

Kollab Youth

Impact Report Summer 2022



Overview

The KOLLAB YOUTH Workforce and Career Development Program was created for high school students ages 11-19. In Fall of 2022, we will expand the KOLLAB YOUTH Workforce offerings to include a middle school program. 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.

In 2023, KOLLAB YOUTH will look to expand its program regionally to Riverside County, San Bernardino County, San Diego County, Ventura County, and Orange County.

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 Summer 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 various industries such as healthcare, infrastructure, trade and logistics, finance, transportation and warehousing, advanced manufacturing, entertainment and creative arts, informational technology, hospitality, and vocational skill development.

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.

The Path to Here

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.

Critical to the ongoing success of the KOLLAB YOUTH program are the tools and program elements that help youth to develop their own personal brand. Armed with the information that a brand communicates values, status, and contributions. Brand reliability becomes the standard in which the community receives and interacts with the brand. As youth develop their own personal brand, they focus on the values and contributions they want to communicate to

potential future employers. In 2021, KOLLAB released the KOLLAB KWIZ, a highly effective online tool that helps youth understand and articulate their strengths and performance styles. Compiled with the strengths assessment, these powerful tools help students form a dynamic picture of themselves.

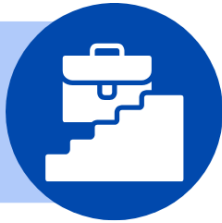
The data curated in this report begins with KOLLAB YOUTH's first cohort from June 2019 and encapsulates subsequent cohorts throughout the program's development. As the program sought to initiate its second cohort in Spring of 2020, the world faced the COVID-19 pandemic. In an unprecedented approach, 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 9, Summer 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.

the **Kollab** **Youth** *Experience*

**CAREER EXPLORATION
& DEVELOPMENT**



**INTERNSHIPS
APPRENTICESHIPS
JOBS**



**NETWORK WITH
INDUSTRY LEADERS**



**MENTORING &
SUPPORT**



**RESUME BUILDING &
MOCK INTERVIEWS**



**SOCIAL EMOTIONAL
WELLNESS**



**COLLEGES &
TRADE SCHOOLS**



**DIVERSITY, EQUITY,
& INCLUSION**



**LEADERSHIP
DEVELOPMENT**



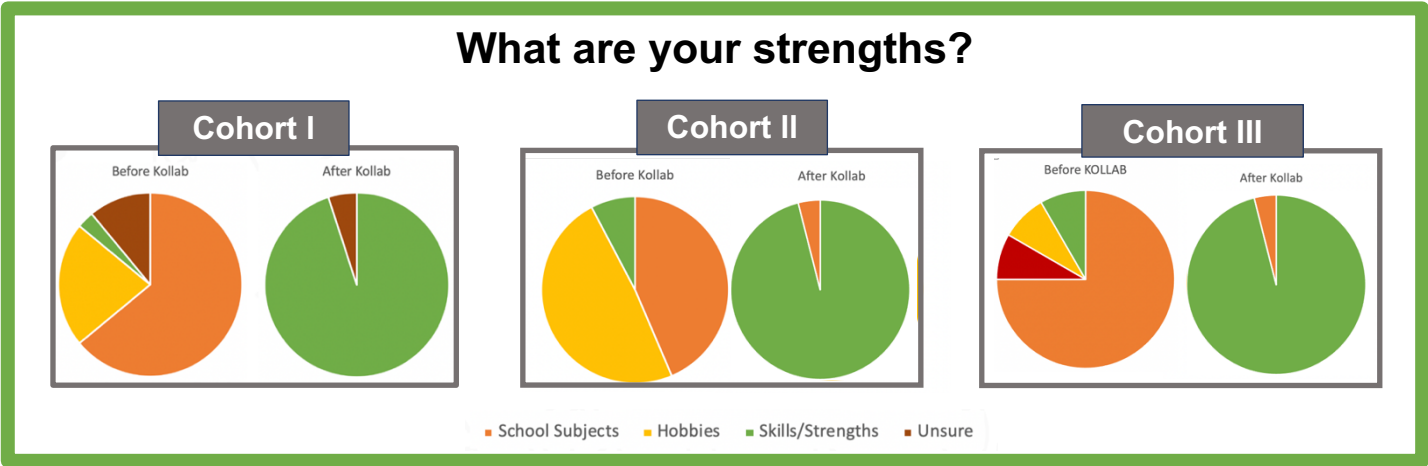
Goal 1: Increase Self-awareness

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: Nicole

At the start of KOLLAB Youth, Nicole M. identified her strengths as “I am willing to try things and open to joining opportunities that may or may not help me because I love experiencing.” Below is Nicole’s Thrively Strengths Profile. At the conclusion of the program, Nicole’s reflection said, “I feel that my strengths are being able to understand and connect with others. [Appreciation/Compassion] I believe some of my leadership skills improved so that might be a strength.”

