

Youth Friendly Employment Opportunities



Region 3 Youth Forum

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Vinz Koller

*Director of Technical Assistance and
Training*

Social Policy Research Associates

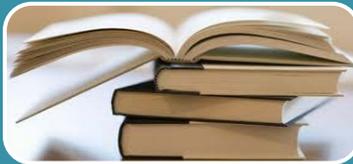
SPR's Areas of Expertise



Governance



Employment, Retention, & Advancement



Education and Training



Management & Operations

SPR's Methods and Services



Dynamic
Facilitation



Media
Development



Tool
Development



Immersive
Simulation



Customized
Training



Individualized
TA

- Welcome and Introductions
- Overview
- Strategies and Examples
- Small Group Discussion



Workshop Goals

- Explore effective program strategies
- Identify “youth friendly” industry sectors and occupations
- Learn about successful youth employer partnerships

- Name
- Organization
- Workforce Role



“More and more doors are closing for these young people. Entry-level jobs at fast food restaurants and clothing stores that high school dropouts once could depend on to start their careers now go to older workers with better experience and credentials”

“A generation will grow up with little work experience, missing a chance of developing job readiness skills.”

Youth and Work

- Annie E. Casey Foundation



Today's Labor Market

- Youth employment is at its lowest level since World War II.
- Only half of young adults between ages 16-24 held jobs in 2011.
- 6.5 million young adults are out of work.
- Since 2000, youth employment is down 42%.
- 2.2 million teenagers and 4.3 million young adults are either not in school or not working.
- Fewer than 1 in 6 black and Asian minorities and 1 in 5 Hispanic were employed in 2011.

Challenges

Disadvantaged young adults lack connection to jobs and career counseling.



Fewer jobs.



Employers demanding higher skills in the labor market.



Globalization and technology have transformed the labor market.



Higher rate of disconnected youth (not graduating high school).



Family challenges, juvenile justice issues, and cycles of poverty.

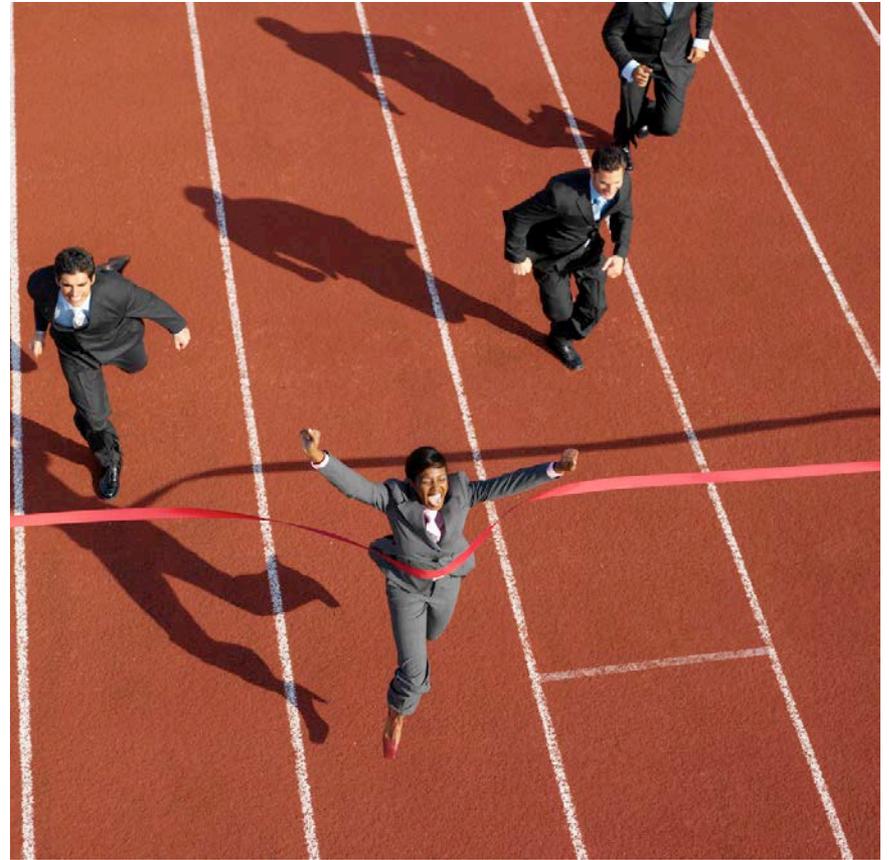
Convene to respond to youth unemployment crisis

