

Hello Insight:

Career Readiness



Hello Insight: Career Readiness ensures that young people are truly prepared for the challenges and opportunities in their career.



What are some common qualities of colleagues you love to work with? They're capable planners, who can identify big goals and break them down to figure out how to get from point A to point B. They're skilled collaborators and communicators, with the ability to take multiple perspectives into account and demonstrate empathy for everyone's point of view. In other words, they have strong applied skills in social and emotional learning (Applied SEL) and they challenge themselves to grow (Adaptive Mindset).

HI Career Readiness measures the Applied SEL and Adaptive Mindset capacities that will help young people thrive in their future careers. In addition, HI Career Readiness asks young people to reflect on the quality of their career preparation and other program experiences. With HI Career Readiness, your program is well equipped to support young people on their journey to becoming strong, healthy, and resilient adults.

The Theory Of Change

HI Career Readiness is based on the following research-based theory of change: if we assure that all young people have access to opportunities to envision their future, grow their professional networks, build authentic relationships, broaden their possibilities, and reflect on their career experiences with adults in the program, along with social capital, they will develop Applied SEL, Adaptive Mindset, and Career Knowledge and Skills (short-term outcomes) shown to promote thriving, which includes career success, life-long learning, and wellbeing (long-term outcomes).

As the data in HI Career Readiness grows, this theory is constantly tested and retested, so that our community continues to learn about what works, for whom, and

■ Research Based Experiences

HI Career Readiness captures two types of experience: Career preparation and Positive Youth Development (PYD). Career preparation experiences ensure that young people have a successful start on their career journeys. PYD is not a curriculum; it is a way of working with young people that has been proven to promote SEL. PYD can be used in a wide variety of interventions and programs, inspiring strong, mutually beneficial relationships between young people and adults as well as across peer groups.

■ Short Term Outcomes

Whether stated explicitly or implicitly, Applied SEL and Adaptive Mindset are at the center of your work, assuring that all young people have the capacities necessary to navigate the world and take action to change it. Career Knowledge and Skills, in contrast, capture the things young people learn about how to navigate a specific industry or field in the beginning of their careers.

■ Thriving Young People

Thriving is a process or trajectory toward full potential. Young People who are thriving are flexible and able to adapt to a variety of circumstances.

Hello Insight: Career Readiness

Logic Model



Survey Administration Options

Both Check-In and Pre/Post surveys leverage the same research-based logic model.

- Check-In surveys measure the research-based experiences shown to develop Applied SEL, Adaptive Mindset, and Career Knowledge and Skills.
- Pre/Post surveys also directly measure Applied SEL and Adaptive Mindset growth, which have been shown to promote long-term outcomes such as career success, life-long learning, and wellbeing.

CHECK IN

Quickly gather insights, with flexible administration during a program

- ✓ Garner feedback from young people about the quality of program experiences



- ✓ A single point in time, midway through a program or at the end
- ✓ Check-In surveys take young people 5 to 8 minutes

PRE POST

Leverage the full power of Hello Insight, with data-driven insights pre and post program

- ✓ Garner feedback from young people about the quality of program experiences
- ✓ Understand young people's applied social and emotional learning baseline at pre and growth at post
- ✓ Receive targeted recommendations for staff to support each group of young people



- ✓ Two points in time, usually at the beginning and end of a program
- ✓ Pre surveys take 8 to 12 minutes and post surveys 12 to 15 minutes

Check In vs Pre Post Reports



CHECK IN

RESEARCH-BASED EXPERIENCES

CAREER EXPLORATION

Envision a Positive Future
Support Networking

POSITIVE YOUTH DEVELOPMENT

Broaden Possibilities
Build Relationships
Foster Reflection

ONLY IMPLEMENTATION SCORE

ADDITIONAL MEASURES

Career Knowledge and Skills
Learning Preferences
Program Satisfaction



PRE POST

RESEARCH-BASED EXPERIENCES

CAREER EXPLORATION

Envision a Positive Future
Support Networking

POSITIVE YOUTH DEVELOPMENT

Broaden Possibilities
Build Relationships
Foster Reflection

IMPLEMENTATION SCORE
AND TARGETED RECOMMENDATIONS

SHORT-TERM OUTCOMES

ADAPTIVE MINDSET

Goal Orientation
Growth Orientation

APPLIED SEL

Collaboration
Communication
Creativity
Critical Thinking

ADDITIONAL MEASURES

Career Knowledge and Skills
Learning Preferences
Program Satisfaction
Social Capital

EXPERIENCES

Everything that young people see, think, hear, do, and feel is fuel for their development, but a few key types of experiences are especially effective at boosting Applied SEL and Adaptive Mindset growth. HI uses advanced analytics to predict which of those experiences will best promote growth in each group of young people in your program

MEASURED BY:



