



Health Professions Opportunity Grant
Annual Conference
Washington D.C.
August 1st and 2nd, 2018



Getting Participants to Report Employment – Starting with the End in Mind

- ▶ Prior to Random Assignment:
 - ▶ Coach and Navigator start the discussion about employment outcomes and expectations.
- ▶ During Foundation Training (180 hours):
 - ▶ Students receive adult education services, soft skills development, and college and career advising from their Career Coach and College and Career Navigator.
- ▶ By contextualizing the instruction, students **immediately** begin to understand how their skills translate to the workplace.

Foundation Training – Steps to Employment

Employment-related subjects covered during Foundation Training include:

- Tools for workplace success
- Dependability/reliability
- Critical thinking/problem solving
- Working on a team
- Workplace communication
- Setting goals
- Health and wellness/stress management
- Financial management
- Childcare contingency planning
- Professionalism
- Appropriate workplace attire
- Elevator speech
- Job search techniques/resume writing/business correspondence
- Interviewing skills
- Ethics
- Confidentiality

Employment Readiness Quiz

We developed an activity to reinforce student learning and retention - a simple quiz on the student's knowledge of the program.

1. How many weeks long is Foundation Training?

- a. 4
- b. 2
- c. 6
- d. 10



Employment Readiness Quiz

2. Who can you turn to for career advice and planning?

- a. Your Career Coach
- b. The front desk staff person/receptionist
- c. The College and Career Navigator
- d. A and C
- e. All of the above

Employment Readiness Quiz

3. Where can you find up-to-date job listings and openings?

- a. Private job boards
- b. LinkedIn
- c. Monster
- d. The Virginia Workforce Connection
- e. Indeed
- f. All of the above



Employment Readiness Quiz

4. What qualities or skills do you think are most desired by an employer?

- a. Leadership
- b. Punctuality/attendance
- c. Having friends at work
- d. Willingness to learn
- e. Good communication
- f. All of the above
- g. All except c



Employment Readiness Quiz

5. When you get a job, what must you do?
- a. Go to the VEC
 - b. Notify the College and Career Navigator
 - c. Notify your Career Coach
 - d. Call your mom
 - e. B and C
 - f. All of the above



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Employment Readiness Quiz

6. When you get a job, what incentive(s) do you receive?

- a. A party
- b. A \$25 gas card
- c. New clothes
- d. \$100 gift card
- e. All of the above



Employment Readiness Quiz

7. What assistance can you receive after obtaining employment?
- a. Advice and help from your Coach or Navigator regarding work culture, employer expectations, or job performance needs.
 - b. Job placement assistance
 - c. Resume revision
 - d. Career pathway progression
 - e. All of the above



Job Clubs

- ▶ Job clubs are for students who:
 - ▶ Completed occupational skills training, and
 - ▶ Have not obtained employment
- ▶ Facilitated by the College and Career Navigator
- ▶ Participants receive individualized job opening lists, and assistance in applying for jobs.
- ▶ The Navigator evaluates their job search process and previous outcomes to identify areas for improvement.
- ▶ Pre-employment training and soft skills are re-introduced. Topics include:
 - Interviewing
 - Dressing for success
 - Company and job research prior to the interview
 - First impressions/elevator speech
 - Phone/screening interviews
 - Cleaning up social media presence
 - Networking

Required Grant Language

- ▶ HPOG is a study funded by the federal government which is being conducted to determine how these training opportunities help people improve their skills and find better jobs. During the study, all new eligible applicants will be selected by lottery to participate in these training opportunities. Not all eligible applicants will be selected to participate in these opportunities.
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Questions?



Joy McKee, GoodCare Regional Coordinator
Goodwill Industries of the Valleys
Staunton, VA 24402
jmckee@goodwillvalleys.com