



# Impact Report Winter 2022

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## Overview

In ten years' time, 60% of jobs will be jobs that do not exist today. Savvy educators and educational support programs such as KOLLAB YOUTH seek to provide tools that support students in building the talent needs for tomorrow's workforce. Preparing students for life and success in the 21st century requires the development of a unique set of skills and the express ability to translate those skills in a variety of contexts. With the goal of developing this exclusive profile, exposing students to real work, and highlighting the vast potential and capacity of each individual, the transformative KOLLAB experience was conceived.

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.

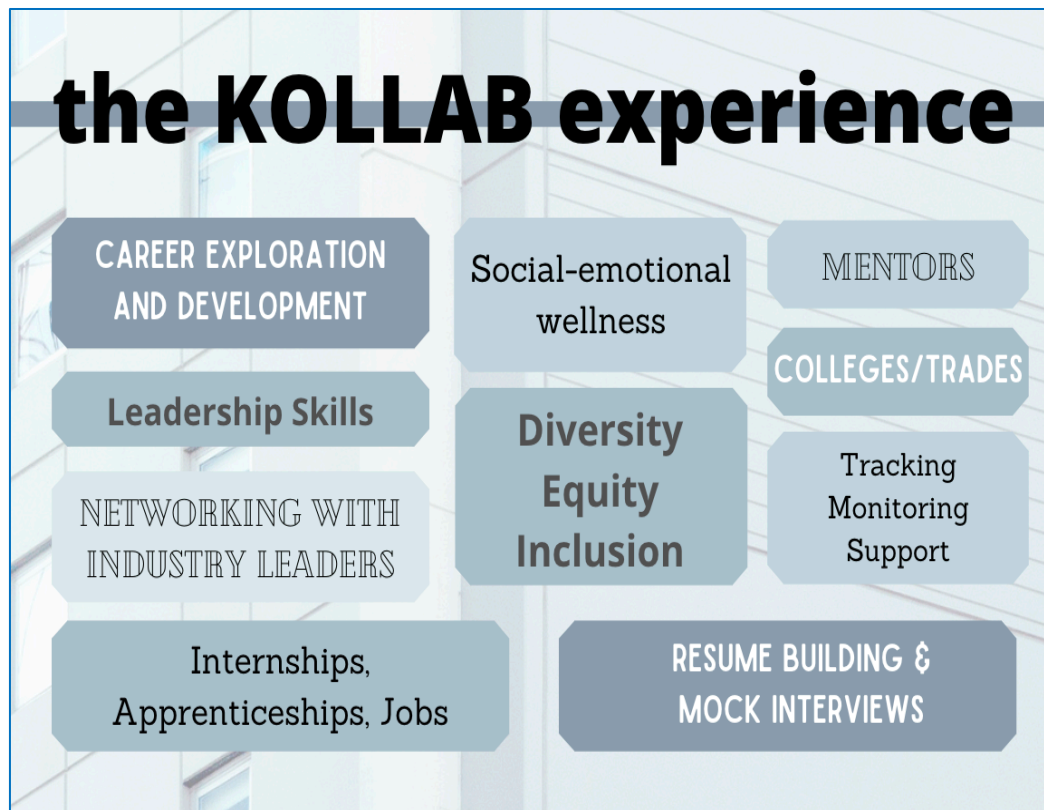
The data curated in this report begins with KOLLAB YOUTH's first cohort from June 2019 and encapsulates subsequent cohorts throughout the program's development. As the program sought to initiate its second cohort in Spring of 2020, the world faced the COVID-19 pandemic. In an unprecedented approach, 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) have been 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 7, Winter 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. KOLLAB YOUTH partnered with Thrively to discover students' unique strengths, interests, and aspirations 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 success for every student.

The KOLLAB YOUTH/Thrively partnership helps 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.



