

Overview

The KOLLAB YOUTH Workforce and Career Development Program was created for high school students ages 14-19. We will be adding a middle school program in the fall of 2022. Our program helps under resourced youth explore career opportunities in business, STEM, and other emerging 21st century careers that are high growth and high wage jobs.

Cultivating resourcefulness as a skill prepares young people for jobs that may not yet exist; in fact, the more resourceful they are, the more likely the next generation will be to create their own jobs - and companies that will create jobs for others. KOLLAB YOUTH also believes that mentorship is a significant part of the personal and professional journey for our youth as well.

The KOLLAB YOUTH program focuses on securing job training and workforce activities for youth, including soft-skill development, career exploration, job readiness and certification, summer jobs, year-round job opportunities and apprenticeships. The KOLLAB YOUTH program is a registered pre-apprentice program with the State of California and youth can receive high school credit. In building workforce essential and readiness skills, we provide access to explore career paths, and gain workforce experience to secure career building employment for teens.

This impact report for our 2022 Spring Cohort explores how we have worked with education, government, and industry leaders in order to reinvent, impact, and change the opportunities in the workforce into an inclusive and welcoming space for diverse and underrepresented youth to thrive.

We are constantly evolving, working with agility, and coming up with solutions to fix the challenges around career pathways by creating opportunities for students to learn about the various industries such as healthcare, infrastructure, trade and logistics, finance, transportation and warehousing, advanced manufacturing, entertainment and creative arts, informational technology, and hospitality.

KOLLAB YOUTH provides transformational experiences to youth from under-resourced communities and this impact report demonstrates our integrated approach to students' academic, health and social-emotional needs by making connections with an array of community and business leaders and by building trusting relationships. It's important for students to experience leadership opportunities during their schooling, to learn the art of building relationships within teams, defining identities, and achieving tasks effectively.

Mentors & Mentoring

KOLLAB YOUTH receive mentorship from industry experts and earn resume-worthy work experience through paid apprenticeships and internships connecting them with the future workforce and preparing them to compete in tomorrow's workplace. Our industry leader mentors focus on helping our youth overcome obstacles that prevent them from achieving their dreams, desires, and goals. Mentors acknowledge where the youth is in their life, actively listens to their wants, and supports them in taking the steps to manifest it. The role of the mentor is to support youth as they discover their passions and take steps to make those passions a reality.

Created in 2019, the KOLLAB YOUTH Workforce Development Program became an independent, non-profit organization on January 1, 2022. In cooperation with both for-profit and not-for profit organizations, KOLLAB YOUTH works to increase awareness, create opportunities, and present economic mobility for underserved and underrepresented youth in the Los Angeles County area. The evolution of this revolutionary experience has resulted in its official designation as a State of California approved pre-apprenticeship program.

To support and capture the goals of the program, KOLLAB YOUTH has partnered with Thrively, an online platform aimed at helping students to identify, understand, and articulate their Strengths, Learning Styles, and Habits of Mind. The Thrively experience is a personalized learning journey designed to inspire students to discover the intersections between those things that they are innately good at and their skills, experience, and passion. Empowered by this information, students seek meaningful career and educational pathways, build essential skills for success, and create impact in their school, community, and world. Combined with the comprehensive KOLLAB YOUTH program, students are armed with mentors, weekly webinars, job resources, scholarship opportunities, potential internships, special sessions, and field trips. The culmination of the Thrively-KOLLAB YOUTH journey is a rich Digital Portfolio that showcases a student's mastery skill set and exhibitions of experiential learning as well as sample work products.

The data curated in this report begins with KOLLAB YOUTH's first cohort from June 2019 and encapsulates subsequent cohorts throughout the program's development. As the program sought to initiate its second cohort in Spring of 2020, the world faced the COVID-19 pandemic. In an unprecedented approach, the KOLLAB YOUTH experience was transformed into a highly engaging online model. The results of the second and third cohorts (Spring 2020 and Summer 2020) were astounding. Student outcomes tell a compelling story of deeply engaging rich possibilities made possible through this program. The fourth cohort of the program, launched in the Fall of 2020, saw yet another pivot in programming. Battling against Zoom fatigue, a phrase coined to represent the physical fatigue experienced during the plethora of video meetings required for day-to-day life during the pandemic, the program had to make additional adjustments to accommodate the schedules and capacity of its cohort members. A significant number of students needed to withdraw from the program citing technology, time

commitments, and school scheduling conflicts. However, thanks to program sponsors, T-Mobile and XPRIZE, participants who persevered were provided with tablets and Wi-Fi. In the Spring and Summer of 2021, KOLLAB YOUTH reached a new horizon. The delivery and expansion of the program has led to its refinement and premium execution. This report contains data through Cohort 8, Spring 2022.

The KOLLAB YOUTH program paves the way by providing access to employment training and financial assistance opportunities for youth from our underserved communities. This creative program is essential to prepare our youth for future jobs and is a catalyst for their success.

KOLLAB YOUTH drives economic opportunity for the most vulnerable youth in Los Angeles County —setting them on the path for success in college or trade school, the workplace and life. The program helps students to discover their unique strengths, interests, and aspirations and to build the skills they need for success in the school, careers and beyond. KOLLAB YOUTH master class presenters and the KOLLAB YOUTH Advisory Board curate the online curriculum to instill the soft, essential, and technical skills that will be transferable and lead to lifelong success. Through the KOLLAB YOUTH program, students understand their unique personalities, discover their strengths, learn how to best cultivate a useful skill set for today's workforce, and determine ways to take an active role in developing a roadmap for career success and happiness.



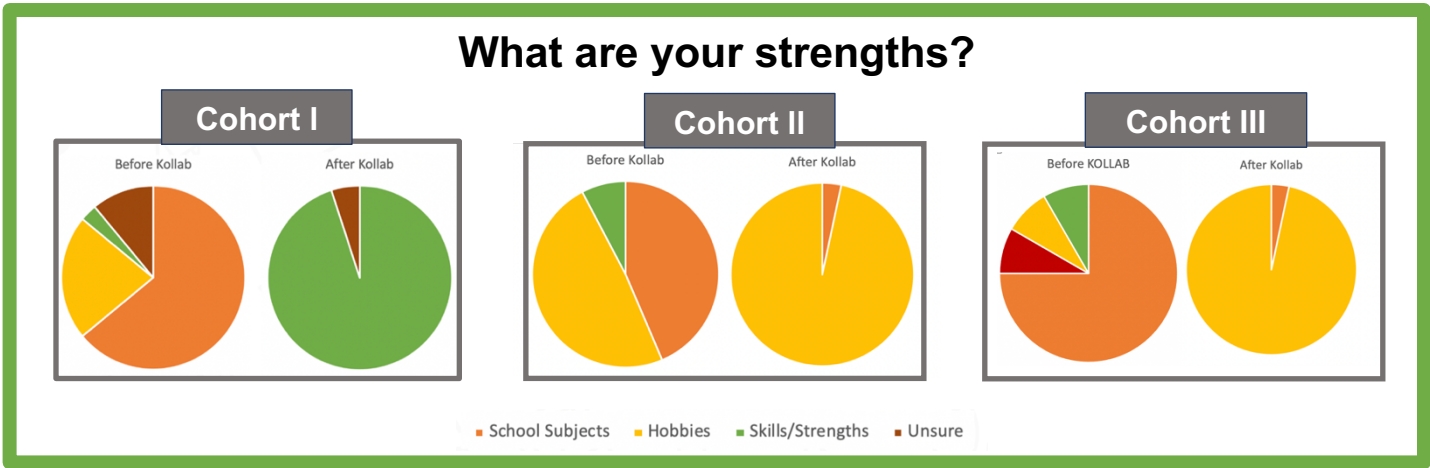
Goal 1: Increase Self-awareness

At the start of the KOLLAB Youth program, students were given a survey to establish their baseline understanding.

