



CAREER CONNECTED
LEARNING PHL

Positioning Philadelphia's Youth for Career Success

Establishing Developmental Relationships with Youth | September 5, 2024



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Objectives

- Understand what developmental relationships are and why they are important
- Understand the Developmental Relationship Framework
- Learn approaches to building the five key elements of the Developmental Relationship Framework

Reflection Activity

Think back to when you were a teen or young adult

1. What relationships did you have?
2. How did those relationships impact who you are today?
3. What are some of the characteristics of the people that had a positive impact in your life?

What are Developmental Relationships?

“Developmental relationships are close connections through which young people discover who they are, cultivate abilities to shape their own lives, and learn how to engage with and contribute to the world around them.”

- Search Institute

Impact of Developmental Relationships

Academic	Social-Emotional Competencies	Other Thriving Indicators
Motivation to learn	Self-awareness	Time management
Working hard	Self-management	Sense of purpose
GPA	Empathy	Civic engagement

Impact of Developmental Relationships



Helping Traumatized
Children Learn

The importance
of relationships
and trust



Impact of Developmental Relationships

What are some positive youth outcomes that you have seen in your program?



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The Developmental Relationship Framework

The 5 Key Elements

- Express Care
- Challenge Growth
- Provide Support
- Share Power
- Expand Possibilities





Express Care

Actions

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

Approaches to Express Care

- Learn names
- Check in
- Smile and laugh
- Be a cheerleader
- Show up

Practice Cultivating: Express Care

Be a Cheerleader

A youth, Maya, has been diligently applying to jobs, attending skill development workshops, on resume building and interview skills. After weeks of hard work, Maya announces that she has just received her first job offer.



Challenge Growth

Actions

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

Approaches to Challenge Growth

- Encourage appropriate autonomy
- Promote a growth mindset
- Emphasize continuous improvement
- Develop critical thinking skills
- Encourage future thinking

Practice Cultivating: Challenge Growth

Encourage Future Thinking

Where do you see yourself in 5 years?

What kind of job or career do you envision for yourself?

What skills or experiences do you want to gain to support your future desires?



Provide Support

Actions

- Navigate
- Empower
- Advocate
- Set boundaries

Approaches to Provide Support

- Provide or connect youth to resources
- Remove internal roadblocks
- Keep eyes on the prize
- Prep for tough stuff
- Keep an open door

Practice Cultivating: Provide Support

"I'm not good enough"

"What if I mess up"

**Remove
Internal
Roadblocks**

*"I don't think I'm qualified for this
job"*

*"Why would they hire me
anyway?"*



Share Power

Actions

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

Approaches to Share Power

- Share responsibility
- Offer explanations
- Be willing to be wrong
- Encourage choice
- Respond to feedback

Practice Cultivating: Share Power

Encourage Choice

- Chronological Order
- Themes
- Case Study
- Interactive
- Problem - Solution
- Storytelling
- Comparison
- List Best Practices



Actions

- Inspire
- Broaden horizons
- Connect

Expand Possibilities

Approaches to Expand Possibilities

- Use culturally responsive content
- Broaden perspectives
- Promote diversity
- Make introductions
- Share stories of how different people find their path in life

Practice Cultivating: Expand Possibilities

Broaden Perspectives

- Share a story about someone who took an unconventional or unexpected path to success
- What made this unique?
- What can be learned from it?

Reflection Activity

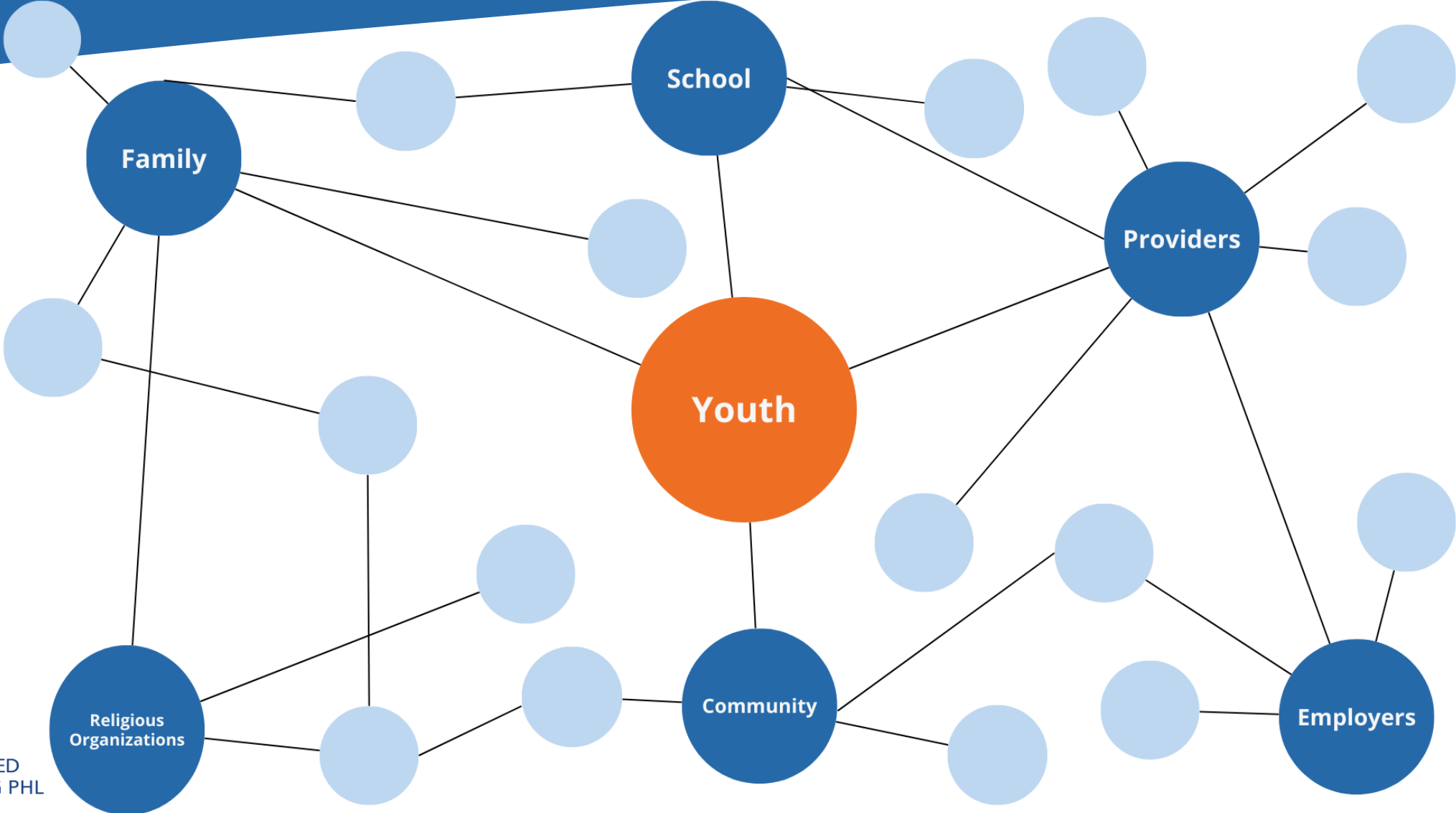
Did the people that had a positive impact in your life exhibit the characteristics of these 5 key elements?



