



CAREER CONNECTED
LEARNING PHL

Positioning Philadelphia's Youth for Career Success

Building Bridges: Fostering Inclusive Youth Workforce Programs | January 16, 2024

Presenters



JAVINE SMITH
Education Specialist



JAY KAMAU
Education Specialist

Objectives

- Identify the importance of inclusion in youth workforce development programs
- Understand legal and ethical responsibilities
- Navigate methods to assess and enhance inclusivity in your programs

Foundations Inc. Your Capacity Building Partner



Build Capacity

Capacity Building and Support



Strengthen Skills

Professional Learning



Elevate Techniques

Resources

What is Capacity Building? The Toolbox

What you're able to do with what you have

- Human
- Organizational
- Technical
- Partnership

Growing what you're capable of doing

- Improving Skills
- Strengthening Systems
- Leveraging Resources
- Enhancing Partnerships

Activity

Reflect on the last time a youth was actively a part of shaping a decision, program or policy in your organization.

What was their role? How did you ensure that youth voice was heard and valued?

Youth Inclusion



Laws & Policies



Workforce Innovation and Opportunity Act (WIOA)

Mandates youth engagement in workforce activities and equitable treatment



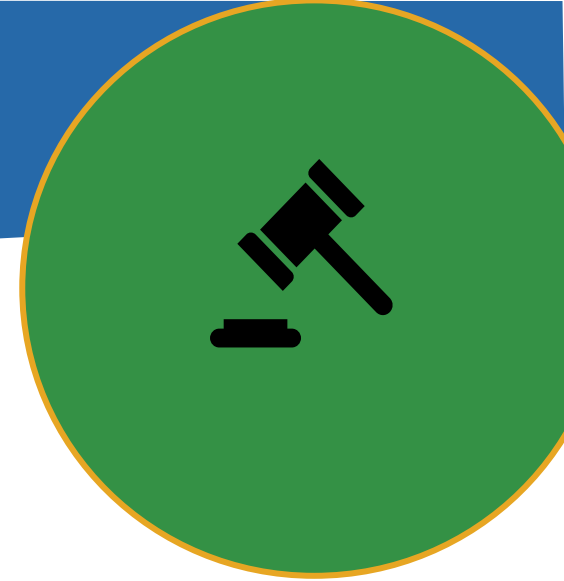
Laws & Policies

Americans with Disabilities Act of 1990 (ADA)

Mandates accessibility for youth with disabilities in your program

To Comply:

- Coordinated activities
- Collaboration with schools or other services



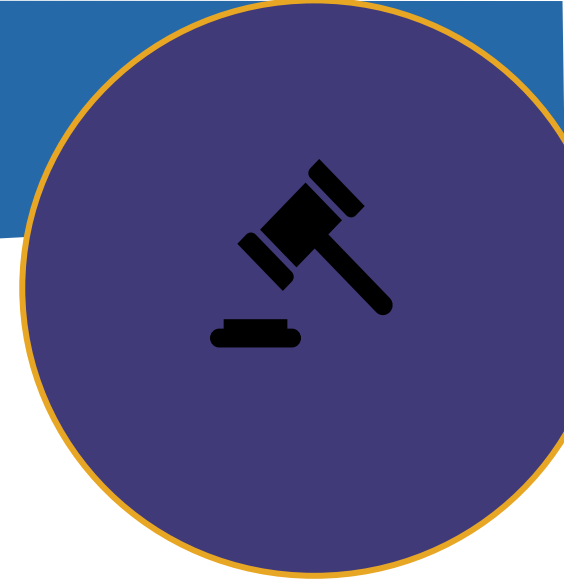
Laws & Policies

Civil Rights Act Title IV

Prohibits discrimination based on race, color or national origin

To Comply:

- Facilitate activities focused on increasing integrated employment
- Develop a standing youth committee



Activity

Which of the following actions best ensures compliance with WIOA, ADA and Title IV of the Civil Rights Act for youth workforce providers?

A. Designing a program that targets one demographic group without considering others.

B. Providing accommodations for youth with disabilities and ensuring that program materials are accessible

C. Requiring youth to speak fluent English without offering language assistance

D. Suggesting placement sites in locations that are not accessible to individuals with mobility impairments

Philadelphia Specific Youth Rights & Inclusion Policies

Nondiscrimination Protections

Policy 252- Mandates respect for identities of transgender and nonbinary youth in all youth serving organizations.