- 65% of students [Cohort 1], 60% of students [Cohort 2], and 75% of students [Cohort 3] identified school subjects as strengths. Sample responses include “math” or “science”.
- 22% of students [Cohort 1], 65% of students [Cohort 2], and 50% of students [Cohort 3] identified hobbies as strengths. Sample responses include “soccer” or “painting”.
- Only one student [Cohort 1] and three students [Cohort 2] were able to identify soft skills (communication, collaboration, perseverance) as strengths.

At the conclusion of the program, an astounding 95% of students identified skills and strengths as their strengths.

- Only one student was unsure of their strengths at the conclusion of the program [Cohort 1]
- Only two students named a school subject as a strength at the conclusion of the program [Cohort 2, Cohort 3]
- Zero students identified school hobbies as strengths at the conclusion of the program.



Case Study: Miles

At the start of KOLLAB Youth, Miles identified his strengths as “academics, history, politics, reading, writing, and music”. Below is Miles’s Thrively Strengths Profile. At the conclusion of the program, Miles’s reflection revealed that he has “excellent communication and verbal skills [Verbal], has confidence [Leadership], and is a dedicated hard-worker who goes after his goals [Drive, Assertiveness, and Independence]”.

Self- Starter

TOP STRENGTHS: Verbal Drive Assertiveness Independence Leadership

You get things going, and once you do, you're hard to stop! You push, tug, cajole, and convince, and inevitably things fall into place. Discouragement is not in your vocabulary. Nobody jumping on board your train? That's just fine – the train is leaving the station, and everyone else had better take notice. Hard work is only part of the equation - some things require a force of nature to get them off the ground, and that's where you come in. Yours is the stuff that great entrepreneurs are made of.

You are a self-starter with big goals for yourself. You are never one to sit back and wait for others to tell you what to do, because you are already there. You are achievement-oriented and driven to do well at whatever you try. You start your own engine and boy does it rev high!!

You are not at all afraid to speak your mind and you know very well how to stand up for your rights and those of others. In fact, you take the initiative in doing so. You are not shy about sharing how you think or feel on subject matters and you take solutions into your own hands. You are not worried about what others think, because you believe in the importance of speaking your mind honestly. You are not concerned with saying, "no!"

You stand on your own two feet. You are not the type of person who needs to be told what to do because you are already one step ahead of the game. Task-oriented and able to create your own structure, you are a self-starter. You do not always need to be around others for stimulation and have an independent spirit and streak! You have a mind of your own!

Case Study: Arianna

At the start of KOLLAB Youth, Arianna said that she “did not know yet” what her strengths were. Below is Arianna’s Thrively Strengths Profile. At the conclusion of the program, Arianna’s reflection revealed that she is “someone cares about others [Compassion] and is a hard worker who does whatever it takes [Focus and Drive]”. As evidence, Arianna completed Lessons in Thrively.

You Are Highly Flexible With An Impressive Drive To Succeed And A Keen Ability To Focus

TOP STRENGTHS: Flexibility Patience Drive Focus Compassion

You are a really easy-going, likeable, go with the flow, flexible personality. Those around you really appreciate your ease and will agree that you are comfortable, good company. You almost never get into conflicts with others because you can zig and zag when many around you may only be able to go straight. For you, dealing with problems means choosing from a variety of workable solutions. You are certainly not one to hold grudges and willingly forgive and forget. You can handle disappointment, the unexpected, and being caught off guard, because you have the skill to readily shift your course and expectations. Don't underestimate the power of this asset. It will take you extremely far in life!

You are a self-starter with big goals for yourself. Never one to sit back and wait for others to tell you what to do, you start your own engine! You are achievement-oriented and driven to do well at whatever you try.

You are a goal-oriented individual who finishes projects that you start. You stick to the plan when you need to, making you effective with when you have something on your mind that requires attention or action. You are results-oriented and know how to get the job done.

The Thrively Strength Assessment is the industry's first strengths assessment developed from the ground up by board-certified pediatric neuropsychologists, Jonine Beisman and Jayme Kimmel, with decades of clinical experience working with children and adolescents. The assessment was designed to help children and adolescents identify, understand, and articulate their strengths, discover personal passion, and develop their own personal genius. Complimented by the other assessments in the Thrively Assessment suite, students and their entire ecosystem of parents, educators, mentors, and advisors develop a comprehensive picture of the whole person.

Fig. 1: Sample Strengths Profile

Creative Thinker , Analyst Extraordinaire , Master Storyteller

TOP STRENGTHS: **Creative Thinking** Verbal Analytical Compassion Academic

You think outside the box. A flexible thinker, you have no problem coming up with a plan B. You can always work yourself out of a jam, thanks to your quick mind. Strategizing is a snap for you, and you can get tasks done in a smart and simple way. You always focus on the bigger picture. You tend not to worry about petty details, but rather the important stuff that really matters. You are great at coming up with ideas, and can brainstorm countless concepts and inventions. Robots, holograms, and fancy gadgets and contraptions come from minds like yours!

Your ability to rapidly consume and analyze information and then process it and use it to your advantage is remarkable. When combined with your natural ability to articulate your ideas, you are a force to be reckoned with, whether it be a debate competition, a court of law, or just an argument on the schoolyard!

Think telling stories is just for kids? Think again. The ability to weave a narrative, articulate a vision, and convince an audience are key building blocks for success. As it happens, the combination of talents you possess translates into those critical building blocks. Telling a great story requires creativity – there are a hundred ways to weave the same tale, but only one generates the response you want – whether you're going for tears in a love story, excitement for an adventure, or support for a project you are passionate about. But creativity isn't enough – it also requires a way with words. Having a good handle on both of these puts you in the driver's seat for many of life's most exciting pursuits! Have fun with them!

You are a truly creative and innovative mind. If there is a problem to be solved, you always have many good ideas, can find solutions quickly, and can see solutions that others can not. You have the potential to make major contributions to this world through your ability to see the big picture and to consider novel options!

You are able to focus on details and create solutions in a step-by-step manner. You consider the variables at play and are a natural problem-solver. You rely on your ability to understand systems and bring your existing knowledge to bear to make decisions and break the pieces of a puzzle apart one by one, analyzing each. You are a rational thinker with a strong mind.

You have an extraordinary gift of gab and can usually talk your way out of any situation. You perform well in language arts activities and express yourself well. You would make an exceptional debater as you know intuitively how to create and defend an argument and position. When you are older, you will blow college admissions personnel and employers away during interviews. Your words flow, and you can appreciate finer language nuances. You get hidden meanings and abstract ideas and can explain them clearly. You are persuasive indeed!

Fig. 2: Deeper Dives into the definitions of each Strength provide connections to potential Pathways for exploration

Fig. 3: Top strengths data provides a deeper look into the applications of each of the student's top strengths

DIVING DEEPER INTO TOP STRENGTHS

Analytical

You have thinking chops that allow you to problem-solve, appreciate details, organize steps, and break tasks apart so you successfully reach your end goal. Not everyone around you has these capabilities. You may find yourself becoming frustrated when goals are not made concrete and ideas are just aimlessly thrown around. You ground and focus others to be more methodical and exacting. Appreciate your talents and challenge yourself to get even better at thinking through problems, projects, and new endeavors from beginning to end. Have fun by finding the most challenging problem-solving Apps or brain teasers that others are struggling to solve. You may want to learn how to code, build a robot that will serve helpful functions like volunteer in a biology lab, explore the path of a CIA agent, or collaborate to provide the engineering of a new invention. Your possibilities are limitless as your logical and rational mind will round out expert teams designed to create advances in industries such as science and technology.

