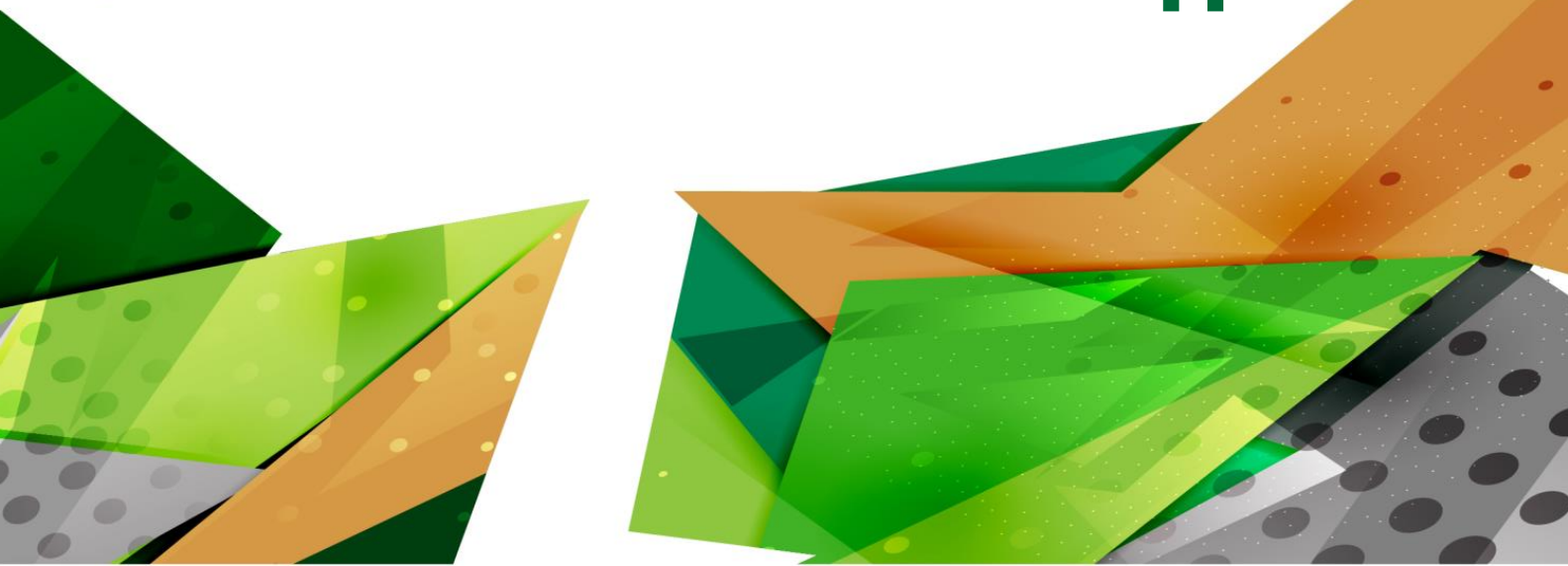


Meeting Workforce Needs: Preparing Students to be Work and Career Ready with Junior Achievement

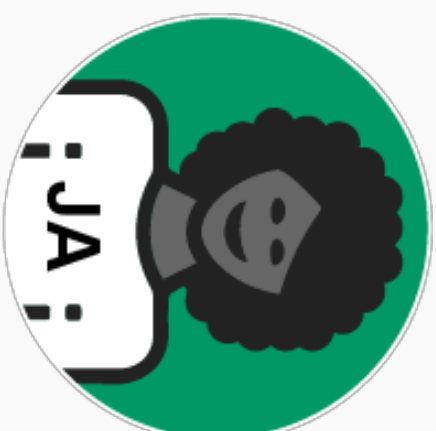


A member of JA Worldwide

empowerthefuture®



Today's Facilitators



Alycia Ivancie
Education Director
aivancie@jawnny.org

Agenda

- **What is Junior Achievement**
- **State of the Workplace**
- **What are Businesses Looking For?**
- **Junior Achievement as Part of the Solution**

What is Junior Achievement?

