

BOOT CAMP FOR JOBS

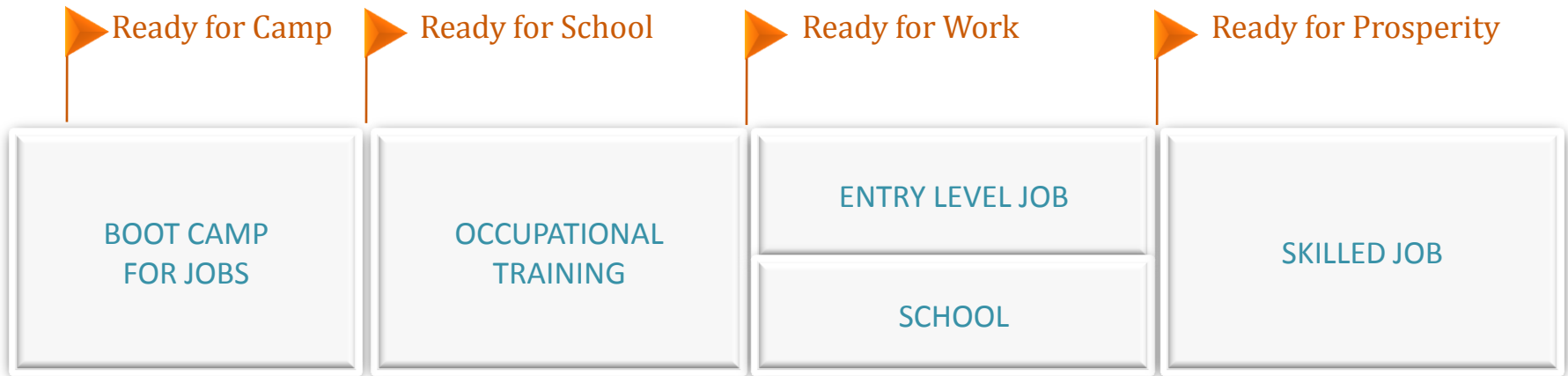
The path to prosperity.



Our Question ...

If we could show you a way to move people from unemployment to living-wage jobs as effectively as the military prepares soldiers for service, would you be interested?

