



CAREER CONNECTED
LEARNING PHL

Positioning Philadelphia's Youth for Career Success

Growing Partnerships | September 19, 2024

Presenters



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Foundations Inc. Your Capacity Building Partner



Build Capacity

Capacity Building and Support



Strengthen Skills


Professional Learning



Elevate Techniques

Resources

Objectives



Define and understand the benefits of a partnership

Implement strategies to overcome barriers to partnership

Develop a plan to establish a partnership



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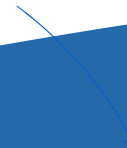
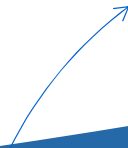
Positioning Philadelphia's Youth for Career Success

Planting the
Seed of
Partnerships

Growing
Partnerships

Establishing
Partnerships

Removing the
Barriers of
Partnership



Partnership

How do you define partnership?

What is a partnership?

“a collaborative relationship between entities to work toward shared objectives through a mutually agreed division of labor”

Types of Partnerships

School



Community



Businesses



Advantages of Partnerships: Youth & Family

Youth & Family

- Career awareness and preparation
- New approaches and access to teaching and learning
- Families have additional ways to support youth learning

Advantages of Partnerships: Youth & Family

Providers

- Improved performance of youth which can lead to better outcomes for the program
- Increase in cultural capital
- Collaborating professional network through engaged families

Advantages of Partnerships: Businesses

Businesses

- Build a strong workforce
- Identify and develop high quality talent
- Realistic and current view of youth education
- Meet industry needs

Advantages of Partnerships: Businesses

Providers

- Youth gain real-world experiences
- Increased employment opportunities
- Curriculum relevance
- Resource sharing

Activity

What advantages have you noticed when partnering with youth, family and businesses?

How has this impacted your program and your youth?

Advantages of Partnerships: Schools

Schools

- Transition from classroom instruction to workforce
- Improves classroom culture
- Mentors

Advantages of Partnerships: Schools

Providers

- Insight into youth education
- Academic resources
- Realistic expectations of youth

Advantages of Partnerships: Community & Providers

Community & Providers

- Access to youth in need of support
- Crossover between staff- increased staff engagement
- Better alignment of program support
- Maximize resources: facilitators, staff, data

Advantages of Partnerships: Community & Providers

Providers

- Exchange of practices
- Higher Quality Program
- Professional Development
- Support for Youth

