



## **NEW PATHWAYS EMPLOYMENT PROGRAMS: CAREER NEXT**

### **Career Development Workshops**

The Career Development Workshop is a 36-hour course comprised of intensive instruction on the skills needed to locate, obtain, and retain employment in an industry where there is room for advancement and opportunity for a career. New Pathways students complete career assessments to guide them in the development of an Individual Career Plan (ICP). The ICP contains goals and objectives that serve as a map that will guide students through the program and beyond. The Youth Works JumpStart Success curriculum, a best practice model, is used to cover topics including growth industries, the importance of punctuality, proper workplace attire, how to conduct job searches, completing employment applications, building a professional resume and effective interview skills.

### **Internship**

New Pathways believes you learn best by doing. The internship phase of the New Pathways Employment Program provides invaluable hands-on learning. Students are placed with a New Pathways employer partner where they are trained by professionals in the industry of choice as identified in their career plan. Students also use the “soft-skills” learned during the Career Development Workshop classes in this real world environment. The combination of soft skills and industry skills prepare the students to begin a career in their desired industry. During the internship, students are paid a stipend by New Pathways and work an average of 24 hours per week. Upon completion of the internship, a student may be hired by the employer partner as a regular, unsubsidized employee.

### **Job Placement**

The development of a pathway to a career is the goal of the New Pathways Employment Program. Students who are not able to secure employment with the internship site will continue to work with their Career Coach to identify opportunities, conduct job searches, and secure employment. The Career Coach will also work with the student on his/her next step, post-secondary education enrollment, apprenticeships and/or credential programs. Over the years, the Career Development Staff at New Pathways have developed partnerships with employers that share job openings as they become available. Using the New Pathways Computer Lab New Pathways program participants are able to complete applications online.

### **Employment Retention:**

Once employment is secured, the New Pathways’ Career Coach makes regular contact with the student in the community, at the job site, or via cell phone or email to assess employment status. The New Pathways employment retention service addresses common barriers to success such as childcare needs, transportation, education, and interpersonal skills and is an invaluable way to continue the career goals set in the student's Individual Career Plan. Retention Services are offered for one year following entry in the program.