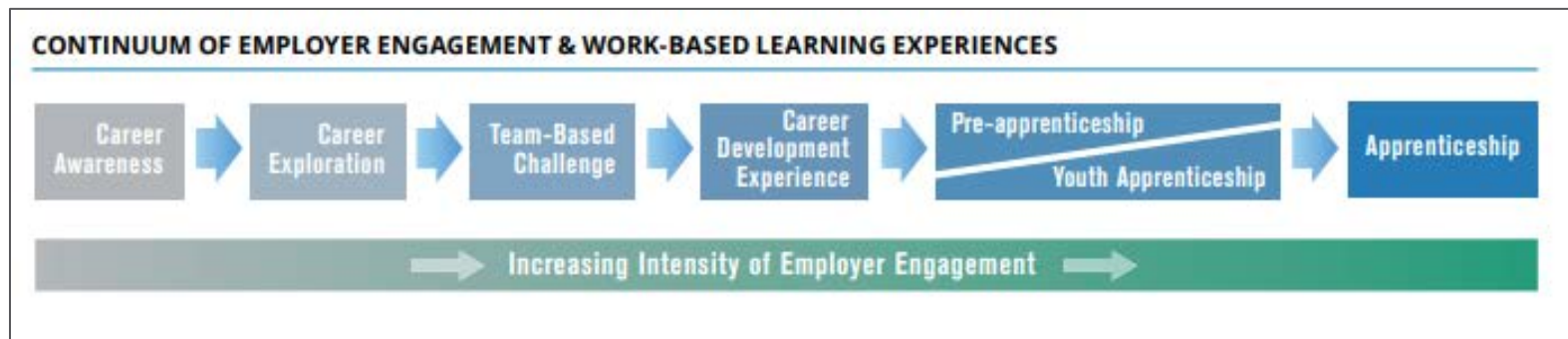
Supervised Agricultural Experience

Cooperative Education

Remote Work for a Client or Employer

Student-led Enterprise

Youth Apprenticeship



WHAT IS THE CDE TOOLKIT?



Establishes expectations for implementing high-quality, rigorous work-based learning experiences that prepare young people to be college and career ready through the development of Essential, Entrepreneurial and Technical Employability Skills



Provides guidance, tools, and frameworks to offer a Career Development Experience, which is a required component of the College and Career Pathway Endorsement framework and in the State's Every Student Succeeds Act (ESSA) as a College and Career Readiness Indicator



Highlights best practice examples of how organizations are accomplishing this on-the-ground and spark thinking for other communities about how these examples might be modified to fit into their own unique contexts

WHY A COMPANION PIECE?

