Steps to Success: Helping Young People Attain Industry Recognized Certifications and Sustainable Employment
Workshop Objectives

- This workshop will increase participants’:
  - Understanding of First Place’s education and employment program framework
  - Capacity to support young people in achieving industry recognized certificates in order to obtain sustainable employment
  - Skill set to increase individual progress towards sustainable careers
At First Place, our nationally recognized model helps 18-24 year old transition age youth build the skills to successfully transition to self-sufficiency and responsible adulthood.
First Place’s History

• Founded in 1998 by Amy Lemley and Deanne Pearn

• Initiated from their passion for foster care and inspiration to help break the cycle of poverty for these vulnerable youth

• First Place began serving four former foster youth — providing critical housing and support around education, employment and financial literacy

• 2015: Currently operating in five California counties in California:
  - Alameda (beginning in 1998)
  - San Francisco (2002)
  - Contra Costa (2005)
  - Solano (2007)
  - Los Angeles (2010)

Last year, First Place served nearly 2,300 Transitioned Age Youth throughout the state.
Who We Serve

Demographics

- African American 65%
- Hispanic 17%
- Bi- or Multi-Racial 17%
- Asian 1%

Risk Factors

- 22% have children of their own
- 58% have experienced homelessness
- 52% have been arrested in the past

2013 Youth at program entry
Who We Serve

18-24 year old
Education and Employment Rates

- U.S.
- Participants at Entry

High School Drop-out or Non-completion Rate:
- 7% (U.S.)
- 35% (Participants at Entry)

Unemployment Rate:
- 14% (U.S.)
- 71% (Participants at Entry)

Bureau of Labor Statistics, Census Bureau 2013
Steps To Success Framework

**Steps to Success**

**STEP 1:** Assessment

**STEP 2:** Academic and Job Readiness, Active Job Seeking

**STEP 3:** Career Pathway Exploration: identify career path, complete pre-requisite coursework, job retention

**STEP 4:** Enrolled in Industry-Recognized Stackable Certificate Program or Post-Secondary Degree
Steps to Success

- Opportunity funded by **Irvine Foundation** to develop career pathway work within First Place
  - 3-year grant
  - Created a Bridge program and certificate program
- Identified **promising sectors** with living-wage employment that had ability to be stackable
- **Healthcare** identified as a viable sector
  - Launched Medical Assisting and Dental Assisting Certificate Program
Challenges

Faced various challenges:

• Level of rigor of an accelerated, full time, credit bearing college program
• Behavior standards in a college classroom (i.e. Study skills, time management, conflict management etc.)
• Access to dependable childcare
• Mismatching of career interest
• Communication with partner program
Solutions

- Focus on bridge to prepare for high level/rigor career programs while building stackable skills/education/experience
- Developed an integrative approach, to better prepare youth for Career Pathways
- Increased focus to 9 Career Tracks to better support individual interests and skills
- Continue to build new and foster existing community partnerships
Steps To Success Framework

**STEP 1**
Assessment

**STEP 2**
Academic and Job Readiness, Active Job Seeking

**STEP 3**
Career Pathway Exploration: identify career path, complete pre-requisite coursework, job retention

**STEP 4**
Enrolled in Industry-Recognized Stackable Certificate Program or Post-Secondary Degree
Steps To Success Framework

Steps to Success

**STEP 1**
Assessment
Background
Learning Styles
Competencies

**STEP 2:**
Academic and Job Readiness, Active Job Seeking

**STEP 3:**
Identify career path, complete pre-requisite coursework, job retention

**STEP 4:**
Enrolled in industry-recognized stackable certificate program or post-secondary degree
Step 1: Assessments

- Education and Employment Assessment
- CASAS
- Learning Styles

Reading is the **KEY** to learning.
Education and Employment Assessments

Creates a Client Profile:
Background, current EE status, Risk and Protective Factors

Risk Factors:
- History of substance use
- Cultural norm of unemployment
- Previous criminal background
- No HSD/GED
- No connections to positive supports or services

Protective Factors:
- Previous work experience
- Previous education accomplishments
- Previous formal job training
- Positive support system
- Connected to support services
### CASAS Scores