- Inspire and prepare young people to succeed in a global economy
- Focus on Financial Literacy, Work and Career Readiness and Entrepreneurship
 - Emphasis on 21st Century Skills: Collaboration, Communication, Critical Thinking, Creativity and Technology
 - Programs for Kindergarten through 12th grade students
- JA Learning Experiences are presented/supported by a community business mentor
 - Partnership between School & Business/Community
- Reaches 4.8 million students across the U.S. annually

State of the U.S. Workforce

- Job openings reach high of 10.9 million in July 2021 (*U.S. Bureau of Labor Statistics*)
- 92% of hiring managers say that soft skills are as important/more important than hard skills (*Linked In Global Talent Report*)
- *Some estimate that 42% of jobs lost in the COVID shutdown may never come back* (COVID-19 Is Also a Reallocation Shock, University of Chicago, May 2020)
- *32.8 % of teens (ages 16-19) filled recent job vacancies – the highest it's been since 2008*
 - *April 2021, 256,000 of these teens gained employment*



State of Diversity in the U.S. Workforce

- People of color make up 37% of the labor force
- Census data tells us that by 2050 there will be no racial or ethnic majority in our country
- By the year 2050 new immigrants and their children will account for 83% of the growth in the working age population (*Center for American Progress*)
- *41% of white Americans have at least a Bachelors degree, 31 % of Black Americans, 21% of Latinos*
 - *Still a considerable income gap between ethnic groups*