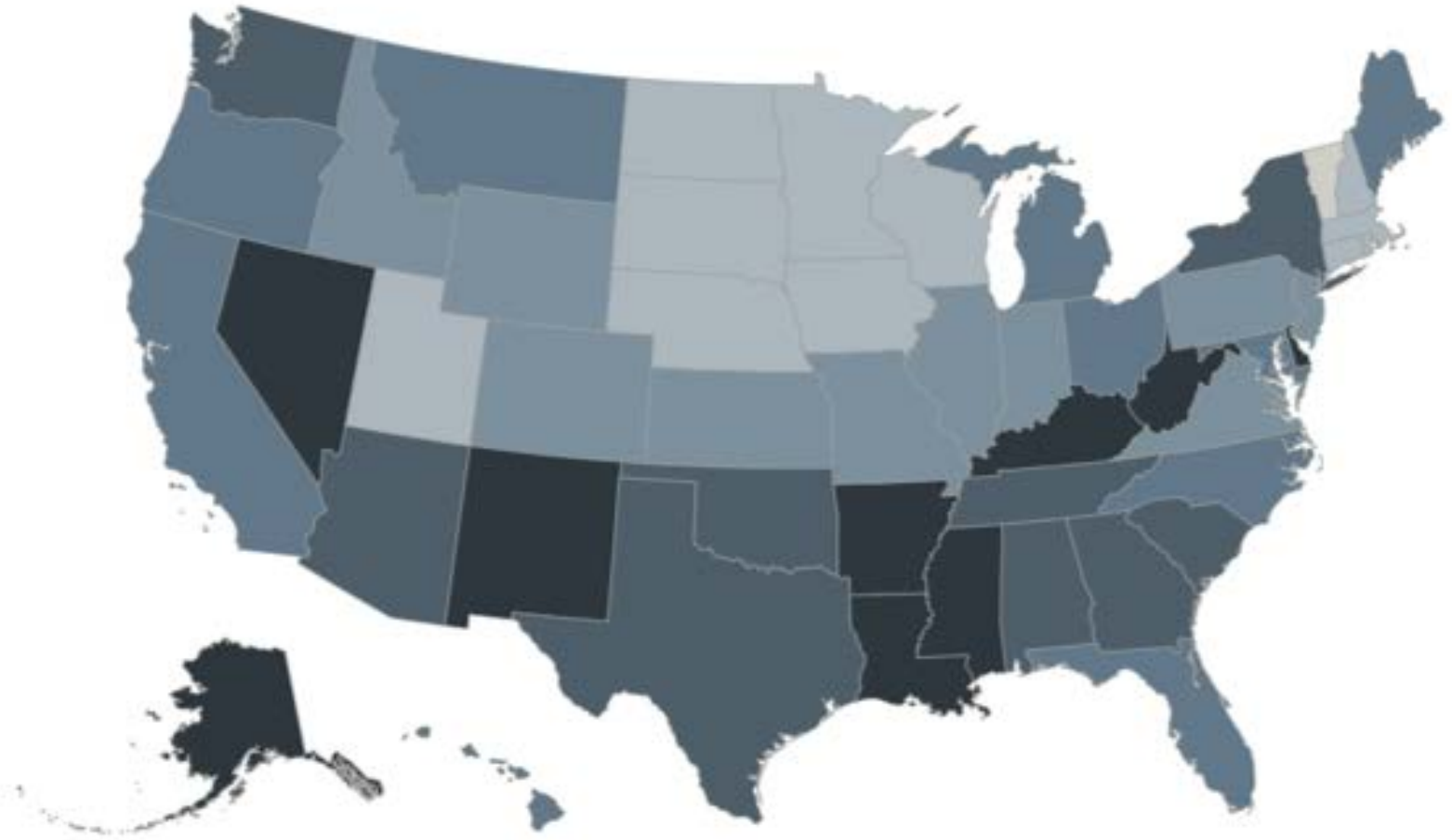
- While the original toolkit is meant to serve any organization that seeks to provide rigorous work-based learning opportunities to Participants, EdSystems is committed to creating career development experiences (CDE) resources with a focus on underserved populations, particularly Opportunity Youth.
- The purpose of this extension is to explore CDEs and provide resources to address the needs of stakeholders outside of a traditional high school setting, including: workforce development organizations, community-based organizations and alternative high schools. This companion piece targets these organizations and employers in order to serve youth more inclusively.
- In the United States and in Illinois, disparities in education and employment outcomes can't be discussed without considering racism and poverty. We need to start by highlighting systemic disparities and model solutions in order to build context, empathy, and, ultimately, equity.

WHO ARE OPPORTUNITY YOUTH (OY)?

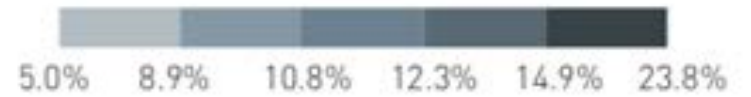
16–24 year-olds who are not connected to education nor the workforce

- OY make up approximately 10% of all 16-24 year-olds in Illinois
- OY are more likely to be people of color, have a disability, and experience poverty than their peers who are in school or working