To Comply:

- Respect pronouns
- Offer welcoming spaces



Philadelphia Specific Youth Rights & Inclusion Policies

Youth Rights Guides

Mandates that all contracted residential service providers share guidelines that details the rights of youth and families regarding their safety privacy and access to support if mistreated.

To Comply:

- Review Building Bridges: Fostering An Inclusive Workforce Resources Tool



Philadelphia Specific Youth Rights & Inclusion Policies

Philadelphia Fair Practice Ordinance

Philadelphia city law prohibits discrimination based on race, gender identity, sexual orientation, disability and more.

To Comply:

- DEI trainings for staff and youth
- Reasonable accommodations for youth
- Ensure policies prohibit discrimination and harassment



Philadelphia Specific Youth Rights & Inclusion Policies

Youth and Family Inclusion

Philadelphia City Council encourages programs to incorporate community-based alternatives that empowers youth in decision-making.

To Comply:

- Gather feedback from youth and families
- Conduct accessibility audits of materials and spaces





Intentional Inclusivity Checklist

This checklist is designed to help programs evaluate and enhance their inclusivity. Utilize this tool to initiate discussions, develop action plans and maintain a truly welcoming environment for all.

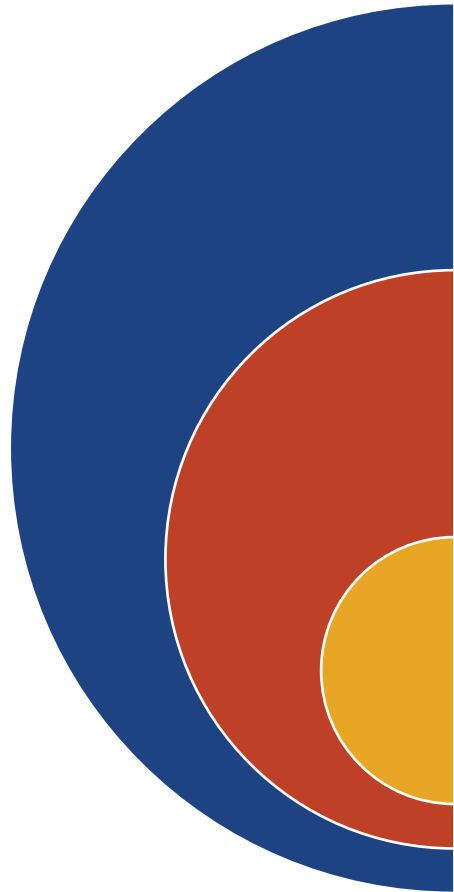
Category	Yes/No	Measurement
Environment		Are youth greeted warmly and respectfully during their first interaction with this program?
		Is the physical space clean, safe and representative of diverse cultures?
		Do youth see themselves represented in our staff, mentors and program materials?
Accessibility		Are all spaces ADA-compliant and easily accessible to youth with mobility needs?
		Are materials available in multiple languages and formats (e.g. braille, large print, audio)?
		Does this program accommodate different time commitments and needs?
Content		Are youth involved in the designing and evaluation of program activities?
		Does this program reflect the diverse experiences, backgrounds and traditions of the youth?
		Are the activities tailored to meet youth at different skill levels?
Staff		Does programming staff include individuals from various racial, cultural and gender backgrounds?
		Have all staff completed training on anti-discrimination, unconscious bias and LGBTQ+ inclusivity?
		Is there a clear and accessible way for youth to provide feedback about staff interactions?
Standards		Does this program have and enforce policies that prohibit discrimination based on race, gender, disability etc.?
		Are there clear procedures for handling bullying, harassment or discrimination?

Activity

A youth participant, Sam, avoids activities due to discomfort with gendered language and spaces.



Barriers to Inclusion



Lack of diverse representation

Program structures that exclude marginalized youth

Limited accessibility for youth with disabilities

Barriers to Inclusion

Lack of Diverse Representation

- Reinforces stereotypes and bias
- Limits role models
- Absence of diverse perspectives
- Signals systematic barriers

Barriers to Inclusion

Program Structures that Exclude Marginalized Youth

- Limits access to resources
- One-size-fits-all approach
- Implicit bias in program design
- Reduces program impact

Barriers to Inclusion

Limited Accessibility for Youth with Disabilities

- Denies equal participation
- Creates safety risks
- Limits growth and independence
- Violates legal and ethical obligations

Activity

What barriers have you experienced in your program? How did you overcome them?



