



CAREER CONNECTED  
LEARNING PHL

Positioning Philadelphia's Youth for Career Success

# Utilizing Past Youth Experiences to Inform Program Planning | October 24, 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

Analyze Hello Insight Youth Survey and identify factors that could impact overall program

Brainstorm activities that help support youth based on findings from the Hello Insight surveys

Strategize how to implement suggested practices and feedback

# Activity

What data platforms have you used in the past to measure your program's effectiveness?

# Advantages of Youth Voice



# Gathering Feedback

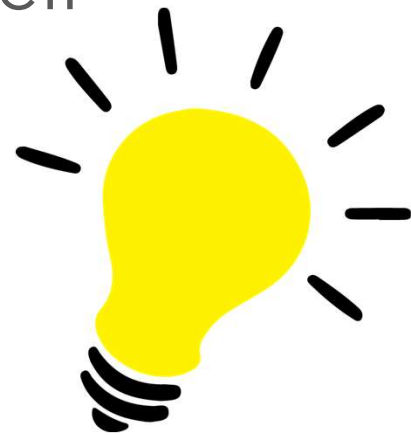


# Leveraging Data Platforms

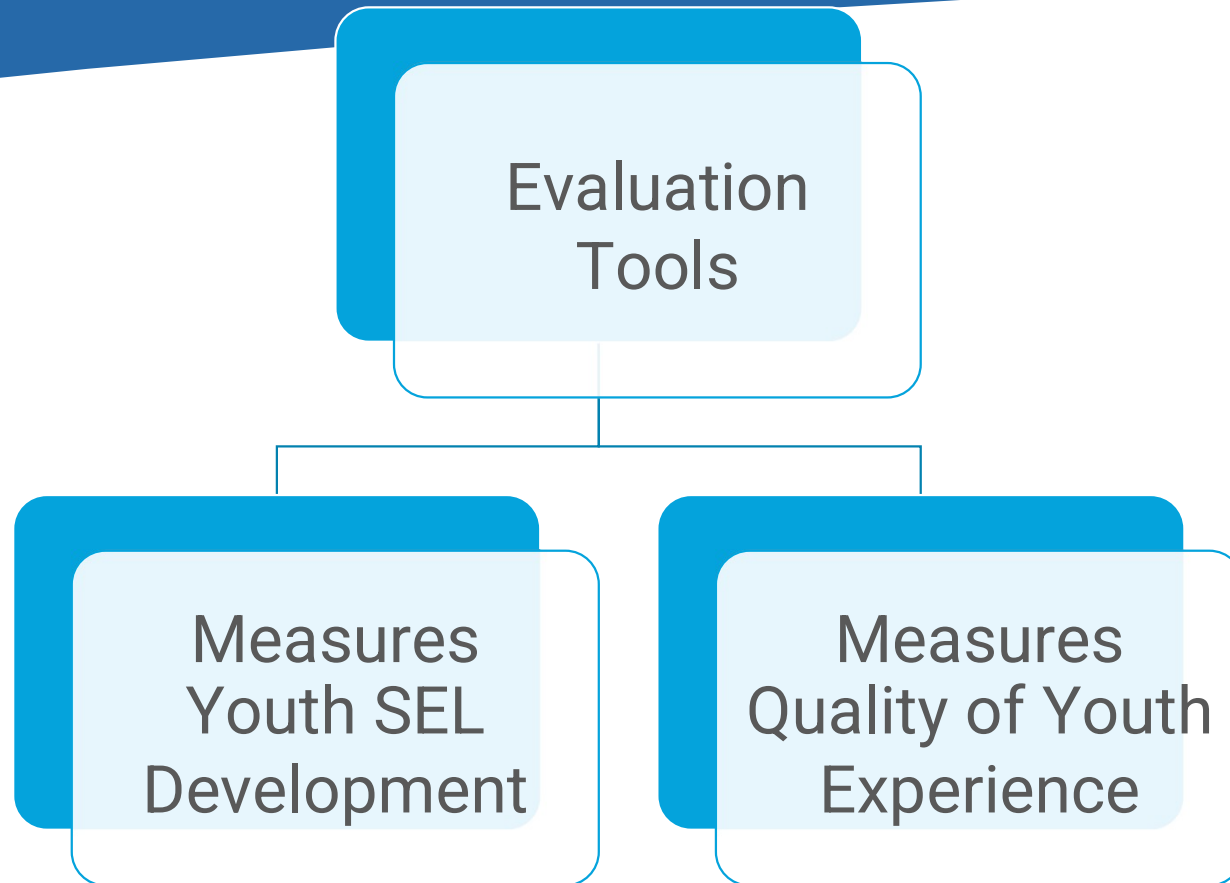


# Hello Insight

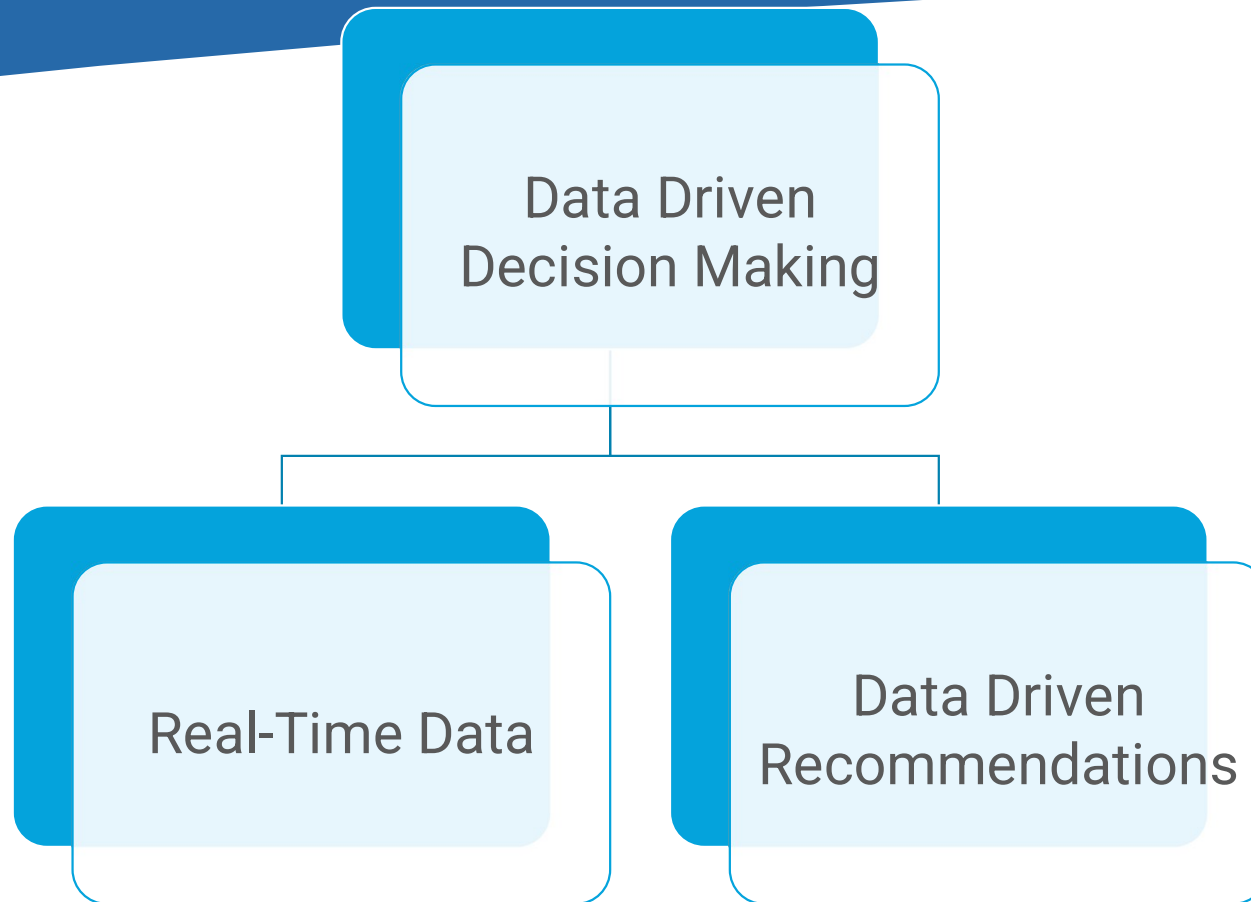
...is an online shared measurement platform that utilizes artificial intelligence as well as research-based tools to evaluate social emotional learning to help providers analyze youth capabilities to help them reach their fullest potential



# Hello Insight



# Hello Insight





Positioning Philadelphia's Youth for Career Success

# Pre-Survey

# Activity

What is your experience with distributing Hello Insight Pre-Survey?



# Hello Insight Survey



Pre-Survey

## Pre-Report

Recommendations on what to include in your program based on what youth identified about themselves

Does not measure current practices

Does not determine if curriculum is successful

Prioritizes areas that requires training and areas to support

# Hello Insight Pre-Report

hello insight

1 2 43 87

PRE Introduction Overview Demographics Capacities Baseline Overview Social Capital Learning Preferences Experiences

About

Theory of Change

Capacities

Experiences

Our Method