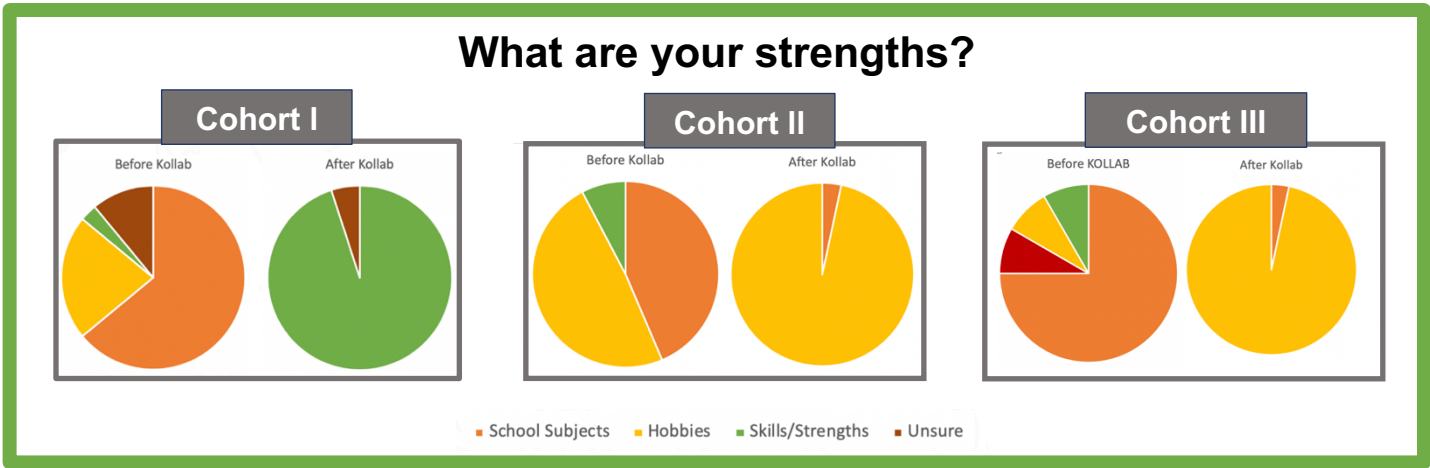
# Goal 1: Increase Self-awareness

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.

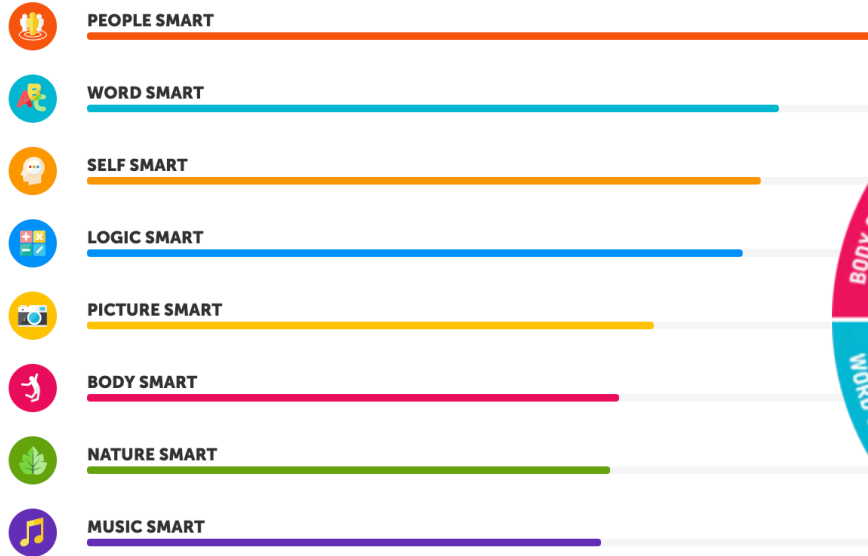
#### 05 ACADEMIC

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'.



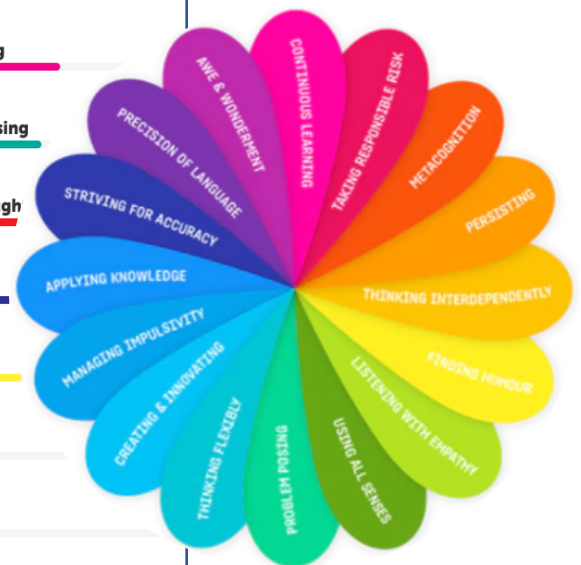
The MIDAS assessment helps students identify and understand the way that they approach learning.

