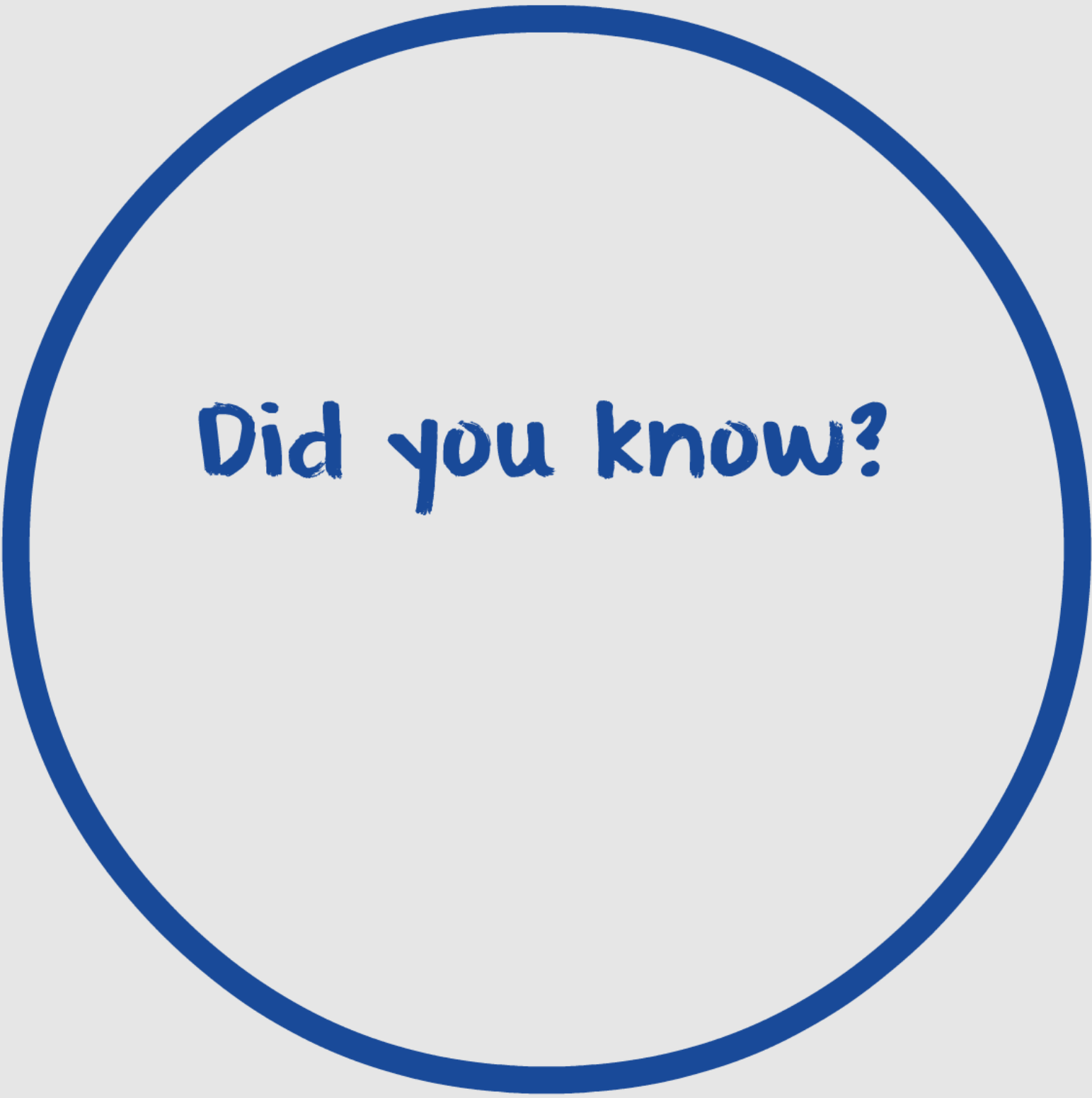




Did you know?