## Portfolio

Social and Emotional Learning (SEL) is the process through which young people develop the soft skills they need to get along as they grow up and engage with the world. SEL helps young people to build and maintain positive relationships as well as to treat setbacks and challenges as learning experiences for their own growth.

All Hello Insight tools measure key SEL capacities that have been well-researched and shown to be developmentally appropriate for young people. These capacities are proven to contribute to longer-term gains such as thriving, decreased negative risk-taking behaviors, and increased academic performance. Hello Insight tools also examines the degree to which young people have experienced promising practices that have been shown to promote growth in these capacities.

The data used to produce this report was collected via statistically validated surveys from one or more Hello Insight tools. Young people take these surveys at the beginning and end of their participation in a program. Listening to young people through these surveys allows us to learn more about them, how they grow, and which experiences are most beneficial to their success.

With these reports, program staff will be well equipped to tailor program activities and strategies. This will ensure they have information to meet the needs of young people in the program and support them to create positive and meaningful futures.

?

# Hello Insight SEL Capacities

Adaptive Mindset

Growth  
Orientation

Goal  
Orientation

# Hello Insight SEL Capacities

Applied SEL

Collaboration

Communication

Creativity

Critical Thinking

# 5 C's of PYD

**C** ompetence

**C** onfidence

**C** onnection

**C** haracter

**C** aring

# Activity



ompetence



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## 5 C's of Positive Youth Development



