

Program Design

A. Ten (10) Program Elements

1. Tutoring, study skills training, and instruction leading to secondary school completion, including dropout prevention strategies.
2. Alternative secondary school services.
3. Paid and unpaid work experience, including internships and job shadowing: Work experience and internships shall have regularly scheduled evaluations of participant's progress; a training plan agreed to by the job supervisor, participant, and the case manager; a work site agreement; and time sheets that reflect training hours.
4. Occupational skills training: Occupational skills training will be provided in the demand occupation that corresponds with the employment/career goal indicated in the objective assessment/ISS. This training may be conducted in a classroom setting or through a recognized pre-apprenticeship program. This training is expected to result in a certification of skill competence and training-related job placement.
5. Leadership development opportunities such as activities that encourage positive social behavior and soft skills, decision-making, teamwork and other related activities.
6. Supportive Services: Participants should be provided with the supportive services needed to complete the program if the objective assessment and ISS indicate that such services are appropriate and necessary in meeting the goals established by the participant. In some instances, however, this may not be financially feasible for the program. Where such a condition exists, it is expected that Service Providers will seek outside resources to secure the necessary supportive services.

Participants requiring support services (e.g. transportation assistance, child care, medical services, etc.) will be provided these services through resources and referrals determined appropriate by Service Provider's Case Managers utilizing the SBWIA Resource Directory or other such directory.

7. Adult Mentoring.
8. Follow-up Services: Provide some form of follow-up services for a minimum duration of 12 months. These follow up services include leadership development and support service activities; regular contact with a youth-participant's employer, including assistance in addressing work-related problems that arise; assistance in securing better paying jobs, career development, and further education; work-related peer support groups; adult mentoring and tracking the progress of youth in employment after training.