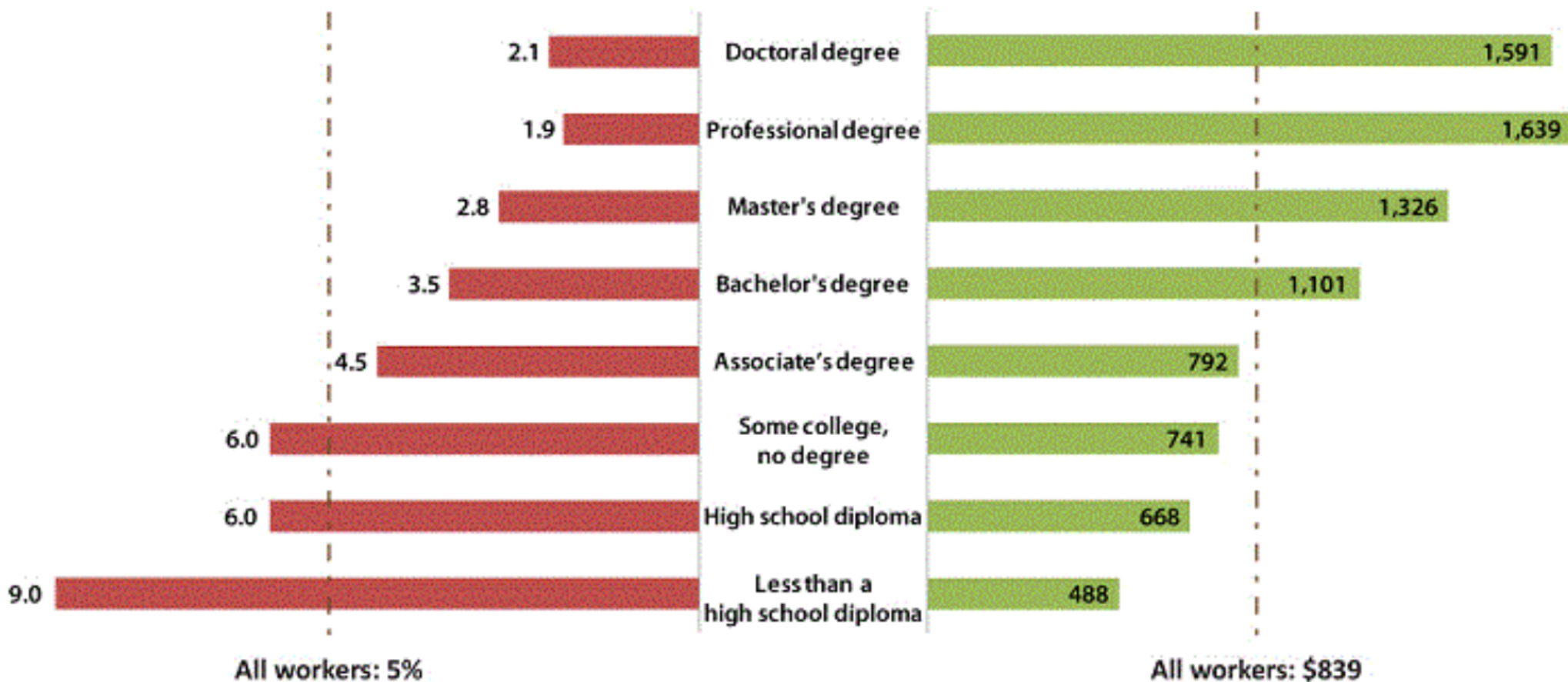


Increasing educational attainment
levels **increases** earnings and
decreases the unemployment rate.

Earnings and unemployment rates by educational attainment

Unemployment rate in 2014 (%)

Median weekly earnings in 2014 (\$)



Note: Data are for persons age 25 and over. Earnings are for full-time wage and salary workers.
Source: Current Population Survey, U.S. Bureau of Labor Statistics, U.S. Department of Labor

