



CAREER CONNECTED
LEARNING PHL

Positioning Philadelphia's Youth for Career Success

Turning C2L into Everyday Practice |

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Objectives

- Analyze current workplace practices to identify strengths and implementation gaps in supporting high-quality C2L experiences for youth
- Develop an actionable strategy to strengthen one aspect of workplace supervision, mentoring, or youth engagement at your workplace

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

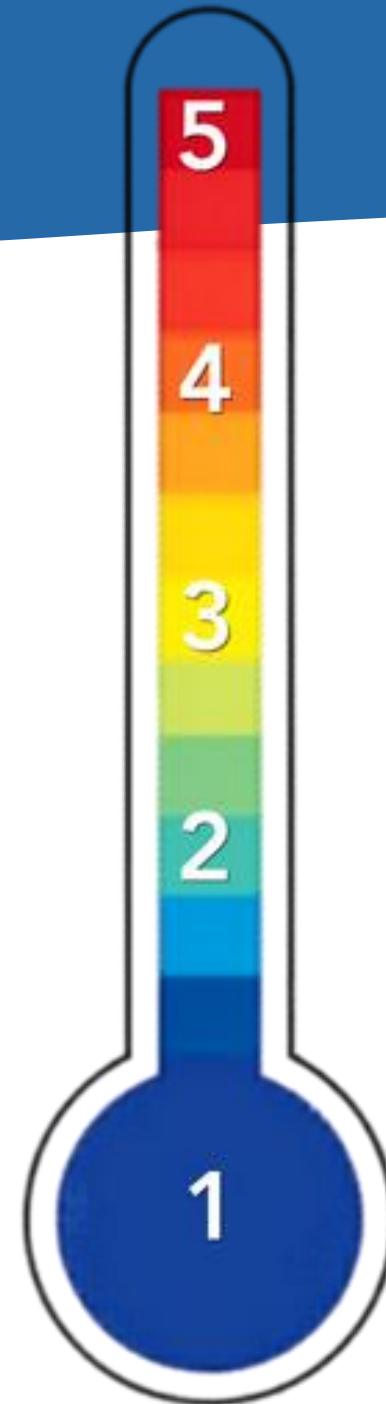
- Human
- Organizational
- Technical
- Partnership

Growing what
you're capable
of doing

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

Temperature Check

How prepared are you to support C2L programming?



The Implementation Gap

INTENTION



What we hope
to achieve

IMPLEMENTATION



What we design
and deliver

YOUTH EXPERIENCE



What young people
actually experience



Maslow's Hierarchy of Needs



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Supporting Youth Development

High-quality youth experiences include:

- Assessing youth skillsets and interests
- Setting clear actionable goals
- Implementing structured development plans

From Theory to Practice

- Providing feedback
- Creating meaningful tasks
- Fostering belonging
- Supporting skill development
- Encouraging youth voice

Practice in Action

Determine whether each of the scenarios reflect:

1. Strong implementation
2. Partial implementation
3. A missed opportunity

Practice in Action

Scenario 1:

Clarke, a high school junior, is placed at a retail store. During his first week, the site supervisor reviews basic workplace expectations, including punctuality, customer service, and professional behavior. Clarke is shown how to organize merchandise, restock shelves, and assist customers during busy periods.

During slower periods, however, Clarke frequently checks social media on his phone. The supervisor notices but does not have a direct conversation about workplace expectations or explain how downtime should be used. Instead, the supervisor occasionally tells Clarke to “Stay off your phone” when customers are nearby. No structured tasks, skill-building activities, or additional learning opportunities are provided during slower periods. As a result, Clarke becomes disengaged and spends much of his downtime waiting for something to do.

Practice in Action

Scenario 2:

Jordan is participating in a placement with the city parks department. On the first day, the supervisor reviews workplace expectations, discusses safety procedures, and provides a checklist of skills Jordan will have the opportunity to learn. Jordan observes tasks, practices them with support, receives weekly feedback, and completes a short reflection about what they are learning.

When Jordan expresses an interest in landscaping, the supervisor arranges additional opportunities to work with that team and learn from experienced staff. The supervisor also communicates regularly with the program coordinator that placed Jordan to share updates on their progress and address any concerns. Throughout the placement, Jordan is given increasing responsibility as their skills develop and consistently receives guidance and encouragement from their supervisor.

Using an Implementation Lens

Focus Areas

- Supervision
- Communication
- Skill-building opportunities
- Youth engagement



Identifying the Gaps

In Your Group:

- Identify one strength in the placement experience.
- Identify one implementation gap.
- Discuss how the gap could affect student learning, engagement, or success.
- Identify one practical solution the employer could implement.

Success Story Analysis



Turning C2L into Everyday Practice: Case Study

1

Read the following case study. Highlight the practices demonstrated and note one lesson learned and how you can apply it at your site.

Case Study

Emory, a high school junior interested in healthcare careers, began an internship at a community health center. Like many youth, Emory was excited but nervous and had little previous workplace experience.

During Emory's first week, the site supervisor provided a structured orientation that included workplace expectations, introductions to staff, a tour of the facility, and a clear explanation of the youth's role. Emory also received a schedule outlining learning goals and the skills they would develop throughout the semester.

Recognizing that Emory was initially hesitant to ask questions, the supervisor scheduled brief weekly check-ins. During these meetings, Emory could discuss what was going well, ask questions, and reflect on new skills being developed. The supervisor consistently provided encouraging, specific feedback and helped Emory connect daily tasks to healthcare careers.

As Emory became more comfortable, staff members intentionally expanded responsibilities. Emory progressed from shadowing employees to assisting with administrative tasks, preparing materials for patient education programs, and participating in team meetings.

The supervisor also learned that Emory was interested in public health. In response, she

Moving from Reflection to Action





Welcome to the C2L-PHL Capacity Building Resource Library!

The C2L-PHL Resource Library provides evidence-based resources to support high-quality implementation of C2L-PHL programs. Youth workforce providers and employer or industry partners can use these materials to inform practice, build capacity, and strengthen youth workforce development efforts.

What is C2L-PHL?

Career Connected Learning, Philadelphia (C2L-PHL) programs connect youth ages 12-24 with paid work based learning experiences to set them up for career and economic success. Program activities include:

- Internships
- Service Learning Projects
- Career Exploration and Mentoring



<https://c2lphlresourcelibrary.org/>

- Explore different paths and fields



Empowering the **Next Generation of Talent**

Young people are the future of our workforce. This toolkit helps employers, business partners, and industry professionals create meaningful, inclusive, and growth-oriented opportunities for C2L youth participants across all industries. Click on a tab of interest, then scroll to explore.

A close-up image of a red 3D printer nozzle printing a red object on a dark surface.

**Learning
Modules**

A group of people in a classroom setting, with one person standing and presenting to a seated audience.

**Trainings &
Events**

A wide-angle view of a city street with tall buildings and a crosswalk.

**Download
Resources**

Two construction workers wearing hard hats and safety vests, looking at a document.

**More
Resources**

Employer Experience

What would help you feel most prepared to support C2L programming?

Engagement Opportunities

Upcoming PD

- User Committees
- Listening Sessions
- Pilot Participation

***Preparing to Wrap-up
Sessions***

November 9 & 10

Questions?

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