- Aspen Institute
- Forum for Youth Investment
- Youth Invincibles
- Campaign for Youth



A continuum of work experience focusing on job-readiness, knowledge and confidence

- Community service
- Summer jobs
- Work study
- Internships
- Apprenticeships



Opportunity Youth

- New way of thinking about young adult
- Youth not identified as “disadvantage”
- More integrated approach combining education, training and supportive
- Focus on career pathways

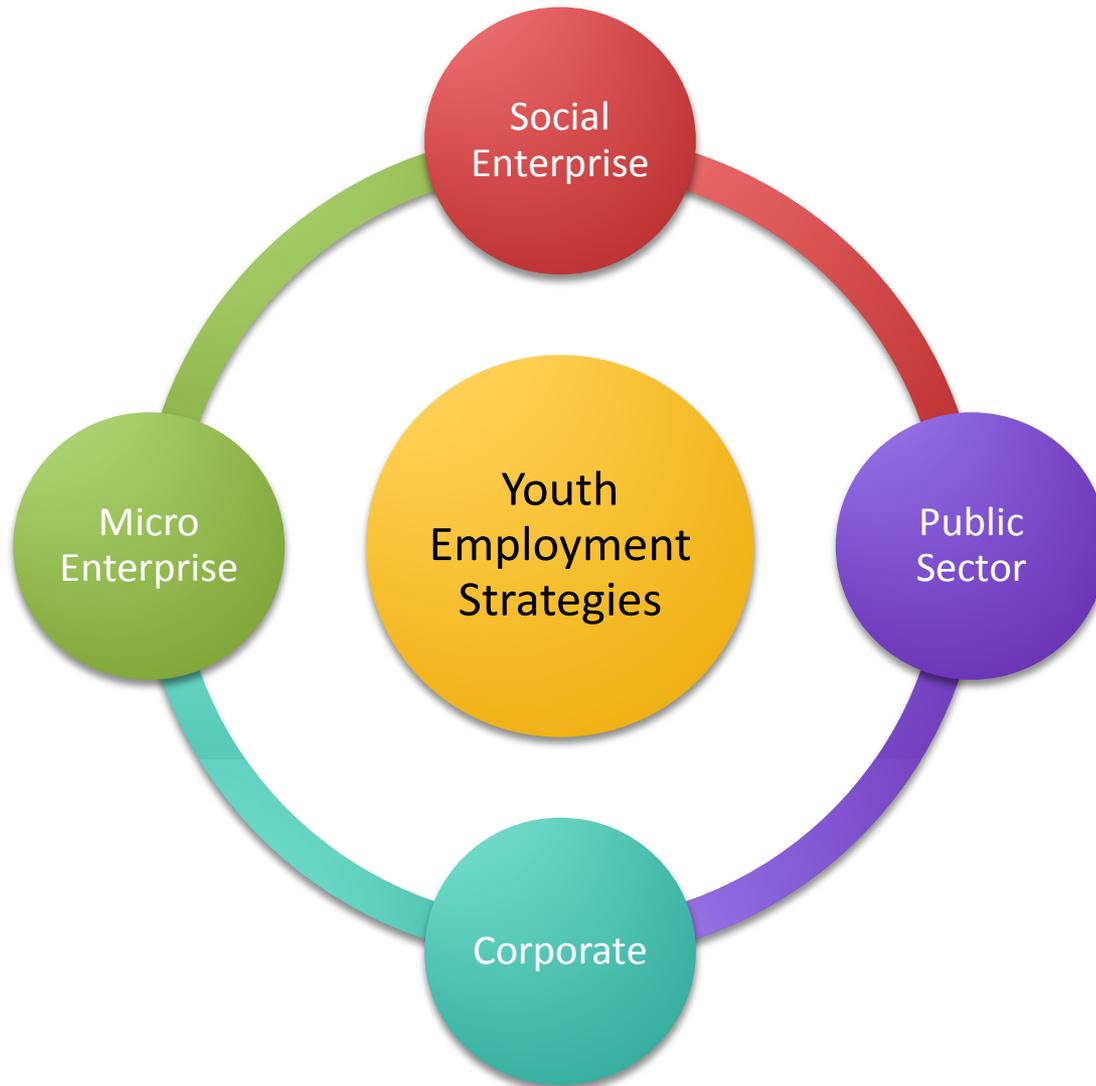


Discussion

- What do you think about a White House convening?
- What do you think should be part of the discussion?