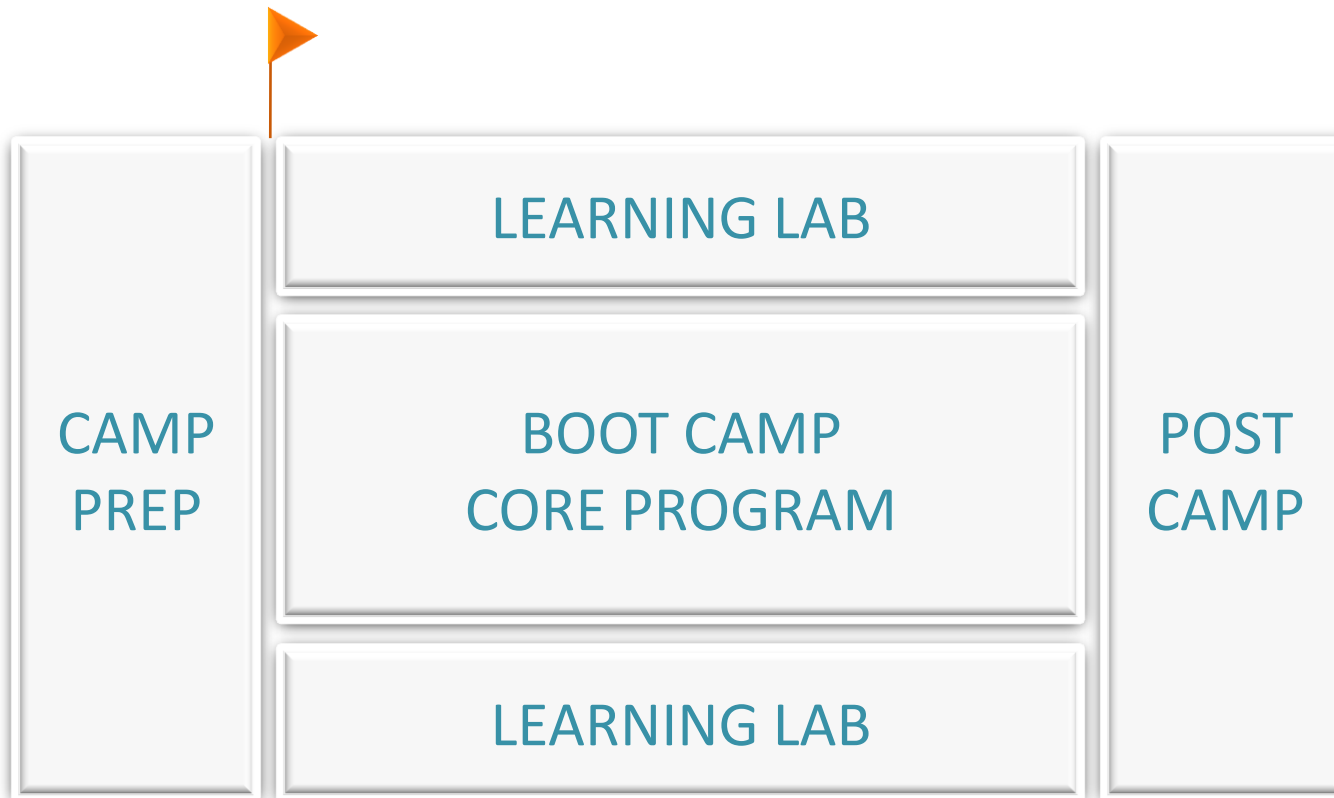
Four Steps to Prosperity



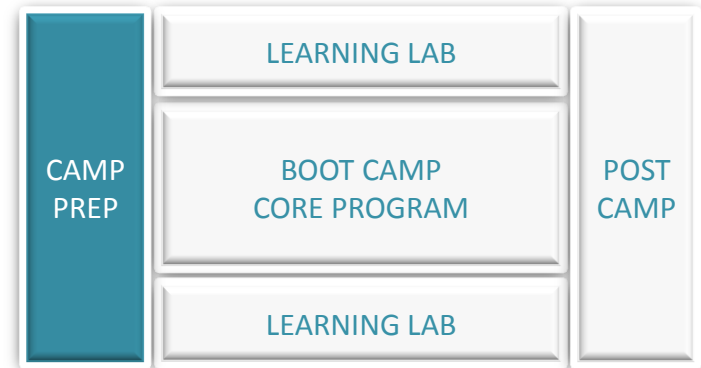
Skill building, basic occupational training, entry level job, continuing education all leading to a skilled job.

