

Youth Works

A Workforce Development Model

Fundamental to the creation and growth of a sound, inclusive youth investment system that can successfully engage and develop our emerging workforce is the commitment and ability of key state and local community leaders to position, support, and grow the capacity of collaborative efforts involving grant funding and/or otherwise. The Youth Works: A Workforce Development Model focuses on how our community can create an environment/system that addresses the interests of family, business and industry, K–12 education, workforce development, youth groups, community and faith–based organizations, local government officials, and others.

The Model

- Links key stakeholders (business, schools, and workforce development) to the emerging worker
- Provides a framework for the successful workforce development of the emerging worker
- Increases the number of youth attaining a H.S. Diploma or equivalent
- Enhances youth post–secondary readiness (Career & College Ready)
- Improves youth job readiness
- Develops social and emotional skills of youth
- Ensures the involvement of a caring adult with each youth
- Leads to successful employment
- Supports the Monroe County/Rochester Youth Council in funding effective programming

Guiding Principles

Essential to The Model, in an effort to coordinate resources that support youth in their development of workforce readiness and participation, those institutions serving youth with regards to job training, securing and maintaining employment, and preparation for self-sufficiency and success in the workplace, commit to the following principles:

- The belief that all youth should be afforded the opportunity to have their voices heard in regards to obtaining the skills, training and guidance needed to be employed thus becoming self–sufficient.
- The belief that when accurate information is shared and followed among the youth, youth service provider/those who advocate for youth, and the workforce development system, results will include improved coordination of services, strengthened skills and positive outcomes for youth and business/employers.

Accomplished by a commitment to:

- Coordination of efforts and expectations of those systems that serve youth
- Consistency in working with youth and to follow each youth until they become connected and successful
- Working with the youth to identify each youth’s strengths and assets and will support individual service profiles and plans to tailor services and outcomes for each youth
- Understanding that every young person is at various stages in their development, and work in a coordinated effort to understand the youth’s strengths and barriers
- Respecting that each youth will provide their information from their own perspective
- Engage all systems in the community that serves youth with regards to employment
- Assess the needs of our youth in the context of culture, race and ethnicity, including utilizing staff that are culturally competent and skilled in rapid engagement
- A trust of other agencies and refer youth to those whose expertise is best suited to the youth’s needs; and to work collaboratively with other agencies to best serve our youth



Results

1. High School Graduation/TASC
2. Job Readiness
3. Post-Secondary Readiness
4. Retention in structured employment



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Governance

- Program planning and policy making
- Works strategically with other funding sources to leverage resources towards results of the model
- Sets standards and performance measures for outcomes of youth services
- Convener of key stakeholders
- Model sustainability

Community

Family/Caring Adult/Service and Faith-Based Organizations/One Stop Youth Centers

- Coordination of resources to support youth: caring adult for every youth; health and safety; multi-year funding streams
- Marketing strategy for youth system
- Employer incentive strategy

Business

Employers

- Provide structured work experiences
- Post job opportunities through One-Stop System

Schools

K-12 and Alternative Education Programs

- NYS Common Core Learning Standards: College and Career Ready
- Career Development Occupational Standards: Integrated into curriculum with measures in place
- School to Career Coordinators (9-12)
- School Business Partnerships