DISTRIBUTION OF OPPORTUNITY YOUTH NATIONALLY

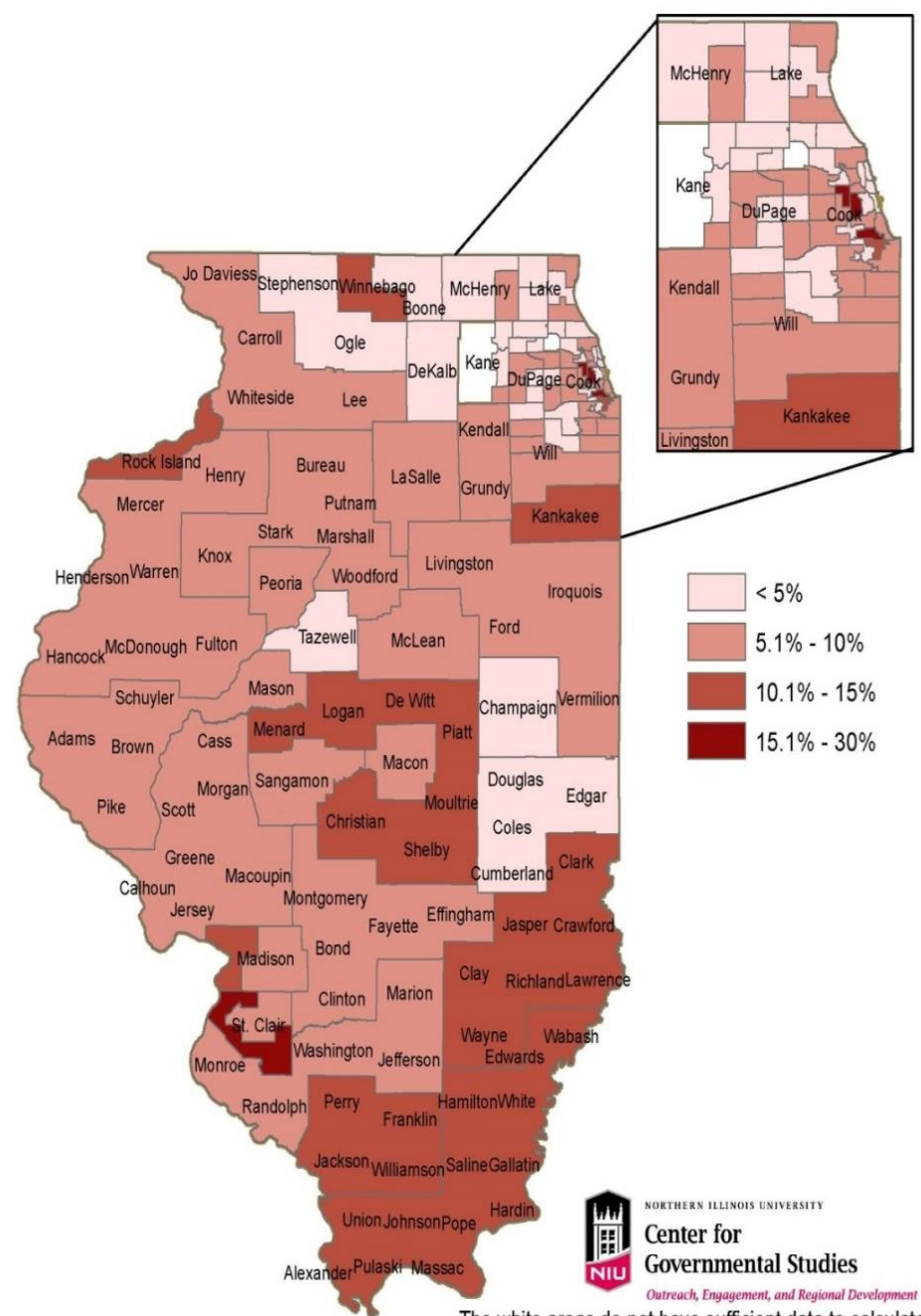


Source: Measure of America, *More than a Million Reasons for Hope*, 2018.