CHECK-IN



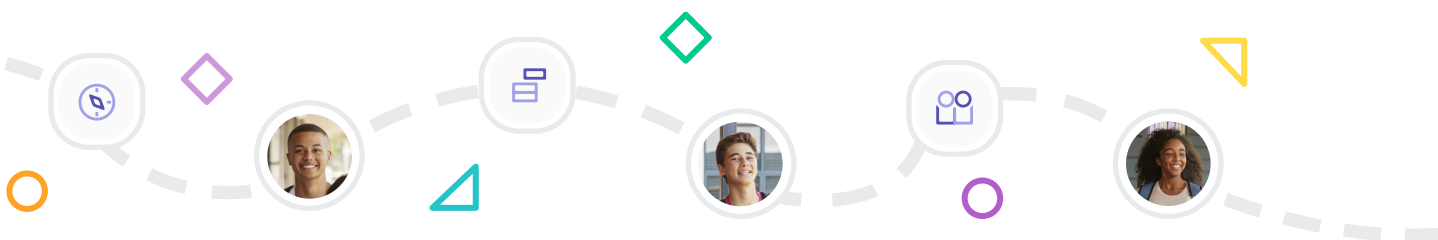
PRE/POST

CAREER PREPARATION AND PYD EXPERIENCES

HI Career Readiness assesses the degree to which young people experience research-based practices, shown to promote Applied SEL, Adaptive Mindset, and Career Knowledge and Skills. These practices are organized into two categories: Career Preparation practices are Focused experiences, whereas PYD practices are Fortifying experiences.

Types of Experiences

- **Focused:** These experiences are specific opportunities for young people to apply skills and knowledge they gain in the program.
- **Fortifying:** These experiences work in targeted ways to meet the specific needs of young people.



FOCUSED


ENVISION A POSITIVE FUTURE
 $\alpha=0.87$


A young person's experience with an adult who helps them identify what success looks like for them in the future and how to make a plan to get there

A vision for the future enhances hope and optimism (Gerstein, 2019) and gives young people the confidence to take the steps toward a thriving, fulfilled life (Scales, 2010).

FOCUSED


SUPPORT NETWORKING
 $\alpha=0.81$


A young person's experience with an adult who supports them to network and meet new people who can support their interests and career paths

Networking allows young people to exchange resources with others and provides them with social support as well as trusted colleagues (Porter & Woo, 2015).

FORTIFYING



BUILD RELATIONSHIPS

 $\alpha=0.79$


A young person's experience with an adult who takes the time to get to know them by listening and understanding who they are – their cultural and lived experiences, their interests, and their passions

Building relationships involves placing young people's personal stories at the center of the program's work and ensuring that they feel valued, heard, and cared for by adults. Building these types of relationships have been shown to increase positive youth development and thriving (Larson & Dawes, 2015; Search Institute, 2020).

FORTIFYING



BROADEN POSSIBILITIES

 $\alpha=0.81$


A young person's experience with an adult who supports them to try new things, broaden their horizons, learn about other people's cultures and perspectives, and explore their own identities

Broadening possibilities involves exposing young people to new ideas, experiences, and places. It has been shown to increase school engagement and highschool graduation rates, promote healthy behaviors, decrease risky behaviors, increase overall satisfaction with life (Search Institute, 2020), increase a sense of contribution and desire to give back, and promotes a healthy, positive identity (Benson, 2006; Scales et al., 2011).

FORTIFYING

**FOSTER REFLECTION** $\alpha=0.89$ 

A young person's experience with an adult who creates meaningful opportunities for them to take on leadership roles within activities, the classroom or community

Leadership skills are not just necessary for leaders — these skills are needed for success in today's world (MacNeil, 2000). Young leaders demonstrate higher career aspirations, increased self-esteem, stronger problem solving skills, improved high school completion rates, and increased civic participation (Bloomberg et al., 2003; O'Brien & Kohlmeier, 2003).

CAPACITIES

SEL is the process through which young people understand and manage emotions, set and achieve positive goals, feel and show empathy for others, establish and maintain positive relationships, and make responsible decisions. These “capacities” are critical to SEL development and promote long-term academic gains, college and career success, and thriving.

- All capacities have been tested and shown to be valid and reliable measures of each theoretical concept.

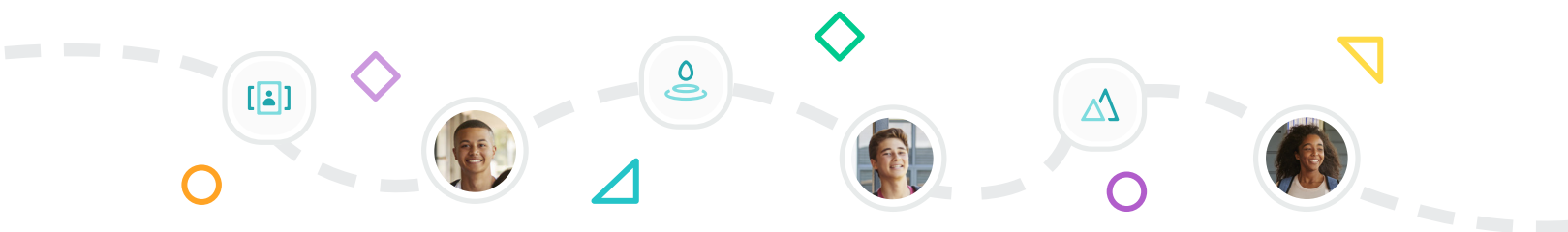
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PRE/POST

APPLIED SEL AND ADAPTIVE MINDSET

HI Career Readiness captures a young person’s development of Applied SEL and Adaptive Mindset. Both work together to lay the groundwork for long-term career success and thriving.