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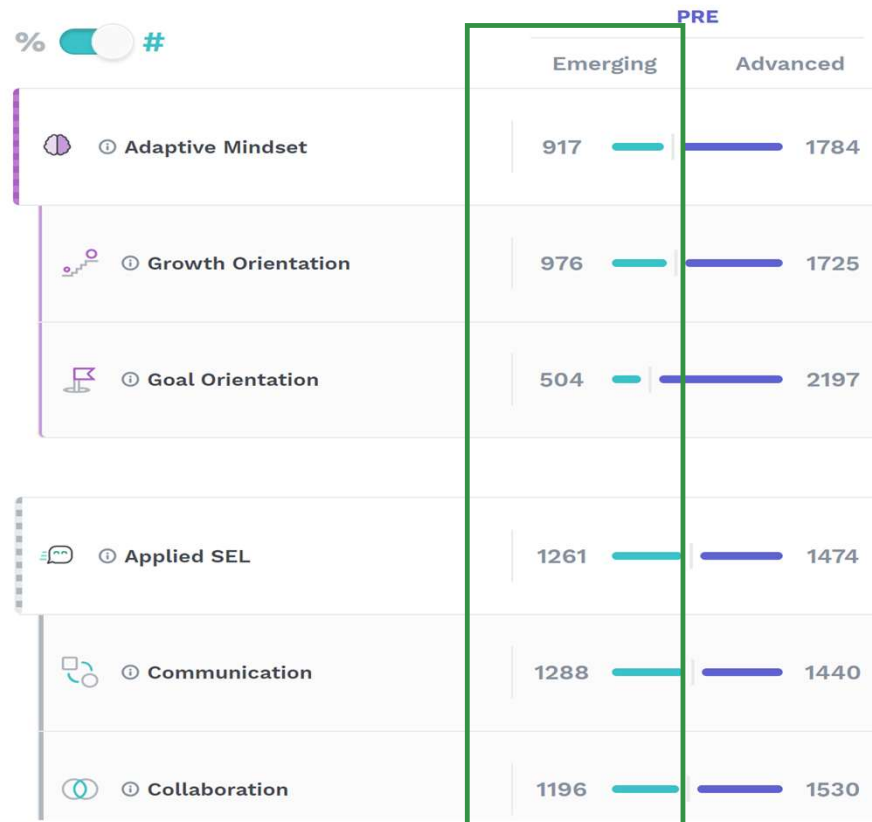


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# Capacities- Emerging Professionals