Global Thinker

TOP STRENGTHS: Social Justice Worldly Appreciation Compassion Analytical

You have a broad perspective and an interest in global issues. You naturally take in and synthesize information about the world, and your wonderful curiosity about other countries and cultures quickly turns into insight as you process the information.

To you, the world is a constant fascination. You like to look outside your day-to-day and consider big thoughts and ideas. You realize that the world extends far beyond the radius of your immediate experience, and you want to be an active part of all of it. You have a curiosity and zest for people, places, travel, culture, history, and very much enjoy learning through experience.

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.

Case Study: Arianna

At the start of KOLLAB Youth, Pattie identified her strengths as “persistence, patient, and easy-going.” Below is Pattie’s Thrively Strengths Profile. At the conclusion of the program, Pattie’s reflection said, “I feel my strengths are love of learning [Creative Thinking], open-mind [Compassion] perseverance, persistence, and like to help others [Appreciation/Patience].”

You Are Creative In Your Thinking With An Impressive Flexibility

TOP STRENGTHS: Compassion Creative Thinking Patience Appreciation Flexibility

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 an easy-going, go with the flow, flexible personality. Those around you appreciate your ease and will agree that you are comfortable, good company. You are not likely to 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 often means simply choosing from one or more solutions. You are generally not one to hold grudges and you willingly forgive and forget. You can handle disappointment and the unexpected relatively well, because you have the skill to shift your course and expectations. Don't underestimate the power of this asset. It will take you extremely far in life!



The KollabKwiz was designed and created specifically for The Kollab Youth Workforce & Career Development Program. By completing a short quiz, you'll discover your personal strengths, weaknesses, attributes, tendencies, and more. Mentors find the Kollab Kwiz a useful tool to help them better relate and understand their mentees to optimize their guidance. KollabKwiz was designed and donated by RemotelyMe.



What your "inner self" might say: *I'm peaceful, easy-going, speak softly, and can be very diplomatic. I thrive in environments where I receive positive support and genuine complements, but I'm reluctant to ask for them. I avoid blowing my own horn, but secretly wish my teacher, mentor, friends and teammates would recognize me more often for all my hard work.*

The Kwiz provides youth and their mentors with a profile loaded with valuable information about their motivations, mannerisms, attributes, and self-talk. Armed with this detailed information, youth are empowered to make impacting choices.

- You are confident, driven and very goal and success oriented at home or work
- You are motivated, hard-working, easy-going, competitive, and enjoy schedules
- You believe in recognition for achievements and can easily adapt to situations and roles



"The Kollab Kwiz allowed me to find out personal characteristics that I did not previously realize I identify strongly towards. The quiz helped me see how others may perceive me and it listed my interests accurately. The top five strengths from the quiz were topics I could write about in numerous ways and I would say they will help me in my application process for college. I have also learned about skills that I can use some work improving on which is something I can appreciate to know. Knowing where my strengths and weaknesses lie will allow me to improve, step by step, how to become ready for the workforce and the real world. My personality relates to what my results in the Kollab Kwiz determined and I plan to continue to grow as an individual who personifies as a passionate individual who is appreciative, diligent, and admires social justice."

Diana Gonzalez-Martinez, 12th Grade
STEM Academy of Hollywood, Medical Pathway



Primary Attributes:

- Optimistic, enthusiastic, fun, exciting, and likes to keep options and choices open
- Easily distracted, highly adventurous, and "shiny new things" and experiences
- May seem unfocused and attracted to "shiny new things" and experiences
- Might have difficulty finishing projects once the newness wears off
- A sophisticated connoisseur but it boredom sets in, may
- Can be motivated by money, variety, and trends and
- May have difficulty describing what they want or
- Can sometimes seem hyperactive and unable
- My constantly consumed by activities and
- Often uninhibited and might do what
- Likes telling stories with flamboyant
- Hates boredom, usually in mor
- Full of brilliant ideas, but not ve
- Can be prone to excess and may some
- Can be self-centered, materi
- Can have fun" away fro

Typical Mannerisms:

- Very nice and easy going, complementary, and polished but not brash; are usually in a
- Dresses nicely but tends to dress and act in ways that will please those in power
- Not overly concerned about what they drive and have a moderately clean workspace, bu
- You often give genuine compliments
- Speak with a soft voice unless you get agitated or angry
- You smile often when you dislike what others say about a topic
- Your facial expressions are soft and friendly
- You have an open and graceful body movement
- When agitated, your face is taught and brow k

How do we know?
Because it's science!
Learn more about
KOLLAB Kwiz at
kollabyouth.org

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.