Relationship Assessment

What different relationships do your young people come into contact within the course of their day, week or time in your program?

Web of Relationships



Web of Relationships

How can you help young people develop their web of relationships?

Cultivating Developmental Relationships

How Can We...

Be more intentional?

Be more inclusive?

Be more equitable?

How can we be more intentional?

- Creating a shared understanding of developmental relationships
- Making a shared commitment to planning and implementing relational activities and approaches across all five elements
- Having a relational mindset of continual improvement as individuals and as a collective
- Utilizing relational data collection measures that capture multiple perspectives of expressed relational actions and how they are experienced

How can we be more inclusive?

- Assessing who is and who is not experiencing a sense of belonging
- Making sure that your relational approaches and activities are culturally responsive
- Affirming the identities of all young people in your space
- Providing ample opportunity for youth voice and responding with action

How can we be more equitable?

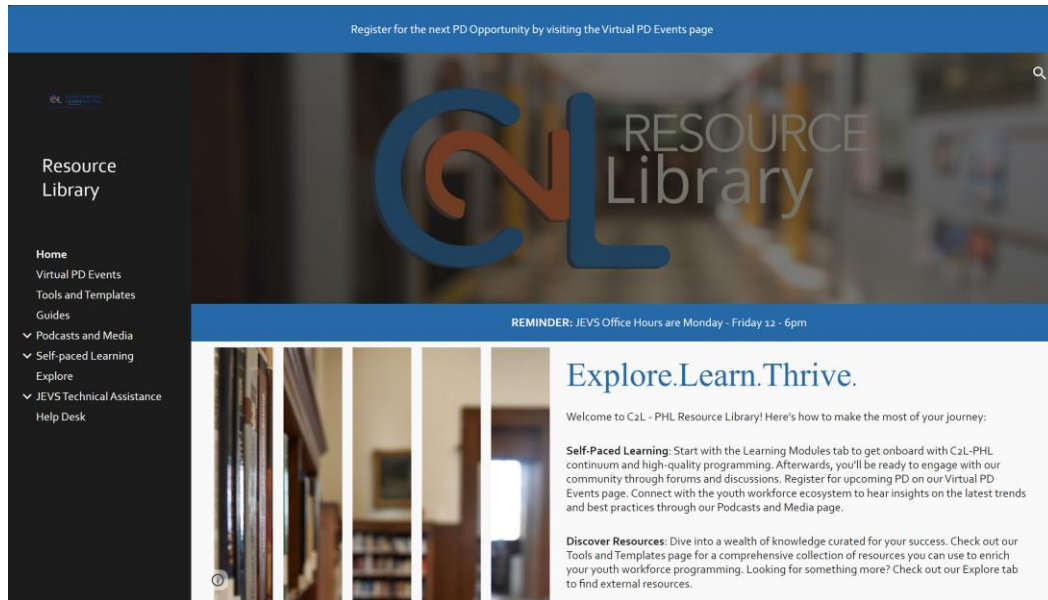
- Acknowledging and affirming the unique contribution that each young person makes to the community
- Identifying and seeking to remove any unique barriers for each young person
- Helping a young person connect to existing relationships and resources in their relational ecosystem
- Expanding the access to new relationships and resources that meet the individual needs of a young person

Keeping TABBs

Takeaway
Action
Barriers
Benefits



Capacity Building Virtual PD Events



Applying Coaching Strategies
September 12, 2024 at 10am

*Growing Relationships to Develop
Lasting Partnerships*
September 19, 2024 at 10am

Questions?

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