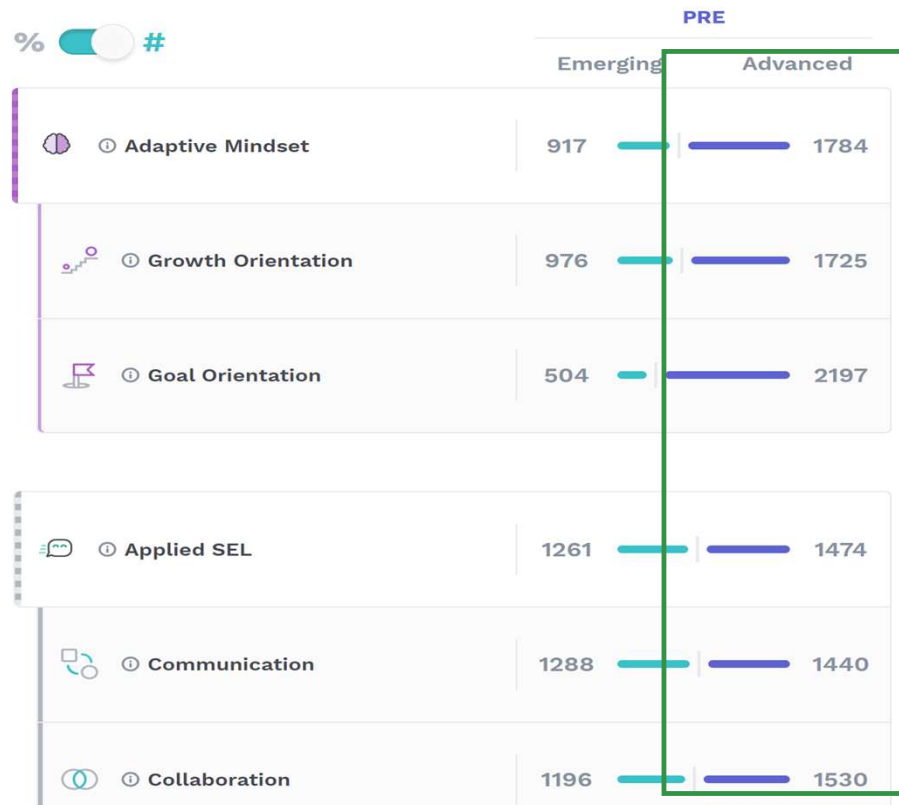
## Capacities



# Capacities- Advanced Professional



## Capacities

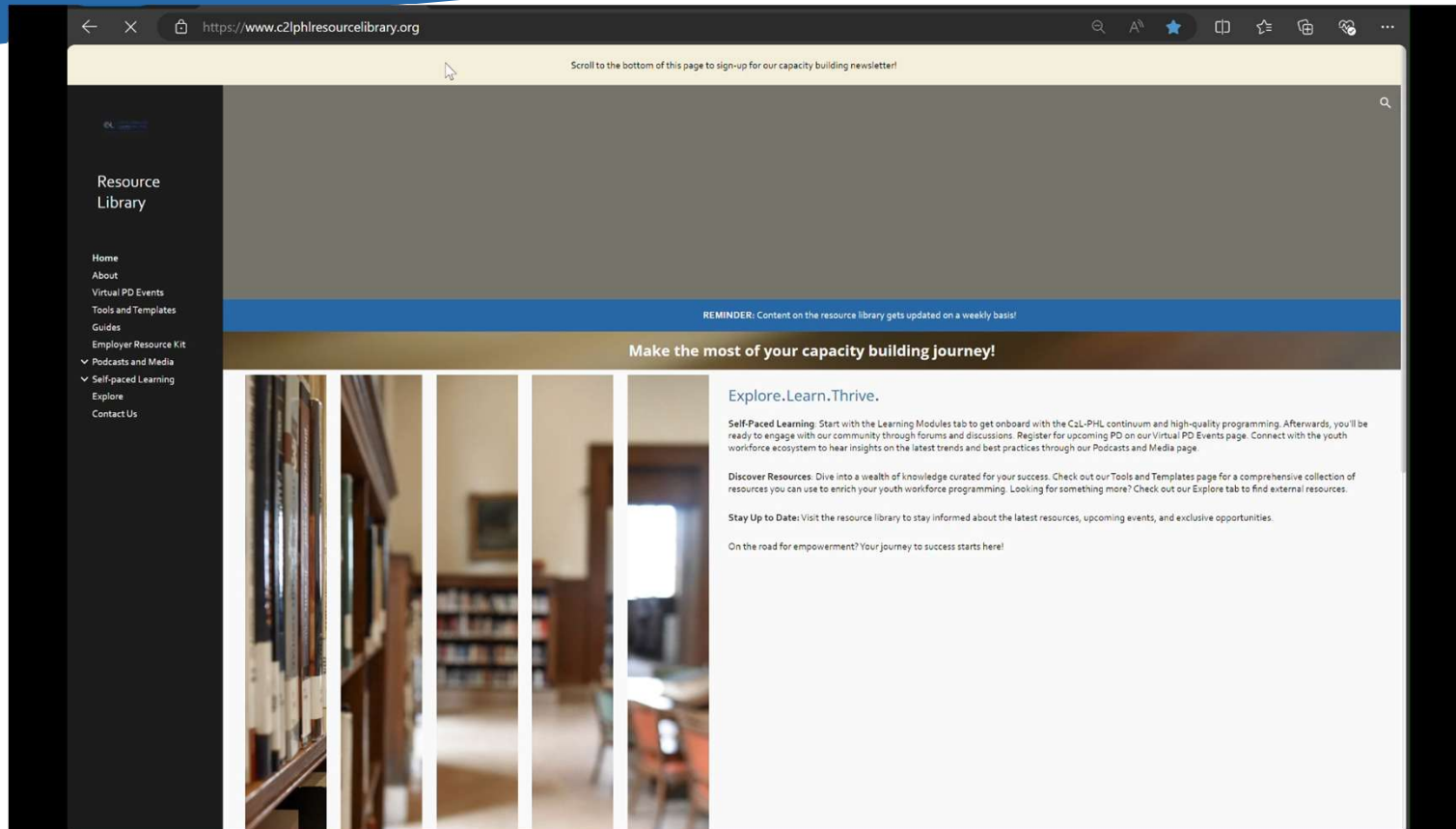


# Activity

## Hello Insight Pre-Survey Report



# Applying Presurvey Capacities Results



# Developmentally Appropriate Job Tasks



## Developmentally Appropriate Job Tasks

By providing a variety of job tasks tailored to youths' skill levels and interests, employers can support youth in building essential employability skills while contributing meaningfully to the workplace.

Below is a suggested list of job tasks that you can use to identify developmentally appropriate job tasks for youth placed at your organization or business. The tasks listed below can serve as a starting point for how you brainstorm and assign tasks to youth. As you begin to learn more about the youth, modify the tasks to suit the needs of your workplace and the skills of the youth.

Employability Skill	Example Job Tasks	
	Emerging	Intermediate
<b>Communication</b>	<ul style="list-style-type: none"> <li>Answer phone calls and directing inquiries</li> <li>Assist with customer service interactions</li> <li>Support focus groups or feedback sessions</li> </ul>	<ul style="list-style-type: none"> <li>Draft emails or correspondences</li> <li>Participate in team meetings and discussions</li> <li>Create social media content or posts</li> <li>Conduct surveys or interviews</li> </ul>
<b>Critical Thinking</b>	<ul style="list-style-type: none"> <li>Analyze simple data sets to identify trends or patterns</li> <li>Follow simple instructions to complete tasks</li> </ul>	<ul style="list-style-type: none"> <li>Evaluate complex data sets to draw insights</li> <li>Develop and implement strategies to solve work-related problems</li> </ul>
<b>Innovation</b>	<ul style="list-style-type: none"> <li>Contribute ideas during team discussions</li> <li>Brainstorm creative solutions to minor challenges</li> <li>Apply background knowledge to solve straightforward problems</li> </ul>	<ul style="list-style-type: none"> <li>Develop prototypes or models to test new ideas</li> <li>Design and implement innovative projects</li> <li>Adapt existing solutions to address new challenges</li> </ul>
	<ul style="list-style-type: none"> <li>Prioritize tasks based on deadlines</li> </ul>	<ul style="list-style-type: none"> <li>Manage daily schedule and appointments</li> </ul>