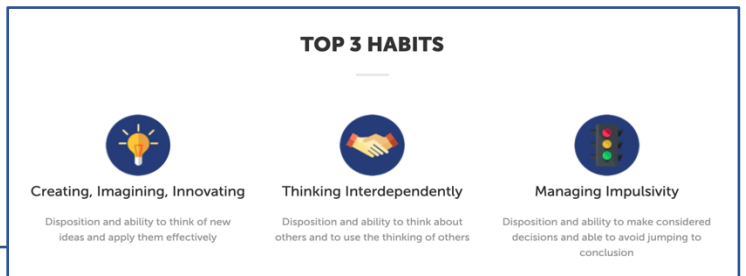
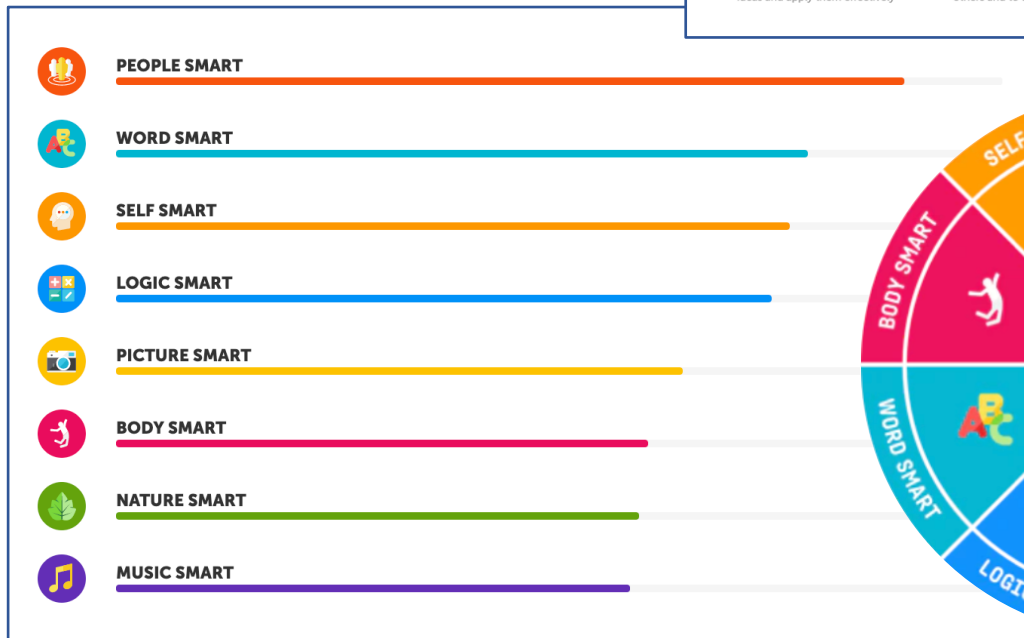
04 COMPASSION

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.

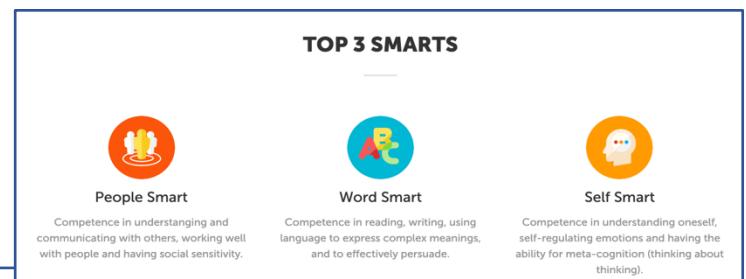
05 ACADEMIC

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'.