Earnings & Educational Attainment Levels

Educational Attainment Level	Average Hourly Earnings	Average Annual Earnings	Average Time Unemployed 2014	Average Net Hourly Earnings, Adjusting for Time Unemployed	Average Net Annual Earnings, Adjusting for Time Unemployed	Lifetime Earnings Based on 40 Work Years	Lifetime Earnings Compared to Less Than High School (2012 Dollars)	Compared to High School Diploma (2012 Dollars)
Doctoral	\$ 39.78	\$ 82,732	2.1%	\$ 38.94	\$ 80,995	\$ 3,239,785	\$ 2,316,099	\$1,933,712
Professional	\$ 40.98	\$ 85,228	1.9%	\$ 40.20	\$ 83,609	\$ 3,344,347	\$ 2,420,660	\$2,038,273
Master's	\$ 33.15	\$ 68,952	2.8%	\$ 32.22	\$ 67,021	\$ 2,680,854	\$ 1,757,167	\$1,374,780
Bachelor's	\$ 27.53	\$ 57,252	3.5%	\$ 26.56	\$ 55,248	\$ 2,209,927	\$ 1,286,241	\$ 903,854
Associate	\$ 19.80	\$ 41,184	4.5%	\$ 18.91	\$ 39,331	\$ 1,573,229	\$ 649,542	\$ 267,155
Some College	\$ 18.53	\$ 38,532	6.0%	\$ 17.41	\$ 36,220	\$ 1,448,803	\$ 525,117	\$ 142,730
High School Diploma	\$ 16.70	\$ 34,736	6.0%	\$ 15.70	\$ 32,652	\$ 1,306,074	\$ 382,387	
Less than High School	\$ 12.20	\$ 25,376	9.0%	\$ 11.10	\$ 23,092	\$ 923,686		

Source: U.S. Bureau of Labor Statistics

And, considering this, how
can **WE** make a greater
IMPACT and drive sustainable
OPPORTUNITY for **YOUNG**
ADULTS?!



...by connecting with our
community through
human-centered design!

...and by creating our first design team!





Dalton McGahey, Diego Conde, Evan Abbott,



*Dalton McGahey, Diego Conde, Evan Abbott,
Kelly Folks, Joe Barela, Jenny Smith, D'Angelo Johnson, & Sasha Easton*



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It's not just about
finding a **job**, it's
about finding a
CAREER



**The Inspiration Phase
Resulted in
Re-branding our Young
Adult Program!**

BEFORE:

Arapahoe / Douglas

Youth in the Works



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AFTER!

Your path, your potential.



Your path, your potential.

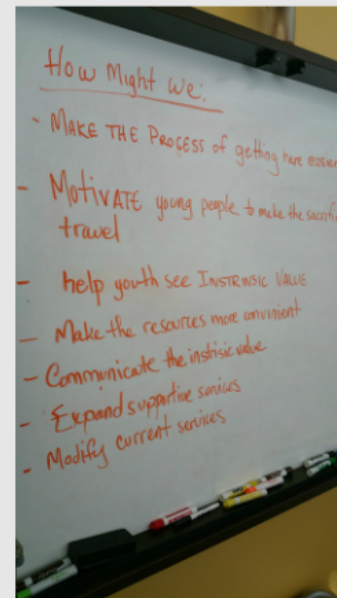
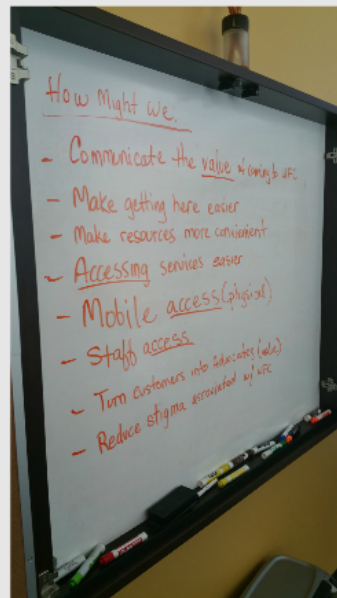
Future



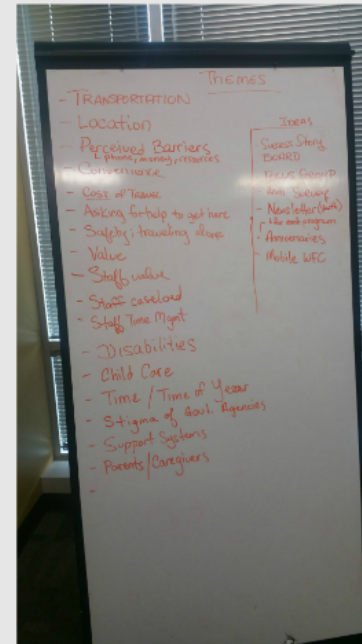
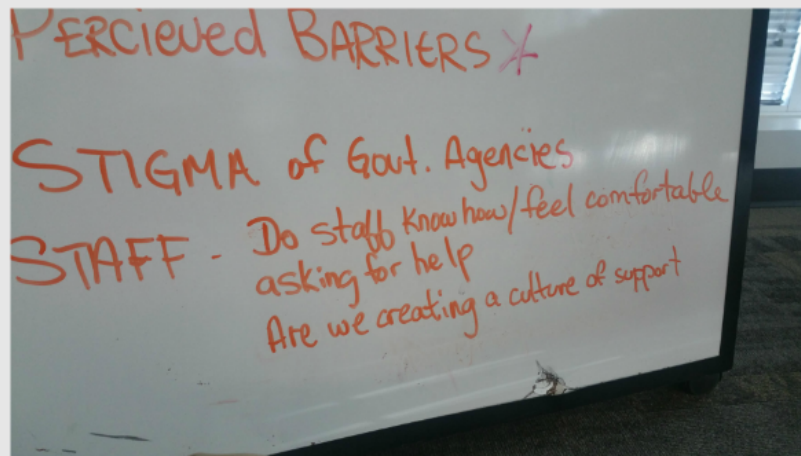
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Our Original Design Challenge Question
became:

How might we drive **opportunity** for
young adults to **realize** and own their
workforce **potential**?



And during the Ideation Phase



We took note of reoccurring
themes and potential barriers



What we discovered...



RE-OCCURRING THEMES THAT INCLUDED:

VALUE

STAFF PASSION AND ENGAGEMENT

**IMPROVED SERVICES AND PROGRAMS THAT ARE
MEANINGFUL, ENGAGING, AND RESULTING IN
OPPORTUNITIES**

And our **Insight Statements**
emerged which included:

- Young adults need to see the **value** of our programs and services
- We need to ensure staff understand the **significance** and **opportunity** of **connecting** with young adults
- We need to address young adult barriers in order to **increase opportunity and success**

Therefore

How Might We...

- Better communicate the **value** of our programs and services?
- Reignite employee **passion** for **collaborating** and **creating** opportunity for young adults?
- Improve our **programs** and **services** to better mitigate customer **barriers**?

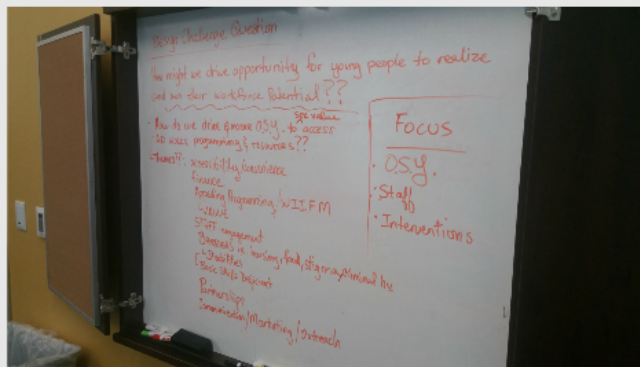
After Further
Immersion...

New themes and insight
statements emerged around
VALUE

This led to us revising our
Design Challenge Question

**OUR REVISED DESIGN CHALLENGE
QUESTION THEN BECAME...**

How might we **drive & increase**
out-of-school young adults to
see the **value** in **accessing**
Arapahoe/Douglas Works!
programming and resources



The Answer...

By expanding opportunities within
Talent Development to include
Career Pathways, Sector Initiatives,
Work-based learning which
encompasses Apprenticeships,
Work Experiences, On-the-job
trainings as well as developing new
and sustainable programming for
our young adult population

And by facilitating our **First Focus
Group!**



Attendees included **young adults,**
parents and **community partners**

And by incorporating the following
Focus Group feedback into
future **Iterations**

- Marketing should be **simplified** and better capture the attention of the audience
- Improve **communication** with young adults and community partners
- Include **current and/or former young adult** participants in outreach, service-delivery, and employ as staff

We also began taking a
closer look at our
Short & Long-term goals.



With our **Short-term** goal
being the **Re-branding** of
our Young Adult Program



Are you 16-24 years old and interested in the Healthcare, IT, Construction or Hospitality industry?

Contact Arapahoe/Douglas Works! Workforce Center to see if you qualify for one of our Young Adult Academies. These career academies focus on short-term trainings, in one of the fields mentioned above, where you will receive industry-recognized certifications and hands-on training.

Call or visit one of the locations below!
www.adworks.org

Lima Plaza 6974 S. Lima St. Centennial, CO 80112 303.636.1260	Altura Plaza 15400 E. 14th Pl. Aurora, CO 80011 303.636.1260
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Future

Arapahoe/Douglas Works! Workforce Center is a proud partner of the State of Colorado's workforce development efforts.

