

Building Your Community's Talent Pipeline During Out of School Time



GREAT FUTURES START HERE.

WORKFORCE DEVELOPMENT IS THE BUZZPHRASE OF THE MOMENT,
BUT THIS IS SERIOUS BUSINESS!

INDUSTRIES FACING TALENT SHORTAGES

USA

1. Skilled Trades
2. Drivers
3. Teachers
4. Sales Representatives
5. Secretaries, PAs, Receptionists, Admin Assistant and Office Support Staff
6. Management / Executive (Management / Corporate)
7. Nurses
8. Technicians
9. Accounting & Finance Staff
10. Engineers

GLOBAL

1. Skilled Trade Workers
2. Sales Representatives
3. Engineers
4. Technicians
5. Drivers
6. Management/Executives
7. Accounting & Finance Staff
8. Secretaries, PAs, Administrative Assistants & Office Support Staff
9. IT Staff
10. Production/Machine^{xviii}

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OUT-OF-SCHOOL TIME IS IDEAL FOR WORKFORCE DEVELOPMENT



- MORE TIME
- OPPORTUNITY FOR YOUTH INPUT
- FLEXIBILITY
- MEETS THE NEEDS OF YOUTH AND PARENTS
- PARENT AND COMMUNITY ENGAGEMENT

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KEY COMPONENTS OF YOUR COMMUNITY'S OUT-OF-SCHOOL TIME WORKFORCE DEVELOPMENT LANDSCAPE

