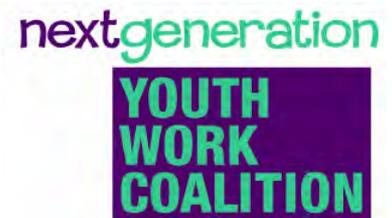


Lessons Learned from the First Career Pathways Project

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Next Generation Youth Work Coalition

- Ensuring a stable, prepared, supported and committed youth work workforce
- Collective of national, state and local organizations
- Conducted a linked set of surveys in 2006
- Sponsoring three Learning Groups:
 - Higher Education (with a focus on PA, MO and MN)
 - Public Policy
 - External Communications

Findings from Next Generation Surveys

- Links between training and tangible rewards are weak
- Most youth workers say there are not clear opportunities for promotion within their organizations
- Career advancement and recognition – in particular, salary increases – require job changes.
- Three quarters of the respondents said that compensation is the primary factor for staying or leaving the field

Introduction to Career Pathways

- The Next Generation Youth Work Coalition launched the Clear Policies for Career Pathways project to establish comprehensive workforce development systems for the youth work field
- Nine sites joined together in a learning community - IL, MO, MN, PA, VT, NYC, Baltimore, MD, Long Beach and San Diego, CA
- Sites received targeted technical assistance from the National Institute on Out-of-School Time and engaged in rich cross-site sharing and peer learning

Common System Features

1. New programs and collaborations are **embedded in public systems and policies**.
2. **Compensation and retention** issues are an integral, if not primary, focus of these initiatives.
3. System-building goals are **comprehensive**
4. Cross cutting strategies connect education, compensation and retention

Only the Beginning

- The Career Pathways project has helped uncover a set of cross-cutting strategies
 - **Build on existing systems**
 - **Define “youth workers” broadly**
 - **Maintain focus on the need for incentives and rewards**
 - **Leverage a range of public and private funds**
 - **Understand that this work is developmental, progressive incremental, and most importantly situational**

Questions Raised for Career Pathways 2

- What are the opportunities to promote changes in regulations that currently limit youth worker eligibility for publicly funded workforce development programs?
- How can funders be encouraged to increase investment to the levels necessary to support a more prepared and stable workforce?
- How can we ensure that policymakers think beyond professional development to the broader system-building issues that are necessary to increase workforce retention?
- Career Pathways: Missouri, Minnesota, and Pennsylvania

T.E.A.C.H. Core Principles

- Partnerships
- Diversity
- Use of Existing Systems
- Collaboration

T.E.A.C.H. Components

Scholarships

Higher Education

Compensation

Commitment

Lessons Learned So Far

- Start Small
- Use Data
- Focus on formal education
- Provide incentives
- Track results
- Do it well
- Be inclusive
- Engage recipients in messaging and advocacy
- Be political and strategic
- Think systemically, not just the program
- Partner and match dollars