### TOP 3 HABITS

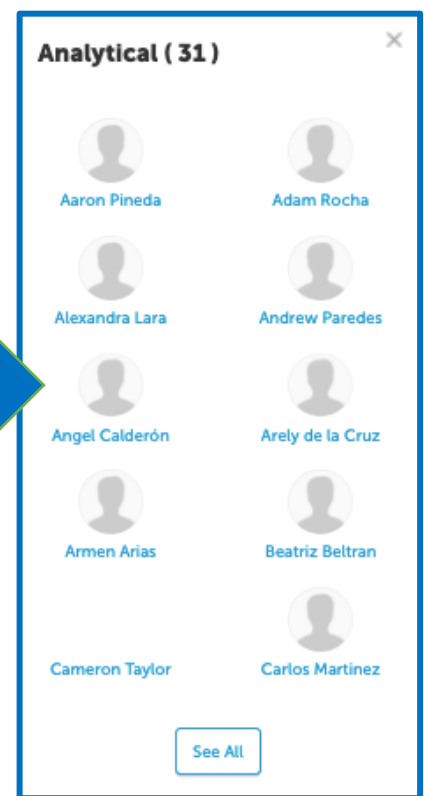
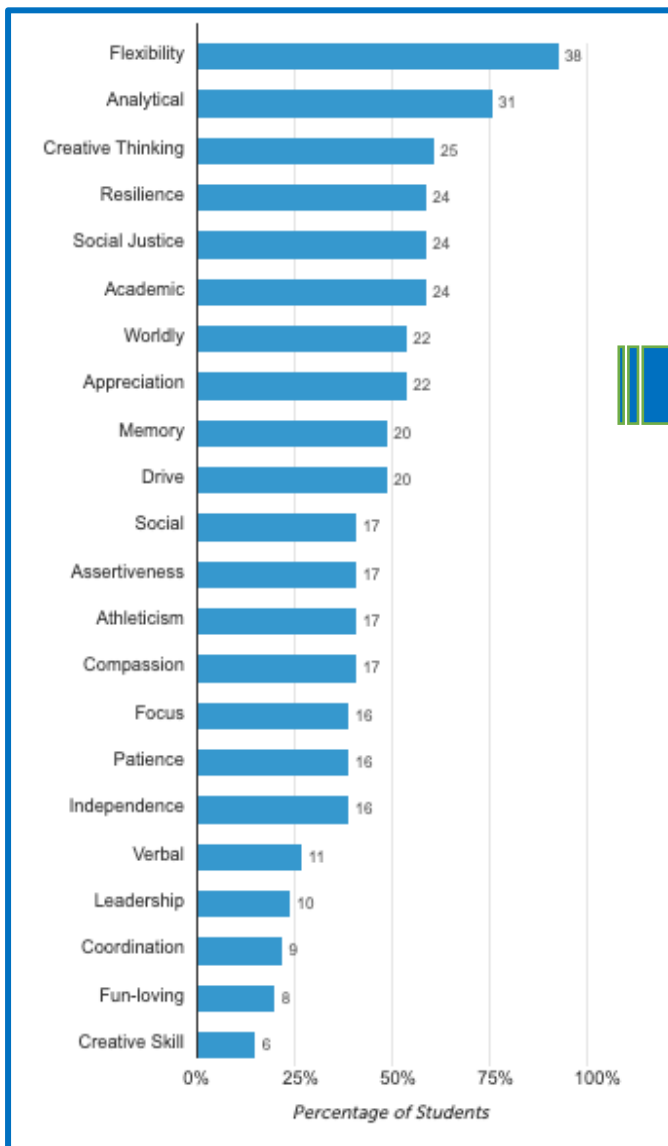


Habits of Mind Profile are based on the extensive research of Bena Kallick and Arthur Costa. The assessment measures how often an individual utilizes the 16 Habits that every person needs to develop to be effective and successful in life.

