



CAREER CONNECTED
LEARNING PHL

Positioning Philadelphia's Youth for Career Success

Creating Meaningful C2L Experiences | March 27, 2025



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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

Objectives

- Understand the benefits and expectations of participating in C2L
- Learn strategies to host youth during their C2L experience
- Develop strategies to identify and maintain partnerships in the C2L network

C2L Participation

What drew you to participate in C2L?
What is one hope you have for your participation in C2L?

Statistics

- 79% of high school students were interested in work-based learning but only 34% aware of opportunities
- 51% of Gen Zers (1997-2012) feel prepared for the future
- 11% of employers believed college graduates had the skills needed by their businesses

Why it Matters for Employers

- Access to talent pipeline
- Opportunity to shape future employees
- Community engagement



Benefits for Youth



- Skill development
- Real-world experience
- Career exploration
- Networking opportunities

Expectations of C2L

Youth assigned appropriate tasks

Engage youth in meaningful opportunities

Track youth attendance

Provide safe and healthy work environment

Maintaining Connections

- How do you maintain connections with the C2L programs you work with? What has worked well? What have been some challenges?
- New programs – do you have a plan for maintaining connections?

Maintaining Connections with Providers

- Communicate expectations
- Connect skill development with hands-on experiences
- Update attendance and participation
- Share performance reviews



Maintaining Connections with Youth



- Engage youth
- Mentor

Ways to Build Trust

Offer
workplace
tours

Give career
presentations

Offer
informational
interviews

Mentoring

Connecting With Youth

- Express care
- Challenge growth
- Provide support
- Share power
- Expand possibilities



Express Care

- Be dependable
- Listen
- Believe in me
- Be warm
- Encourage



Challenge Growth

- Expect my best
- Stretch
- Hold me accountable
- Reflect on failures



Provide Support

- Navigate
- Empower
- Advocate
- Set boundaries



Share Power

- Respect me
- Include me
- Collaborate
- Let me lead



Expand Possibilities

- Inspire
- Broaden horizons
- Connect



Scenarios



Scenario 1

Joe's attendance has not been very consistent. He is either late or completely absent.



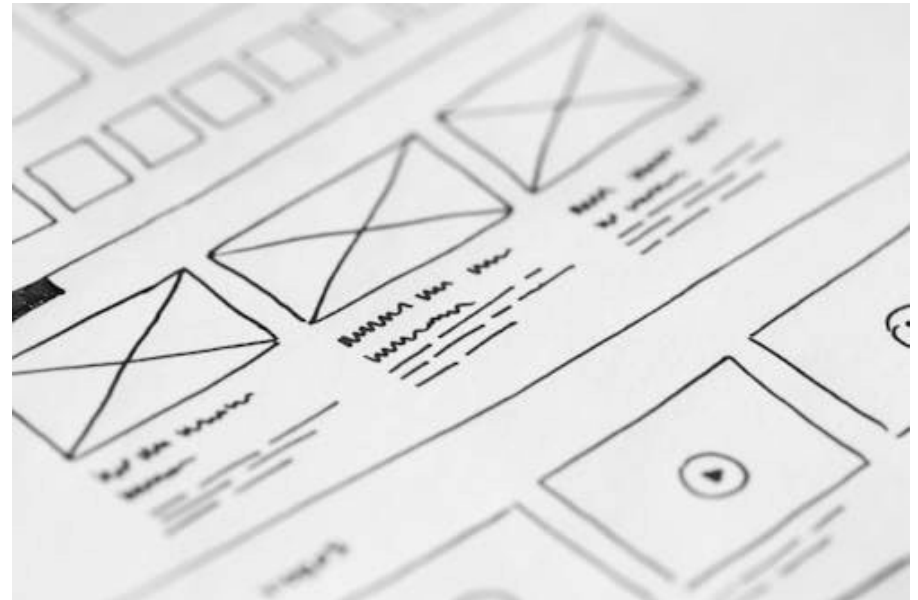
Scenario 2

Sarah is a youth at your site. At the beginning of each week you review her tasks for the week and give her due dates. She often turns and completes her tasks days after the due date.



Designing Effective Experiences

- Clear objectives
- Structuring meaningful work experiences
- Supervision
- Mentorship



Preparing for C2L Experience

Onboarding plan for youth

Developmentally appropriate job tasks

Youth performance assessment

Youth employment exit process

Evaluation and Feedback



- Exit interviews
- Surveys
- Data from providers

Onboarding Youth



Orientation



Getting to know their work



Overview of work



Communication and reporting

Youth Onboarding Plan

Employers' Onboarding Plan for Youth Interns

What's your plan for onboarding youth?

Ensure youth interns have a smooth transition into their roles, feel supported and empowered to succeed, and gain valuable skills and experiences during their internship. Use the checklist below to create a plan for onboarding youth.

Welcome and Orientation

Example: Upon arriving at the workplace, the youth intern is greeted by their supervisor and taken on a tour of the office or workplace. During the orientation session, they are introduced to the company's mission, vision, values, and culture, and given a handbook outlining key policies and procedures. They meet their mentor and team members who welcome them and help throughout the onboarding process.

Introduction to _____	
o	Provide an overview of the business/organization's mission, values, and culture
o	Introduction to supervisor:
o	Introduction to mentor:
o	Introduction to team:
o	Familiarize the youth with their work environment, including office layout, facilities, and key departments
o	Review Policies and Procedures <ul style="list-style-type: none">- Safety Protocol- Professional Conduct

Youth Getting to Know Their Work

Example: The youth intern's role is to assist the marketing team with social media management. In the first week, they attend training sessions on social media strategies, content creation tools, and branding guidelines. They are assigned a small project to create a social media post for an upcoming campaign and are provided with constructive feedback from their supervisor to help refine their skills.

Roles and Responsibilities	
o	Youth intern's role is outlined with responsibilities and objectives for their time with the organization/business. Don't know where to start? Refer to the [Developmentally Appropriate Job Tasks] list to get started.
o	Training Sessions or Workshops youth must attend;

Closing out with Youth



STAY CONNECTED TO
YOUTH



USE DATA TO PREPARE
FOR NEXT YEAR

Future Visioning



Imagine how you will
apply the information
presented in the future

C2L-PHL Resource Library Reminder

Universal Support

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

Capacity Building Virtual PD Events

Youth Development Principles

Thursday, April 3

10am - 12pm



Questions?

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