## Developmentally Appropriate Job Tasks

	<ul style="list-style-type: none"> <li>Brainstorm solutions with colleagues or supervisors</li> <li>Implement problem-solving strategies to overcome obstacles</li> </ul>	<ul style="list-style-type: none"> <li>Troubleshoot technical issues or equipment malfunctions</li> <li>Analyze data to identify trends or patterns</li> </ul>
<b>Adaptability</b>	<ul style="list-style-type: none"> <li>Assist with various tasks or projects as needed</li> <li>Adjust to changes in work assignments or procedures</li> <li>Learn new procedures quickly and effectively</li> </ul>	<ul style="list-style-type: none"> <li>Embrace challenges as opportunities for growth</li> <li>Cross-training in different departments or roles</li> <li>Adapt to change in technology or software platforms</li> </ul>
<b>Teamwork</b>	<ul style="list-style-type: none"> <li>Collaborate with peers or work colleagues on group projects or assignments</li> <li>Provide support and assistance to team members</li> <li>Communicate effectively within a team environment</li> <li>Respect diverse perspectives and working styles</li> <li>Participate in team-building activities or events</li> <li>Resolve conflicts or disagreements within the team</li> </ul>	
<b>Collaboration</b>	<ul style="list-style-type: none"> <li>Participate in group activities or projects</li> <li>Offer support and assistance</li> <li>Communicate effectively within a team environment</li> </ul>	<ul style="list-style-type: none"> <li>Collaborate with team members to develop project plans</li> <li>Facilitate group discussions to generate ideas</li> <li>Resolve conflicts or disagreements within the team</li> </ul>
<b>Leadership</b>	<ul style="list-style-type: none"> <li>Take initiative to support improvements or ideas</li> <li>Demonstrate accountability and responsibility for assigned tasks</li> </ul>	<ul style="list-style-type: none"> <li>Mentor or coach other youth team members</li> <li>Delegate tasks to team members based on their strengths and skills</li> <li>Encourage others to achieve common goals</li> </ul>

Employability Skill	Workshops	
	<i>Emerging</i>	<i>Advanced</i>
<b>Communication</b>	<ul style="list-style-type: none"> <li>• Effective Email Writing</li> <li>• Customer Service Excellence</li> </ul>	<ul style="list-style-type: none"> <li>• Public Speaking and Presentation Skills</li> <li>• Cross-Generational Communication in the Workplace</li> </ul>
<b>Critical Thinking</b>	<ul style="list-style-type: none"> <li>• Practical Case Studies for Real-World Problem-Solving</li> <li>• Analytical Thinking</li> </ul>	<ul style="list-style-type: none"> <li>• Problem-Solving Techniques for Work Challenges</li> <li>• Strategic Thinking for Business Solutions</li> </ul>
<b>Innovation</b>	<ul style="list-style-type: none"> <li>• Fostering an Innovation Mindset</li> <li>• Design Thinking for Innovation</li> </ul>	<ul style="list-style-type: none"> <li>• Creative Solutions to Everyday Problems</li> <li>• Leading Innovation and Change in Teams</li> </ul>
<b>Time Management</b>	<ul style="list-style-type: none"> <li>• Overcoming Procrastination and Improving Focus</li> <li>• Productivity Tools and Techniques</li> </ul>	<ul style="list-style-type: none"> <li>• Prioritization: Managing Multiple Tasks and Deadlines</li> <li>• Effective Planning and Scheduling for Projects</li> </ul>

# Activity

Employability Skill	Workshops	
	<i>Emerging</i>	<i>Advanced</i>
Problem-Solving		
Adaptability		
Teamwork		
Collaboration		