Boot Camp for Jobs

BOOT CAMP
FOR JOBS

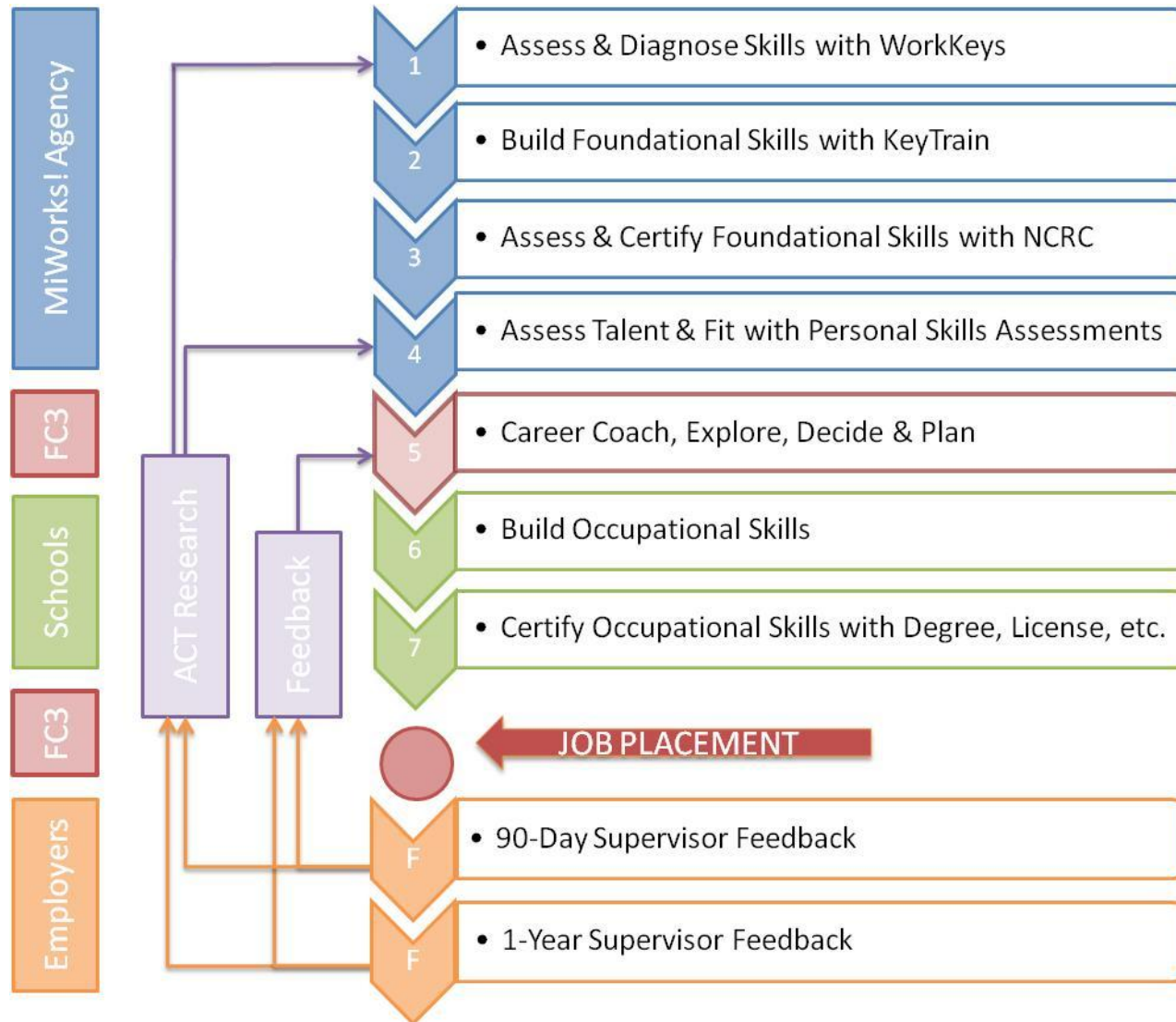


Camp Prep



- Purpose
 - Prepare people for camp, create awareness of camp requirements, enable each participant to make an informed commitment decision, and use the time between “walk in the door” and the start of the Boot Camp Core Program to build skills.
- Objectives
 - ROPC – Registration, Orientation, Pre-assess, & Commitment
 - Comprehensive orientation to Boot Camp and available services
 - Complete FC3 Process
 - Assess and diagnose with WorkKeys (RI, AM, LI)
 - PSA (Talent and Fit)
 - Career Coaching (4 Sessions)
 - Make a commitment to abide by the rules of Boot Camp Core Program
- Structured “working day” to establish basic skills and good work habits
 - Required attendance
 - Two to six weeks – until ‘ready for camp’
 - Individual has access to personal career coach and peer support