#IL60by25

DISTRIBUTION OF OPPORTUNITY YOUTH IN ILLINOIS



#IL60by25

 NORTHERN ILLINOIS UNIVERSITY
Center for Governmental Studies
Outreach, Engagement, and Regional Development

The white areas do not have sufficient data to calculate.
 Sources: IPUMS-USA, University of Minnesota, www.ipums.org,
 U.S. Census Bureau 1 Year American Community Survey Data, 2014

EQUITABLE PRACTICES

Payment/stipend

- Opportunity Youth are more likely experience poverty and homelessness than their peers. Without payment or stipend, Participants are forced to pick between a meaningful CDE experience and a job that covers essential costs.
- Even more, transportation is often a barrier to equitable access, especially in smaller cities and rural communities without public transportation. *Can your organization include a transportation stipend?*

Flexible scheduling

- Participants may have many competing priorities, depending on their circumstances. Assigning work that can be completed around their schedule increases capacity for participation.
- Some Participants have other childcare responsibilities. *Can your Organization provide support around childcare, such an information about Head Start in the area?*

EQUITABLE PRACTICES CONTINUED...

Virtual Opportunities

- The various barriers Participants face can be lowered through virtual CDE opportunities. Offering opportunities to connect or work virtually whenever possible keeps equity at the forefront of the CDE.
- With advancing technology, such as video conferencing and online shared documents, organizations can consider fully or partly virtual engagements.
- Transportation needs of Participants will no longer be a barrier to their participation if conducted virtually. The financial burden and time commitment of commuting for Participants is eliminated.

Organizations must confirm that Participants have a device and internet at home, or other needed equipment. If they do not, can your organization offer them a device or stipend to meet these needs?

SUPPORTS AND SERVICES FOR PARTICIPANTS DURING & AFTER THE CDE:

- When working with OY, there must be an explicit connection to further resources, education, or employment throughout the program so that OY leave with clear next steps in their development towards career and/or education. This work can be furthered by supporting Participants even after the CDE.
- Focus on developing relationships, between Participants and Host Supervisors, Mentors, and other employees, to build Social Capital.
- Create networks for Participants to keep them engaged during and after the CDE with one another and with the organization.

WHAT DO PARTICIPANTS FIND HELPFUL?

- The best way to assess what participants will find meaningful is to ask them. Using Participant engagement surveys, you can invite Participants to identify areas they could use additional information and support.
- Oftentimes, the requests may be to cover topics that might not feel as directly connected to work, but rather workforce participation. For example, How do I file my taxes? Where can I find childcare? How can I access emergency housing? How do I make the most of my bank account?
- Addressing the potential challenges identified by current and former Participants increases organizational credibility and Participants' access to continued CDEs and education.

COMMUNITY MODEL

A community model refers to a partnership between a Host and a Managing Organization. Usually, the Managing Organization identifies and trains Participants and the Host provides work-related tasks and oversight through supervision and mentoring by a designated Host Supervisor.



MCIP

Manufacturing Careers Internship Program

**Work-Based Learning:
A Promising Strategy for developing a
Promising Career Path for Opportunity
Youth**

What is MCIP?

- **The Manufacturing Careers Internship Program enables opportunity youth 18-24 years of age the ability to find a meaningful and productive career in manufacturing.**
- **At the same time, the program addresses the critical shortage of qualified workers in the manufacturing sector.**

Recruitment

Youth

- Area service providers, secondary schools and community colleges
- Social media and workforce system websites
- Info sessions at area manufacturing companies
- Focus on older out of school youth looking for career direction

Manufacturing Employers

- Economic development organizations
- Community colleges
- Industry associations and manufacturing groups
- Workforce system customers
- Manufacturing Career Expos and Job Fairs

Manufacturing Ambassadors

- **Serve as “champions” of the program**
- **Provide guest speakers and host company tours**
- **Recruit other companies to participate**
- **Ambassadors are passionate about the manufacturing industry—serve as inspiration to prospective interns and reinforce the value of this opportunity**

Manufacturing Ambassadors



Mazak

CTL

I & Co.
IVERSON & COMPANY



World Vision



PNC
PRINCIPAL



NEWLY WEDS FOODS
inspiring new tastes



SANDVIK
Coromant

AMADA

SUREWAY TOOL
& ENGINEERING COMPANY



method.