FUTURE PATHWAYS COULD BE...



Aerospace Engineer



Medical Researcher



Retail Salesperson

TOP 5 STRENGTHS

01 CREATIVE THINKING

Creative thinkers are innovative brain-stormers who can generate 'out-of-the-box' ideas and find solutions to a wide range of challenges. These thinking masters are skilled at both verbal and non-verbal problem-solving, tend to be inventive, and are good at sparking novel ideas and expanding on them.

02 VERBAL

Strong verbal skills involve the ability to effectively use language to persuade and communicate, a good mastery of vocabulary, the ability to express oneself clearly, a love of playing with words, and an understanding of the nuances of language.

03 ANALYTICAL

Someone who is Analytical tends to be able to break problems apart into multiple steps and solve them methodically. They are attuned to details, are highly organized, exceedingly rational, and are often thought of as "Intense" thinkers.

04 COMPASSION

Compassion involves tolerance and caring for others, as well as a fundamental kindness and sensitivity. Those with compassion tend to be non-judgmental, natural caretakers and good friends with an impressive depth of feeling.

05 ACADEMIC

The Academic strength covers intelligence, memory, organization and a conscientious attitude about getting work done. Those who are academic tend to be high achievers, follow instructions well, and often have mastered the 'learning code'.

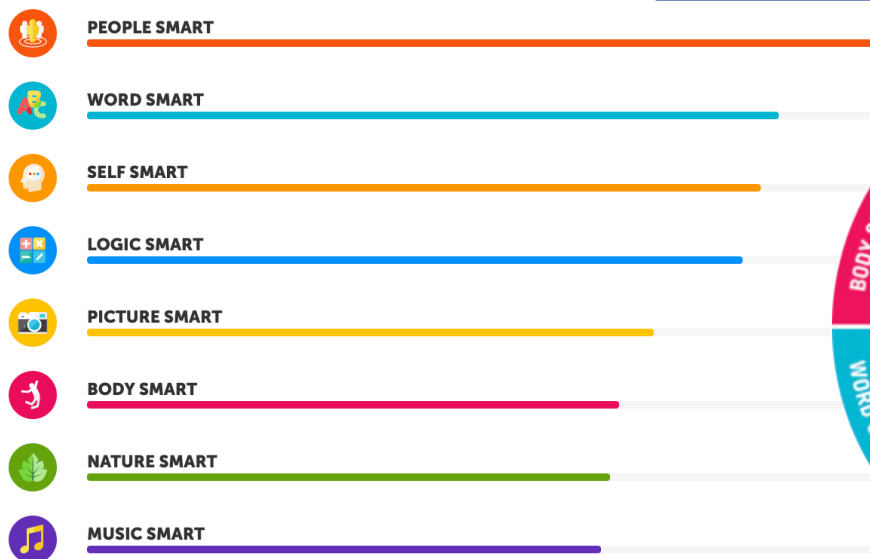
The MIDAS assessment helps students identify and understand the way that they approach learning.

TOP 3 HABITS

 **Creating, Imagining, Innovating**
Disposition and ability to think of new ideas and apply them effectively

 **Thinking Interdependently**
Disposition and ability to think about others and to use the thinking of others

 **Managing Impulsivity**
Disposition and ability to make considered decisions and able to avoid jumping to conclusion



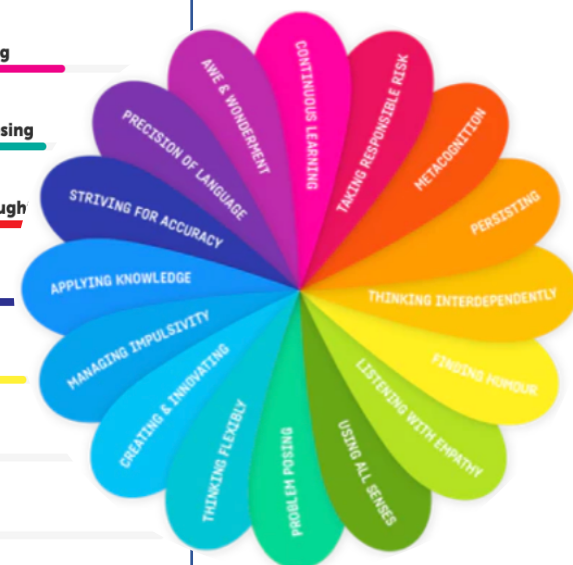
Habits of Mind Profile are based on the extensive research of Bena Kallick and Arthur Costa. The assessment measures how often an individual utilizes the 16 Habits that every person needs to develop to be effective and successful in life.

TOP 3 SMARTS

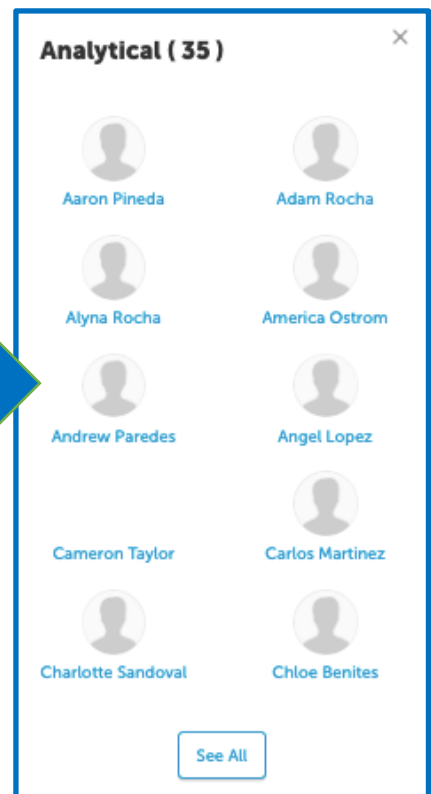
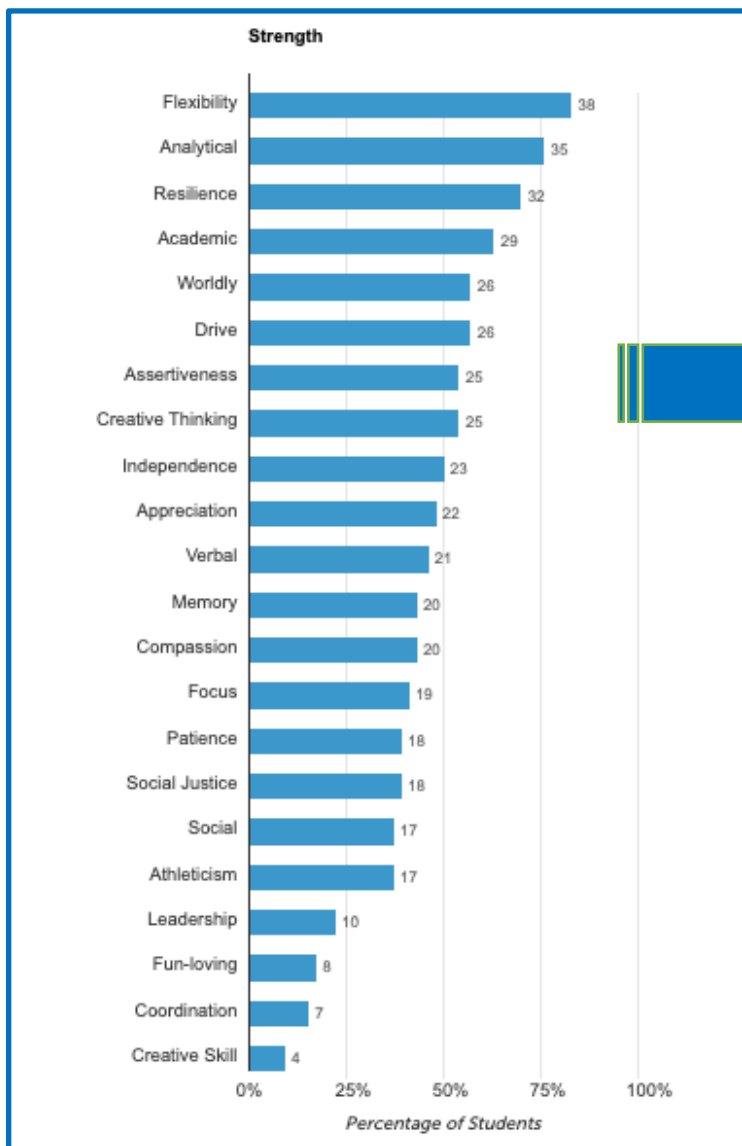
 **People Smart**
Competence in understanding and communicating with others, working well with people and having social sensitivity.