- Get into groups and stand by a station
- Write challenges for meaningful work for youth on the left side of the paper (7 min.)
- Rotate clockwise.
- Review list of challenges written by the other group and brainstorm solutions to write on the right side of paper (7 min.)
- Select 2 or 3 favorites.
- Group discussion

Youth-Friendly Employment Strategies

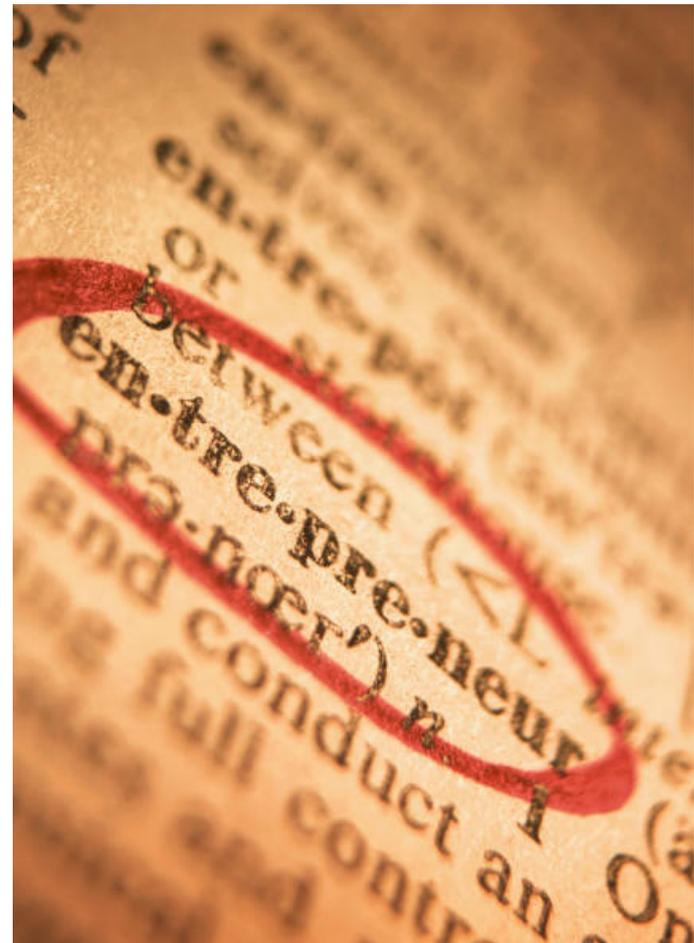


Social Enterprise Strategy



- Focus on creating jobs and revenue.
- Leverage private resources and public subsidies.
- Usually enter into fee-based commercial and government contracts.
- Servicing hard to place populations

- **Key Sectors:**
landscaping, retail sales, facilities management
- **Focus** on developing young adult's workplace, personal and financial skills



Robert Enterprise

Development Fund (REDF):

- San Francisco-based non-profit social enterprise investor.
- Funded enterprises that generated \$120 million in revenue.
- Created 6,700 in jobs
- 60% of jobs held were blacks and Latinos.

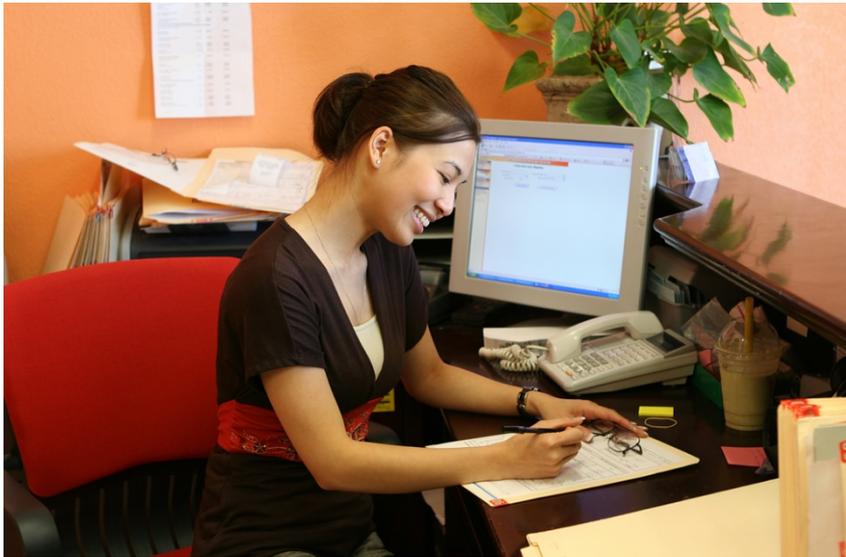


Juma Ventures

- S.F. youth enterprise
- Started with partnership with Ben & Jerry's
- Contracts with sport stadium as food concessionaires.
- Earned sales of 2.5. million
- Generates 300 jobs
- Provide college counseling, customer service training and financial literacy



Microenterprise Strategy



- Very small enterprise, primarily individuals
- Mainly minority and women owned business
- Traditionally not served by banks.
- Opportunity to grow household income



- Career pathway jobs focus.
- Supports work readiness and exploration
- Focus talent development, diversity and skill pipeline.
- Partnership with civic leaders and institutions.