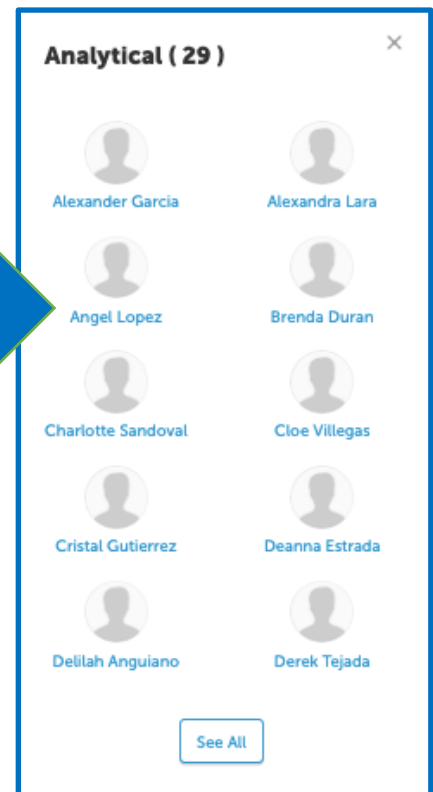
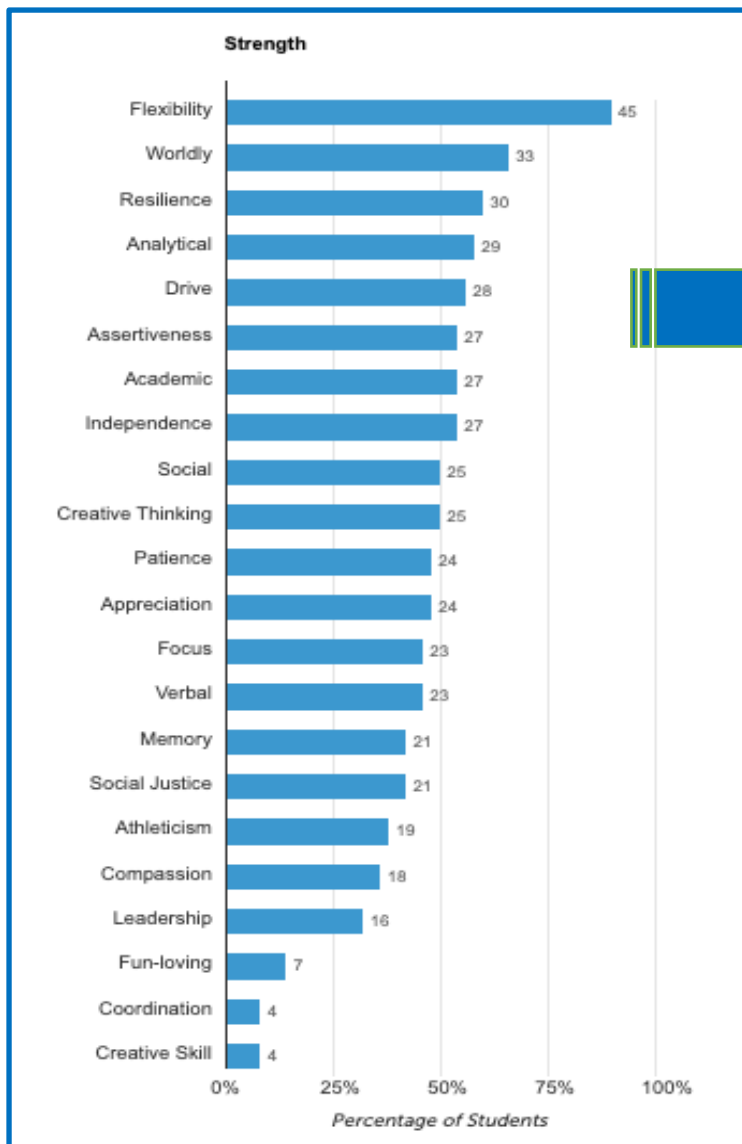
The MIDAS assessment helps students identify and understand the way that they approach learning.



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.

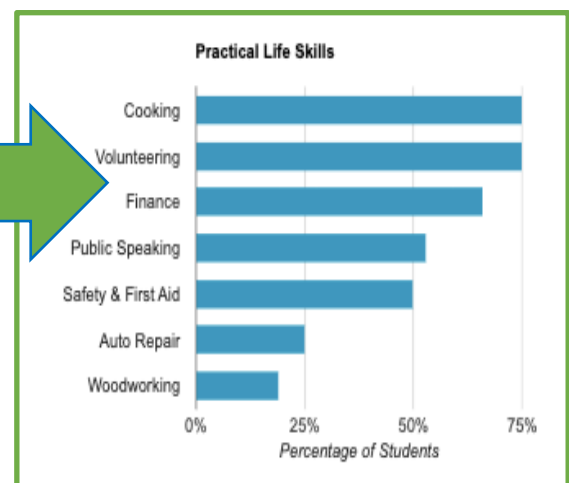
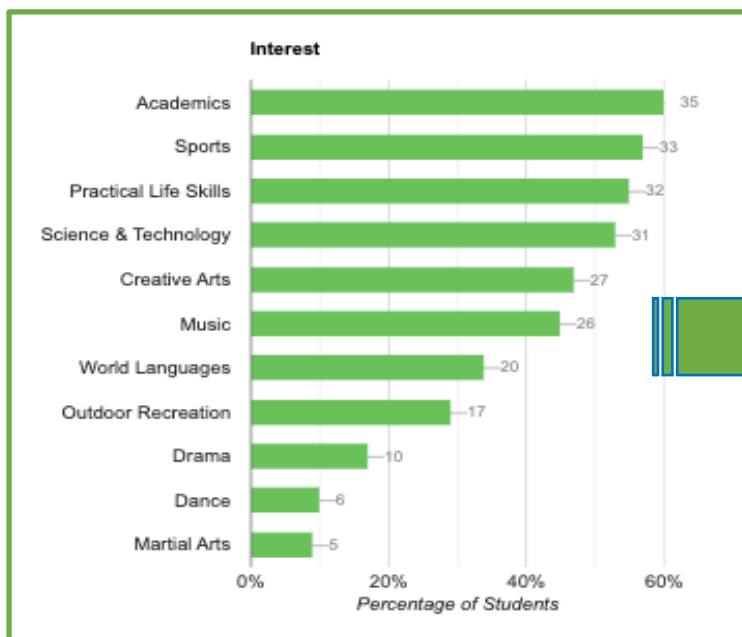


Student Data from Cohort 9 (Summer 2022)



