



CAREER CONNECTED
LEARNING PHL

Positioning Philadelphia's Youth for Career Success

Transforming Career Connected Learning | July 23, 2024



Shanika Peck
Director, Career
Programs



Erica Hoskins
Education Specialist

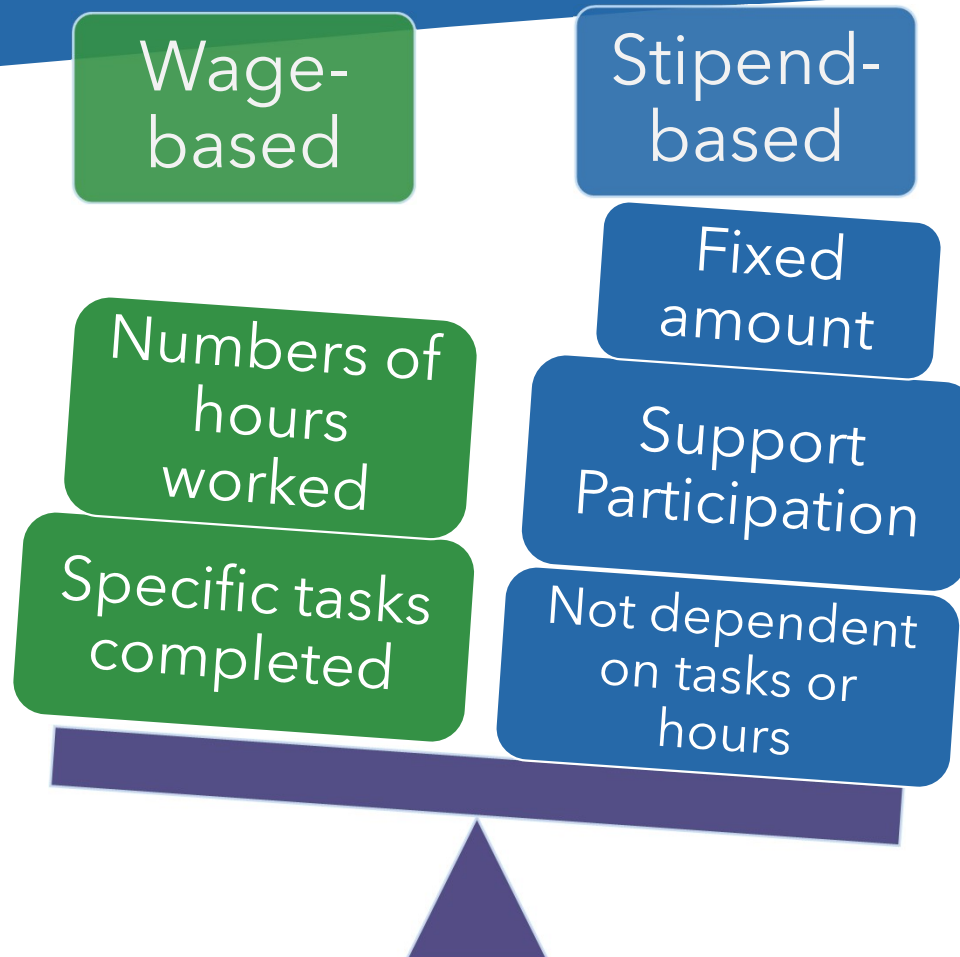
Objectives

- Implement strategies for designing and implementing effective stipend-based activities
- Learn how to evaluate your program's impact
- Review techniques to promote youth engagement and collaboration

Past and Current Experiences

What are your past or current experiences with implementing stipend-based activities in your program(s)?

What's the difference?



Meet Josiah and Azoura

Azoura

- Recent high school graduate
- Engages in environmental science research
- Conducts fieldwork and assists with data collection and analysis
- Manages summer courses and research potential careers



Meet Josiah and Azoura



Josiah

- High School Junior
- Participates in Community Tech Program
- Works on tasks involving coding and small projects
- Receives guidance from team leader
- Balances schoolwork and programming



Azoura

- Recent high school graduate
- Engages in environmental science research
- Conducts fieldwork and assists with data collection and analysis
- Manages summer courses and research potential careers

Meet Josiah and Azoura



- Diverse Activity Applications
- Outcome Focus
- Engagement and Support



Designing Stipend-based Activities

- Clear learning objectives
- Participation and engagement
- Consistent support
- Regular feedback
- Transparency in stipend distribution

S specific

M measurable

A achievable

R relevant

T timebound

What exactly do you want youth to achieve?

How will you know when youth have achieved it?

Is it possible to achieve this objective with the resources and time available?

Does the objective align with your broader goals?

What is the deadline for achieving the objective?

S specific

M measurable

A achievable

R relevant

T timebound

Youth will develop a web application with three functionalities, guided by their team leader, and present it at the culminating event at the end of the 8-week program to showcase their coding skills and understanding of web development.