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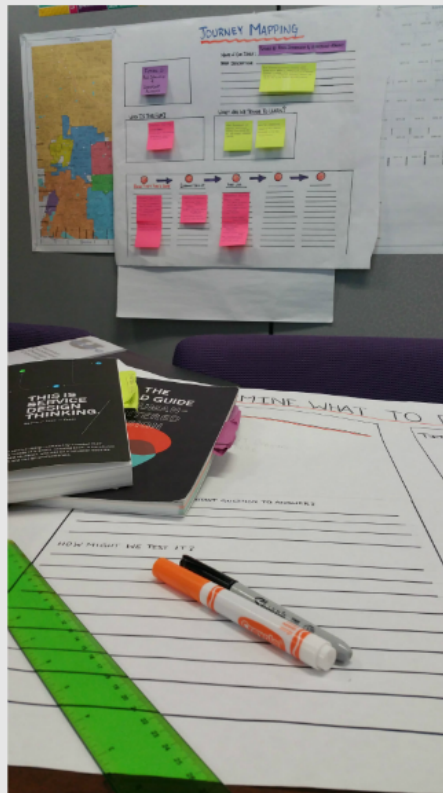
ArapahoeCounty @ArapahoeCounty · Nov 30
#start something #amazing @9NEWS @ArapahoeSO
@adworks303 @CentennialGov @AuroraGov @CBSDenver
@7NewsNOW @denverpost

1 2



And one of our Long-term goals
which will be the development of a
Paid Internship/Mentor Program
that we are currently **Prototyping**

The Paid Internship/Mentor program idea was born out of the Prototyping course we attended immediately after we completed Human-Centered Design.



And now the Prototyping phase continues!



Are you 16-24 years old and interested in the Healthcare, IT, Construction or Hospitality industry?

Contact Arapahoe/Douglas Works! Workforce Center to see if you qualify for one of our Young Adult Academies. These career academies focus on short-term trainings, in one of the fields mentioned above, where you will receive industry-recognized certifications, hands-on training and potential job placement within the industry.

*Academy/industry availability may vary due to budget, current projects and partnerships.

Call or visit one of the locations below!

www.adworks.org

Lima Plaza
6974 S. Lima St.
Centennial, CO 80112
303.636.1260

Your path, your potential.
Future

Altura Plaza
15400 E. 14th Pl.
Aurora, CO 80011
303.636.2014



Productivity/PTA 3.75% Youth/Skill Youth Career & Planning Practice Award



FUTURE U TANK

PAID INTERNSHIP & LEADERSHIP ACADEMY
PROTOYPING Course – Nov. 2015

**FUTURE
U**



TANK

**PAID INTERNSHIP & LEADERSHIP ACADEMY
PROTOYPING Course – Nov. 2015**

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Design Question

How might we drive and increase out-of-school youth
to see value in accessing Arapahoe/Douglas Works!
programming and resources?



For our **Prototyping** course we created our **design team** comprised of staff who didn't attend Human-Centered Design in order to get a fresh perspective

OUR DESIGN TEAM



The Design Team completed
our first exercise!
Travel Kits



Getting Stakeholder
Feedback

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Design Question

How might we drive and increase out-of-school youth to see value in accessing Arapahoe/Douglas Works! programming and resources?



The **young adults** also gave us **feedback** on what they would like to **experience** in the first meeting

Getting to Know U!



One of our iterations was looking at how we set the tone for the first meeting by creating a more personal experience for our young adults.

The design team wanted to **ensure** that during orientation we **provide** a solid **understanding** of the process

LET US HELP YOU UNDERSTAND THE PROCESS...

What am I doing here? What a waste of time.

How long is this going to take? I have stuff to do!

What a hassle! A meeting isn't what I need. I need money, now!



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Design Question

How might we drive and increase out-of-school youth to see value in accessing Arapahoe/Douglas Works! programming and resources?



We also knew it was **important** to outline
the **expectations** for our participants

What should I expect today?

- Obtain valuable program information
- Meet 1:1 with your Workforce Specialist
- Meet one of our Alumni participants
- Tour of the Youth Resource and Workforce Center
- Complete Orientation Paperwork
- Complete an assessment for employability
- [Register with the Workforce Center](#)

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Design Question

How might we drive and increase out-of-school youth
to see value in accessing Arapahoe/Douglas Works!
programming and resources?