Biotech Partners

- 1993, Partnership with biotech companies (Bayer, Novartis, Genentech)
- Helps under-represented youth enter bioscience.
- Youth receive training and paid internship biotech firms.
- Certificate of completion from community college.



White House initiative

- Re-making the traditional summer job program
- Builds career pathways system
- Focus on low income youth populations
- Encourages corporate, philanthropic and public sector partnership



Match Bridge S.F.

- Partnership with United Way, S.F. City Hall and business groups
- Major corporations across sectors committed to career pathway summer internships
- Receiving mentoring and coaching
- Goal is to make youth “work ready”



- Opportunity for young people to “learn and earn”
- Hands-on career training
- Industry certification



Wisconsin Apprenticeship

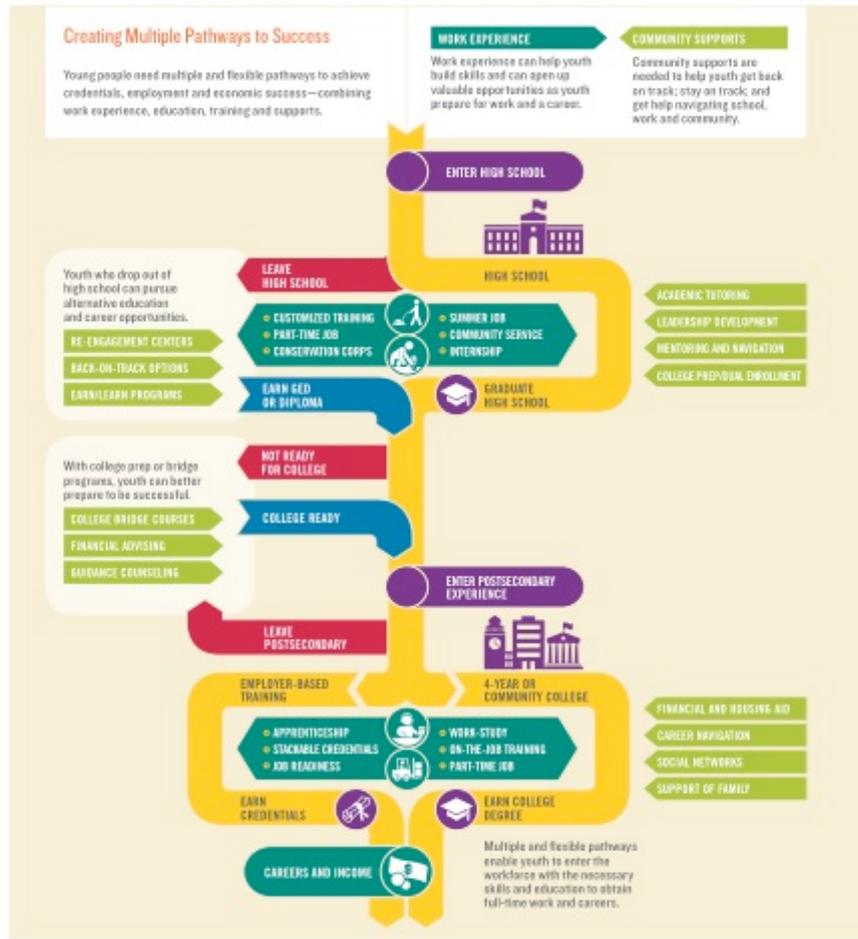
- Award winning partnership between Dept. of Workforce, Education department and industry associations.
- High school students can enter apprenticeship program.
- Students earn a paycheck.



ACTIVITY

What is your local Youth Council's strategy for creating employer friendly job opportunities?

Multiple Pathway Approach



- Multiple opportunities for career development
- Support educational attainment over time
- Support bridge programs
- Link learning through “stackable” credential programs

Questions?



Thank You!

Vinz Koller

Vinz_Koller@spra.com

831-622-0749

www.spra.com