<table>
<thead>
<tr>
<th>Education Functioning Level</th>
<th>Beginning ABE Literacy</th>
<th>Beginning Basic Education</th>
<th>Low Intermediate Basic Education</th>
<th>High Intermediate Basic Education</th>
<th>Low Adult Secondary Education</th>
<th>High Adult Secondary Education</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grade Level</td>
<td>0–1.9</td>
<td>2–3.9</td>
<td>4–5.9</td>
<td>6–8.9</td>
<td>9–10.9</td>
<td>11–12</td>
</tr>
<tr>
<td>CASAS Score Reading</td>
<td>Reading: 200 and below</td>
<td>201–210</td>
<td>211–220</td>
<td>221–235</td>
<td>236–245</td>
<td>246 and above</td>
</tr>
<tr>
<td>CASAS Score Math</td>
<td>Math: 200 and below</td>
<td>201–210</td>
<td>211–220</td>
<td>221–235</td>
<td>236–245</td>
<td>246 and above</td>
</tr>
</tbody>
</table>

NRT Test Benchmarks for Educational Functioning Levels
Learning Styles

LEARNING STYLES

Visual Learners

Auditory Learners

Learn through Seeing

Learn through Listening

Tactile / Kinesthetic Learners

Learn through Moving, Doing & Touching
Steps To Success Framework

Steps to Success

**STEP 1**
Assessment
EE Assessment
Learning Styles
CASAS

**STEP 2:**
Academic and Job Readiness, Active Job Seeking

**STEP 3:**
Identify career path, complete pre-requisite coursework, job retention

**STEP 4:**
Enrolled in industry-recognized stackable certificate program or post-secondary degree
Step 2: Building Basics
Career Readiness

Job Readiness Workshops ➔ Academic Readiness ➔ Job Seeking
Job Readiness Workshops

- Clear Job Expectations
- Job Search Preparation
- Interview Preparation
- Punctuality, Behavior And Follow Through
Academic Readiness

First Place Academic Supports

- **Academic mapping:** choosing program that’s a good fit, support registration, orientation, add/drop
- **Campus tours**
- **Financial support:** FAFAS, scholarships, weighing costs, budgeting
- **Provide school supplies**
- **Setting up tutoring**
- **Campus connections:** EOPS, FYSI, bridge programs
- **Transportation support**
- **Retention and school success support**

*Leverage Community Partners*
Job Seeking

- Active job seeking
- Job search club
**Steps To Success Framework**

**Steps to Success**

**STEP 1**
Assessment
EE Assessment
Learning Styles
CASAS

**STEP 2:**
Academic and Job Readiness, Active Job Seeking

**STEP 3:**
Identify career path, complete pre-requisite coursework, job retention

**STEP 4:**
Enrolled in industry-recognized stackable certificate program or post-secondary degree
Step 3: Identify career path, complete pre-requisite coursework, job retention
The RIASEC helps people to decide what kinds of occupations and jobs they may want to explore based on their interests and personality.
Career Exposure and Selection
Career Exposure and Selection

Career Day

Chevron

Kaiser

Safeway

Job Shadowing

Employer Panel
Pre-Requisite Coursework

Healthcare Careers
Those in the healthcare field are involved with the delivery of health or related services pertaining to the identification, evaluation, and prevention of diseases and disorders, dietary and nutrition services, rehabilitation and health systems management and more. It can be a particularly good fit for people who are Conventional, Investigative, Realistic, or Social.

KEY SKILLS
- Communication
- Customer Service
- Math
- Use of Equipment

TYPES OF POSITIONS
- Dental Assistant
- Nurse Practitioner
- Pharmacy Technician
- Emergency Medical Technician
- Home Health Aid

INDUSTRIES
- Hospitals
- Clinics
- Dental Offices
- Laboratories
- Nonprofit Organizations

CAREER PATHWAYS
- Therapeutic Services
- Diagnostic Services
- Health Informatics
- Support Services
- Biotechnology Research and Development

