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**

<table>
<thead>
<tr>
<th>USA</th>
<th>GLOBAL</th>
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</thead>
<tbody>
<tr>
<td>1. Skilled Trades</td>
<td>1. Skilled Trade Workers</td>
</tr>
<tr>
<td>2. Drivers</td>
<td>2. Sales Representatives</td>
</tr>
<tr>
<td>3. Teachers</td>
<td>3. Engineers</td>
</tr>
<tr>
<td>4. Sales Representatives</td>
<td>4. Technicians</td>
</tr>
<tr>
<td>5. Secretaries, PAs, Receptionists,</td>
<td>5. Drivers</td>
</tr>
<tr>
<td>Admin Assistant and Office Support Staff</td>
<td>6. Management/Executives</td>
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<tr>
<td>6. Management / Executive (Management</td>
<td>7. Accounting &amp; Finance Staff</td>
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<td>/ Corporate)</td>
<td>8. Secretaries, PAs, Administrative Assistants &amp; Office Support Staff</td>
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<tr>
<td>7. Nurses</td>
<td>9. IT Staff</td>
</tr>
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<td>8. Technicians</td>
<td>10. Production/Machine^xviii</td>
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<tr>
<td>9. Accounting &amp; Finance Staff</td>
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<tr>
<td>10. Engineers</td>
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GREAT FUTURES START HERE.
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

GREAT FUTURES START HERE.
KEY COMPONENTS OF YOUR COMMUNITY’S OUT-OF-SCHOOL TIME WORKFORCE DEVELOPMENT LANDSCAPE

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

- MORE TIME

- “WARM HANNOFFS” FOR KEY TRANSITION PERIODS

- STEM

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Math Performance Pre and Post BGCC/CCS Summer Program

% of Students in Category

Pre-Program
- Alarm: 7.6%
- Warn: 48.2%
- Watch: 37.3%
- Good Standing: 6.3%
- Excel: 6.3%

Post-Program
- Alarm: 2.6%
- Warn: 26.8%
- Watch: 51.0%
- Good Standing: 17.1%
- Excel: 2.4%
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

GREAT FUTURES START HERE.
WORKFORCE DEVELOPMENT FRAMEWORK

BGCA’S WORKFORCE DEVELOPMENT FRAMEWORK

- Career Exploration & Matching
- First-Job Skills Development
- Work-Based Learning Experiences
- Plan for the Future

GREAT FUTURES START HERE.
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
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
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

GREAT FUTURES START HERE.
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.