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

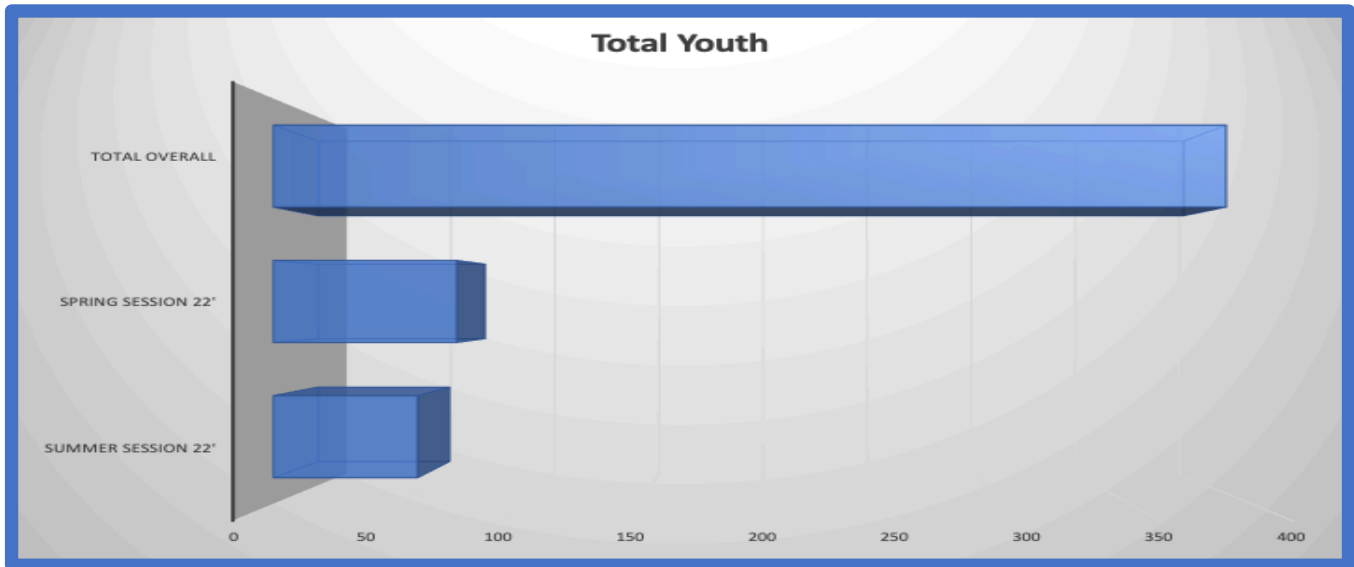
Clicking on any interest area, allows facilitators and mentors to break down into more details and also view all students with that interest area



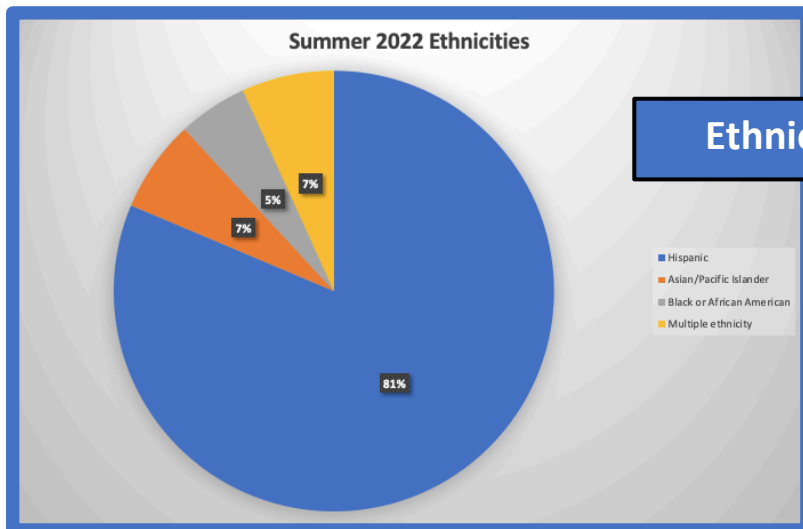
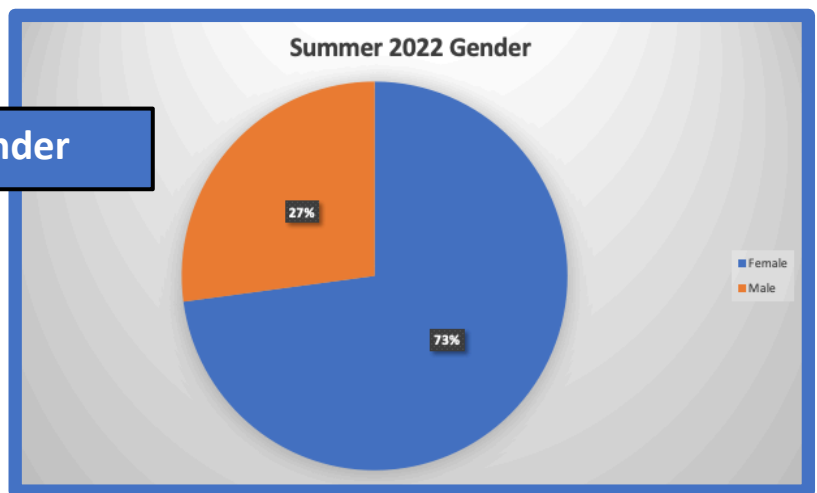
Student Data from Cohort 9 (Summer 2022)

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.