 **Word Smart**
Competence in reading, writing, using language to express complex meanings, and to effectively persuade.

 **Self Smart**
Competence in understanding oneself, self-regulating emotions and having the ability for meta-cognition (thinking about thinking).

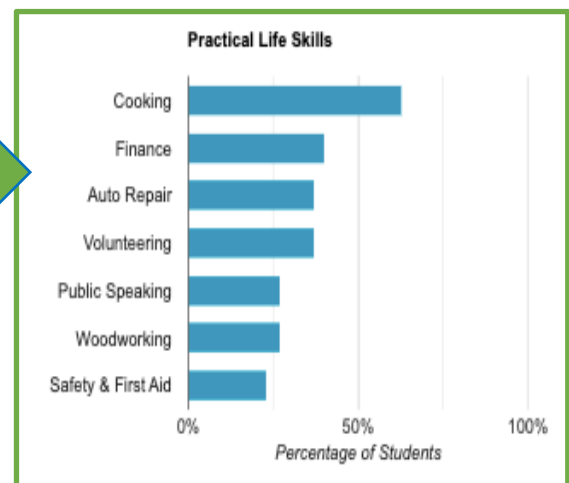
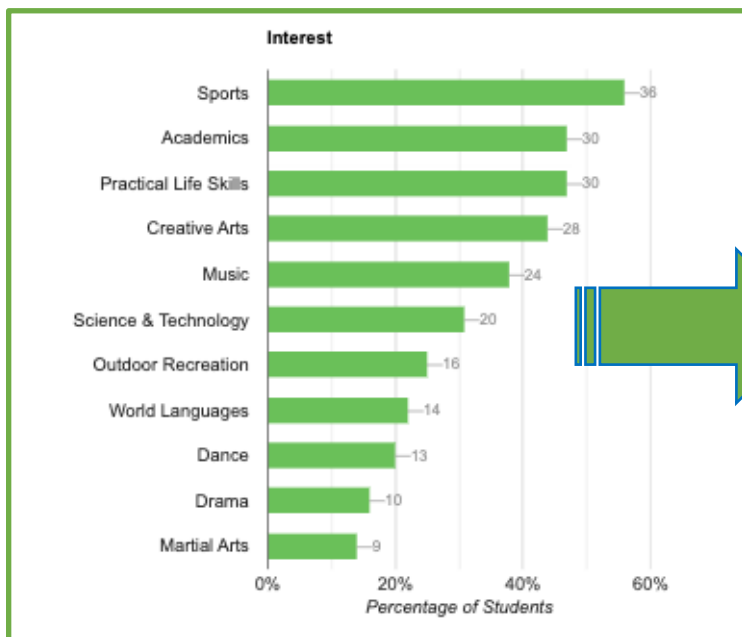


Student Data from Cohort 8 (Spring 2022)



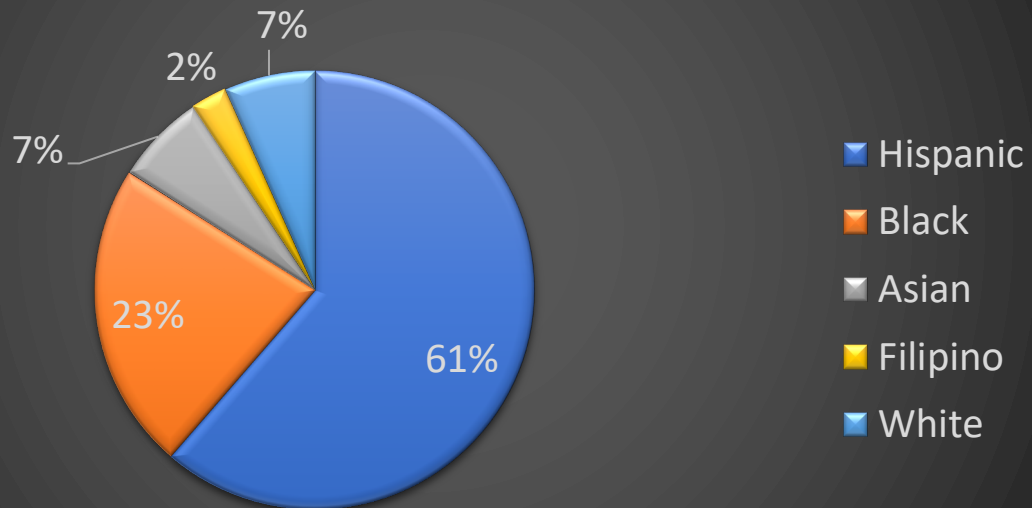
Clicking on any strength, allows facilitators and mentors to view all students with that asset

Clicking on any interest area, allows facilitators and mentors to break down into more details and also view all students with that interest area

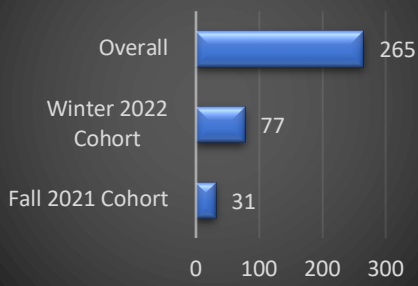


Student Data from Cohort 8 (Spring 2022)