How to Overcome Barriers

- Diverse leadership teams
- Flexible participation
- Universal design principles for accessibility

How to Overcome Barriers



Diverse Leadership Teams

- Recruitment
- Leadership development
- Community involvement

How to Overcome Barriers



Flexible Participation

- Hybrid programming
- Self-paced learning
- Support services
- Open scheduling

How to Overcome Barriers



Universal Design Principles for Accessibility

- Physical accessibility
- Digital accessibility
- Program design
- Training

Activity

Scenario

The Pathways to Success program is designed to help youth ages 16- 24 build career readiness skills and gain work experience. The program includes workshops, mentorship opportunities, and job placement services. Recently, the program director noticed low engagement from certain groups, including youth with disabilities, LGBTQ+ youth, and youth from non-dominant cultural backgrounds.

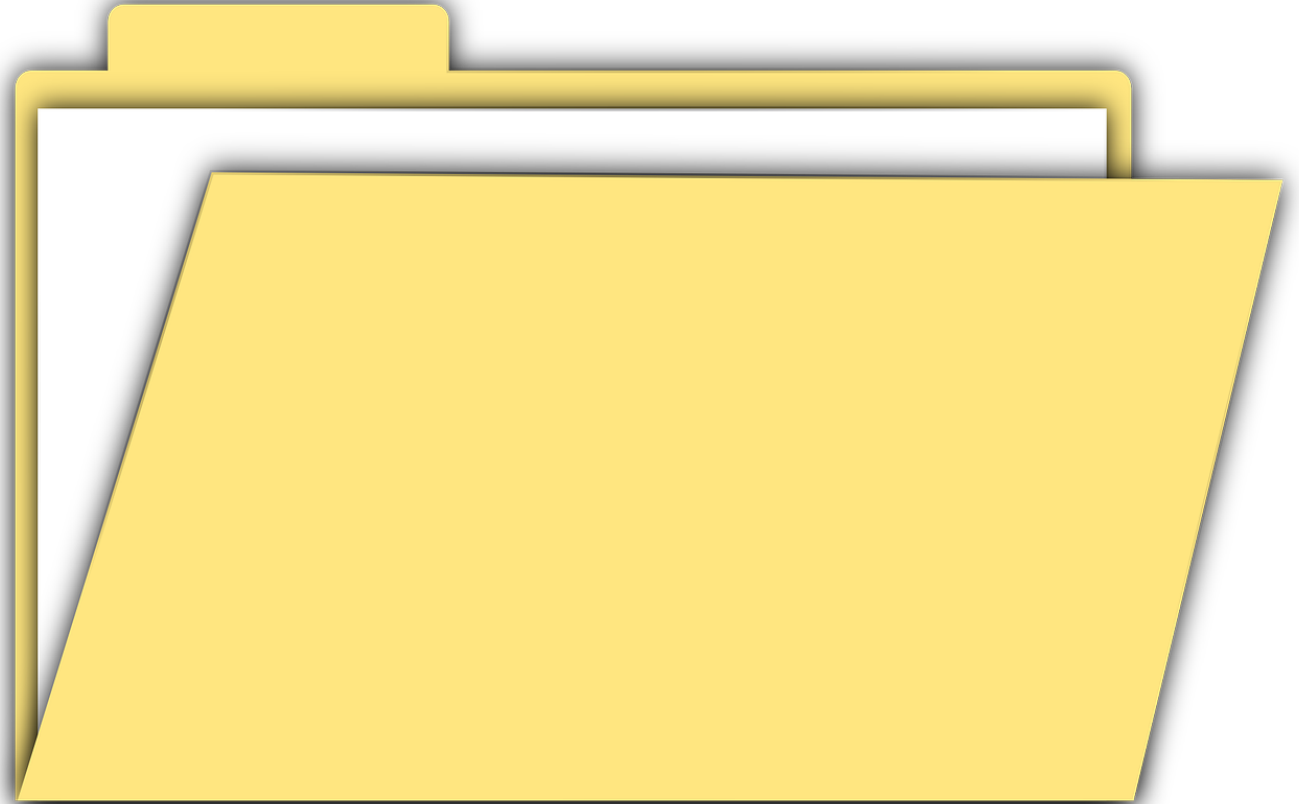
Task

- Identify barriers to inclusion in the scenario
- Share how these barriers affect equity, engagement and program outcomes