### TOP 3 SMARTS

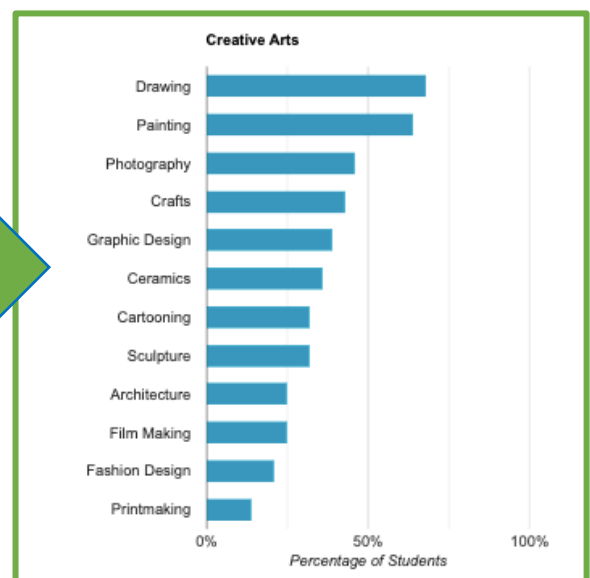
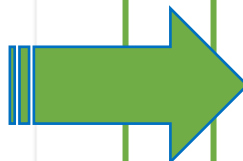
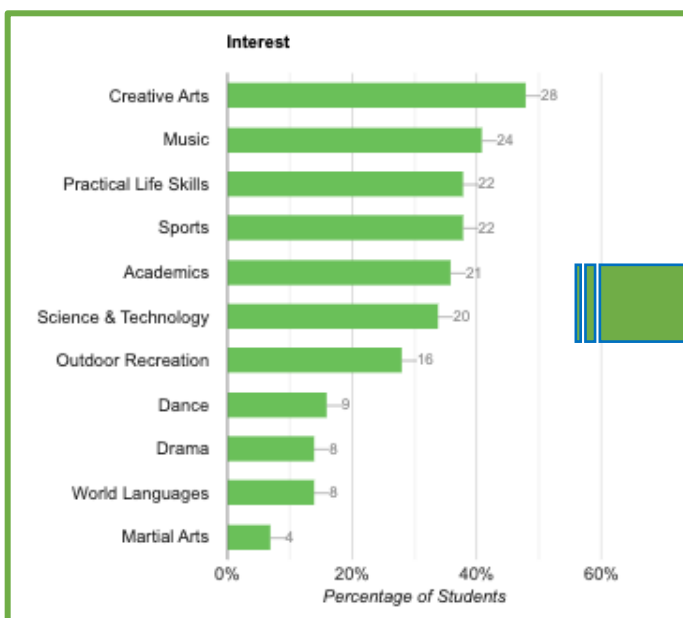