S specific

M measurable

A achievable

R relevant

T timebound

Youth will support the creek and river revitalization project by conducting environmental impact assessments and leading at least two educational workshops on water quality, with the support of their mentors, to enhance their engagement and passion for environmental science over the next 3 weeks.

SMART Learning Objectives

Let's Practice!

- Review the example program needs
- Develop a SMART learning objective
- Be prepared to share in the main session

The Arts Program

- 20 youth participants aged 13 -19 would like to collaborate with the local art gallery and community center
- Program would like to engage youth in developing visual arts skills and creating a public art exhibit
- Program aims to improve youth participants artistic techniques and provide opportunities for self-expression, while also addressing social-emotional learning needs such as self-awareness and self-management.

The Arts Program

Youth will create a series of five original paintings and critiqued based on creativity, technique, and presentation, guided by a professional artist and exhibit them by the end of the 6-week program to develop their artistic skills and gain public exposure.

Child Development Center Program

- 15 youth participants aged 16 - 18, partnered with three local daycare centers
- The daycare centers would like to support interested youth in learning basic childcare skills.
- Program is focusing on improving responsibility, empathy, and communication skills while working with daycares to provide hands-on experience in a supervised environment.
- Program would like youth to understand early childhood development.

Child Development Center Program

Youth will plan and execute five educational activities at a local daycare serving children 4 and 5 years of age, with feedback from supervisory daycare staff while receiving training on early childhood development, over the 8-week program to develop responsibility and empathy.

Transportation Careers Program

- 30 youth participants aged 18 - 24, partnered with three local automotive repair shops
- Automotive repair shops would like to support career exposure activities for older youth in hopes of gaining new employees
- Program is focusing on enhancing technical skills, such as diagnostics and mechanical repairs, while also emphasizing workplace safety and customer service skills.
- Participants are expected to gain practical knowledge and industry certifications to prepare them for entry-level positions in the automotive industry.

Transportation Careers Program

Youth will accurately diagnose and repair at least 3 automotive issues, **supervised by certified technicians**, within the 8 - week program to gain practical experience and preparation for entry-level positions in the automotive industry.

SMART Learning Objectives



What's your SMART Learning Objective?

Designing Stipend-based Activities

- Clear learning objectives
- ✓ Participation and engagement
- Consistent support
- Regular feedback
- Transparency in stipend distribution

Youth Participation & Engagement

Engaging Activities & Real-world Applications

Youth Voice and Choice

Active Participation

Feedback Implementation

- Early Teens (13 – 15)
- Mid Teens (16 – 18)
- Young Adults (19 – 24)

Action Steps

Continuous Improvement

Starting Tomorrow

- Schedule feedback sessions
- Organize career panel to gather input

Thinking about the Future

- Outline long-term strategies like formal feedback or advisory boards
- Form youth advisory panels

Designing Stipend-based Activities

- Clear learning objectives
- Participation and engagement
- ✓ Consistent support
- Regular feedback
- Transparency in stipend distribution

Consistent Support



Consistent Support



Regular
Check-ins



Access to
Resources



Mentorship
Programs

Are you implementing coaching
within your program?

Designing Stipend-based Activities

- Clear learning objectives
- Participation and engagement
- Consistent support
- ✓ Regular feedback
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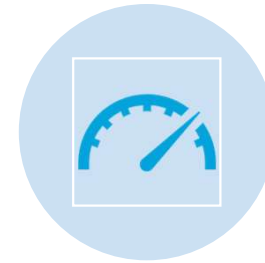
Objective Feedback



ENCOURAGES
GROWTH



BUILDS TRUST



IMPROVES
PERFORMANCE



ENSURES
FAIRNESS

S

Situation

Describe the situation. Be specific about when and where it occurred.

B

Behavior

Describe the observable behavior. Don't assume you know what the other person was thinking.

I

Impact

Describe what you thought or felt in reaction to the behavior.