FREEDMAN
SEATING COMPANY

Boot Camp or Foundational Skills Training



- Business Tours to area employers
- Learn about the different career paths and opportunities
- Resume Writing
- Interview Preparation
- Work Ethic Training
- OSHA Certification
- Forklift Certification
- Financial Literacy Workshop
- Sexual Harassment in the Workplace Workshop
- Basic Shop Math
- Introduction to Blue Print Reading

ATLAS
COMPANIES

 **TOYOTA**
INDUSTRIAL EQUIPMENT



Internship Selection Day

- Hold “mini” job fair (Selection Day) at the conclusion of the Boot Camp
- Manufacturers and interns each select top 5 choices
- Match Interns to manufacturers based on needs of employer, interests of the youth and transportation
- Draft Day



Internship Selection Day



Logistics of the 8 Week Internship



Recognition Event



- Recognize the efforts of ambassadors, employers and youth.
- Promote manufacturing jobs and career opportunities.
- Invite employers, interns, family, career counselors, instructors, state and local elected officials, media, and other key stakeholders.



Why it Works-Employers

- Simple, easy-to understand program design that offers real value to employers.
- Creates a pipeline of qualified applicants to address industry shortage.
- Ability to reach a section of the population that employers traditionally do not have access to.
- BCS covers liability insurance.
- Boot camp helps prepare participants for transitioning into the workplace.
- Employers become aware of additional workforce services.



Why it Works-Interns



- A clear career path and access to opportunities of which they were unaware.
- Provides an opportunity to obtain credentials-Forklift and OSHA 10hr.
- Develop real job skills in a real work environment.
- Offers a way to get their “foot in the door.”
- Boot camp prepares interns for the realities of work.
- Internships provide real-world view of careers and opportunities in the industry.

Lessons Learned

- Vetting youth is critical.
- Attendance is important.
- Tours are key.
- Mentors are essential.
- Employers interested in finding a person with a positive attitude and good character.
- Rapid response to employer concerns and/or intern issues.



Program Evolution

2011

- **2-Week Boot Camp**
- **6-week internship**
- **No industry recognized credential**
- **No Boot Camp incentive**

Pre-COVID

- **Up to 5-week Boot Camp**
- **Up to 8-week internship**
- **Safety and Industry Recognized Credentials (exploring welding)**
- **Benchmark Incentives**
- **Financial Literacy**
- **Basic Shop Math**
- **Mentorship Program**

Questions? More Information?



