

"Engaging Youth in BFET: The Career LaunchPad Method"

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King County



What is Career LaunchPad?

- ▶ The Team
- ▶ Who we serve: Opportunity Youth and Young Adults residing in King County between the ages of 16-24 who are eligible to work in the U.S
- ▶ Our Mission:
 - ▶ *“Empowering young adults to find and keep meaningful employment through guided job preparation and career navigation”*

Group Activity

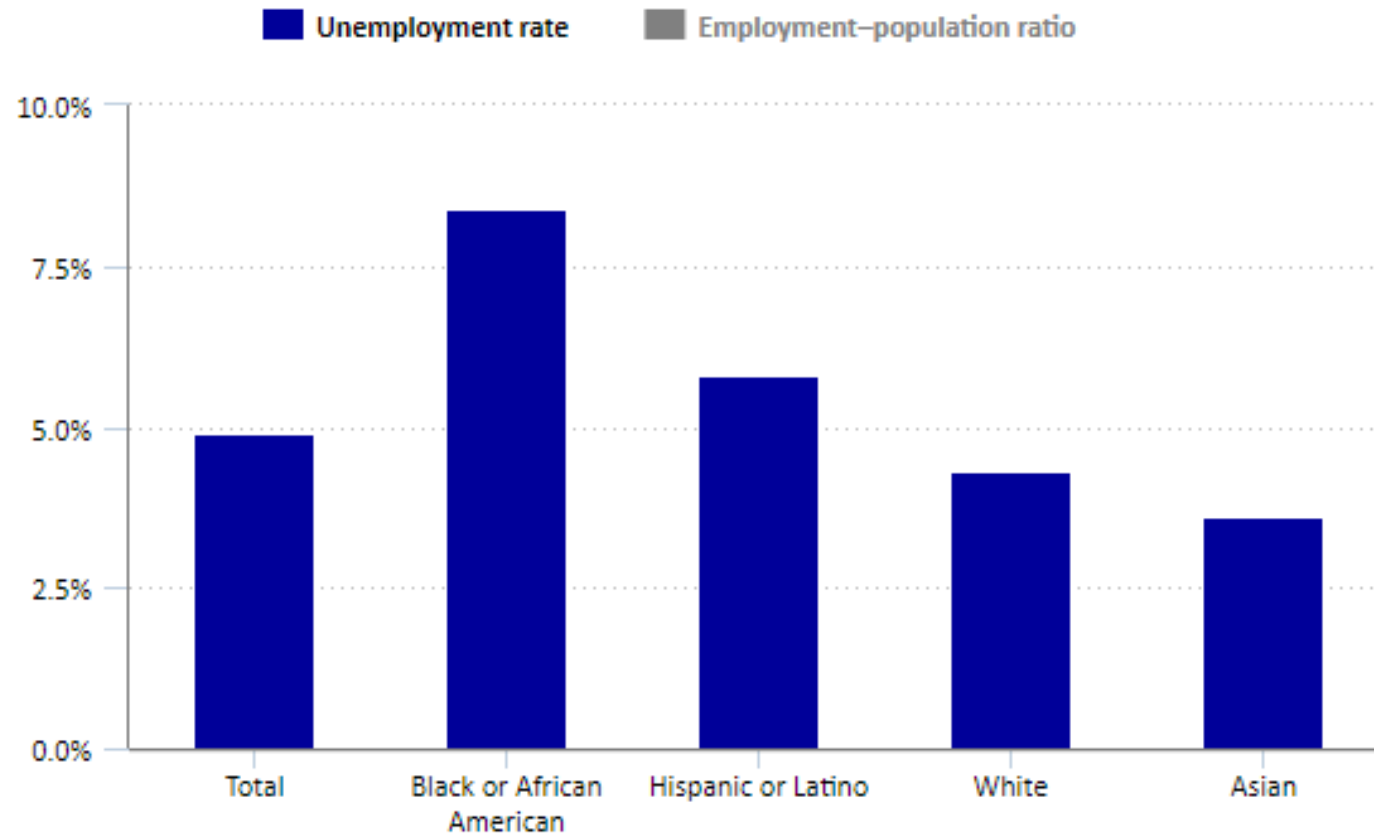
- ▶ When you think of the growing industries (manufacturing, retail, tech) in WA state who do you think dominate these fields?
- ▶ Millennials (age 20-35) will comprise more than 75% of the workforce by 2025
 - ▶ (Gen Z: Ages 5-19 are coming in right behind them)
- ▶ As of 2015, the average age of BFET Participants is 33
- ▶ As of 2010, people of color make up 71% of BFET participants