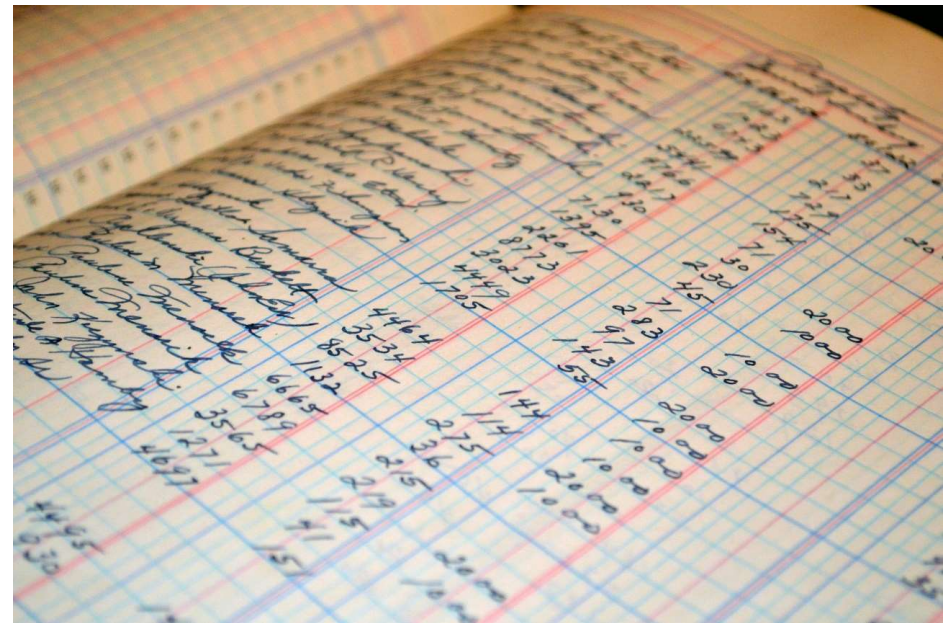
Center for
Creative
Leadership

Designing Stipend-based Activities

- Clear learning objectives
- Participation and engagement
- Consistent support
- Regular feedback
- ✓ Transparency in stipend distribution

Transparency with Stipends or Payment

- Define clear criteria for stipends
- Link feedback to stipend distribution
- Maintain transparency
- Provide opportunities for improvement



Program Observation

Let's Practice!

- You will review Josiah's or Azoura's program observation notes
- Discuss and jot down suggestions you would provide the program facilitators or directors to improve program implementation

Josiah's Program

Location: Technology Center

Participants: 15 out of 24

Activities Observed:

- 3rd week of programming
- Feedback session with the team leader
- Group collaboration on final presentation

Key Observations

- A group of 5 participants were working on a coding task 2 showed strong engagement
- The team leader told youth that they have to "do better" then ended the feedback session early
- Older youth in the program seemed frustrated

Azoura's Program

Location: Community Center

Participants: 19 out of 20

Activities Observed:

- Youth were sharing their findings at the second workshop
- Environmental Scientist lead a short seminar

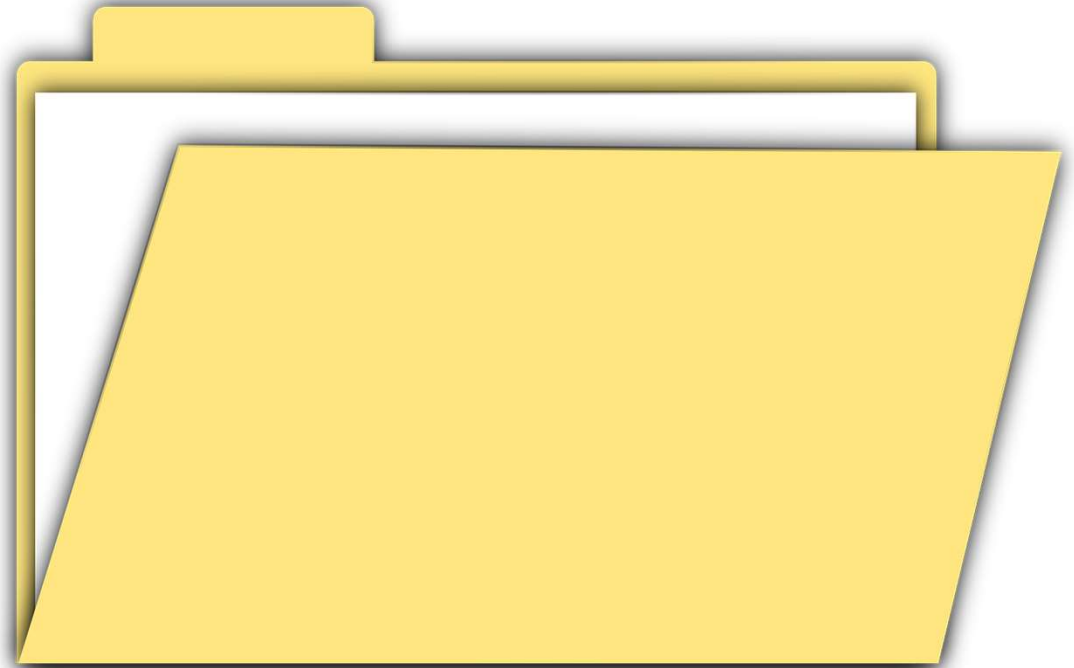
Key Observations

- Youth shared their concerns around completing their tasks and analyzing their results all in the same day.
- Program director shared concerns with having just one industry professional
- Some youth said they did not feel prepared

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 this is a search bar and a large banner 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 row of five images showing library shelves and a person reading. To the right of these images is a section titled 'Explore.Learn.Thrive.' with a welcome message and 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.

Questions?

careerprograms@foundationsinc.org

Capacity Building Virtual PD Events



*Embedding Soft Skills in
Service Learning*
July 25, 2024 at 10am

Holding Youth Accountable
July 30, 2024 at 10am