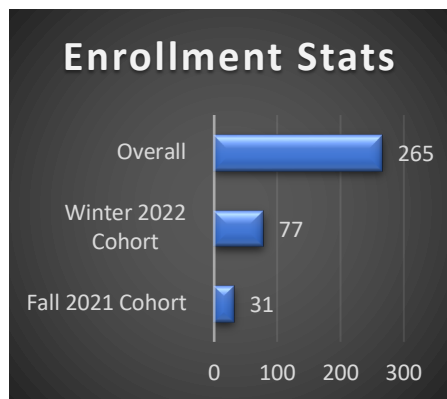
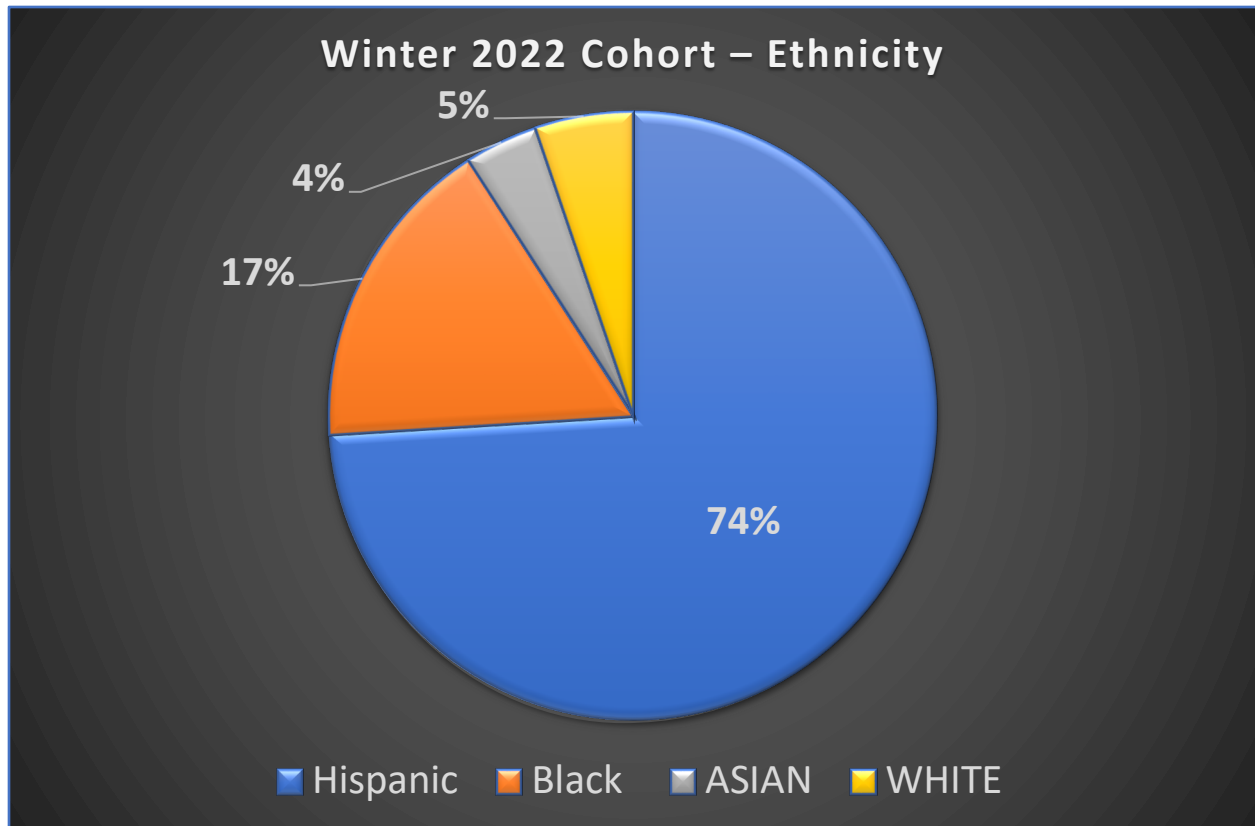
## Student Data from Cohort 7 (Winter 2022)



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

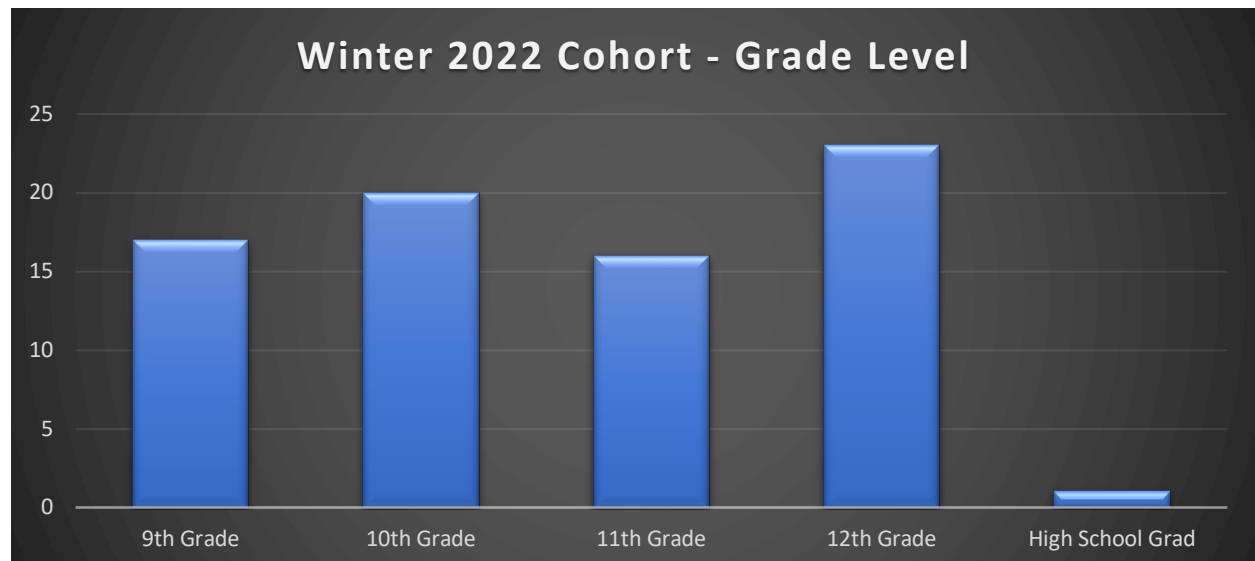
Clicking on any interest area, allows facilitators and mentors to break down into more details and also view all students with that interest area