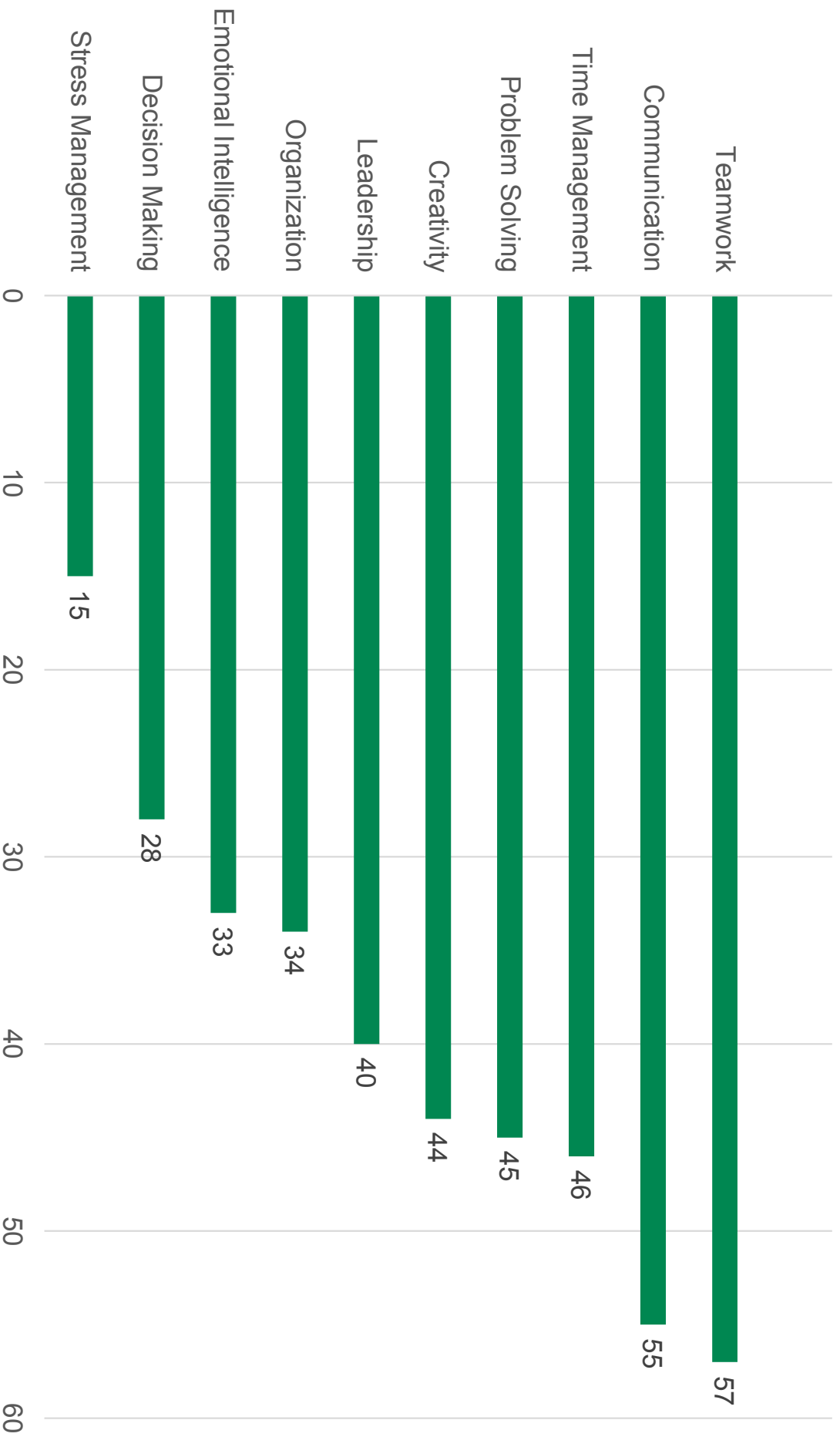


- **Monster Future of Work 2021 Global Outlook Special Report** states companies have changed their policies due to the pandemic. Some of the most notable changes include:
 - remote work flexibility (43%),
 - adaptable offsite work schedules (40%),
 - updated health policies and protocols (36%),
 - and staff skills training (34%).
- 46% of hiring managers globally expect for these changes to become permanent

How will our students fare in this new type of work environments?

Most Important Soft Skills

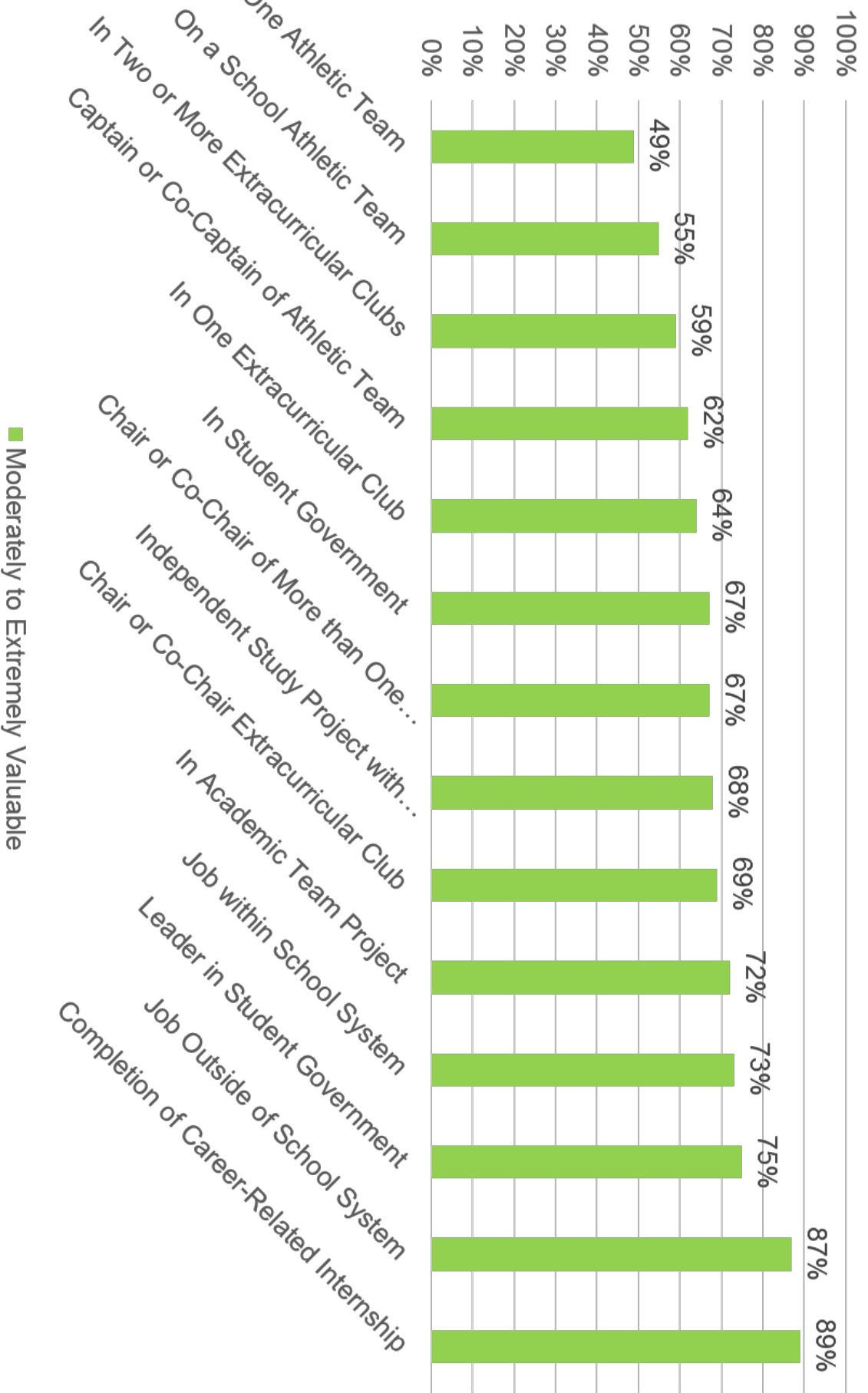
as chosen by recruiters and hiring managers