Additionally we wanted to ensure that our participants were well informed about WIOA program offerings



- ✓ Self-Directed Job Search
- ✓ Industry Profiles
- ✓ Up- to date Assessments
- ✓ Career Academies

Daily Center Schedule

Monday- Friday
8:30-4:00

Future U offers a wide variety of alternative activities that will help you with your career path. Speak with a WFS to determine which activities best suit your needs.

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Design Question

How might we drive and increase out-of-school youth to see value in accessing Arapahoe/Douglas Works! programming and resources?



Which includes...

WORK EXPERIENCE/ON THE JOB TRAINING

-An opportunity that increases employability

BENEFITS

- Located at a site of your choice
- Gain recent work experience
- Give back to your community
- Learn about various industries

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Design Question

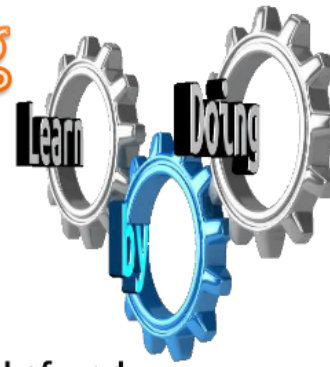
How might we drive and increase out-of-school youth to see value in accessing Arapahoe/Douglas Works! programming and resources?



As well as...

On the Job Training

- ❖ You get a current work history.
- ❖ You learn new skills.
- ❖ You get back into the world of work.
- ❖ Obtain a current work reference.



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Design Question

How might we drive and increase out-of-school youth to see value in accessing Arapahoe/Douglas Works! programming and resources?



And also...

VOCATIONAL TRAINING PATHWAY

Short Term Trainings

- Vocational Training may be possible in combination with Employment and/or On the Job Trainings
- Short-term trainings that lead to industry recognized certifications



We also knew it would be **important** to teach the **young adults** about the workforce **industries** that were in-demand

TARGETED INDUSTRIES



- Aerospace
- Aviation
- Bioscience
- Broadband
- Construction
- Engineering
- Finance
- Healthcare
- Hospitality
- IT
- Manufacturing



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Design Question

How might we drive and increase out-of-school youth to see value in accessing Arapahoe/Douglas Works! programming and resources?



Your path, your potential.
Future
How do we drive a new path to a better future?

Our goal is to also **assist** our participants
with **supportive services** as stated in WIOA

STAYING ON TRACK



Transportation Assistance

Bonuses

Work Clothing/Work Supplies

Recertification/Professional License
Fees

Dress for Success/Denver Works

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Design Question

How might we drive and increase out-of-school youth
to see value in accessing Arapahoe/Douglas Works!
programming and resources?



Our **goal** is to also make sure we **convey** the **expectations** of the Paid Internship/Mentor program



This is a draft **outline** of what the first day of **orientation** would look like based on **feedback** from our young adults

LET'S GET STARTED TO THE FUTURE U!

- Grab a snack!
- Video presentation
- Grab a Flash Drive
- Testimonials
- Application



Intake:

- Questions/Concerns
- Meet 1:1 with team
- Complete paperwork
- Next steps to the Future U!



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Design Question

How might we drive and increase out-of-school youth to see value in accessing Arapahoe/Douglas Works! programming and resources?



The **young adults** expressed that they really **liked** the idea of being able to **compete** for a spot in the **Paid Internship/Mentor** program



 Arapahoe/Douglas WORKS! Workforce Center A proud partner of the Arapahoe/Douglas School District	Design Question How do we drive and increase out-of-school youth to see value in accessing Arapahoe/Douglas Works! programming and resources?	 Your path, your potential UU Future See the world in a new way. UU Future is here to help.
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The **design team** developed an **outline** of what the **competition** would look like

THE COMPETITORS & THE SHARKS



- **The Sharks:**
 - Employers and Workforce Center Staff will compromise the panel that will judge the Marketing Plans
- **The Competitors:**
 - The 12 Students who completed the 4-8 week Academy
 - Young Adults between 18 and 25 years old

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Design Question

How do we drive and increase out-of-school youth to see value in accessing Arapahoe/Douglas Works! programming and resources?