Spring 2022 Cohort – Ethnicity



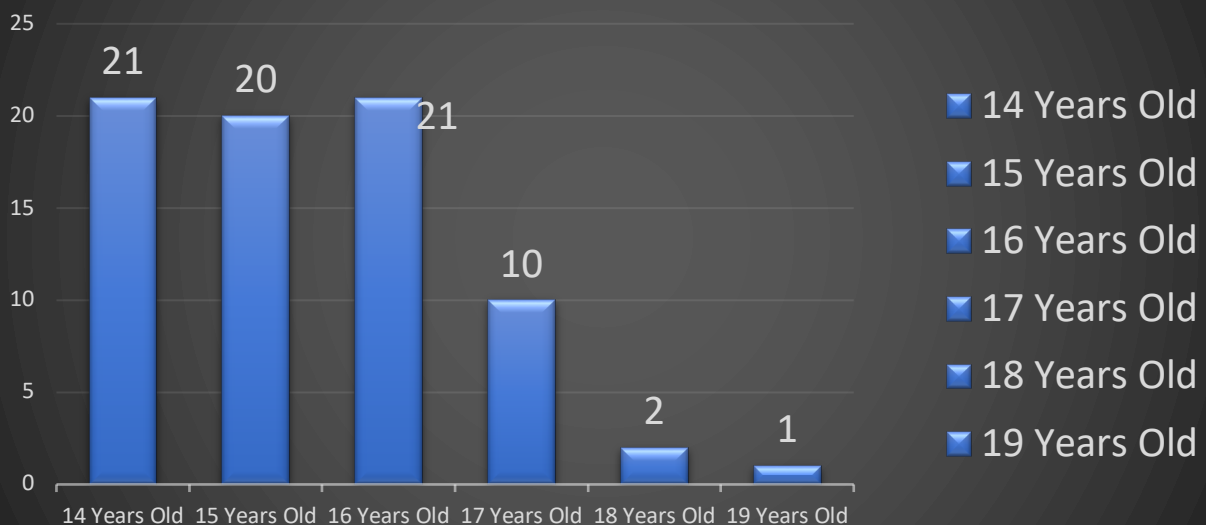
Enrollment Stats



Diversity, Equity, and Inclusion

The KOLLAB YOUTH program paves the way by providing access to employment training and financial assistance opportunities for youth from our underserved communities. KOLLAB YOUTH drives economic opportunity for the most vulnerable youth in Los Angeles County — setting them on the path for success in college or trade school, the workplace and life.

Spring 2022 Cohort - % of Age



Goal 2: Connect Students to their Passion

New Yorker journalist, public speaker, and best-selling author, Malcolm Gladwell theorized that to achieve world class expertise, An individual must practice with precision for approximately 10,000 hours. His research of success factors supports his claim vehemently.

In the KOLLAB Youth project, students utilized the Thrively platform to identify and explore their interests and to identify opportunities to apply their passion toward career possibilities.

Thrively tracks the lessons, projects, pathways, activities, sparks, Journal reflections, and videos that students engage with on the platform and translates each of the components into Passion Points. Deeper, reflective, and actionable activities earn more Passion Points. Passive activities, such as viewing a video, earn less points per session.

Using this measure allows a student's Passion Points to be evaluated as a metric for the amount of time students have spent developing their passion and building practical and meaningful connections.

Journal entries are a metric representation the reflective practices utilized to develop soft skills. Every Lesson inside Thrively includes one or more journal prompts.

Passion Points Earned

76,458

"I do believe that anyone can become successful if they put in the effort to do so. This is because if someone wants something and they try to do it they can find a path to success. If people find resources and use them they can be successful."

-Daniel

Case Study: Aaron

In exploring his passion, Aaron discovered how his strengths lead him into a meaningful career.

What can you do in Thrively? Know Yourself.

May 05, 2022

If I can accomplish my goals and live the life I want to. Understanding your strengths, smarts, and habits can help prepare you for success in school and life because you have a better vision of yourself doing the things you're good at and do the things you do best.

Students explore careers connected to their passion, strengths, and values. The Thrively platform also matches students' strengths, interests, and skills with potential Pathways of interest in a recommendation feed.

Recommended Pathways



Mechanical Engineer



User Interface Designer



Special Education Teacher

Case Study: Charlotte

Through the KOLLAB YOUTH program, Charlotte learned that skills are a critical part of applying your passion to a career. Her journal responses demonstrate her increased capacity for self-reflection and personal growth.

What can you do in Thrively? Find Purpose and Discover Passion.

May 13, 2022

I'm curious as to what qualities are unsuitable for specific occupations and whether they will necessarily decide your success and achievement in that field. Your strengths and interests are important to the job you undertake because they are the abilities that allow you to reach your full potential, and they are what motivate you to do well in that profession and identify areas for improvement. If you are not passionate about a job, your willingness and drive to perform well in it and maximize your abilities will be lower than if you are interested in it. If you work in a job where your skills aren't utilized or aren't contributing to the task, the work won't be as good as a person who has strengths fitted towards that job.

Goal 3: Expose Students to a Variety of Industries

The KOLLAB Youth program was designed to offer students the opportunity to explore career pathways, understand work environments, find personal connections to industry, and discover ways to apply their skills, strengths, experience, and passion and prepare for their future.

Students completed four separate Playlists of Lessons, Projects, and Pathways. The custom content was created to expose students to different industry sectors, the essential skills necessary to be employable in the field, and experience a piece of authentic work within the industry's function.



What are students exposed to through KOLLAB Youth?

One important idea I remember is that experiences tell a story in a form where people inspire and motivate others to help others who are in need; as well as spread happiness to many through small actions.

Through this experience, I was able to learn more about who I am and what I value the most in life.

No matter who someone is, their story is always important to the community.

I discovered that I have certain beliefs that don't serve me and in fact hinder me from what I am truly capable of.

I learned that it's very important to design and develop myself in order to succeed. Having a good/positive mindset is something super important and a key skill needed in order to succeed.

What I discovered about myself is that I sweat the small stuff which won't always benefit me.

I learned there are skills such as communication, persistence, and critical thinking skills to help one succeed in a career, job, and etc.

One key takeaway is that I should question every decision I make and ask myself if they serve my goals because every decision I make will lead me down a certain path.

I think the most valuable thing I got from this session is the blueprint to leading a successful life full of happiness. Blaine spoke about designing a life that designs you and I am going to start doing that.

Sample content students explored

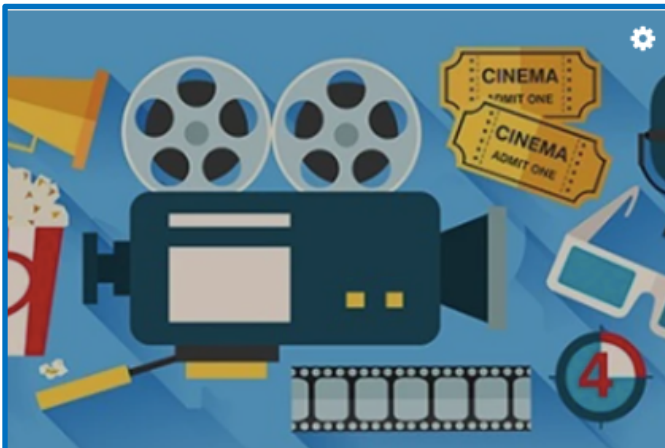


KOLLAB SPRING 2022 GPS FOR...

Kollab prepares youths for a better life through an educational fun journey. Our programs help Boys & Girls Clubs members gai...



KOLLAB SPRING 2022 - FOOD SCIENCE



KOLLAB SPRING 22 - ENTERTAINMEN...

It's been 113 years since the first movie theater opened. The evolution of technology has transformed the industry into a...



KOLLAB SPRING 2022 YOU & MONEY

Students will learn about how to create a spending plan and use money saving tips, what to do with a paycheck, credit card...

LESSON

STATS

Professionalism
 Professionalism involves things like self-management, having a cooperative and...

COURSE

STATS

Strengths, Interests and Careers
 Give your students a jump on their career planning and help them match their...

LESSON

STATS

Your True North
 Many people spend their whole lives looking for their purpose. You are going...

LESSON

STATS

23 Strengths: Social
 Let's learn how to use our Social Strength!

LESSON

STATS

Show What You Know
 As you complete the research component of your Passion Project, you...