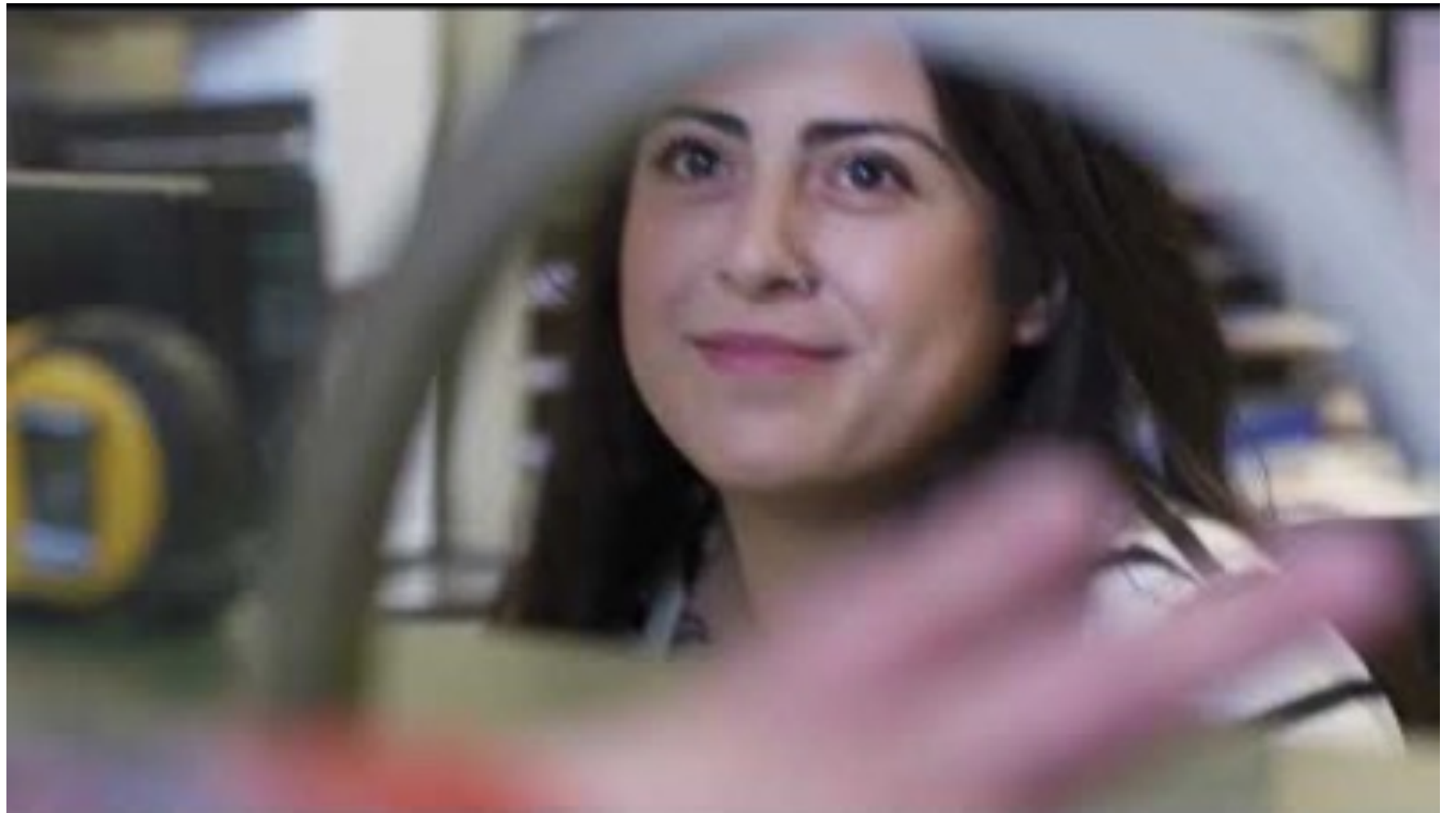
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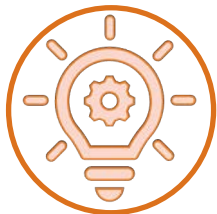


How will your organization embed equitable practices into all the components of the Participant experience?

How will you provide the necessary training to prepare Participants to continue on a successful pathway?

<i>Components of the CDE</i>	<i>Your Organization's Equitable Practices</i>
Recruitment and Engagement	
Training and Participation	
Connecting with Career Pathways	
Retention and Supports	
Ongoing, Personal Support	

ILLINOIS WBL INNOVATION NETWORK (I-WIN)



Highlight and explore innovative models for work-based learning with a focus this first year on virtual work-based learning



Engage in conversations on creating sustainable, high-quality models that ultimately provide broader and more equitable access to work-based learning with a focus on building social capital for Black and Latinx students



Build connections among communities to share best practices, learnings and resources



Identify needs for state policy changes or support systems

USING THESE RESOURCES

Are you interested in utilizing the resources from the Toolkit?

Are you interested in joining I-WIN?

Please contact Caroline D'Andrea (cdandrea@niu.edu) to:

- Learn more about the Toolkit
- Receive direct support to adapt and implement Toolkit components and resources
- Learn more about I-WIN



RESOURCES

- [Career Development Experience Toolkit](#)
- [Recommended Technical and Essential Employability Competencies](#)
- [State of Illinois Career Pathways Dictionary](#)
- [Postsecondary and Workforce Readiness Site](#)
- [I-WIN Resources](#)





THANK YOU