Why we do what we do

- ▶ Lack of youth engagement
- ▶ Low availability of employment specific case management
- ▶ Student homelessness is rising
- ▶ Growing skills gap
- ▶ Employer bias towards youth
- ▶ Financial and economic impact
- ▶ Youth in school WANT to work!

Unemployment Rate is at it's all time low but who is still getting left behind?

Unemployment rate and employment–population ratio by major race and ethnicity groups, 2016 annual averages




Click legend items to change data display. Hover over chart to view data.
Source: U.S. Bureau of Labor Statistics.

Implicit Bias Video



<https://youtu.be/rspZv2a0Pp8>

It all starts with equal opportunity...



All of us do not have equal talent,
but all of us should have an equal
opportunity to develop our talent.

John F. Kennedy

quotefancy

Incorporating equity and social justice

Equality



The assumption is that **everyone benefits from the same supports**. This is equal treatment.

Equity



Everyone gets the supports they need (this is the concept of "affirmative action"), thus producing equity.

Justice



All 3 can see the game without supports or accommodations because **the cause(s) of the inequity was addressed**. The systemic barrier has been removed.

How does Career LaunchPad do it?

- ▶ Referrals and Outreach
- ▶ Extensive IEP and Assessment that are Youth Friendly
- ▶ BFET Screening and Basic Food Support
- ▶ Three Tiered Training Curriculum: One on One Job Readiness Training and Job Search
 - ▶ Career Exploration and Skills Acquisition
 - ▶ Portfolio Building and Job Search
 - ▶ Interview Preparation

Program Data and Outcomes



What is working well?

- ▶ Meeting clients where they are
- ▶ Participant centered (one on one)
- ▶ Reducing employability barriers
- ▶ Becoming their advocate
- ▶ EJAS case note method
- ▶ Partnerships with employers
- ▶ Partnerships with re-engagement sites

What are the struggles and what can we change or do better?

- ▶ Food Stamp eligibility requirements
- ▶ Application process
- ▶ High demand and small amount of opportunities
- ▶ Soft skills development

What's next?

- ▶ Employer and Client Luncheon
- ▶ More connections with youth homeless providers
- ▶ Implementing workshops
- ▶ Youth friendly job fairs

Sources

- ▶ Forbes
 - ▶ <https://www.forbes.com/sites/workday/2016/05/05/workforce-2020-what-you-need-to-know-now/#56fb6dc2681d>
- ▶ Bureau of Labor Statistics
 - ▶ <https://www.bls.gov/opub/ted/2017/unemployment-rate-and-employment-population-ratio-vary-by-race-and-ethnicity.htm>
- ▶ Washington State Department of Social and Health Services
 - ▶ <https://www.dshs.wa.gov/sites/default/files/ESA/csd/documents/BFET/AECF-BFET-report.pdf>
 - ▶ https://app.leg.wa.gov/ReportsToTheLegislature/Home/GetPDF?fileName=2016%20Leg%20Report%20BFET_852a16ba-7b96-496a-a01a-8312f19a675f.pdf
- ▶ The Obama White House Administration run by the National Archives and Records Administration (NARA)
 - ▶ <https://obamawhitehouse.archives.gov/>
- ▶ Justice Policy Institute
 - ▶ <http://www.justicepolicy.org/news/8248>
- ▶ Skills Charter School Survey
 - ▶ <https://www.edreform.com/wp-content/uploads/2014/02/2014CharterSchoolSurveyFINAL.pdf>

Questions?