LESSON

STATS

Get Yourself Going With Goals!
 You've done a lot with Thrively. You've learned about yourself. You have...

Field Trips allow students inside access to the world of work



MUSIC MATTERS

Grammy Museum Field Trip

On Saturday April 9, Kollab Youth held the Music Matters field trip to the Grammy Museum, a daylong event, where youth heard from a panel of music professionals, experienced a music production workshop, and toured the facility. The youth learned about many opportunities beyond that of the performer.



A Special Invitation...

On March 5, 2022, one of our Kollab participants was selected to attend for free the Seat of the Table Entertainment Industry workshop!

"I met a few amazing people and I enjoyed learning about them and their aspirations. Queenie is amazing! She was super nice and it was a delight working with her. I am truly inspired by Queenie and how resourceful she is! Thank you."

With gratitude, Delilah A



The 2022 AS@TT (A Seat At The Table) Entertainment Empowerment Brunch Series with Queenie Donaldson is an exclusive and informative experience for individuals interested in starting a career or business in the entertainment industry or those who just need some help navigating in this field, whether that be in front or behind the camera.

Career Impact Days allow students to engage in activities that connect their personal interests to their future.



Deloitte. Career Impact Day

Deloitte and KOLLAB YOUTH joined forces to bring teens a day full of awesome and fun activities including, Arts and crafts, Game competitions, Yoga, Interview Skills Workshop, and a Resume Workshop.



Thank you Denzell Perry, newly elected to the Compton Unified School District school board , Target HR, National Youth of the Year Winner 2012, Presidential Volunteer Service Award from President Barack Obama in 2013) and Nick Rotter (former KOLLAB student, Youth of the Year Nominee, and soon to be firefighter) for speaking to the teens.

Goal 4: Increase Workforce Readiness

At the start of the KOLLAB Youth program, students were asked the question, “What do employers look for in potential employees?”

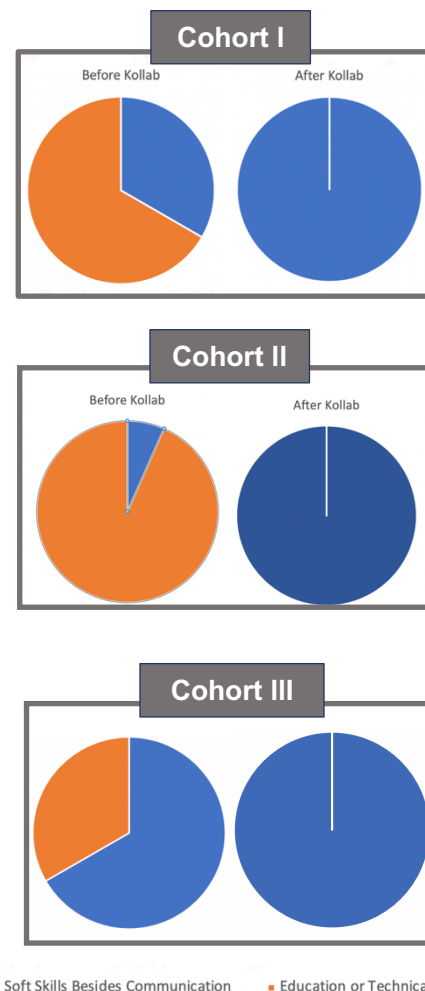
67% of students [Cohort 1] and 93% of students [Cohort 2] identified educational requirements or technical skills.

33% of students [Cohort 1] and 28% [Cohort 2] were able to identify soft skills that employers look for in addition to communication.

In Cohorts 3, 4, and 5, we saw a shift in the data, whereas more students understood the need for non-academic skills, but still relied heavily on technical skills. One possible explanation for this shift is the change in the selection process for which students were only elected to be KOLLAB Youth participants in Cohort 3, 4, and 5 after a much more rigorous screening process which included evaluation of their maturity and previous academic performance.

By the end of the KOLLAB Youth experience, 100% of students were able to identify soft skills that are essential to employability. 100% of students identified soft skills that employers look for in potential employees in addition to communication. Zero students identified education or technical requirements as essential to workforce readiness.

What do employers look for?



Case Study: Angelina

A critical piece of building effective employability skills is to deepen individual capacity for independent learning. These excerpts from Angelina's journal capture her reflections and development of a newly developed efficacy for lifelong, workforce-readiness skills.

Learning Is a Lifelong Process: Why We Should Never Stop Learning

May 09, 2020

When you get older, you often have more time to learn things. You also will have years of experience to help you learn what you'd like even more efficiently. This knowledge is not only beneficial to you but to younger generations that you may want to pass information down to. I do know a lot of older people that have picked up hobbies and learned things, whether it was American history or learning how to sew their own clothes.

If you learn about things you're interested about you'll have a wider range of knowledge to use in different areas. It'll also help humble you because you'll realize that there is so much to learn. Learning new things on your own will also help train your brain to learn things faster. "It is better to know how to learn than to know."

Case Study: Joy

As the most enthusiastic user of Thrively during the KOLLAB pilot, Joy explored many Pathways and completed 6 project-based learning units. The Portfolio of her work demonstrates the breadth of Joy's skill and understanding of workforce readiness.

Perhaps the most important aspect of Joy's growth and preparedness came in the form of essential life skills. Below is one of the questions from Joy's onboarding survey. Prior to joining the KOLLAB pilot, Joy had an email address, but no bank account or resume. She had never applied for a job, had an interview, or been paid for work. She did not know how to find internship opportunities nor connect with a mentor. In her exit survey, Joy stated that she felt confident in her interview skills, preparation to join the workforce, and ability to find options that connect with her strengths, skills, and ability. Joy also stated that she learned more about herself and the world of work.

Goal 5: Develop Employability Skills

Reflective practices support learning by allowing individuals to learn more about themselves and how they learn. Skills are built by looking back on the process of learning, critically analyzing and evaluating effective and non-effective strategies, and improving upon past experiences.

The number in right column indicates the number reflective journal entries students made after engaging with Lessons on the Thrively platform.

The Lessons were either selected from existing Thrively content or created for the explicit purpose of deepening applicable skills for workforce readiness. Input and feedback as to the relevancy of content and in-demand skills related to individual industries were sought from industry experts and KOLLAB Youth partners directly.

Those students who completed the greatest number of journal reflections, reported the greatest skill development growth and yielded the most positive program results.

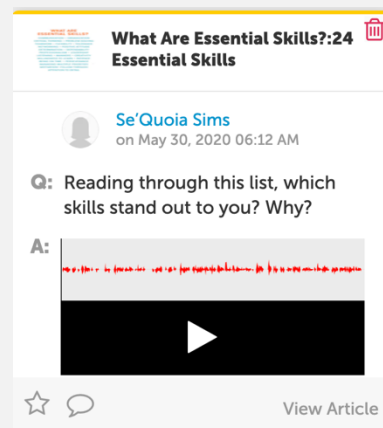
Those students who completed twenty or less Journal reflections reported the least amount of skill development, workforce readiness, and positive program results.

Journal Reflections Completed

6,302

Case Study: Se'Quoia

Thrively allows students to capture their responses in text, audio, or video. In this audio reflection, Se'Quoia reflects on the skills necessary to be successful in life. She identifies communication, grit, and reliance as key elements. She notes her own ability to persevere and follow through, and adds that she is still developing organizational skills.



Case Study: Angelina

Active Listening: Become an Active Listener

Aug 05, 2021

Q: In your own words, describe how you will use these five tips to become a better active listener. What were the five blocks to active listening? Name one block that happens to you most often. How can you work on this block to improve your listening?

