



leading business growth in Geauga County

geauga **growth** partnership, inc.

Youth Workforce Development Program

"Preparing Tomorrow's Workforce Today"



Imagine ...a generation of teenagers who are workforce ready; a generation prepared to conduct themselves with poise and confidence during an interview, and who understand employment expectations and professional behavior; a generation prepared to enter their first jobs, to contribute the skills they have learned, and to build a stronger community. Join Geauga Growth Partnership in this vision for the Youth Workforce Development Programs so that a prepared workforce becomes a reality.

The Challenge

1. Training Geauga County students in interpersonal skills and career readiness
2. Sustaining Geauga County businesses by making students aware of job opportunities locally

In a 2014 Harris Poll, 77% of employers reported that interpersonal or soft skills are as important to success in the workplace as technical skills. In a 2015 GGP member survey, Geauga businesses reported that these skills are the ones high school students lack most.

The Solution

The Youth Workforce Development curriculum is made available to interested Geauga County students and designed for learning through a series of experiences that are offered during Career Awareness Events, Career Readiness Events, and the Internship Program.

1. Career Awareness Events

Who: 8th Graders

What: One day-long field trip for each class, when students visit at least three businesses, talk with employees, learn job options, skill sets and education requirements for different jobs.

Results: Awareness of the diverse job/career options, preparation to select education path.

2. Career Readiness Events

Who: High School Sophomores, Juniors, Seniors

What: One day-long workshop personalized for each age group each year, which includes hands-on activities, educational games, and motivational guest speakers. Students learn resume writing, practice interviewing, and complete activities that provide cumulative training in soft skills like teamwork, communications and problem solving.

Results: 90% of students graduating from the Career Readiness programs report in written program evaluations increased confidence and preparedness to pursue their career paths.

3. High School Internship Program

Who: High School Juniors & Seniors

What: Real-world, 6-8 week, paid summer internships with sponsoring businesses, earned by successful applicants. The experience includes two workshops for additional training in soft skills, workforce behavior and finance management.

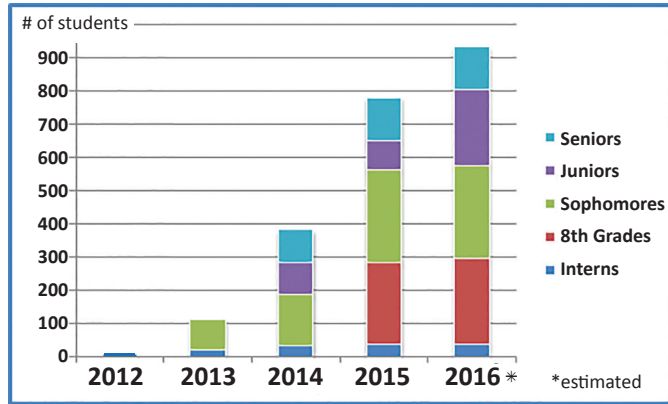
Results: All students completing a summer internship report lessons learned and personal improvements made on the job, which are presented during the final recognition event in August.

30% of sponsoring businesses continue employment relationships with their interns after completion of the program. This is assessed through feedback and engagement with employers and students.



Student Participation

The Youth Workforce Development Program has seen tremendous growth since the first nine student interns completed the program in 2012. Projected attendance for the calendar year 2016 is more than 900 students. Program elements and schools are added incrementally, until all county school students have the opportunity to participate.

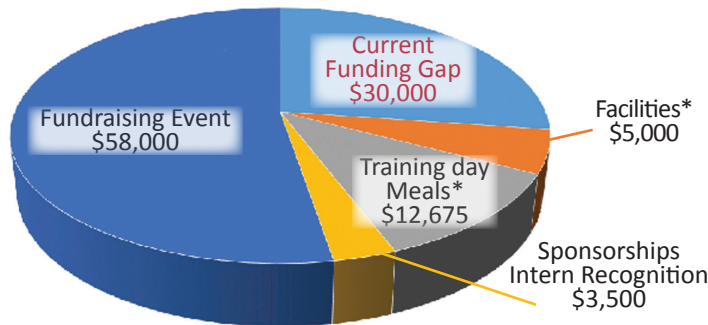


Program Funding

Available workforce for Geauga County businesses is shrinking as the baby boomer generation continues to age and the succeeding generations seek employment outside their home communities. GGP's Youth Workforce Development Program is preparing a viable workforce for Geauga businesses, and serves as a model for other counties.