Technical Skills Vs. Soft Skills

When did you learn these skills? How?

Academic/Experience That Makes for a Strong Candidate



What do these have in Common?

- A supportive mentor/role model/Real-world connection
- Engaging, experiential learning opportunities
- Supportive peer environment



About Junior Achievement of WNY

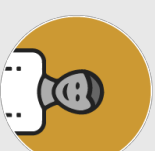
Footprint: All 8 Counties of WNY

	2018-2019	2019-2020	2020-2021
Students Served	16089	7552	8679
School Partners	174	139	85
Volunteers	745	298	134
Corporate Partners	190	96	80

About Junior Achievement

Junior Achievement offers three Pathways

Financial Literacy



Work & Career Readiness



Entrepreneurship



For program descriptions: www.jawny.org

K-5 Programs	Pathway	Inspire	Inspire + Prepare
		Introductory learning experiences that develop an interest	Core learning experiences that build skills, behaviors, and ultimately competencies
JA Ourselves JA Our Families	Financial Literacy		JA BizTown JA Global Marketplace JA Economics for Success JA Finance Park JA Excellence Through Ethics JA Personal Finance JA Exploring Economics JA Titan JA Economics JA Financial Literacy JA Financial Capability Sem 1 & 2
JA Our Community JA Our City JA Our Region JA Our Nation JA More than Money	Work and Career Readiness	JA Inspire JA Career Speaker Series JA Career Exploration Fair	JA BizTown JA It's My Future JA Economic Success JA It's My Job JA Career Success JA High School Heroes JA Excellence Through Ethics JA Job Shadow JA Job Shadow JA Economics JA Intro to Business and Technology Sem 1 & 2 JA Business Communications JA Marketing Principles Sem 1 & 2
	Entrepreneurship	JA Launch Lesson	JA BizTown JA It's My Business! JA Excellence Through Ethics JA Be Entrepreneurial JA Titan JA Company Program JA Job Shadow JA Entrepreneurial Mindset JA Economics JA Intro to Business and Technology Sem 1 & 2 JA Business Communications JA Marketing Principles Sem 1 & 2

Who Volunteers?



60 YEARS LOCAL.
100 YEARS NATIONAL.
100% READY.™

Top 5 Volunteer Companies

1	M&T Bank	112 Volunteers
2	Travelers	48 Volunteers
3	Independent Health Northwest Bank	31 Volunteers
4	Community Volunteers	29 Volunteers
5	HSBC Bank, N.A.	28 Volunteers

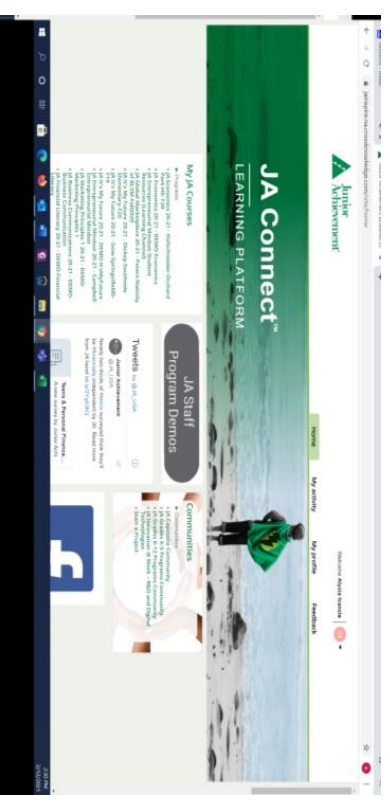
- Companies with an interest in developing our future workforce
- Companies working to strengthen their communities
- Companies from all types of industries, large & small!