Gender



Ethnicity



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

87,256

"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: Lindsay

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

What can I do in Thrively?:KnowYourself

Jul 07, 2022

Q:
What do you want to know about yourself? How do you think that understanding your strengths, smarts, and habits can help prepare you for success in school and in life?

I really want to know my personality or strengths... I have a certain idea but I would like to see what this resource would suggest. I think it's important because it may help me end up deciding my career or even my life path

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



Case Study: Arlene

Through the KOLLAB YOUTH program, Arlene 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 I do in Thrively?:Find Purpose and Discover Passion

Jun 27, 2022

Q:
Other than pay, what information would you want to know about a potential future career? How do your strengths and interests matter to the job you do?

I would want to know what days I have to come in, what position I am working in, and if it will help me advance in my own career. I think strengths and interests matter to the job I choose to do because I would not want to be bored and not committed to that career. When that happens it's harder to even want to go through that job since it does not matter much to you.

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 import 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 succesful 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 SUMMER 2022 - Storytelling

In the digital age, we are more connected than ever before, yet so many of us feel disconnected. Why are we on social media...

8 Items 1.5 hours



KOLLAB SUMMER 2022 - TOY...

The toy industry is an important segment of the Southern California economy. It accounts for 9,500 jobs in Los Angeles a...

7 Items 1



KOLLAB SUMMER 2022 - YOUR BEST...

For teens to be truly job ready, they need the traits and soft skills valued in the workplace, in addition to technical knowledge and...

9 Items 3 to 10



KOLLAB SUMMER 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...

13 Items 60 minutes

LESSON STATS



Professionalism

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

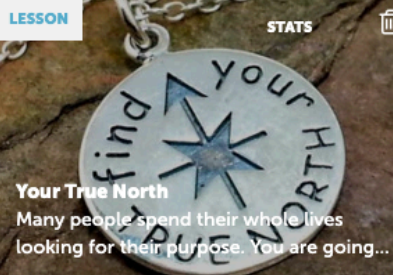
COURSE STATS



Strengths, Interests and Careers

Give your students a jump on their career planning and help them match their...

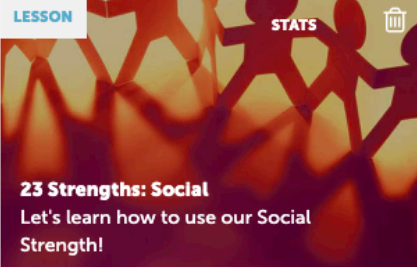
LESSON STATS



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!

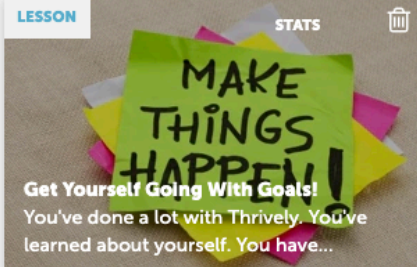
LESSON STATS



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...

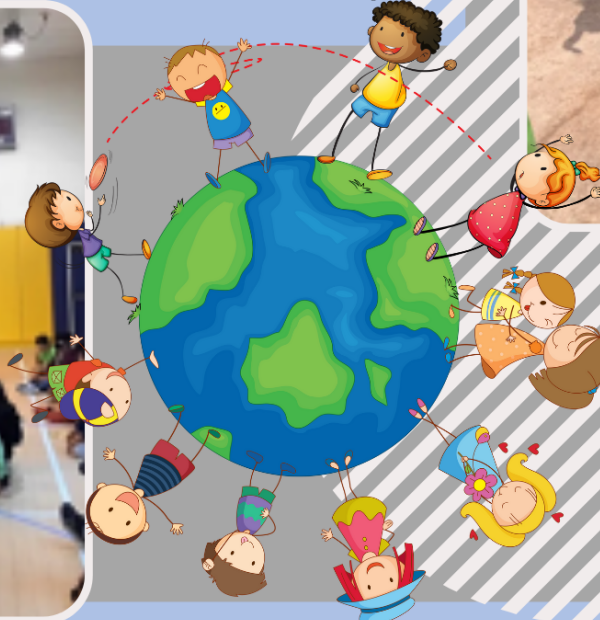
Career Impact Days allow students to engage in activities that connect their personal interests to their future.

Deloitte. Career Impact Day

For us, good isn't good enough. We aim to be the best at all that we do—to help clients realize their ambitions, to make a positive difference in society, and to maximize the success of our people. This drive fuels the commitment and humanity that run deep through our every action.



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.

Hands on experience with industry professionals ensures students develop a dynamic understanding of work.