The five blocks to active listening are daydreaming, rehearsing, filtering, judging, and distractions. Learning about these five obstacles in active listening is something I can next time keep in mind, and it'll be a better reminder if I happen to actually end up experiencing one of them. One block that I feel especially occurs to me would be daydreaming, as I have a habit of thinking of a lot of things at a time which ends up with me missing a lot of information. I feel that getting more involved and participating in what I'm supposed to be doing can help in me feeling less immersed in daydreaming.

23 Strengths: Leadership: Everyday Leaders

Aug 05, 2021

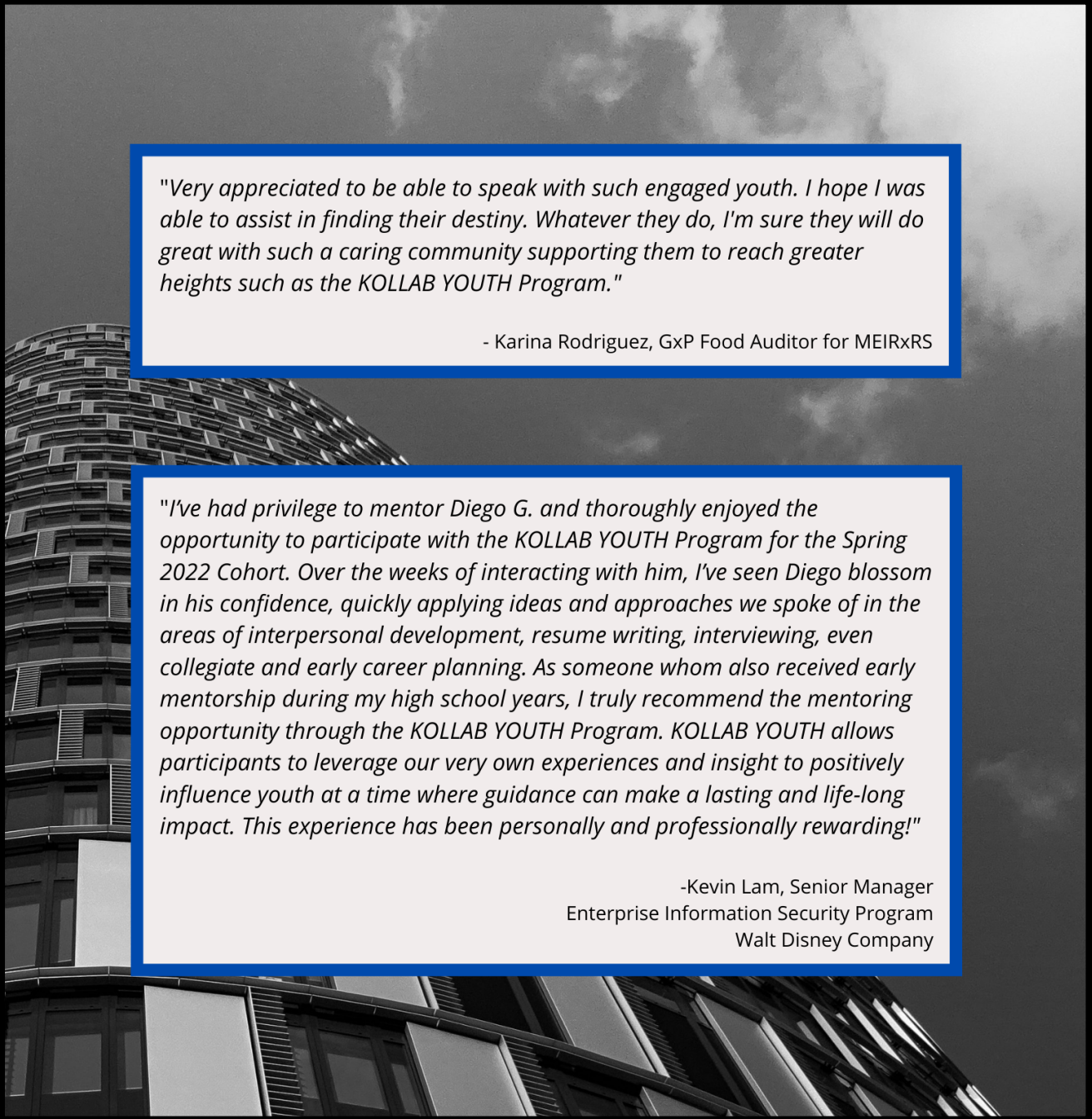
Q: What are some things you could do daily to build your Leadership Strength?

Being assertive and active in what you do as well as being so towards your surroundings can help build your leadership strength. Being thankful, mindful, listening, and more. An example of one of these is what the man in the video mentioned doing one time—being thankful and voicing that thankfulness towards a cashier who may have been a stranger but was still a person like any other that deserved some form of appreciation. Even if it was a small act from a daily routine, doing such a thing frequently can help shape you into a leader and help the people around you in your life.

Goal 6: Facilitate Mentorship and Networking

Industry partnerships from non-profit and for-profit sectors create the opportunity for KOLLAB Youth participants to engage with networking opportunities that support their further career aspirations and endeavors. Every KOLLAB Youth participant is paired with a mentor to help facilitate deeper connections to each of the opportunities that students encounter.

Mentors also assist students in attaining further resources for higher education, trade school, or internships that can support their interests. In helping students to establish a network, mentors help KOLLAB Youth participants to establish a support system that lives beyond the extent of their program experience.



"Very appreciated to be able to speak with such engaged youth. I hope I was able to assist in finding their destiny. Whatever they do, I'm sure they will do great with such a caring community supporting them to reach greater heights such as the KOLLAB YOUTH Program."

- Karina Rodriguez, GxP Food Auditor for MEIRxRS

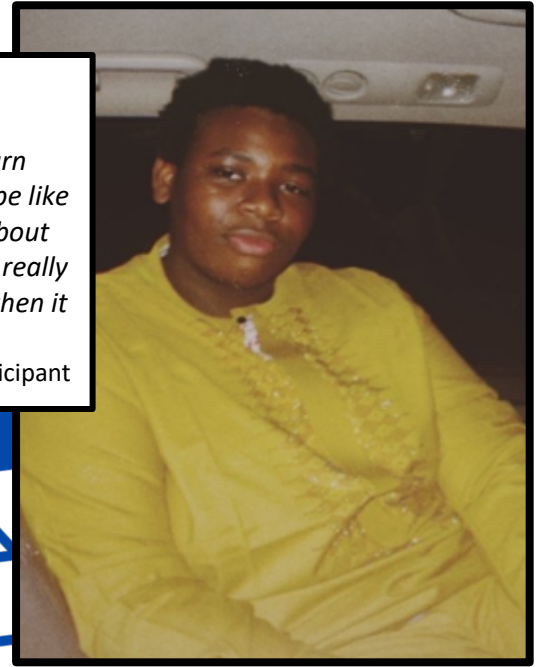
"I've had privilege to mentor Diego G. and thoroughly enjoyed the opportunity to participate with the KOLLAB YOUTH Program for the Spring 2022 Cohort. Over the weeks of interacting with him, I've seen Diego blossom in his confidence, quickly applying ideas and approaches we spoke of in the areas of interpersonal development, resume writing, interviewing, even collegiate and early career planning. As someone whom also received early mentorship during my high school years, I truly recommend the mentoring opportunity through the KOLLAB YOUTH Program. KOLLAB YOUTH allows participants to leverage our very own experiences and insight to positively influence youth at a time where guidance can make a lasting and life-long impact. This experience has been personally and professionally rewarding!"