Video



Benefits of Partnership





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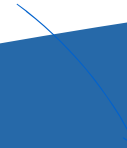
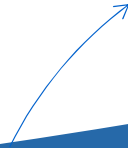
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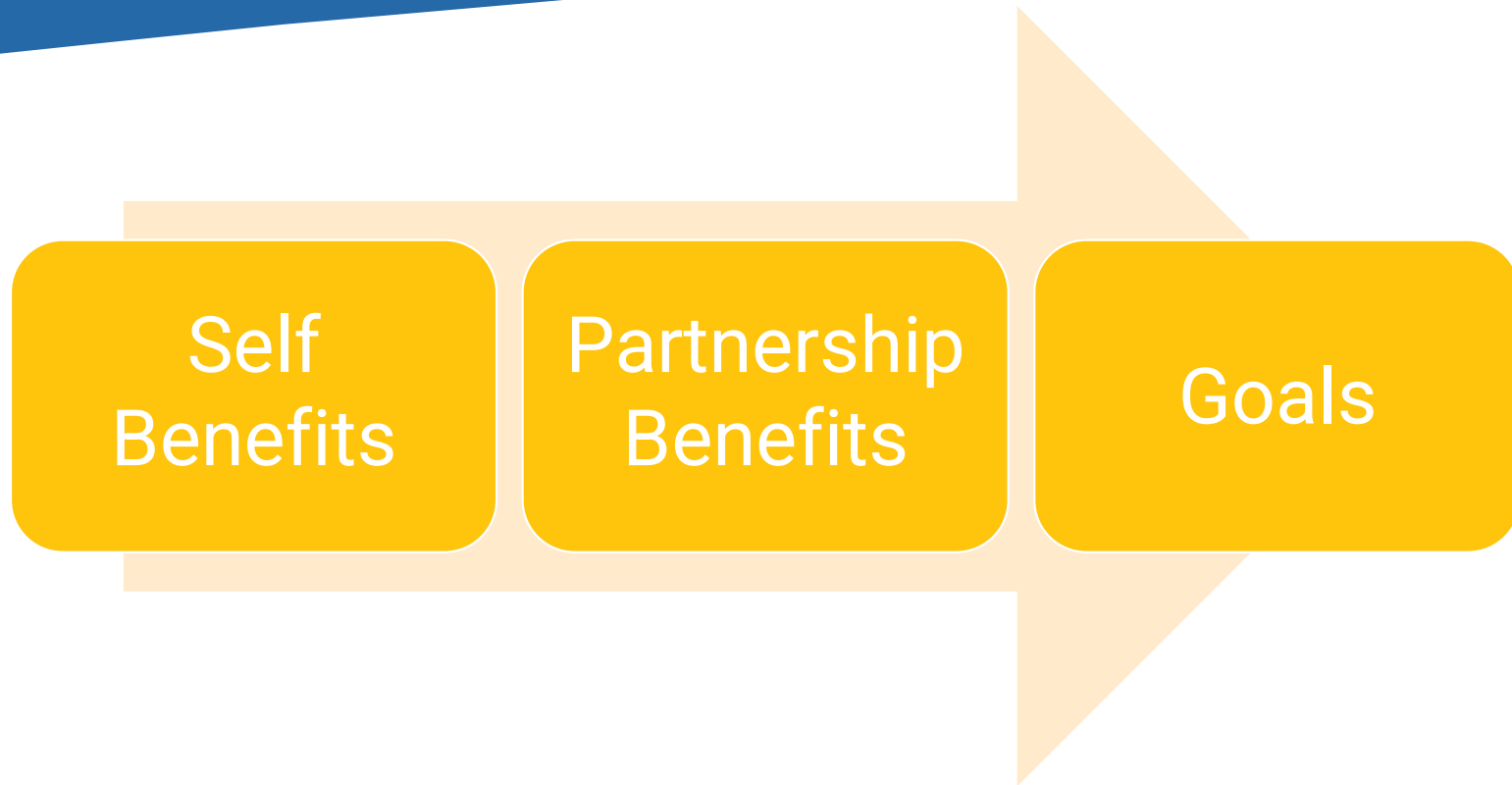
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Establish Need for Partnership



Identifying Fruitful/Potential Partnerships

What skills or assets are present with this organization that I do not have?

What kind of branding do they project?

How do our individual and collective visions for this endeavor align?

Memorandum of Understanding (MOUs)

- Purpose and Objectives
- Parties Involved
- Scope of Work
- Duration
- Data Sharing
- Dispute Resolutions



Identifying Fruitful/Potential Partnerships

Common Goals

“a shared purpose that gives a group a reason to work together as a team and achieve an end result”



Activity

What additional questions could be posed to a potential partner to identify if the partnership will be fruitful?

Identifying Fruitful/Potential Partnerships

1

Identify Shared Values

3

Discuss Norms Regularly

2

Document Norms

4

Revisit Norms As Needed

Identifying Fruitful/Potential Partnerships



- Proximation
 - Audit Community Resources
 - Community Walks



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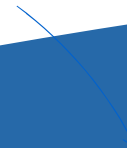
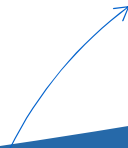
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Please download and install the Slido app on all computers you use



What barriers have you experienced in partnerships?

① Start presenting to display the poll results on this slide.