FC3 Model



FC3 Four-Step Career Coaching Process

1 ASSESSMENT RESULTS

- WorkKeys / NCRC (Reading for Information, Applied Mathematics & Locating Information)
- WorkKeys / PSA
 - Talent (personal traits and attitudes)
 - Fit (interests and values)
 - Performance (risky behaviors)
- Myers-Briggs Type Indicator (MBTI)
- Homework assignment
 - Strong Interest Inventory
 - Values Assessment

Career options

30 Minutes

2 EXPLORE CAREER OPTIONS

- Overview of high demand health care jobs in our region
- Reading and research (O*Net) on three best fit career options
- Informational interviews (call three people in occupation)
- Homework assignment
 - Decision Making Scorecard

Three best fit occupations

30 Minutes

3 DECISION - MAKING

- Explain scorecard including 14 job fit criteria
- Review exploration
- Coaching for written plan
- Homework assignment
 - Prep for Written Plan session

One best fit occupational target

30 Minutes

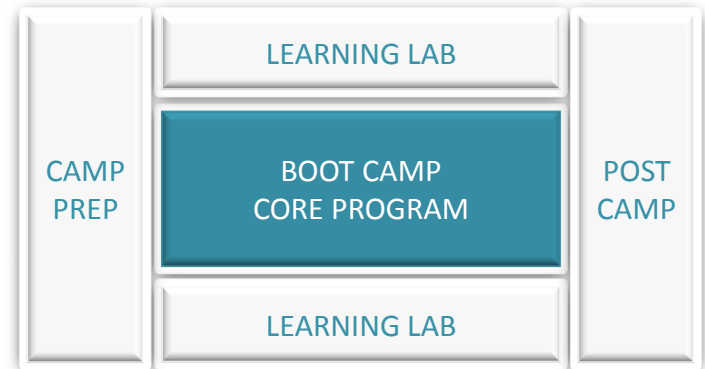
4 EDUCATION & / OR JOB SEARCH PLAN

- Appropriate educational institute or program and details (location, cost, timing, pre-requisites)
- Educational funding plan (in partnership with Michigan Works Career Managers)
- Job search and resume writing advice
- Portfolio

Written plan

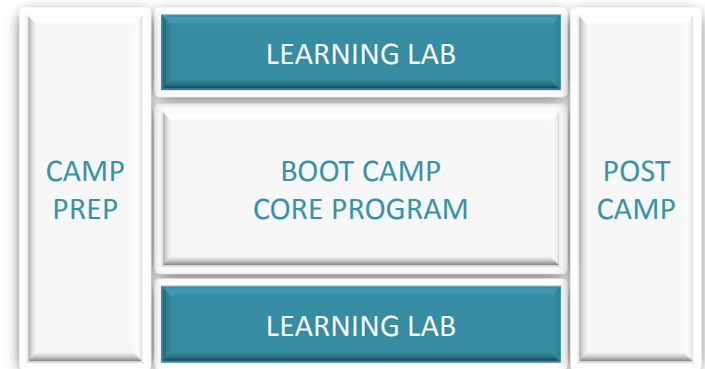
30 Minutes

Core Program



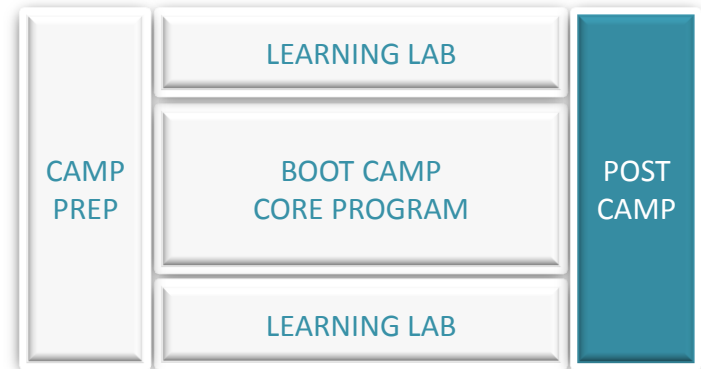
- Purpose
 - Participants will engage in a facilitated learning environment so that they build their foundational skills to enable them to achieve their educational goals and best fit occupational target.
- Objectives
 - Build Foundational Skills – Reading, Math, and Locating Information
 - Contextualized learning for the cohort (employer or industry focus)
 - Assess & Certify Foundational Skills with WorkKeys and the National Career Readiness Certificate (NCRC)
 - Build Employability Skills with KeyTrain – Career Skills (200)
- Highly structured program
 - Classroom instruction
 - 6 Weeks x 30 hours/week = 180 hours

