



YOUNG ADULT CAREER INITIATIVE



Providing Career Access Through Preparation

PROGRAM PARTNERS





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The Young Adult Career Initiative prepares out-of-school young adults ages 16-24 (OSY) to make a successful transition into self-sufficiency and financial independence through:

- High School Equivalency/Academic Support
 - High School Equivalency Test preparation (TASC)
- Work Experience Leading to Career Opportunities
- Career Skills Training
- Personal Supportive Services

Through our strategic collaboration with Rowan College at Burlington County Workforce Development Institute (RCBC-WDI); Rowan College at Burlington County Adult Basic Education (RCBC-ABE); Innovative Staffing & Business Solutions; Oaks Integrated Care; Burlington County American Job Center; Beneficial Bank; and other key partners, participants have access to a variety of supports critical to their success.

High School Equivalency/Academic Support

A program priority is preparing participants to complete their High School Equivalency Test. Participants who lack a HS diploma or score below specific literacy and numeracy levels will be enrolled in RCBC's Adult Basic Education program to obtain a high school equivalency or improving their basic skills in math, reading and writing. Transportation support and case management will be provided to improve the likeliness of their success in obtaining the HSE and increasing their TABE scores which are vital to access occupational skills training. RCBC utilizes TABE 9/10 assessment testing to provide a solid foundation for effectively assessing the skills and knowledge of learners. With TABE 9/10, RCBC can select the components to match the students' needs and their specific assessment goals.



Work Experience Leading to Career Opportunities

Aspire staff will use the Conover® Workplace Readiness curriculum to instruct participants on the core skills needed for employment. Research shows that only 15% of workers success is determined by what they know (hard skills). The other 85% of success is determined by soft skills. Conover® Workplace Readiness is the culmination of almost 40 years of research and development in the area of job readiness. However since OSY struggle in traditional classroom based programming, our program is based on individualized & small group instruction in accessible community settings, such libraries and coffee shops.

Upon satisfactory demonstration of workplace readiness & soft skills training (two weeks), participants will be supported to obtain work experience (subsidized if necessary) through our collaboration with RCBC-WDI, Innovative Staffing, and the American Job Center. There will be a special effort to connect participants with work experiences in statewide growing economic sectors such as:

- Advanced Manufacturing
- Financial Services
- Health Care
- Life Sciences
- Retail, Hospitality & Tourism
- Technology & Entrepreneurship
- Transportation, Logistics & Distribution

We will assist participants in obtaining appropriate work experience based on their ability & interest. In addition to employability skills training, this includes assessing availability, transportation and career interest. Based on a clear understanding of the “capacity” of the participants, they will be matched with appropriate employers. Employers will be recruited to provide internships (paid & un-paid) and employment opportunities throughout the year in a three stage progressive model of engagement. The first stage is industry/company orientation which would consist of a two hour session with participating companies in the same industry to give the youth an industry/company overview. The second stage is short subsidized or unsubsidized employment opportunity based on the company’s needs/capacity that may range from 3-10 weeks. The purpose of experience is give participants hands on experience while allowing the companies to evaluate them for Stage 3 - full time unsubsidized employment.



Career Skills Training



RCBC-WDI and the American Job Center provide intensive employment and vocational training programs that can benefit YACI participants in making a successful transition into self-sufficiency and financial independence. Program staff will guide participants through the various options available and provide needed support for enrollment & completion of vocational training programs such as the following:

- **Women in Sustainable Employment (WISE):** is a 32-hour career exploration and workplace skills development program for women interested in jobs in energy, utility or construction industries.
- **Transportation, Logistics and Distribution (TLD):** is a program that will help an individual obtain the latest training and certifications that is led by the Council of Supply Chain Management Professionals (CSCMP). There are 6 possible certifications that take 40 hour each to complete. Participants will have direct access to employers in this industry.
- **911 Dispatch:** is an 80-hour certification recognized by the National Emergency Communications Institute (NECI) and Emergency Medical Dispatcher (EMD) that prepares you for entry-level positions in a 911 call center.
- **Advanced Manufacturing:** is a 290-hour program that prepares you for entry-level positions in the advanced manufacturing industry. This training will provide the individual with OSHA 10 and NIMS Level 1 certifications. They will also be connected to employers in the industry.



Career Skills Training continued



- **Cisco CCENT and CCNA Certifications:** is a 280 hour course and results in a Cisco CCENT and CCNA certifications. It will also allow them to have direct connections to employers who work in this field.
- **Solar Ready Program:** is a program that results in a NACEP entry- level certification plus an OSHA 30 certification as well as connections with employers who are hiring in this field.
- **Pharmacy Technician Program:** is a 60-hour program that prepares individuals to take the Pharmacy Technician Certification Board Exam to obtain their Pharmacy Technician Certification (PTCB) as connections with employers who are hiring.



Personal Supportive Services

- **Adult mentoring** is provided by recruited professionals who can share their career pathways with participants to serve as career mentors. They will contact participants twice a month for 3 months for guidance and support while also providing additional accountability.
- **Guidance and counseling services** are provided through our strategic partnership with Oaks Integrated Care to meet the various mental health needs of program participants.
- **Financial literacy education** is provided through collaboration with Beneficial Bank. Participants will attend several workshops to increase their financial literacy on topics including budgeting, credit, and basic banking (checking/savings etc).
- **Entrepreneurial skills' training** is provided through collaboration with Rutgers-Camden Small Business Development Center (RC-SBDC). RC-SBDC offers comprehensive entrepreneurial training workshops for individuals interested in starting their own business. These workshops include topics such as Starting a Business from A-Z, Writing a Business Plan, Financing a Business and Marketing Research & Strategies.
- **Post-secondary preparation and transition activities** include presentations with RCBC and Rutgers-Camden Educational Opportunity Fund (EOF) program staff. These EOF programs offer a comprehensive approach which involves support and guidance for students from disadvantaged backgrounds who are interested in attending college as well as services and opportunities to achieve success in college and beyond.
- **Follow-up services** are provided by intensive mobile programming as our staff work as mobile career coaches - "we come to you". The ability to meet OSY where they are and take them where they need to be is not just a metaphor but it is our core strategy. Not only will our staff engage OSY in easily accessible locations but will also transport them to our key partner academic/employment activities in the Willingboro and Mt. Laurel area. Our staff will be a source of support throughout program participation and for 12 months post program participation.



Participants must be a young adult age 16-24 and not currently attending school with one of the following barriers:

- High School dropout
- High School graduate basic skills deficient; un/underemployed; low income
- Court involved
- Pregnant/parenting
- DCP&P Involved
- Individual w/ disability
- Low income seeking education or employment



**FOR MORE INFORMATION
& REGISTRATION**
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