Barriers

Communication

Role Confusion

Skill Set

Diversity

Additional Barriers

Work Ethic

Lack of
Leadership

Scheduling

Environment

How to Overcome the Barriers

- Clear Expectations
 - Roles & Responsibilities
 - Shared Accountability
- Trust
 - Fairness
 - Honesty

How to Overcome the Barriers

- Learning Experiences/ Exchanges of Good Practice
 - Feedback for progress
 - Acknowledge and celebrate success
 - Revise partnership goals and objectives (as needed)

How to Overcome the Barriers

Reflection Questions

- Are the overall vision, purpose, and goals still recognized by members
- Why was the partnership established?
- How has the group measured progress against these outcomes?
- Is there mutual trust and respect?
- Is there a clear understanding of your own/other's roles and responsibilities?
- Is there regular communication?
- Does the membership of the partnership represent the right people?

slido



Two providers, Jonathan and Emillio partnered to provide job training and placement services for young adults. Jonathan is passionate about program outreach and community partnerships while Emillio focuses on curriculum development and training. Despite their shared vision, they are encountering several issues.



Jonathan feels that Emillio is often slow to respond to emails and does not provide timely updates on the curriculum development process. Jonathan also believes that Emillio is not putting enough effort to meet deadlines for curriculum updates and training materials. Emillio thinks Jonathan should take more responsibility for internal operations and ensuring that the program's structure aligns with their strategic goals.


What barriers are these partners experiencing?

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What strategies should be implemented to overcome these barriers?

 Start presenting to display the poll results on this slide.



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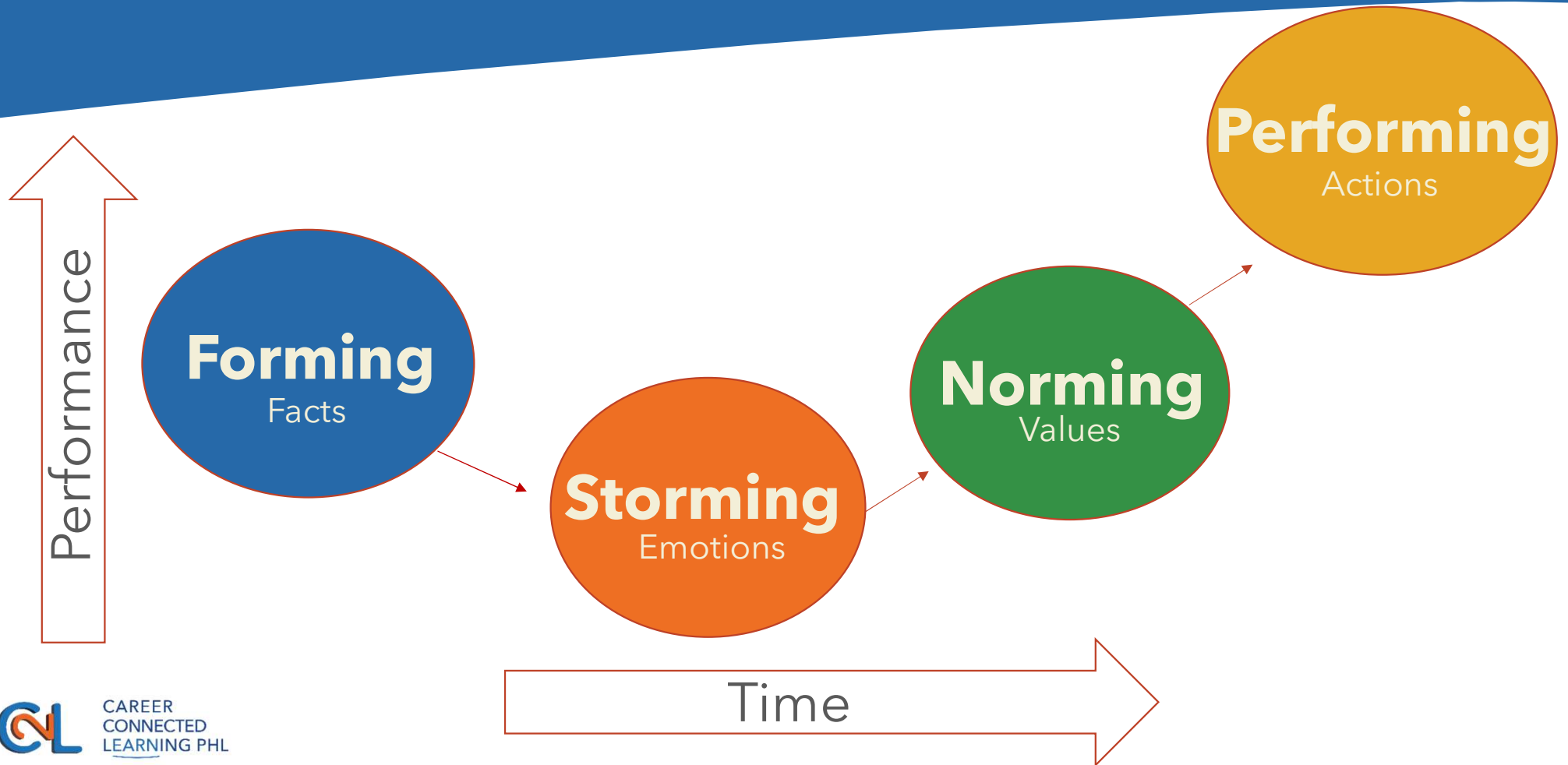
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Developing the Partnership