Return on Investment: JA Works for our Students

- 93% of JA alumni have a HS diploma or GED
- **58 percent** of Black alumni, **51 percent** of Hispanic alumni, and **45 percent** of white alumni say Junior Achievement influenced their decision to pursue further education
- 55% of JA Alumni say JA gave them an understanding of how business works
- 88% of JA alumni are satisfied with their career
- 45% say JA influenced the way they manage money
- 85% say JA played an important role in fostering a belief they could achieve their goals
- 51 % say they have worked in the same job/career as their JA volunteer

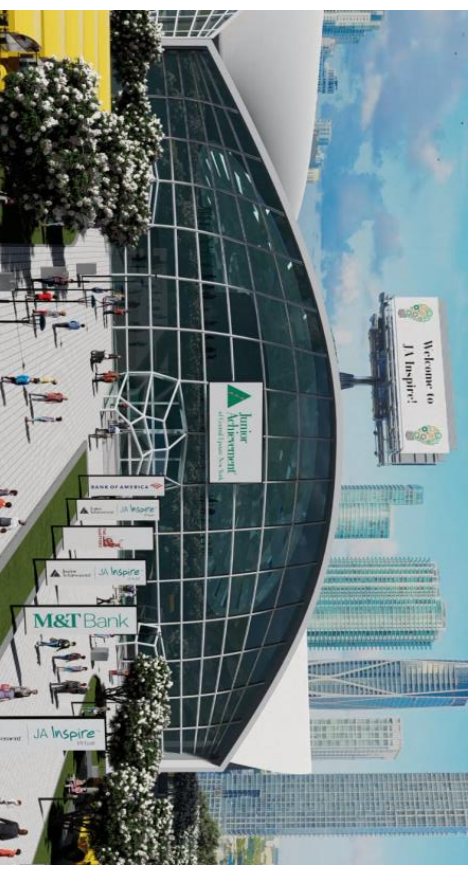
Ways to Get Involved: Programs & Student Learning Experiences

- Teachers/Counselors Contact JA to request program/learning experience
- Volunteers are paired with teachers/schools that request JA
- Volunteers and teachers determine the schedule of sessions
- Volunteer models include:
 - In-person
 - Virtual
 - Recorded videos