Keeping TABBs

Takeaway
Action
Barriers
Benefits



Pre-Program Assessment

The screenshot shows the homepage of the C2L Resource Library. At the top, a navigation bar includes a search icon, a magnifying glass, and a star icon. Below this is a yellow banner with the text: "Scroll to the bottom of this page to sign-up for our capacity building newsletter!". The main header features a large, stylized "C2L" logo in blue and orange, with the words "RESOURCE Library" in white text to its right. A search icon is also present in the top right corner of the header. On the left side, there is a dark sidebar with the text "Resource Library" and a list of navigation links: Home, About, Virtual PD Events, Tools and Templates, Guides, Employer Resource Kit, Podcasts and Media, Self-paced Learning, Explore, and Contact Us. Below the header, a blue banner contains the text: "REMINDER: Content on the resource library gets updated on a weekly basis!". The main content area has a dark blue background with the heading "Make the most of your capacity building journey!". Below this heading is a row of five vertical images showing bookshelves and library interiors. To the right of these images is a white text box with the heading "Explore. Learn. Thrive." and three paragraphs of text: "Self-Paced Learning", "Discover Resources", and "Stay Up to Date".

Scroll to the bottom of this page to sign-up for our capacity building newsletter!

RESOURCE Library

REMINDER: Content on the resource library gets updated on a weekly basis!

Make the most of your capacity building journey!

Explore. Learn. Thrive.

Self-Paced Learning: Start with the Learning Modules tab to get onboard with the C2L-PHL continuum and high-quality programming. Afterwards, you'll be ready to engage with our community through forums and discussions. Register for upcoming PD on our Virtual PD Events page. Connect with the youth workforce ecosystem to hear insights on the latest trends and best practices through our Podcasts and Media page.

Discover Resources: Dive into a wealth of knowledge curated for your success. Check out our Tools and Templates page for a comprehensive collection of resources you can use to enrich your youth workforce programming. Looking for something more? Check out our Explore tab to find external resources.

Stay Up to Date: Visit the resource library to stay informed about the latest resources, upcoming events, and exclusive opportunities.

On the road for empowerment? Your journey to success starts here!

C2L-PHL Resource Library Reminder

Universal Support

- Virtual Training Sessions
- Tools and Templates
- Guides
- Podcasts and Other Media
- Collaboration and Engagement

Resources Review

Register for the next PD Opportunity by visiting the Virtual PD Events page



The screenshot shows the C2L Resource Library website. At the top, a blue banner contains the text "Register for the next PD Opportunity by visiting the Virtual PD Events page". Below this is a search bar with a magnifying glass icon. The main header features the C2L logo and the text "RESOURCE Library". A left sidebar lists navigation options: Home, Virtual PD Events, Tools and Templates, Guides, Podcasts and Media, Self-paced Learning (with a sub-link "Explore"), and JEVS Technical Assistance (with a sub-link "Help Desk"). A blue banner below the header contains a "REMINDER: JEVS Office Hours are Monday - Friday 12 - 6pm". The main content area has a large heading "Explore.Learn.Thrive." followed by a welcome message: "Welcome to C2L - PHL Resource Library! Here's how to make the most of your journey:". Below this are two paragraphs of text. The first paragraph describes "Self-Paced Learning" and the second describes "Discover Resources". At the bottom left of the main content area, there are four vertical images showing bookshelves and library interiors.

Resource Library

Home

- Virtual PD Events
- Tools and Templates
- Guides
- Podcasts and Media
- Self-paced Learning
 - Explore
- JEVS Technical Assistance
 - Help Desk

REMINDER: JEVS Office Hours are Monday - Friday 12 - 6pm

Explore.Learn.Thrive.

Welcome to C2L - PHL Resource Library! Here's how to make the most of your journey:

Self-Paced Learning: Start with the Learning Modules tab to get onboard with C2L-PHL continuum and high-quality programming. Afterwards, you'll be ready to engage with our community through forums and discussions. Register for upcoming PD on our Virtual PD Events page. Connect with the youth workforce ecosystem to hear insights on the latest trends and best practices through our Podcasts and Media page.

Discover Resources: Dive into a wealth of knowledge curated for your success. Check out our Tools and Templates page for a comprehensive collection of resources you can use to enrich your youth workforce programming. Looking for something more? Check out our Explore tab to find external resources.

Capacity Building Virtual PD Events



Employers: Improving the Pipeline: What New Generations Need to be Successful in the Workplace

Thursday, January 23, 2025
at 10 am

Questions?

careerprograms@foundationsinc.org