-Kevin Lam, Senior Manager
Enterprise Information Security Program
Walt Disney Company

Youth Testimonial:

"I love how the KOLLAB [YOUTH] Program let us youth learn from and engage with different people all around the globe like the people at Warner Brothers. I never knew that much about how video games were made but learning from them has really thought me the importance of teamwork and creativity when it comes to working on a large project."

- Tyler O., KOLLAB YOUTH Participant



Youth Testimonial:

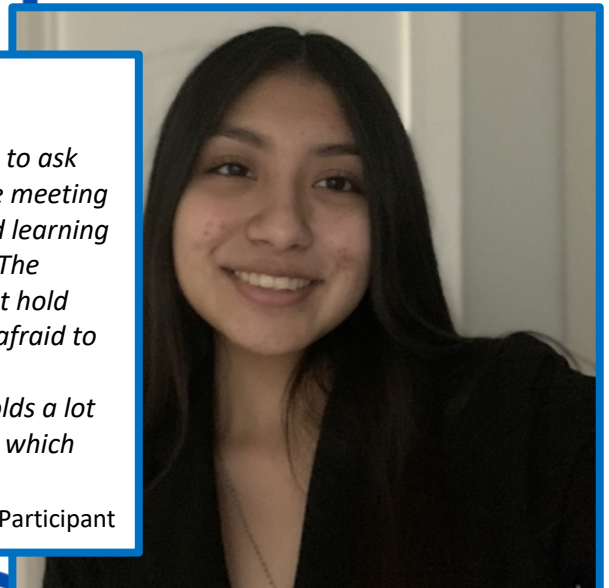
"Taking part in mentor meetings and masterclasses were my highlights of the KOLLAB [YOUTH] program. Specifically, I really enjoyed when we learned about food contamination and how long it really takes for food to expire. Also, in our third masterclass meeting, the speaker talked about financial literacy. Budgets and credit cards were the two main points that really stuck out to me in that meeting. During our last masterclass, Mr. Puder's presentation gave me a new perspective on what schools really teach: we attend to learn how to learn and make valuable connections. During the 6 weeks, I worked on a lot of valuable skills with my mentor: practicing my interviewing skills, viewing future job opportunities at CSUN, my next steps to becoming successful in my future career field, and gaining insightful life advice."

-Diego G., KOLLAB YOUTH Participant

Youth Testimonial:

"My Kollab experience was awesome. My favorite parts were when I got to ask questions and was able to be open about them as well. In addition, I love meeting my mentor Jazmin. She was so awesome, and really sweet, and I enjoyed learning about how college life is and about life skills such as time management. The advice I would give to the incoming students of KOLLAB [YOUTH] is to not hold themselves back in asking questions because it can help others who are afraid to ask and to see the internship and scholarship opportunities. Yes, I would recommend KOLLAB [YOUTH] to my friends because KOLLAB [YOUTH] holds a lot of opportunities, awesome information, and people you get to meet and which can help guide you on what you would do in the future as a career."

-Cindy G., KOLLAB YOUTH Participant



Youth Testimonial:

"My KOLLAB [YOUTH] Experience was very fun and educational. I was able to learn a lot of new things and even made a new friend. My favorite part of this experience was the mentorship. I was able to have someone help me throughout the program and be able to talk to whenever I needed. They allowed me to feel comfortable and were super kind to me. A highlight from this program was the Kollab Masterclass with Daniel Puder. He is very inspirational and helped me see life in a different way."

-Arleen G., KOLLAB YOUTH Participant



Youth Testimonial:

"My KOLLAB [YOUTH] experience was unforgettable and was a substantial transition point into my introduction to the workforce. KOLLAB [YOUTH] gives the opportunity for young people to directly meet influential individuals and connect with them through stories, advice, and a guaranteed Q&A. I would definitely recommend KOLLAB [YOUTH] to my friends because this experience allows you to meet kids from all over the area with similar goals in mind, win free prizes and cash, the opportunity to continue contact with the great speakers that are invited, exposure to various pathways, the option to meet with a mentor, and this is all completely free and remote!"

-Deanna E, KOLLAB YOUTH Participant



Youth Testimonial:

"My experience with KOLLAB [YOUTH] was really enjoyable. My favorite part would be meeting with my mentor, she was very open and kind to me. I learned a lot of things but the one that was really relevant to me was about being a leader, I wasn't sure if I could be a good leader but I learned that anyone could be with practice."

-Viviana M., KOLLAB YOUTH Participant



Compelling Post-Experience Reflections

“I discovered that I can work hard and push myself despite what other people may think. I can have high expectations for my own self.”

-Beatriz B., Student

“The most important idea I took from this lesson is to give honest, sincere appreciation. I've noticed that each time I have been part of a team, what means the most to me and motivates me is recognition for my hard work. That is what helps me respect a person and being open to listening to them because I feel seen and heard. I had not realized how important of a trait that is in a good leader until today.”

-Delilah A., Student

The parts of the KOLLAB program that were most important to me were:

- Understanding my strengths
- Exploring different industries
- Building skills

-Carlos M., Student

“A key take-away I will remember from this experience is the understanding how to differentiate between external stress causes and internal stress causes as well as how I can deal with both.”

-Kevyn G., Student

“Something I will remember is to show my knowledge of the company when I'm applying for a job.”

-Alexandra L., Student

“I learned how dedication is more important than past career experience or university someone attends. Most voice over actors they are efficient in what they do because of connections and the strategic ways of practicing to getting better.”

-Michelle G., Student

“Just because you go to college, it does not always secure you a job. It is good to get into a profession that will always be needed.”

-Cloe V., Student

Thank you

to our Partners & Sponsors
for making the KOLLAB YOUTH
Workforce Development Program possible



BANK OF THE WEST
BNP PARIBAS

Spectrum



JPL

Jet Propulsion Laboratory
California Institute of Technology



How can I get involved?

- **Become a Mentor**
- **Sponsor a Session**
- **Host an Event**
- **Provide an Experience**



Conclusion

Since its inception, the KOLLAB YOUTH program has achieved many successful outcomes. Participating students have gained practical life skills, essential workforce readiness, exposure to industry, integration into the workplace and the opportunity to build a Digital Portfolio of sample work products. As students built skills, they developed reflective practices and explored personal connections to their strengths, passions, and experiences in a variety of contexts. Students explored a wide range of careers, from entry-level positions to job titles that required advanced degrees. Through the intricate approach to mentorship and networking, many students have launched into internships with KOLLAB YOUTH partners.

As we move forward into new phases of the program, new data fields are emerging. The data, impact, and assessment of the program will continue to expand. The reporting model will iteratively continue to mold itself toward the most effective communication of that information.

Additionally, larger data sample sizes will increase the ability to form deeper correlative relationships between KOLLAB YOUTH activities, experiences, exposure, and inspiration they serve to provide as students define their own path to the future.

For more details about the KOLLAB YOUTH Workforce Development Program or to join the efforts in this amazing work, please contact:

Mary Hewitt
Executive Director
KOLLAB YOUTH Workforce Development Program
mhewitt@kollabyouth.org
310-303-2869

Sari Chaparro
Public Affairs Specialist
KOLLAB YOUTH Workforce Development Program
schaparro@kollabyouth.org
818-256-0827

Gina Thackrey
Educational Innovation Consultant
DiscoverNextGenEd@gmail.com
619-227-2923