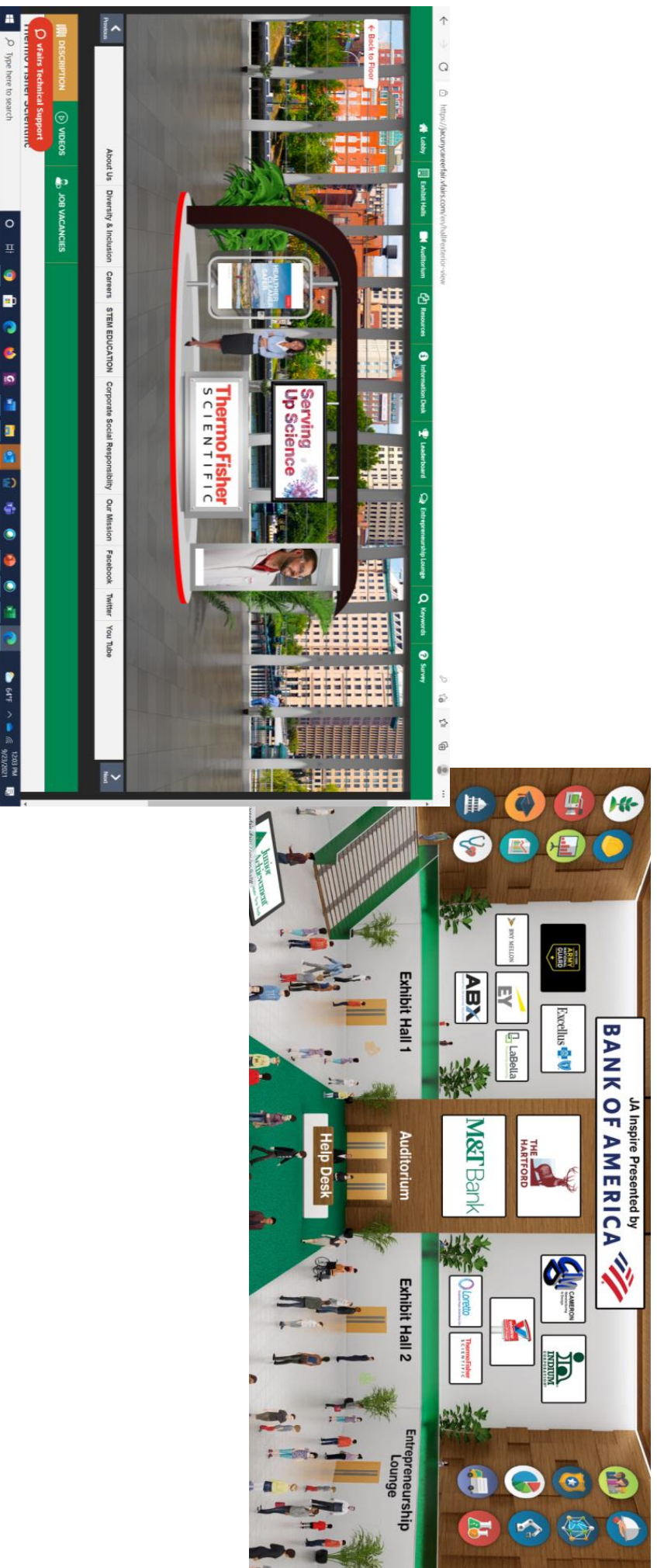
JA Inspire Virtual Career Expo

- Brand new event in partnership with JA of Central New York
- Virtual Career Expo featuring 100+ businesses, rep. 16 career clusters
- Includes a curriculum component and culminating virtual simulation
- Designed for Middle and High School students
- Will be available November 1st through end of school year & Summer 2022
- Perfect for Whole Grade Levels (i.e. Career Week, Career Day)
- Use in conjunction with other in- person Events or other JA programs
- **DEMO**



JA Inspire Virtual Career Expo

- Website Info: <https://westernnewyork.ja.org/events/ja-inspire-virtual>
- To Register: <https://www.surveymonkey.com/r/YZ8NCDM>



Additional WCR Resources

- JA Digital Career Book and JA Connect: connect.ja.org
- JAWNY Career Speakers Series (more being added soon!) <https://www.youtube.com/channel/UCWJJEy-SV20TOFLQ7DEVFYyq>
- JA Stock Market Challenge to be held Nov 2021 & April 2021 <https://westernnewyork.ja.org/events/ja-stock-market-challenge-2021-2022>

Next Steps

- Share this information at your school and within your district!
- Consider implementing JA during the 2021-22 school year (i.e. Career exploration activities, Career Week, etc.)
- Contact JA (Alycia Ivancie, aivancie@jawnny.org) to request program or for additional details
 - Program Request can also be complete here: <https://www.surveymonkey.com/r/PGKZ5KB>

JAWNY Education Department Contacts

website: www.jawny.org

Alycia Ivancie, Education Director

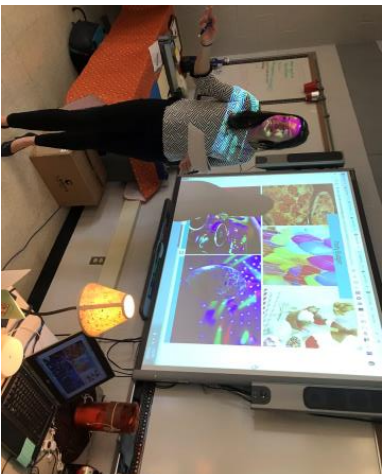
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Thank You

Pathway Sponsor:

