

TotalChild WORKFORCE

Preparing tomorrow's workforce today.



A NEW PIPELINE OF TALENT

TotalChild Workforce empowering youth to reach their potential through professional careers

We support teens and young adults through high school graduation, into and through post-secondary training or education, and into a stable job and self-sufficiency by age 26. By providing community mentors, job shadows and internships, education about employment best practices and more, we are empowering and equipping the next generation of our communities' valuable workers and productive residents.

STUDENT SPOTLIGHT

Meet David!

I moved to America from Africa when I was five years old. I joined TotalChild Workforce in August of 2018 during my senior year of high school.

I didn't know what I wanted to do after high school. My Success Manager helped me explore my various interests through inviting me on business tours and setting up job shadows for me to participate in.

Through the exploration activities I did in TotalChild, I have decided to continue my education and attend Hawkeye Community College this fall to major in their Physical Therapy Assistant Program. TotalChild helped me apply to college, complete my FAFSA, and take me to Hawkeye for a campus visit day.

She has been there to support me each step of the way and I know I wouldn't have reached this level of success without her support. I am very proud that I will be the first in my family to attend college. I am also excited to say that I tried out for the Hawkeye Men's Soccer Team and made the team!



TotalChild Workforce (TCW) seeks to narrow the opportunity gap by providing a pathway to upward economic mobility, creating self-sufficient, sustainable futures.

Through a six week rigorous curriculum, a Four Oaks Success Coach works with young adults to develop necessary skills for successful employment, prepare for job interviews and placements, and more. Candidates will also take part in a four week internship with one of TotalChild's many employer partners.

In October, participants will start their internships with Van Meter.

An internship is an opportunity for participants to gain valuable exposure to a career they are interested in pursuing. Through the internship, participants will investigate a career field and experience typical responsibilities of the job.

After their internship, Four Oaks' ongoing support services for participants until age 26 will ensure improved employment retention rates for all candidates

TCW connects these young adults with the opportunity to achieve a transformative impact on our community. By demonstrating that large numbers of these overlooked young adults can complete their education, stay healthy and become self-sufficient, TCW will provide the "tipping point" of proof that this holistic approach will work to improve our community.



OPEN DOORS

Job Shadows... A Path to Success

Our participants have successfully competed over **165 Job Shadows with local businesses** this past year! That is on top of our youth being full time students, part-time employees, and volunteers. These kids are busy!

It has been proven that gaining insight into a company or industry has multiple benefits- not only for the youth, but for the companies as well.

Consider hosting a job shadow - it's a WIN-WIN. A Job Shadow opportunity:

- Allows our youth to gain insight into the work life of the profession
- Allows the company to develop prospective employees
- Allows both the youth and the company to "Look before you leap." For the youth, it allows them to explore the career path they would like to pursue, and for the company, it helps assure that they are receiving a qualified candidate.



By The Numbers



60

participants are enrolled in TotalChild Workforce.



145

job shadows have taken place in our community.



65

college visits taken by participants.



88%

of participants have engaged in the Mentoring Program.

IN THE COMMUNITY

From company job shadows, to classroom curriculum, to mentoring and career coaching, these youth are always on the move. Here is a snapshot of some of those experiences!



1. TotalChild Workforce participants and mentor tour BiLife Plasma Services. 2. Youth learn to weld at a job shadow at Climate Engineers. 3. Youth and Total-Child Workforce Staff tour GoDaddy in Hiawatha. 4. Youth participate in exploring careers at the Construction Apprenticeship Career Fair. 5. Youth and staff tour the Goodwill Light Manufacturing Facility training facility.



Our mentors show our youth they matter and enhance their chance for success!

Meet Mary

Where do you work and what is your job title?

I am an anesthesiologist at St. Luke's Hospital.

What made you want to become involved in TotalChild Workforce?

I wanted to become involved because I believe young people can benefit from a community of adults who help them navigate the launch into adulthood.

How do you see TotalChild Workforce benefiting youth?

I see the benefit for participating teenagers each week as they exchange strategies among themselves and with mentors, determining how to step into the working world.

How do you see TotalChild Workforce benefiting the community?

There is an extraordinary benefit for the community as participants learn to become reliable, invested workers and are inspired to continue lifelong learning.

MARKETABLE ESSENTIAL SKILLS & SUPPORT

Our participants develop employer-driven essential workplace skills critical for success.

The curriculum consists of SMART goals, Financial Wellness, Computer Literacy, Oral & Written Communication skills Time Management, Public Speaking skills, Conflict Resolution, Team Building, Workplace Norms and Leadership skills to name a few.

This summer, our youth that have participated in PATHS (TotalChild Workforce Development Program) learned, role played, and practiced several essential skills.

One of these important skills was problem solving- the ability to think of solutions to problems one faces.

They were presented with different situations that may happen in the workplace, the youth were assigned several different roles to play and had to successful work to find a good solution.

TC Workforce realizes however, that without a place to live or transportation to work, or without reliable childcare, workplace skills just aren't enough That is what TotalChild Workforce is all about, by ensuring our youth are Workforce Ready...and providing them with resources to have supports in place at home. Our Success Coaches collaborate with our youth on creating not only Plan A, but also Plan B and Plan C and provides the resources to equip them with those back up levels of support.



FUTURE READY IOWA

In August 2019, the Four Oaks TotalChild Workforce program was one of 13 agencies to receive the new [Future Ready Iowa Employer Innovation Fund](#).

The grant is designed to help employers carry out solutions to help employees achieve postsecondary training and education.

"The Employer Innovation Fund drives

innovation in meeting the workforce challenges of today and tomorrow," said Gov. Reynolds, in a press release from the Office of the Governor of Iowa. "These public-private partnerships address barriers for Iowans looking to get the training they need for a life-changing career. The collaboration happening at the grassroots level serves as a catalyst for Future Ready Iowa's continued success."

THANK YOU

Thank you to our partners, sponsors and donors who help make this progress successful.

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