



CAREER CONNECTED  
LEARNING PHL

Positioning Philadelphia's Youth for Career Success

# Using the CLEAR Coaching Framework | May 15, 2025



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# Objectives

- Gain an understanding of the CLEAR Coaching Framework
- Learn how to apply the CLEAR Coaching Framework

# 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

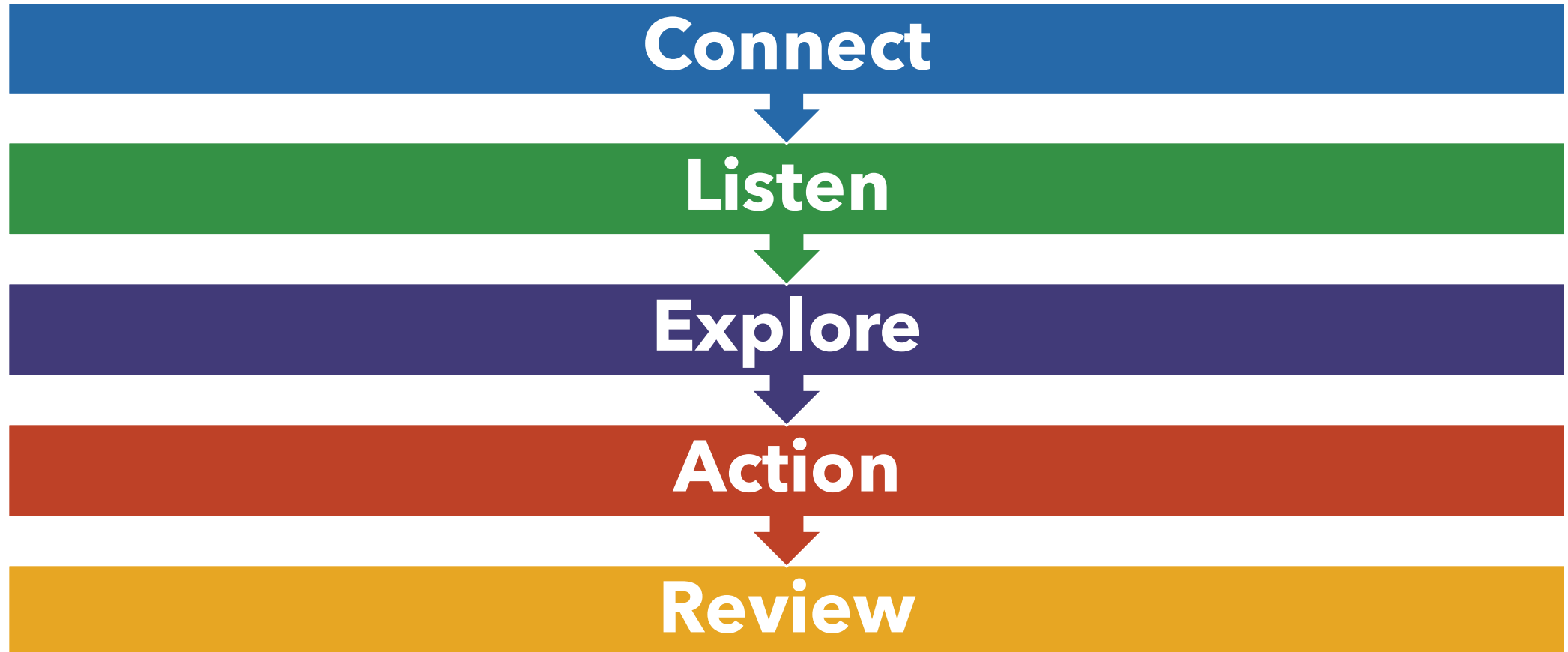
Growing what you're capable of doing

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

# CLEAR Coaching Framework

How familiar are you with the CLEAR Coaching Framework?