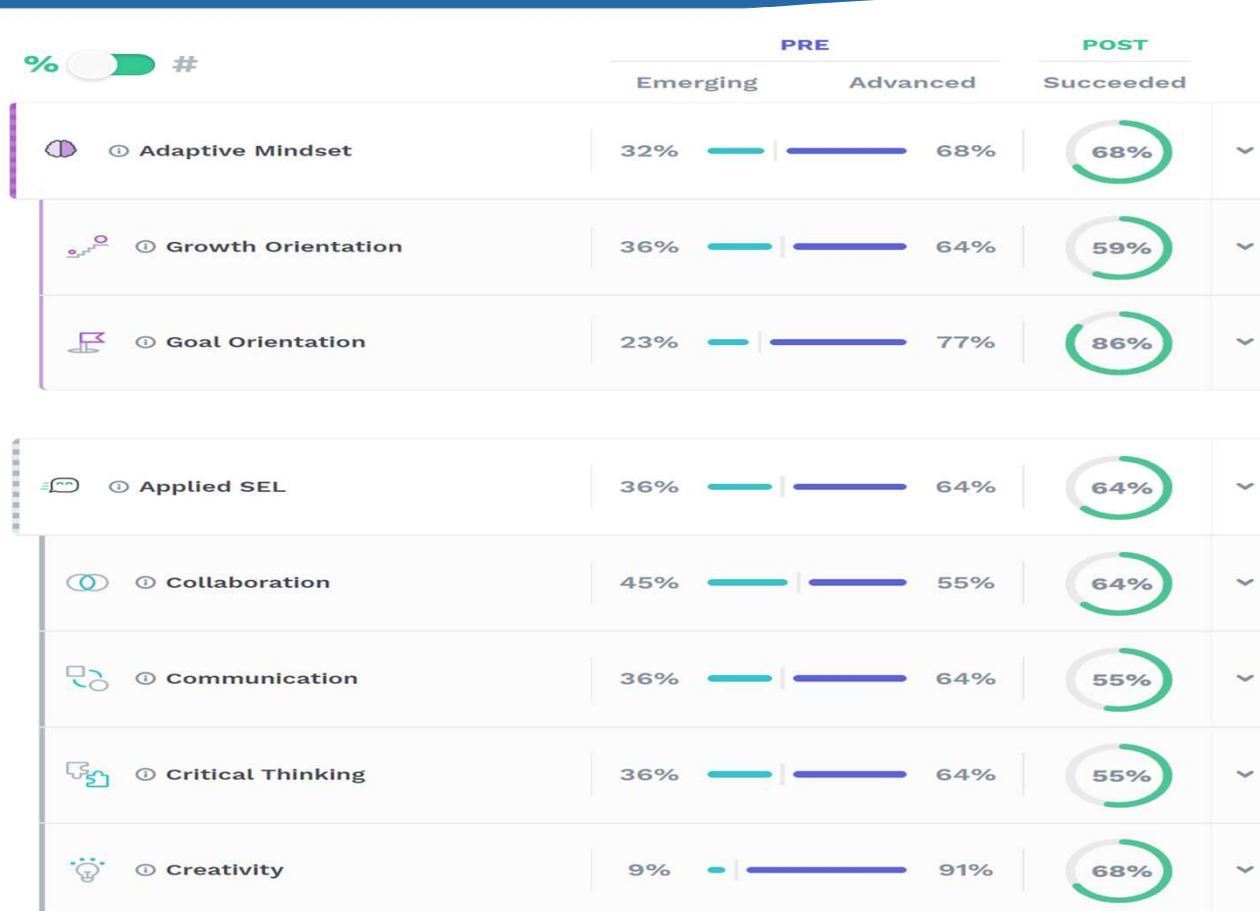


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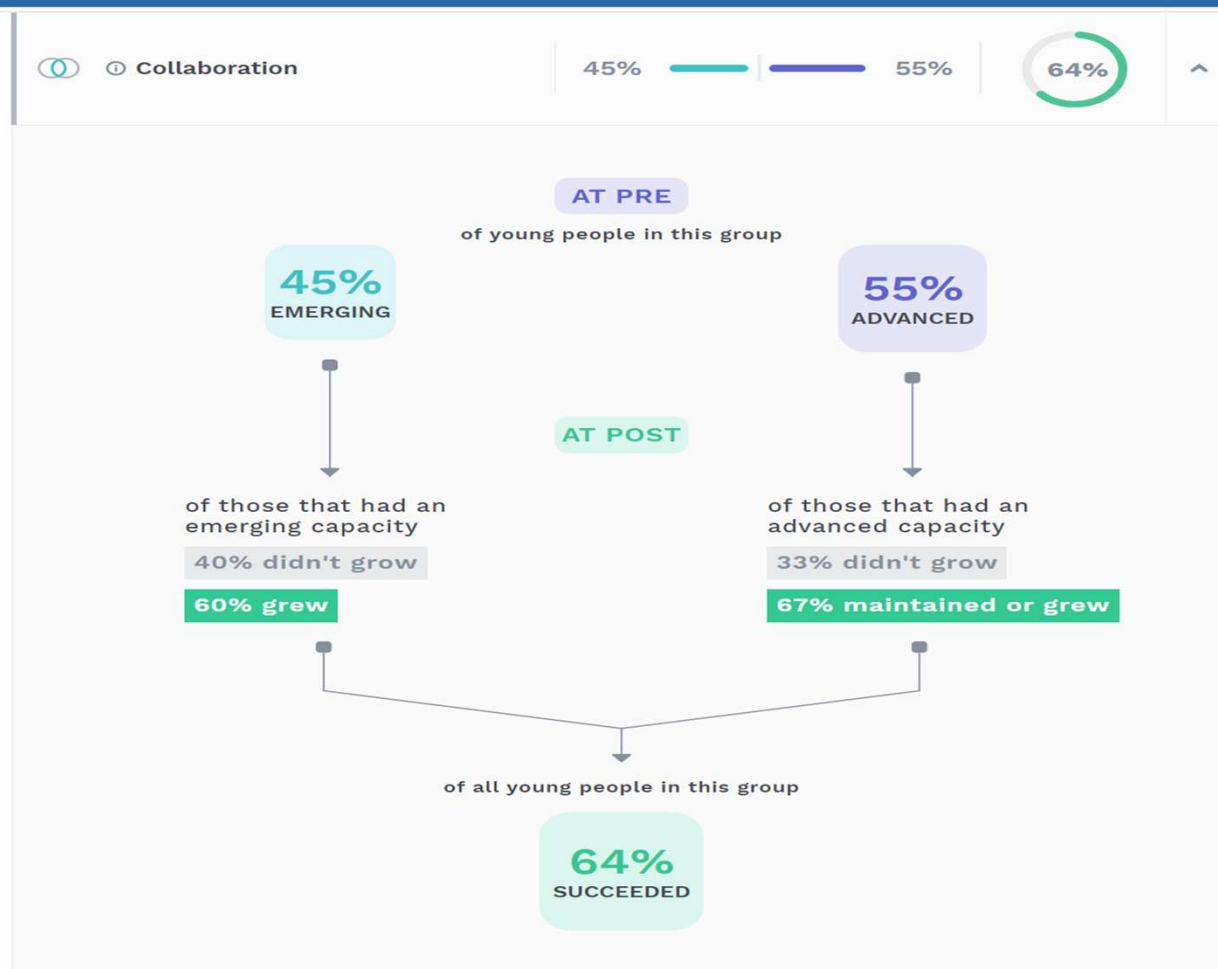
Positioning Philadelphia's Youth for Career Success

