

**Youth Career Exploration Sub-Committee – Afterschool and Summer Learning Advisory Council**

**PURPOSE:** Build workforce skills, financial wellness, and career awareness through Universal Afterschool and Summer expansion efforts by creating meaningful and supportive job experiences for older youth, including traditionally marginalized groups (e.g., BIPOC, LGBTQIA, low-income, rural, and individuals with disabilities).

**Core Team Members:**

- Nate Formalarie, ACCD
- Tara Howe, HireAbility VT, Team lead
- Katie O’Shea, VT Afterschool
- Nat Piper, HireAbility VT
- James Paradissis, Senator Sanders’ Office
- Ethan Avendaño-Lawrence, Senator Sanders’ Office
- Ali Thomas, VT Fish and Wildlife
- Kendal Smith, Governor Scott’s Office
- Tracy Verge, VDOL
- AOE rep
- Role of McClure Foundation? State Workforce Development Board connection?

**Additional members/important connections:**

Youth voice

**Outreach** – How do we ensure that we are reaching inclusion for all traditionally marginalized populations?

**What does success look like for this project?**

- AWARENESS, OPPORTUNITY, VARIETY for all youth – Career exploration/employment, life skills (financial literacy, self-advocacy)
- INTEREST – Give the state a workforce that they can rely on
- RESOURCES - INVOLVEMENT OF YOUTH IN CREATION/PROMOTION OF MATERIALS AND RESOURCES
- COLLABORATION – Across all agency and community partners so that youth, families, professionals, employers know where to find what they need
- MULTI-DIMENSIONAL APPROACH

Objectives	Steps	Timeframe	Lead(s)
<b><u>SHORT TERM OBJECTIVES</u></b>			
<b>Expand and Promote Employer Resources and Opportunities</b>			
Edit VT Afterschool’s Youth Workforce Development Guidebook content for employers	<ul style="list-style-type: none"> <li>• <b>Updated version from Katie based on subcommittee and employer feedback</b></li> </ul>	<p><b>DONE</b>  <a href="#">Employer Resources - Vermont Afterschool</a></p>	<b>Katie</b>

Promote broader use of Guidebook (Chambers, VBSR, etc.) for employers	<ul style="list-style-type: none"> <li>Share with everyone who applies to and is accepted for grant funding – employer version and educational programming version</li> </ul>	Ongoing – through members of this group and on website	Nat/Nate/Tracy, Katie
<b>Objectives</b>	<b>Steps</b>	<b>Timeframe</b>	<b>Lead(s)</b>
Creation and sharing of the Employer survey	<ul style="list-style-type: none"> <li>Share out the survey via Nate, Nat, Tracy newsletters, Business to Business connections, websites</li> <li>Information to be shared on spreadsheet on both “jobs for youth” and “employer resources” part of website</li> </ul>	<p><b>DONE SUMMER 2023</b></p> <p><a href="#">Jobs for Youth page</a> – Vermont Afterschool</p>	Nate/Nat/Cindy R
Add an employer resource section to the Summer Matters/Vt Afterschool Website	<ul style="list-style-type: none"> <li>Finalized content to start “Employer resources” under “Strengthening programs”</li> </ul>	<b>DONE SPRING 2022</b>	Katie
Creation of a Business Advisory Panel	<ul style="list-style-type: none"> <li>Initial discussion around intention – need more information</li> </ul>	On hold	Nat/Nate/Tracy
<b>Share and Expand resources available for youth and families about work and careers</b>			
Update resources on Summer Matters/VT Afterschool website for year-round opportunities in: <ul style="list-style-type: none"> <li>Work experiences; Jobs (employer list); Career Expl/Work Readiness</li> </ul>	<ul style="list-style-type: none"> <li>Collecting/updating information is ongoing</li> </ul>	<b>DONE SUMMER 2023 and SUMMER 2024</b>	Everyone
Share resources to help ensure that youth are making informed choices and building self-advocacy skills and financial wellness	<ul style="list-style-type: none"> <li>Identify best resources/programming to provide this information</li> </ul>	Katie drafted and summer programs implemented curriculum Summer 2023 and edited Summer 2024 based on program staff and student feedback	Katie/feedback from team
Promote information about opportunities to community providers working with youth	<ul style="list-style-type: none"> <li>Sharing out website information in all aspects of members’ roles</li> </ul>	<b>DONE SUMMER 2023</b>	Everyone

Objectives	Steps	Timeframe	Lead(s)
<p>Increase awareness of career pathways opportunities for youth (include on website):</p> <ul style="list-style-type: none"> <li>• Intro to College and Careers; Access Days; Certificate and credentialed programs; Training/exploration into career ladders, etc.</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Several programs added to website – adding information as additional sections are included on VT Afterschool website</b></li> </ul>	<p><b>DONE SUMMER 2023 and SUMMER 2024</b></p>	<p><b>Tara/Nat/Tracy/Katie</b></p>
<p>Identify resources (HireAbility , VSAC, etc.) that support youth in accessing these opportunities (on website)</p>	<ul style="list-style-type: none"> <li>• <b>On website</b></li> </ul>	<p><b>DONE SUMMER 2023 and SUMMER 2024</b></p>	<p><b>Tara, Katie</b></p>
<p>Run a pilot summer program for 4 programs focused on Career Foundations curriculum and visits into the community for career exploration</p>	<ul style="list-style-type: none"> <li>• <b>Established funding for sites.</b></li> <li>• <b>Learned about and helped train site coordinators around curriculum content.</b></li> <li>• <b>Brought in partners for additional resources – Tim Cheney and CCV</b></li> <li>• <b>Regular check-ins and a site visit to learn more about experiences.</b></li> <li>• <b>Surveys to evaluation program – student, program staff, employers/career presenters.</b></li> </ul>	<p><b>DONE SUMMER 2023</b></p> <p><b>Done Summer 2024</b> 23 and 24 <a href="#">Pilot summary</a></p>	<p><b>Katie lead</b></p>
<b>LONG TERM OBJECTIVES</b>			
<b>Expand Career Pathways Resources and Opportunities</b>			
<p>Build a continuum of afterschool and summer resources and programming from elementary to high school graduation (on website)</p>	<ul style="list-style-type: none"> <li>• <b>Established pilot program with 4 sites for Summer 2023 and Summer 2024</b></li> <li>• <b>Use of Career Foundations curriculum through Jobs for the Future (JFF), Access Days through CCV, and Advance VT/VSAC for year one</b></li> <li>• <b>Use of modified curriculum created by Katie O’Shea with subcommittee’s feedback for Summer 2024</b></li> <li>• <b>Evaluation to explore expansion to</b></li> </ul>	<p><b>Present to full Afterschool and Summer Advisory Council meeting on 1/16/25</b></p> <p><b>Curriculum in draft version and will be shared when available.</b></p>	<p><b>Katie lead with team as support/feedback</b></p>

	<b>other programs for summer and afterschool programs</b>		
Establish ongoing working relationship with Career and Tech Centers/CCV/state colleges system to promote college training opportunities and pathways	<b>TBD</b>	<b>TBD</b>	
Promote benefits of work experiences for youth as important aspects for youth and families (through VFN, etc.)	<b>TBD</b>	<b>Webinars on VFN website:</b> <a href="#">Watch: Self-Advocacy in Transition Planning - Vermont Family Network</a>  <a href="#">Watch: Helping Families and Students Understand their Benefits and Earnings Potential when on SSI - Vermont Family Network</a>	<b>Tara, Nat, Tracy</b>