Identifying Partnerships Template

Type of Partnership: <i>(circle one of the following)</i> Provider to Business, Community, Employer, Provider, School	
Provider: Being the Best for YOUth	Provider: Angelou's Angels
Goal(s) <ul style="list-style-type: none"> Partner with an entity that will provide a focus on specialized training modules: technical, behavioral 	Goal(s) <ul style="list-style-type: none"> Increased youth attendance, enrollment and participation
Skills: <ul style="list-style-type: none"> Creating tables using Microsoft Excel Effective Communication Conflict Resolution 	Skills: <ul style="list-style-type: none"> Canva Time Management Providing Feedback Coaching
Strengths: <ul style="list-style-type: none"> Creating curriculum based on youth interest Connecting employers to necessary training materials Remaining connected to youth after graduation 	Strengths: <ul style="list-style-type: none"> Identify the target professions Established partnerships with several surrounding businesses Providing on site training for the employers of the worksites

Weaknesses: <ul style="list-style-type: none"> Small facility Low Staff Limited technological access 	Weaknesses: <ul style="list-style-type: none"> Engaging participants Delivering instructions in various formats
Interests: <ul style="list-style-type: none"> Assessing youth capabilities before they start training 	Interests: <ul style="list-style-type: none"> Deliver ROI to employers and workers Coordinating workforce-development centrally
Desired Outcome: <i>Employers of worksites are more capable of embedding soft skills in service-learning projects and holding youth accountable.</i>	Desired Outcome: <i>Following one year of partnership: increase enrollment by a minimum of 15%, at least 60% of youth attend 3 days a week, each youth completes at least 2 assigned projects.</i>

Availability to Meet: <i>Monday, Wednesday and Thursday 12pm-3pm</i>	Availability to Meet: <i>Tuesday, Wednesday, Thursday 1pm-4pm Monday 8am-9am</i>
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Maintaining the Partnership

- Open Lines of Communication
- Monitor Progress Towards Goal
- Re-evaluate



Keeping TABBs

T
A
B
B

Takeaway
Action
Barriers
Benefits



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, there is a navigation bar with the C2L logo and the text 'CAREER CONNECTED LEARNING PHL'. Below the navigation bar is a search bar and a large banner area with the C2L logo and the text 'RESOURCE Library'. A sidebar on the left contains a 'Resource Library' menu with options: Home, Virtual PD Events, Tools and Templates, Guides, Podcasts and Media, Self-paced Learning, Explore, JEVS Technical Assistance, and Help Desk. A blue banner below the sidebar contains the text 'REMINDER: JEVS Office Hours are Monday - Friday 12 - 6pm'. The main content area features a grid of images showing bookshelves and a person reading, followed by the heading 'Explore.Learn.Thrive.' and a welcome message. Below the welcome message are two paragraphs of text: 'Self-Paced Learning' and 'Discover Resources'.

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

Providers: Can You Hear Me Now? Amplifying Transparent Communication
Thursday, September 26, 2024 at 10 am



Questions?

careerprograms@foundationsinc.org