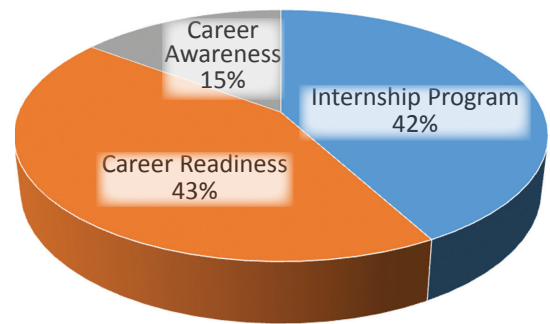
GGP currently provides workforce education and internship opportunities for approximately 850 students from the six Geauga County school districts during the school year. Attendance is expected to expand by 30% by the end of the 2018/2019 school year. The 2016 GGP Budget allocation to Youth Workforce Education is 39%.

GGP 2016 Youth Workforce Education Budgeted Funding Sources



*Currently provided through in-kind donations

GGP 2016 Youth Workforce Education Budgeted Expenses by Program



Current & Future Funding

Until now, GGP has been able to sustain the Youth Workforce Program because of the generous support of area businesses and individuals through the annual HomeGrown Geauga fundraising event, corporate sponsorships, and in-kind donations of time and resources. A gift from The Cleveland Foundation Lake-Geauga Fund enabled the Youth program to expand, but that funding has come to an end.

In December 2015, GGP established the Frank Samuel Workforce Development Endowment Fund, and is launching a campaign to build the endowment enough to underwrite the Youth Workforce programs in the amount of \$50,000 annually, the amount required to supplement GGP's operating budget. Until the endowment is funded, GGP seeks annual support to bridge the gap.

The Vision

The Youth Workforce Development Program was the brainchild of GGP founding President Frank Samuel, who had a passion for young people to succeed in business. The staff and volunteers of GGP have broken new ground in developing this training series.

The plan developed through the collaborations of GGP's staff with school administrators who understand best practices in education and business leaders who know the needs of business.

Reports from parents of teens who have participated in the program tell us they have "never heard of anything like this in Lake or Cuyahoga counties."

GGP was formed in 2010 as a 501(C)3 non-profit, whose mission is to "enhance the business climate, encourage job creation, strengthen economic prosperity and improve the quality of life for all Geauga County residents."

GGP serves the community of Geauga in a variety of ways that support business growth and economic development. This Youth Workforce Development Program can arguably be considered one of its most valuable services, as we strive to prepare the next generation of workforce to succeed, and in many cases, return that investment back to their home communities and businesses.

Testimonials

Success of the program is assessed through survey results and comments from students, parents and sponsoring business leaders.

Sponsoring Business

"The interns we have worked with in this program have been great...our 2014 intern is interning with us again this summer as a 1st year mechanical engineering student."

- ASM International

Sponsoring Business

The Intern Program has been great for our company. We hired a young man for our sales department who completed the Internship program several years ago. We were so impressed with his professionalism. One of our former interns comes back to work every summer and spring break.

-Sheoga Hardwood Flooring

Parent of Intern

"Having lived in several states and been involved in a variety of organizations, I cannot recall a program of this caliber! The opportunity for mutual success you have assembled for our youth and our businesses partners in Geauga County is superb and extremely well thought out."

- Manager (Nestle),
Todd Montazzoli

2013 GGP Intern

"What I learned from the internship program has been the most useful and important experience I had entering college. I had a fantastic knowledge of how non profit business organizations were run, giving me a huge advantage ... and the soft skills lessons, I still use to this day."

- Madeline McCluskey

2013 - 2014 GGP Intern

I was a GGP Intern with ASM International for 2.5 years, and I am starting a co-op program at Oak Ridge National Laboratory [where ASM has an affiliation]. GGP gave me good experience in interviewing, carrying myself professionally, and working in a business setting. This program has really helped me get where I am today.

-Ron Simpson



CAREER READINESS SURVEY STUDENT FEEDBACK Berkshire Sophomore Class 2015

94% of students report increased confidence and preparedness.

94% give high approval rating on presentation on "First Impressions"

91% high approval rating on soft skills training

98% report they would like to attend additional Career Readiness programs