# Post Survey

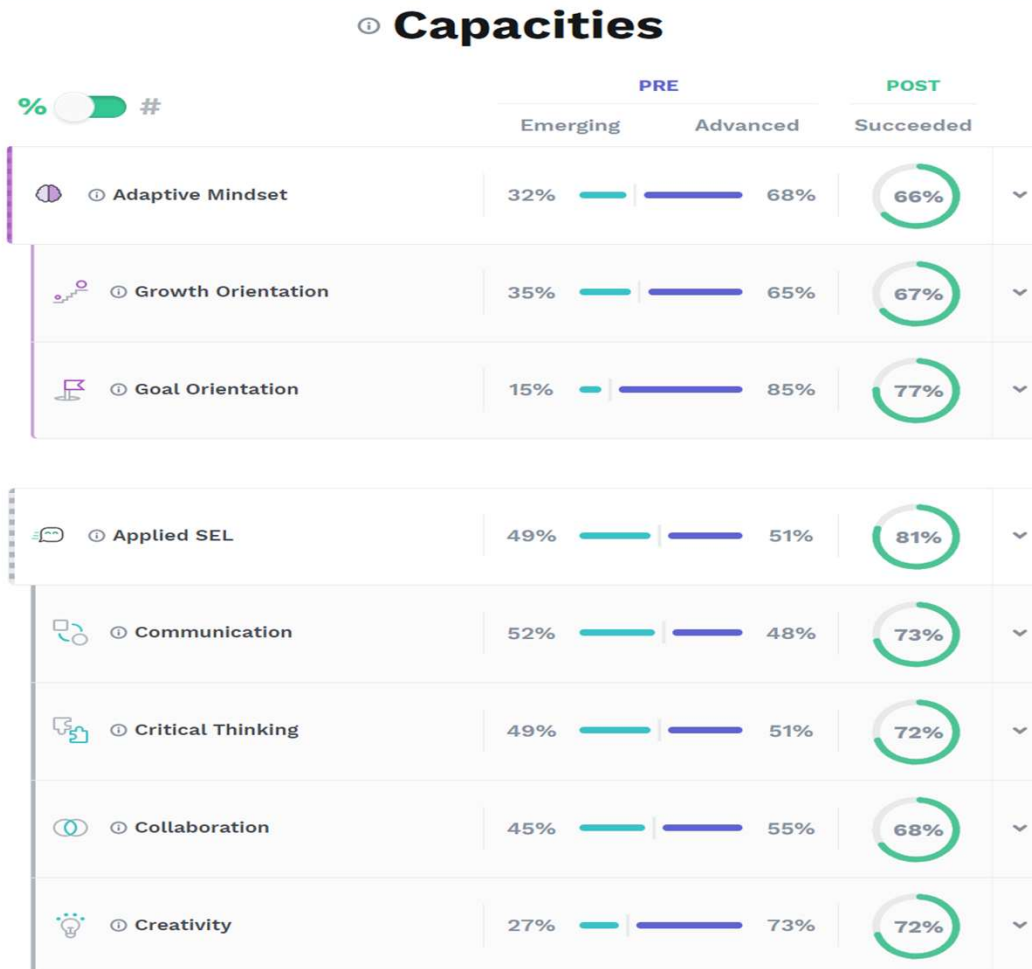
# Post Capacities Reflection



# Post Capacities Reflection



# Post Capacities Reflection Worksheet



# Post Experiences Reflection Worksheet

- Guides providers and staff to determine what contributed to the impact of the program
- Identify the things that are causing impact, how are they being prepared? What can be done to adjust?

# Experiences- Career Exploration

## Envision A Positive Future

### Definition

Youth's experience with an adult who helps them identify what success looks like for them in the future and plan to get there.

### Benefits

A vision for the future enhances hope and optimism and gives young people the confidence to take the steps toward a thriving fulfilled life.

# Experiences- Career Exploration

## Social Networking

### Definition

Youth's experience with an adult who supports them to network and meet new people who can support their interests and career paths.

### Benefits

Networking allows young people to exchange resources with others and provides them with social support, as well as trusted colleagues.

# Experiences- PYD

## Broaden Possibilities

### Definition

Youth's experience with an adult who supports them to try new things, learn about other people's cultures and perspectives, and explore their own identities.

### Benefits

Increase a sense of contribution and desire to give back; and promotes a healthy positive identity

# Experiences- PYD

## Foster Reflection

### Definition

Youth's experience with an adult who helps them think about their experiences in the program, internship, or apprenticeship.

### Benefits

Helping young people to learn from their mistakes, strengths, and areas of growth, as well as helping them to monitor their goals.

# Experiences- PYD

## Build Relationships

### Definition

Youth's experience with an adult who takes the time to get to know them, their cultural and lived experiences, their interests, and their passions.

### Benefits

placing young people's personal stories at the center of the program's work and ensuring that they feel valued, heard, and cared for by adults

# Activity

The Garden for Growth is a community center running a youth workforce development service-learning program with a gardening focus aimed at equipping young people with job skills and career readiness.

## Background

- Successful at helping youth find jobs
- Decline in engagement of youth participants
- Attendance is consistent but youth are not motivated or connected to program's goals
- The team realizes they need to take a step back and reassess their approach

## Challenges

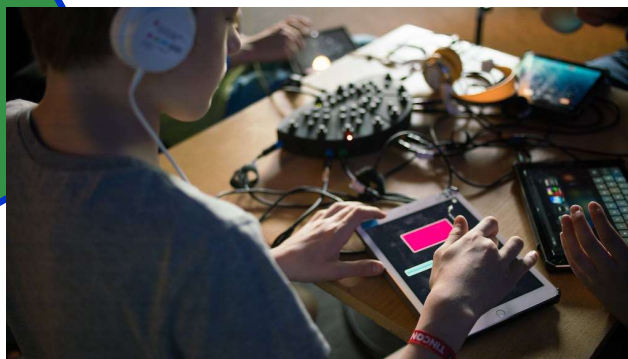
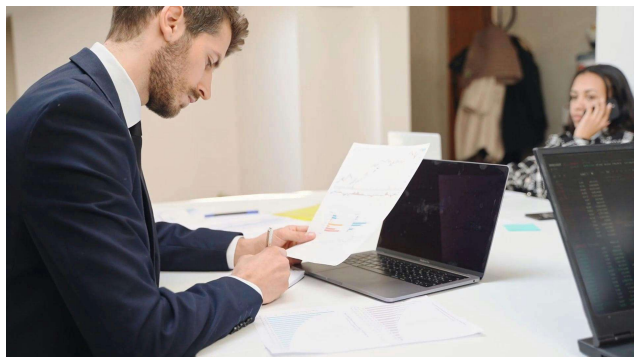
- Staff members misunderstanding the challenges and aspirations that shape these young people's lives
- There are no structured opportunities for youth to reflect on their experiences, leaving many feeling unheard and disconnected from their own progress
- The program primarily emphasizes traditional job skills, which limits young people's exposure to new fields and activities that could spark interest or passion

