

317 youth were provided **shelter** in their journey from homelessness to opportunity.

86% of teens finished the Transitional Living Program with **savings**.

89% of life skills class participants **improved** their **knowledge** base.

COVENANT HOUSE EMPLOYMENT PROGRAM

Built on the spirit, soul and body model

Educational piece of this program, which affects all 3 prongs of this model, is critical in the assessment of our youth.

7 day, 14 hour comprehensive Job Training Class: orientation; hygiene and appearance; overcoming obstacles; soft skills: punctuality, work ethic, team work, attitude, communication; application arts: resumes; mock interviews; job retention; graduation.

Upon graduation, internships, in house job training program, or partnerships. They also have earned the permission to use CHMO staff as a reference.

The benefits of operating with strict parameters are building relationships with the youth, ensuring a fair line of success in the youth's next step due to the process and stability of structure. It also gives the youth something to reach for.

Hope is a key factor in any type of progress.

INTERNSHIP MODEL

OBJECTIVE: to create an 'on the job' training program that will give the intern a base knowledge of the position in which they are being trained, within the confines of a caring, performance based, professional atmosphere.

STRATEGIES:

- Strict structure
- Organize a mentoring program within the partnership for each intern
- Expand the communication skills of the interns
- Learning how to deal with multiple bosses, and different personalities
- Overcoming the obstacles and adversities of everyday life while being employed

OUTCOMES:

- Intern becomes certified in specific skills
- Intern learns to network by developing relationships
- Intern gains confidence
- Intern develops a weighty resume
- Hopefully, intern secures employment

PARTNERSHIP OBJECTIVES

- To integrate the classroom knowledge with real life work experience
- To develop/enhance the technical skills of youth through various forms of trainings within the industry
- To advance students who complete the training to employment opportunities that otherwise would not be available to them

STRATEGIES FOR PARTNERS

Build relationships with partners prior to beginning internship

Clearly set parameters through classroom time with youth

Practical hands on time in the area in which they are trained

Create a **mentoring** program within the partnership to build sustainable support for the intern

Develop or **expand** their **expectations** about their future

To develop or **enhance** their communication skills to:

- ✓ Learn to **ask** significant questions
- ✓ Respond **appropriately** when spoken to
- ✓ Learn how to interact with **multiple bosses** and **various personalities**

CHMO has had 30 interns

20 interns: completed the internship

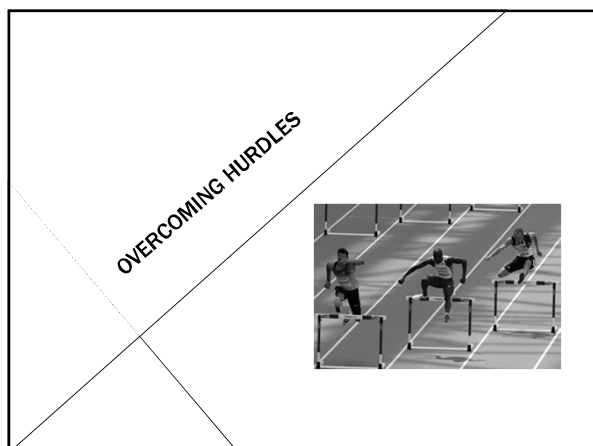
17 interns: hired by the company

Average length of job retention: 18 months

Youth who do not participate in internships:

Average length of job retention:

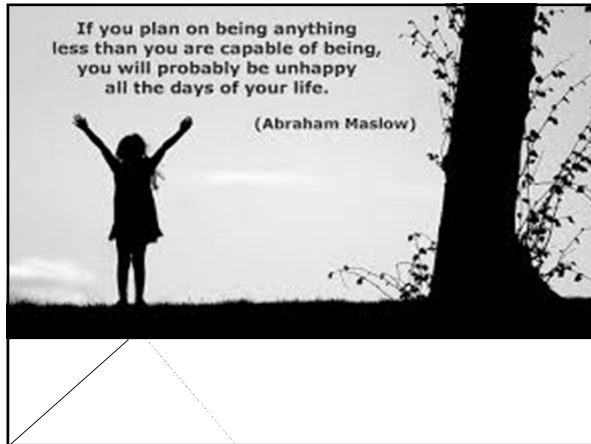
4-6 months



5 MAJOR STRATEGIES

1. EMPOWERMENT
2. SELF-ACTUALIZATION
3. OVERCOMING
4. FAILING FORWARD
5. RETAINING OPPORTUNITIES



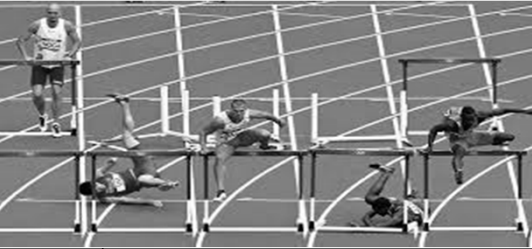




Characteristics of Self-Actualized People

- Realistic perceptions
- Solving problems: internal and external, micro and macro
- Spontaneous
- Unconventional
- Focus on developing own potential
- Independent
- Continual sense of appreciation

HURDLES



HURDLES TO OVERCOME

Low self-esteem
No support system
Lack of resources
Legal issues
Mental health
Substance abuse
Lack of motivation
Transportation
Minimal interpersonal skills

Fail Forward

"Failure should be our teacher,
not our undertaker.
It is delay,
not defeat.
It is a temporary detour,
not a dead-end street."

~ William A. Ward

3 WAYS PEOPLE RESPOND TO FAILURE

PARALYSIS

PROCRASTINATION

PURPOSELESSNESS


BENEFITS OF ADVERSITY

- ✓ CREATES RESISTANCE
- ✓ DEVELOPS MATURITY
- ✓ PROVIDES GREATER OPPORTUNITIES
- ✓ PROMPTS INNOVATION
- ✓ BRINGS UNEXPECTED BENEFITS
 - ✓ MOTIVATES
- ✓ AFFECTS FUTURE PERFORMANCE

RETAINING OPPORTUNITIES



- ❖ Live with Purpose
- ❖ Cultivate Optimism
- ❖ Nurture Relationships
- ❖ Engage in Activities that you truly Love Doing
- ❖ Count your Blessings
- ❖ Practice Kindness
- ❖ Learn to Forgive
- ❖ Practice Spirituality
- ❖ Develop healthy Coping Skills
- ❖ Exercise.....Move your Body



TO WHAT END DO YOU LABOR?

THANK YOU.

Eileen Ingram
Lead Employment Counselor
Covenant House MO