WATER CONNECTS US ALL

ON SATURDAY JULY 23, KOLLAB YOUTH HELD THE WATER CONNECTS US ALL SUMMIT. THE SUMMIT AIMED TO BRING AWARENESS TO TEENAGERS ABOUT THE SEVERE DROUGHT CONDITIONS CURRENTLY BEING EXPERIENCED AROUND THE WORLD AND ESPECIALLY IN THE STATE OF CALIFORNIA. THE DAY FOCUSED ON WATER EDUCATION AND WATER CONSERVATION.



"THE WATER CRISIS AFFECTS US ALL -- FROM SUB SAHARAN AFRICA WHERE WE WORK, ALL THE WAY TO THE US, AND CALIFORNIA IN PARTICULAR. WE'RE EXCITED TO SHARE OUR STORY AND HELP YOUNG PEOPLE BECOME WATER-WISE AND WATER WARRIORS AS WE ALL WORK TO PROTECT OUR PLANETS MOST PRECIOUS RESOURCE...WATER,"

**LYNN MALOOLY
EXECUTIVE DIRECTOR, WATER FOR SOUTH SUDAN.**

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?”

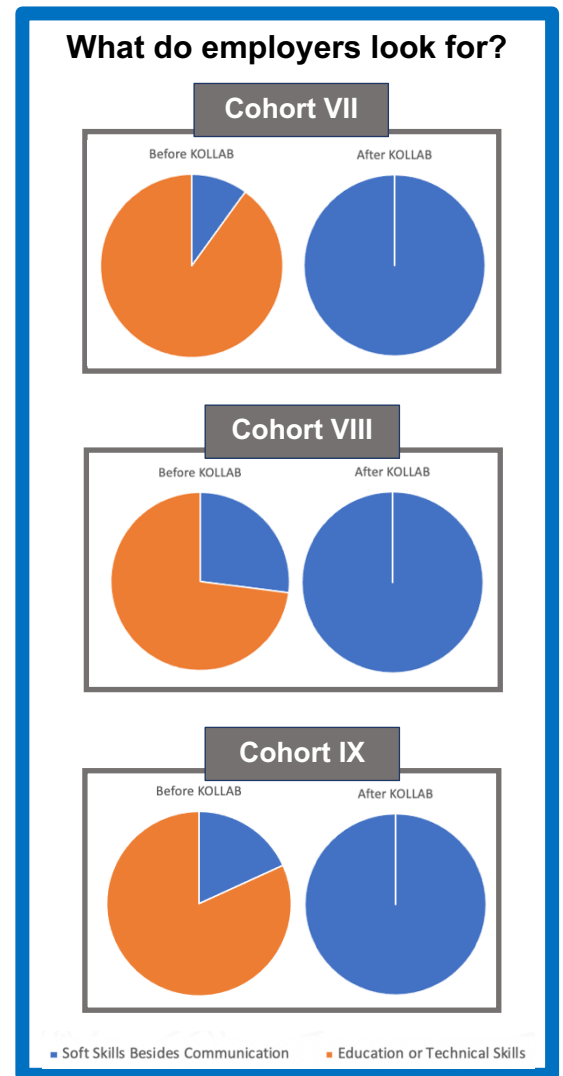
67% of students [Cohort 1] and 93% of students [Cohort 2] identified educational requirements or technical skills.

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

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.

In Cohorts 3, 4, 5, and 6, we saw a shift in the initial 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 and beyond after a much more rigorous screening process which included evaluation of their maturity and previous academic performance. Also, since youth are invited to repeat the program, subsequent cohorts include youth who have already experienced increased industry exposure.

When adjusting for repeated participants, Cohorts 7, 8, and 9 showed similar patterns of initial vs. increased understanding as the original first 3 Cohorts.



Case Study: Maggie

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.

Professionalism: What is Professionalism?

Aug 05, 2022

Q:

What elements of professionalism have you noticed in others? What do you think it means to be professional in school?

Some elements of professionalism that I have noticed from others are knowing right from wrong, having the courage to act upon that knowledge, and respecting other people’s opinions/beliefs when they differ from your own. In school, being professional isn’t too different; it also pertains to interacting with other members of the community in an appropriate and respectful way that encourages a successful learning environment.

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.

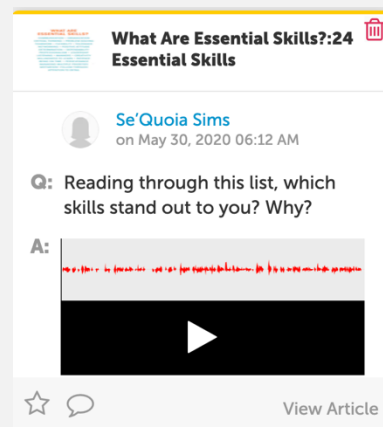
Those students who completed twenty or less Journal reflections reported the least amount of skill development, workforce readiness, and positive program results.

Journal Reflections Completed

7,221

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. Mentors are available to youth ages 16 and up.