# What is the CLEAR Coaching Framework?



# Why Use the CLEAR Coaching Framework

- Builds trust and rapport
- Encourages self-reflection and self-discovery
- Supports goal setting and accountability
- Facilitates transformational change

# How the CLEAR Coaching Framework Works

- Use CLEAR as a flexible conversation guide
- Each step builds on the previous one
- Can be used in a single session or over time
- Can adapt based on youth's needs

# CLEAR Coaching Framework

## Connect

### Establish rapport and clarify expectations

#### Key Actions

- Initiate a warm, open conversation
- Co-create an initial agreement
- Translate dream into goals

#### Sample Questions

- "What's been on your mind lately?"
- "If you could picture what success looks like when we finish, how would it look?"

# Choose the CLEAR Path



At 22, Angel has a big decision to make. After completing a C2L-PHL internship, they've been offered a full-time job. But there's also a chance to join a free, 10-month IT training program that could open doors to higher-paying roles.

The decision: earn now or train for more later.

# Choose the CLEAR Path

Angel says:

“I’m glad we’re meeting. A lot’s happening and I’m not sure what to do.”

Share a **CONNECT** response.

## Key Actions

- Initiate a warm, open conversation
- Co-create an initial agreement
- Translate dream into goals



# CLEAR Coaching Framework

## Listen

### Understand the youth's perspective deeply

#### Key Actions

- Practice active listening
- Reflect back
- Seek Clarification

#### Sample Questions

- "Can you tell me more about that?"
- "What do you think is the biggest challenge you are facing with this topic?"

# Choose the CLEAR Path

Angel says:

“The full-time job pays right away, and I could use the money. But the IT program might open up better opportunities long-term.”

Share a **LISTEN** response

## Key Actions

- Practice active listening
- Reflect back
- Seek Clarification



# CLEAR Coaching Framework

## Explore

**Delve into thoughts, feelings and possibilities**

### Key Actions

- Ask probing questions
- Challenges assumptions
- Explore alternatives

### Sample Questions

- "What options have you considered?"
- "How do you feel about these choices?"

# Choose the CLEAR Path

Angel says:

“I don’t want to miss out on the IT training, but I also don’t want to struggle to pay bills.”

Share an **EXPLORE** question.

## Key Actions

- Ask probing questions
- Challenges assumptions
- Explore alternatives



# CLEAR Coaching Framework

## Action

### Develop concrete steps towards goals

#### Key Actions

- Co-create an action plan
- Identify resources
- Plan next steps

#### Sample Questions

- "What will you do first?"
- "How will you hold yourself accountable for these actions?"

# Choose the CLEAR Path

Angel says:

“I think I want to go for the IT program, but I need to figure out how to manage financially.”

Share a good **ACTION** step.

## Key Actions

- Co-create an action plan
- Identify resources
- Plan next steps



# CLEAR Coaching Framework

## Review

### Establish rapport and clarify expectations

#### Key Actions

- Evaluate achievements
- Discuss challenges
- Adjust plans as needed

#### Sample Questions

- "What lessons have you learned from the actions you have taken?"
- "What would you do differently next time?"

# Choose the CLEAR Path

Angel says:

“Yeah, I’ll reach out and see what help is available. That’ll help me decide for sure.”

Share a **REVIEW** response.

## Key Actions

- Evaluate achievements
- Discuss challenges
- Adjust plans as needed



# Transitioning Between Steps



# CLEAR in Action



Scenario 1 

Scenario 2 

# CLEAR Tabs



Tab You're Pinning



Tab You're Closing



Tab You're Bookmarking

# 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

**Thursdays at 10am**

*Rooted in Trust: Building  
Trust with Youth, Families,  
and Partners*

**May 22, 2025**

The screenshot shows the C2L Resource Library website. At the top, a blue banner reads "Register for the next PD Opportunity by visiting the Virtual PD Events page". Below this is a navigation menu on the left with items: "Resource Library", "Home", "Virtual PD Events", "Tools and Templates", "Guides", "Podcasts and Media", "Self-paced Learning", "Explore", "JEVS Technical Assistance", and "Help Desk". The main content area features the "C2L RESOURCE Library" logo and a "REMINDER: JEVS Office Hours are Monday - Friday 12 - 6pm" notification. Below the reminder is a section titled "Explore.Learn.Thrive." with a welcome message and two paragraphs of text: "Self-Paced Learning" and "Discover Resources".

# Questions?

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