



YOUTH WORKFORCE AND DEVELOPMENT

Philadelphia Parks and Recreation’s (PPR) division of **Youth Workforce and Development (YWD)** will support a public workforce agenda designed to prepare disconnected youth and young adults for public sector careers. In conjunction with the Managing Director’s office, the division will coordinate a collective strategy that drives city government priorities youth workforce goals.

Primary Objectives

1. Support public workforce policies, stakeholders, contracts and services on behalf of the City of Philadelphia’s Managing Director’s Office.
2. Develop a youth workforce system, infrastructure and services to support department employees (14-24).
3. Create career pathways that connect eligible young adults to permanent employment.

Approach and Target Groups

In School Career Services (ISCS)

ISCS will support year round career exposure programs for youth (14-18). ISCS will develop strategies designed to connect career to technical education (CTE) participants and alternative school based programs of study to real life work experiences.

Out of School Services (OSCS)

OSCS will support opportunity youth (16-24) who are disconnected from school, work or underemployed. OSCS will create strategies that decrease employment barriers opportunity youth face.

Returning Citizens Career Services (RCCS)

RCCS will identify models that support young adults (18-24) transitioning from prison. These services will include employment models and wrap around services necessary to transition back into workforce.

YWD Contracts and Programs

| Agency | Program | Description of Services | Target Audience |
|-------------------------------------|--|---|---------------------------------|
| Philadelphia Youth Network | WorkReady Philadelphia | Philadelphia’s system of year-round and summer youth workforce development and job opportunities | In School Youth ages (14-18) |
| Center For Employment Opportunities | CEO Philadelphia Transitional Employment Program | CEO’s employment model is designed to engage participants recently released from incarceration. | Returning Citizens ages (14-18) |
| Parks and Recreation | Career Advancement Project | The Career Advancement Project (CAP) is a three step industry pipeline model designed to connect youth and young adults (14-24) to permanent careers. | Opportunity Youth ages (16-24) |

PPR 2015 Seasonal Staff Breakdown (18-24)

| | |
|-----------------------|------------|
| Total Employed | 727 |
| Administration | 17 |
| Aquatics | 386 |
| Operations | 74 |
| Other | 3 |
| Programs | 245 |
| Urban Forestry | 2 |

Career Advancement Project

The Career Advancement Project (CAP) is a three step industry pipeline model designed to connect youth and young adults (14-24) to permanent careers. CAP aims to prepare youth for public sector employment within Parks and Recreation, the City of Philadelphia or a related industry. The nine month work experience will provide career exposure programming through customized career pathways designed to build skills and support project based learning. Youth and young adults will receive a 6-9 month seasonal position within the department and transition through a pathway that provides: **access** to information related to the parks and recreation industry, **exposure** to career pathways within the department (PPR), and a structured service driven **experience** promoting servant leadership.

Career Advancement Project (CAP) Steps to Employment: TABLE #1

| | |
|-----------------------------------|---|
| Work Readiness (Access) | City wide career services designed to introduce youth and young adults to public sector careers and available pathways within the Parks and Recreation department. In 2015, PPR hired 727 young adults as seasonal staff. |
| Career Pathways (Exposure) | A work experience that introduces participants to the PPR Pathport an interdisciplinary orientation and overview of the department. Youth and young adults will receive a seasonal paid position connected to a career pathway within PPR such as: (1) Office Administration , (2) Park Operations , (3) Recreational Programming (4) Tree Maintenance , and (5) Venue Management . Youth and young adults will participate in customized professional development and thematic workshops. (see table 2 below) |
| CAPstone (Experience) | A selected group of youth will participate in an apprenticeship experience designed to develop 21 st century servant leaders. These leaders will focus on community sustainability projects that offer solutions to challenges that affect public service agencies today. They will work along with industry leaders, develop a digital portfolio and receive coaching sessions to prepare them for permanent careers. |

FY16 Career Pathway Areas and Positions: TABLE #2

| PPR Career Pathways | Exposure Areas | Positions |
|-----------------------------------|---|------------------|
| Office Administration | Clerical, Human Resources, Finance / Payroll | 4 |
| Park Operations | Park and Facility Maintenance, Seasonal Lawn Care | 18 |
| Recreational Programming | Afterschool Programming and Summer Day Camps | 20 |
| Tree Maintenance / Urban Forestry | Tree care, Horticulture | 5 |
| Venue Management | Venue Operations and Special Events | 4 |
| Environmental Education | Environmental and Natural Lands Programming | 5 |
| In School Youth (14-18) | Work Readiness Exposure | 19 |
| Total | | 74 |

Institute of Career and Community Advancement

The Institute for Career and Community Advancement (ICCA) will serve as the learning and development hub for CAP participants and transient workers. The ICCA will function as a 21st century career center offering career development resources such as conferences, trainings, workshops, career coaching and credentialing options. ICCA services are designed to build staff capacity within Philadelphia Parks and Recreation facilities.

For More Information Contact
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