"Master class presenter:

It was a total honor to lead a KOLLAB Master Class, "How to find your dream job in the Toy Industry" this summer. These bright minds have so much potential! It was exciting to see them be inspired hearing about potential career paths in the industry of play. There are SO many different roles within the industry. If we can put kids in the drivers seat to think about what they love, and what they're good at, they can begin to channel their interests and manifest lucrative careers in a rewarding field they feel passionate about. Plus they can help bring joy to kids all over the world – how awesome!

Genna Rosenberg – CEO of GennComm and 25+ Year Toy Industry Veteran

"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



"From participating in masterclasses to mentorship opportunities, I am very grateful to have been a part of the last two sessions Kollab has hosted. My highlights of the program were Ms. Pinto's academic coaching masterclass and Mr. Puder's inspiring Kollab konnektion. During the summer session, I worked with my mentor, Jorge Marquez, on goal setting and organizational skills. Through Jorge, I had the honor of meeting his wife's close relative Benton, who worked in healthcare administration for 22 years. Through that experience, it gave me an idea of the daily tasks and occurrences in a hospital setting that health administrators experience. Since I am majoring in health administration, I really enjoyed how he described what a day looks like for a person entering that industry. To conclude, Kollab, as a whole, is a tremendous program that has very passionate staff and wants the next generation of students to have opportunities to connect with different industry leaders."

Diego G, Kollab Participant

"I enjoyed the Kollab program it brought me into a community of others like myself looking to grow and learn and really become better versions of ourselves. I learned a lot about the skills needed in the workforce such as how to be a leader in all positions and skills in any professional environment. I learned how to set goals and take action based on step by step processes. I also learned a lot about budgeting and finances something that's become critical for me and my life moving forward. I now am not so fearful of the workforce as I been given much insight from professionals themselves. I come into the environment knowing the expectations."

Charlotte S., Kollab Participant





"I enjoyed being part of the Kollab youth program. Being able to interact as well as listen to different career experts and professionals was one of the main reasons why I decided to join and be part of Kollab Youth's Summer Program. Kollab Youth has an amazing platform that gave me a chance to interact with different career experts, which I doubt I would've had the chance to do in my day-to-day life. Another great take away I got from the program is the mentorship program provided by Kollab Youth. I got really lucky in my opinion and got paired up with an amazing mentor which helped me with my résumé and cover letter. I am thankful that I had a mentor help me with building my résumé and cover letter. I have always struggled with building my résumé and cover letter because I simply did not know which font, template, or format to follow. Now after the program I feel 100 times better about my résumé and cover letter and it's one less thing I have to worry about. Kollab Youth is simply amazing if you need help finding scholarships, internships, jobs, career assistance and many more. They have your back 100%."

-Lindsay P., Kollab Participant

"My experience in the program is so helpful, fun, and a lot of knowledge. It so helpful for learning something new such as from master class and konnection meeting, and also I know the guide about how to develop and improve myself more. It so fun to meet you all in the meeting and share some story together. I love the thrive lesson because it makes me understanding myself and my style by personal test. I also love my mentor, she so kind and always understand me even someday we cannot meet together because the busy schedule but she always checking me every weekly and help a lot to give a lot of advice to me. Finally, this is a great summer program for me and I feel thank you to everyone that part of the program; Thank you so much."

Pattie CK, Kollab 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**



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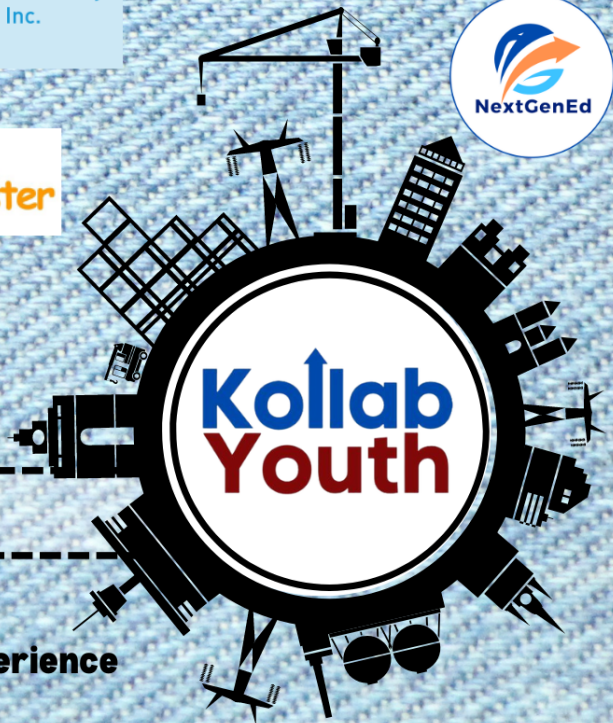
Spectrum



LA County of Los Angeles Supervisor
Kathryn Barger



LA County of Los Angeles Supervisor
Holly Mitchell



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, KOLLAB YOUTH continues to succeed in placing participants in internships and apprenticeships.

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.

As the program expands regionally and to serve Middle School youth, 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:

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