Healthcare Career Ladder

EDUCATION
- Masters in Family Nurse Practitioner, Biomedical Science, Nursing
- Bachelors in Science or Arts Health, Education, Nursing, Biology, Dietetics, Kinesiology
- Associate in Science or Arts Clinical Science, Exercise Physiology, Kinesiology
- Certification: Phlebotomy, Dental Assistant, Medical Assistant, Pharmacy Tech, Emergency Medical Technician
- HSD/GED
- Medical Terminology
- Certificate of Achievement
- Home Health Aid (BHA), Certified Nursing Assistant (CNA)
- Customer Service Skills
- Effective Communication Skills
- Clerical Skills
- Computer Basics
- CPR/First Aid Certification

EMPLOYMENT
- Anesthesiologists
- Clinical Nurse
- Dentist
- Nurse Practitioner
- Pediatrician
- Veterinary
- Registered Nurse
- Athletic Trainer
- Midwife
- Veterinary Assistant
- Dental Hygienist
- Emergency Medical Technicians
- Pharmacy Technician
- Medical Assistant
- Kinesiologist
- Phlebotomist
- Dietetic Technician
- Medical Front Desk Assistant
- Home Health Aid
- Certified Nurse Assistant
- Customer Service Representative
- Babysitter
Steps To Success Framework

Steps to Success

**STEP 1**
Assessment
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Academic and Job Readiness, Active Job Seeking

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Step 4: Technical Training & Industry Recognized Certificate Programs

Logistics and Transportation Careers

The logistics and transportation field uses high technology and information systems to track goods and increase efficiencies, along with transportation functions such as vehicle, aerospace, aviation, and rail transportation and maintenance. It can be a particularly good fit for people who are Realistic, Conventional or Enterprising.

**KEY SKILLS**
- Customer Service
- Equipment Use
- Manual Dexterity
- Physical Strength
- Flexibility

**TYPES OF POSITIONS**
- Automotive Technician
- Airline Pilot
- Flight Attendant
- Warehouse Worker
- Truck Driver
- Shipping Yard Worker

**INDUSTRIES**
- Auto Body Shops
- Refineries
- Train Stations
- Airports
- Oil and Gas Companies
- Aerospace

**CAREER PATHWAYS**
- Mechanic
- Technical Specialist
- Mechanical Specialist
- Mathematician

**EDUCATION**
- Master's in Mechanical Engineering, Process and Energy Engineering
- Reliability and Maintenance Management Certification
- Inspector Certification
- Nondestructive Testing (NDT) Certification
- Bachelor's in Science or Arts, Mechanical Engineering, Aviation
- Associate in Science/Arts, Degree in Aviation
- Transportation Worker Identification Credential (TWIC®)
- OSHA Safety Orientation Program (OSOP)
- Airline Transport Pilot certificate
- HSQ/OSD
- Fork Lift Operator Certificate
- Driver's License

**EMPLOYMENT**
- Mechanical Engineer
- Manager or Supervisor
- Freight Cargo Inspectors
- Logistics Manager
- Air Traffic Controller
- Mechanic
- Service Technicians

**Ladder**
- Level 5: Most of these occupations require a high school diploma or GED
- Level 4: Most of these occupations require a 2-year associate degree
- Level 3: Most of these occupations require some education in a technical institute or an associate's degree
- Level 2: Some experience needed
- Level 1: Some of these occupations may require a high school diploma or GED

- Cargo and Material Handler
- Bus Drivers
- Cleaners of Vehicles and Equipment
- Conveyor Operators
- Fork Lift Operators
- Bicycle Repairer

- Parking Lot Attendants
- Bridge Toll Attendants
- Laborer
Outcomes

- Nation's Foster Youth
- CA Foster Youth
- First Place Youth

<table>
<thead>
<tr>
<th>Outcome</th>
<th>Nation's Foster Youth</th>
<th>CA Foster Youth</th>
<th>First Place Youth</th>
</tr>
</thead>
<tbody>
<tr>
<td>Complete High School Diploma or GED</td>
<td>50</td>
<td>45</td>
<td>80</td>
</tr>
<tr>
<td>Attend College</td>
<td>10</td>
<td>43</td>
<td>68</td>
</tr>
<tr>
<td>Employed after exiting foster care</td>
<td>39</td>
<td>29</td>
<td>86</td>
</tr>
</tbody>
</table>
Questions?

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