ADAPTIVE MINDSET

 $\alpha=0.89$

Adaptive Mindset encapsulates Goal Orientation and Growth Orientation, two capacities that are critical for career readiness. Growth in Adaptive Mindset is correlated with a young person's ability to assess situations and environments, and make the appropriate adjustments to thrive in any scenario. Young people are continuous learners and have proven to be more resilient, creative, productive, and happier with an adaptive mindset.



GOAL ORIENTATION

 $\alpha=0.86$


A young person's capacity to envision a positive future and set a path forward to achieve their dreams

This capacity increases motivation, helps young people develop a sense of control over their futures, and promotes overall positive development (Lerner, et al., 2011; Houston, 2020).



GROWTH ORIENTATION

 $\alpha=0.82$


A young person's ability to persist through and adapt to challenges by trying their best, believing that mistakes help them learn, and asking for help

Young people with a growth orientation tend to believe that intelligence is more malleable, meaning that, through their efforts, trying new strategies, and seeking help, they can improve (Dweck and Leggett, 1988).



APPLIED SEL

 $\alpha=0.94$

Applied SEL encapsulates Collaboration, Communication, Critical Thinking, and Creativity, four capacities that are related to career readiness. Young people with these capacities put their SEL to use in real-life settings, such as projects, internships and apprenticeships, as well as on the job. This application of SEL increases knowledge gains and retention, fosters stronger academic performance, and produces social skills that are valued by most employers.



COLLABORATION

 $\alpha=0.81$


A young person's ability to work as part of a team toward a common goal or purpose, engage in problem solving in groups, and listen to and respect others' opinions

Collaboration is an important job and career skill as so much of today's work occurs in teams. Collaboration has been shown to not only develop higher-level thinking skills in young people, but also to boost confidence, social skills and self-esteem.(Gates, 2018).



COMMUNICATION

 $\alpha=0.83$


A young person's ability to articulate thoughts and ideas using oral, written, and nonverbal techniques

These communication skills can be used for a range of purposes, such as to inform, instruct, motivate, and persuade. Young people with communication skills have been shown to have strong relationships, high self-esteem, and leadership traits. They are also more likely to be career and workforce ready and to become entrepreneurs (Bundrant, n.d.). One of the most desirable qualities in an employee is effective communication skills (Business Communication For Success, n.d.).


CREATIVITY
 $\alpha=0.86$


A young person's ability to generate, elaborate, refine, analyze, and evaluate their own ideas in order to improve and maximize their creative efforts

When young people tap into their creativity and innovation, they use a range of idea-generating techniques such as brainstorming. In the World Economic Forum's list of top 10 skills, from the "Future of Jobs" report, creativity jumped from the number 10 spot in 2015 to being predicted as the third most important skill for 2020 (Reese, 2018).


CRITICAL THINKING
 $\alpha=0.85$


A young person's ability to reflect critically on learning experiences and to solve different kinds of unfamiliar problems in both conventional and innovative ways

Critical thinking promotes creativity, is important for self-reflection, improves academic performance, and is key for career success (Facione, 1992, 1998, 2004, 2006, 2011).

ADDITIONAL MEASURES

While growth in SEL is critical, it is also important that young people learn career-specific skills. These skills will help them find the right job and succeed early in their career.

Developing SEL and career-specific skills can be hard. That's why it is also fundamental for young people to have social capital – or access to a web of relationships they can mobilize to help them improve their lives and achieve their hopes and dreams. When young people have strong social capital, they are more likely to develop SEL and career-specific skills.



CAREER KNOWLEDGE AND SKILLS



A young person's knowledge and skills that help them to find the right job and succeed in the early stages of their career

For example, young people must learn about various employment options and weigh how each fits their interests, financial needs, and educational background. While employers understand that many young people lack technical skills that come with education, training, or previous work experience, they do expect them to demonstrate basic skills during the application and onboarding processes. These basic skills will set young people up for long-term career success (NCWD, February 2012).



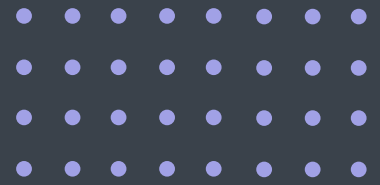
SOCIAL CAPITAL



A young person's access to a web of relationships they can mobilize in order to help them improve their lives and achieve their goals (Scales, et al., April 2020)

Social Capital has been linked to positive outcomes such as positive health, education, employment outcomes, and a sense of belonging (Benson, 2008; Mishook et al., 2012). This tool focuses on emotional support.

Emotional Support is a young person's positive bonds and support networks with adults or older peers. This includes their family, community, or institutions such as schools and youth-serving organizations. The "capital" in these relationships includes expression of positive expectations, belief in the young person's capacities, and authentic interest for young people's well-being.



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