### 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.



## 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

61,680

*"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: Justin

In exploring his passion, Justin's focus on family, friends, serving others, and staying local influenced his reflections and evaluations of career options. This is a sample of one of Justin's reflections after a career exploration session.

#### Your Pathways: Research Your Pathways

Aug 05, 2019

Q:

After doing some more research ~ did you find any other careers you want to research?

Just Firefighter and Engineering field, because it's more beneficial close to home and allows me to help the world and my community in an easier way as well as be able to spend time with my family and my amazing girlfriend.

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: Kenneth

Kenneth has laser focus on a career in computer science. After learning more about his strengths, he begins to consider what careers intersect with his skills, strengths, and interests.

#### What can I do in Thrively?: Find Purpose and Discover Passion

Jul 09, 2020

I would like to know what other careers overlap with computer science. Are there ways for us to create programs that will benefit people with health emergencies? Prosthetics? My strengths such as patience and memory are important in a career involving computer science. Patience is important because your code won't always be right the first time, and it will need to undergo several revisions before it is ready. Therefore, you must have patience to keep on working on it. Memory is important because there are key lines and functions need ignored to make the program run. My interests, such as innovation of technology, is important as it will keep me engaged and passionate about my work, which will lead to overall happiness.



### 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



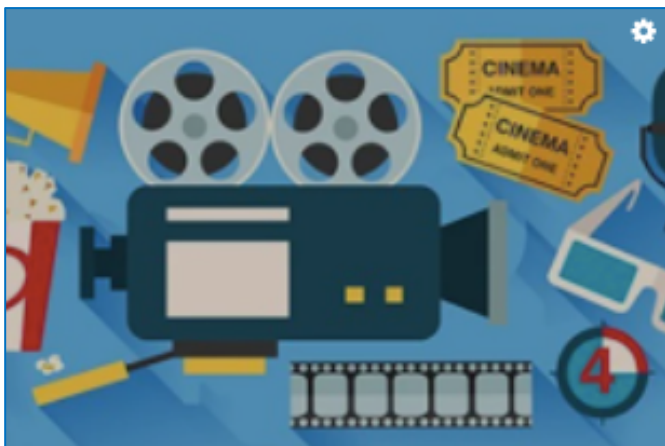
### KOLLAB WINTER 2022 - YOUR BEST...

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



### KOLLAB WINTER 2022 GPS FOR...

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



### KOLLAB WINTER 22 - ENTERTAINME...

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



### KOLLAB WINTER 2022 - TRADES

Trade careers give you practical and useful skills, avoid less student loan debt, and allow you to earn experience and...

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.