# Activity

## Questions

1. What barriers do you think youth face in engaging with the program, and how can we better support them?
2. Could implementing structured reflection sessions improve engagement, and if so, how could they be designed?
3. What challenges do you foresee in introducing new activities, and how can we address those concerns?

# Applying Post Survey Experience Results



# Keeping TABBs

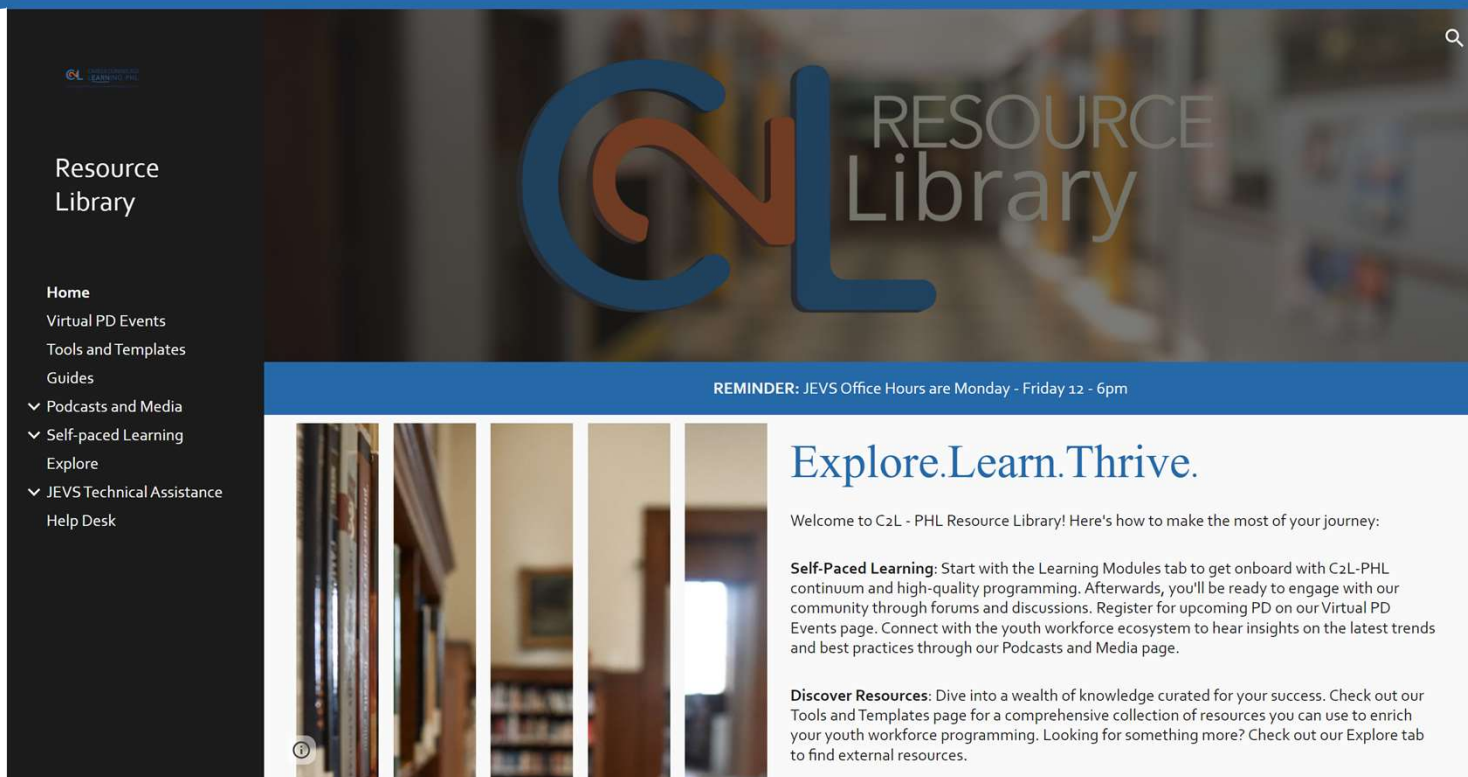
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A  
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B

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 "RESOURCE Library". Below this is a search bar. The main content area features a large banner with the C2L logo and the text "RESOURCE Library". To the left of the banner is a sidebar menu with the following items: Home, Virtual PD Events, Tools and Templates, Guides, Podcasts and Media, Self-paced Learning, Explore, JEVS Technical Assistance, and Help Desk. Below the banner is a blue bar with the text "REMINDER: JEVS Office Hours are Monday - Friday 12 - 6pm". The main content area below the banner is titled "Explore.Learn.Thrive." and contains a welcome message and two sections: "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:** Supporting Executive Functioning Skills Thursday, October 31, 2024 at 10 am

# Questions?

[careerprograms@foundationsinc.org](mailto:careerprograms@foundationsinc.org)