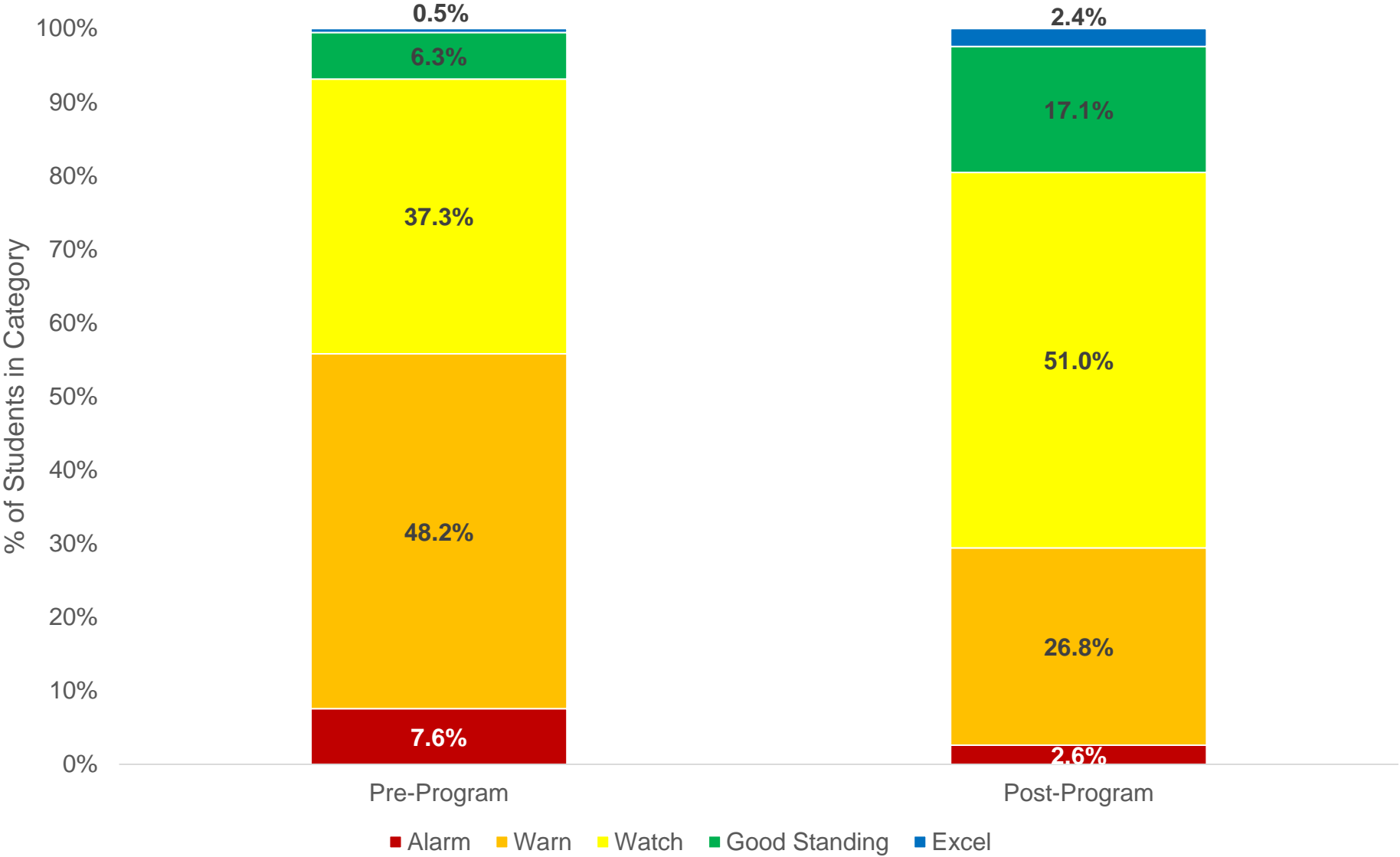


- **MORE TIME**
- **“WARM HANDOFFS” FOR KEY TRANSITION PERIODS**
- **STEM**

- **SUMMER PROGRAMS**
- **OPPORTUNITIES FOR TEENS!**
- **SCHOOL PARTNERSHIPS**
- **CONNECTIONS TO PAID POSITIONS**
- **SCALE**
- **SERVICE LEARNING**
- **FUN!**

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Math Performance Pre and Post BGCC/CCS Summer Program



TIPS FOR DEVELOPING A WORKFORCE CULTURE IN YOUR PROGRAM



- **Dedicate Space**
- **Decorate Shared Spaces**
- **Model Workplace Behaviors**
- **Involve All Site Professionals**
- **Engage Corporate Volunteers**
- **Give Youth a Voice**

WORKFORCE DEVELOPMENT FRAMEWORK

BGCA'S WORKFORCE DEVELOPMENT FRAMEWORK



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WORKFORCE DEVELOPMENT FRAMEWORK

To make well-informed decisions about their futures, youth need information about the world of work and career options, including:

- An **introduction** to the world of work and employment
- **Access to career assessments** to help identify individual talents, interests, passions and preferences
- **Structured exposure** to postsecondary pathways and experiential learning opportunities
- **Exposure to career opportunities** that ultimately lead to a living wage, including information about educational requirements, entry requirements, income and benefits potential
- A **relevant connection** between personal finances and their career of choice

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WORKFORCE DEVELOPMENT FRAMEWORK

To increase competitiveness in the global workforce, teens need opportunities to acquire and hone baseline and specific occupational skills, including:

- Structured training for basic workplace skills (e.g., soft skills)
- Exposure to activities designed to improve job-seeking skills (e.g., resume writing, job search, interviewing)
- Formalized training resulting in industry-recognized credentials and skills certifications



WORKFORCE DEVELOPMENT FRAMEWORK

In order to practice and strengthen employability skills, youth need to be exposed to meaningful on-the-job training experiences, including:

- Community service that provides technical and soft-skill development
- First-job training opportunities, including organized summer employment and seasonal part-time employment
- Paid or unpaid internships



WORKFORCE DEVELOPMENT FRAMEWORK

A promising plan for the future should include a successful placement in a pathway leading to career entry, including:

- Transition programs: Structured skill-building programs that take place between high school graduation and entry into employment or postsecondary matriculation
- Postsecondary education: Four-year colleges/universities, two-year community colleges, technical/trade schools
- Registered apprenticeships: Paid on-the-job training programs (one-six years, potentially) resulting in industry-recognized credentials
- Full-time employment
- Military enrollment



VARITEY IS KEY!

Understanding that programs serve youth with a variety of career aspirations, your workforce development program should not limit training activities to vocational trades.

Rather, enable youth to identify the career that best suits them, and to develop the pathway to reach their career goals. This position helps to ensure individualized academic goals for youth, ensuring that they will graduate from high school, participate in post-secondary education, a 21st Century career and/or military service.

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