## 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?”

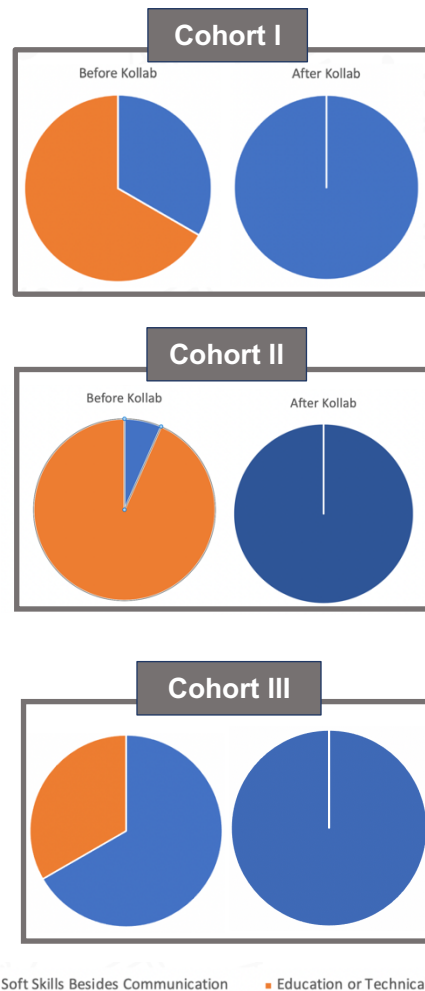
67% of students [Cohort 1] and 93% of students [Cohort 2] identified educational requirements or technical skills.

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.

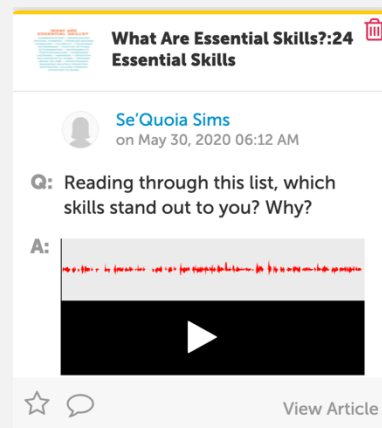
Those students who completed twenty or less Journal reflections reported the least amount of skill development, workforce readiness, and positive program results.

## Journal Reflections Completed

# 5,040

### 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.

### Master Class Presenter Quote:

*"It's been an amazing opportunity to partner Target with the KOLLAB program. It's so awesome to work with students that look and talk the way I did when I was their age. We're happy to provide insight into what a career with Target is like, and feel so fulfilled knowing that these kids are so excited for their futures and want to learn more from us!"*

-Rene Sanchez, Group Operations Director for Los Angeles/Hawaii at Target

### Sponsor Quote:

*"KOLLAB has been a great experience for not only the students but for me as well. The amount of knowledge and insight this program offered has impacted my students to change their perspectives on life. They have learned to network, socialize more and adapt to the different circumstances and obstacles in their life creating a more positive outlook for them. I hope this KOLLAB program continues to do what they do best, which is influence the life of our youth. As well as their career and work development."*

-Cesar Montano, College Bound Case Manager at The Boys & Girls Clubs of the Los Angeles Harbor Staff

### Youth Testimonial:

*"I had a splendid Kollab experience! One highlight of my experience was getting the opportunity to attend A Seat At The Table and learn more about the entertainment industry. I was able to learn more about what it is like to work in entertainment and how to get into the industry and I was also able expand my network through meeting new people."*

-Delilah A., KOLLAB Participant

### Youth Testimonial:

*"KOLLAB helped me appreciate new fields that I did not consider before joining; I gained insights into the world and what I can possibly do about it. Connecting and having insights from guest speakers/ mentors through LinkedIn has helped me grow and mature in our world. Taking that step I need to enter a new perception from leaving childhood and high school years to becoming independent. Meeting mentors became motivational for me to pursue higher education while leaving a powerful impact on me. The program has let me know I am capable of doing anything in life and choosing my career as the world surges changes we can face. My favorite part of this was meeting with my mentor on Friday which were fun to gain new ideas, check-in how our world surges through new currencies and money and how we can take advantage of this."*

-Michelle G, 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."

-Kevvn 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."

-Mishcelle 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**

# How Can You Get Involved?

- Master Class Session - Host a session about your company and industry
- Employee Engagement - Have your employees become mentors and/or host a Kollab Konnection
- Sponsorship Opportunities - sponsor for a cohort
- Local Opportunities - Become a board member for a local Boys & Girls Club
- Kollab Advisory Board - Explore being a Kollab Advisory Board member
- Content Support - Provide a video for our digital library about your company

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## 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