Learning Labs



- Purpose
 - Participants will use this time to take their assessments, and to utilize the computer and other resources to improve their job skills.
- Objectives
 - Build foundational skills using KeyTrain
 - Continue career exploration
 - Increase career skills
 - Increase computer skills
- Less structured program
 - Flexible hours, scheduled and tracked per “participation” requirements
 - Complete 2 hours per day during Core Boot Camp Program
 - Access to learning coach and team responsibility

Post Camp



- Purpose
 - Participants in post-camp sessions continue working toward the achievement of their goals. It's also a chance to give back – the student becomes the coach – this time is for mentoring and teaching incoming participants and polishing their skills and portfolio.
- Objectives
 - Polish portfolio
 - Increase skills for educational and career attainment
 - Attain NCRC Certificate goal
 - Complete 80 hours or more of service to “give back”
 - Go on interviews and **get a job**
- Structured attendance
 - Scheduled days with field trips, small group exercises and fun
 - Mentoring
 - Duration is as long as it takes to complete deliverables and for participant to start entry level job and/or training

VISION

Each year, tens of thousands of people find the path to prosperity in boot camps all over America.

MISSION

The mission of *Boot Camp for Jobs* is to help people assess, align, prepare, and achieve success in the 21st Century job market and to help employers actively participate to build a supply of skilled workers in their regions.

NABC

What's the quantitative customer and market **need**?

- Help people **land good jobs** and remain employed.
- Help people affected by economic changes to reorient, **prepare**, and productively engage in living-wage jobs quickly; optimally **within their unemployment** insurance benefit period.
- People need a **career coach** to help them understand themselves, the world around them, their educational opportunities and their employment opportunities. Coaching enables a person to make a **fully informed decision** so that they pick the right path forward.
- A critical challenge is that one quarter (25%) to one third (33%) of the adult workforce **lack the foundational skills** to succeed in occupational training.
- Meets **JET Participation** requirements.
- Actively **engages employers** to pull skilled individuals from the system.

NABC

What's the specific **approach** to satisfying that need?

Boot Camp for Jobs integrates a number of highly effective elements, such as: the NCRC, Personal Skills Assessments, career coaching, foundational skill building, employability skill building, and forming good work habits to help people assess, align, prepare, and achieve success in the 21st Century job market.

The program has: (1) a preparation phase, (2) a core learning phase with participants teamed into cohorts, and (3) a final “take action” and move forward phase.

Boot Camp for Jobs incorporates flexible entry and exit to ensure a focus around individual needs to help people realign to the demands of the new economy.

NABC

What are the quantitative **benefits** per costs from that approach?

This comprehensive program bundles highly effective tools, methods, and national best practices to maximize the speed and the success rates in helping people land good jobs and remain employed.

NABC

Why are these benefits per costs superior to the **competition** and/or alternatives, by name?

There are a number of very good programs in use throughout the workforce development system.

The unique advantage of the *Boot Camp for Jobs* is the integration of a number of best practices into a hypothesis and set of business processes that can be implemented, measured, and improved.

Close

What's the
request?

Are you ready to get started with
Boot Camp for Jobs?

How do we best work together to design the processes, train personnel, provide career coaching, create employer linkages, monitor progress, and adjust the processes to maximize effectiveness?

Roles Discussion

Partner



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