PROJECT ACADEMY, INC.   OCT. 2022

A LIFE SKILL ORGANIZATION

Project Academy

WHO WE ARE? ……. Project Academy

Project Academy is a 501 (C)3 non-profit corp. whose purpose is to serve the community by successfully preparing entry level people & high school students to be productive in the work, education & society organizations.

WE ARE A 501 (C) 3, NON-PROFIT CORPORATION DEDICATED TO FORMING SELF-EMPOWERED TEAMS THAT INCORPORATE LIFE SKILLS INCLUDING BUT NOT LIMITED TO TEAM BUILDING AND PROJECT MANAGEMENT AS WELL AS UNDERTAKING PROBLEM SOLVING

We have three sets of constituents:

- 1. **Elder adults** to develop creative solutions/ recommendations to re-enter the work force. This will build on their existing wisdom and support making the world a better place.

- 2. **Middle and high school students** that would learn and develop skills that are not traditionally taught in school today, but will benefit them in future life (College & Career Readiness Skills).

- 3. **Young adults** (**Pre-Employment**) that may have not completed or high school graduates that have no career direction and need to learn skills that will help them succeed in a career or additional schooling (college and career readiness (CCR))

OUR APPROACH

Our unique approach forms the students into business pods of 6-8 people and create an ownership business concept. Using this mindset, the students will learn about themselves, create the team, create a buddy system to support their learning, infuse the foundational skills and do problem solving to build their capabilities.

This is capped off with reporting to the community, celebrations and reflection on their learning. A follow-up process is set-up to provide on-going mentoring and dialogue.

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Foundational Skills-

Categories:
- Corporate tools
- Life Skills
- About Self-Branding
- Jobs finding
- Showing-up
- Communication

Some Specifics:
- Business & Learning tools
- Interpersonal skills
- Thinking skills
- Supply-chain, Innovation
- Process management
- Distribution infrastructure
- Customer focus, Quality management
- Digital tools (cloud, social)
- Social media, Google docs

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Thinking Technicians
Developing people for the new economy
•Thinking Associates (TA)

Start

Learning about yourself
Icebreaker

Creating the Team
(Forming Community)

Business Tools
Life-Skills

Problem Selection

Possible Solutions

Testing & Reporting

Follow-up Sessions

END

PRE-EMPLOYMENT PROGRAM

Our pre-employment program is designed to give young adults, who don't graduate High-school or have graduated HS but have little direction, the life skills and attitude training to become a successful part of the community. The program is designed to include the community and business partners to ensure success for the individual. Needs of the young adult will be assessed; such as transportation, family commitments, legal and others to make the training possible and successful.

Class Organization

Program made available to non-profits who support "students of need" and want to help them re-enter the work force. Include such organizations as; drug rehab, correction facilities, trade groups, existing training programs, etc.

Course #	Description
PE-SA	Stand alone
PE-AP	Includes an apprenticeship connection

5 Days/week. Flip learning -2 hour prep./week

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Project Academy, Inc. Pre-Employment Program

What can I do to add more value?

Our students see their learning as something they own and that helps them interface with the educational, social and business communities.

Wisdom: good decisions and taking the path that provides value to all (society)
Community: People and relationships count
Social justice: leaving the world a better place than you found it
Purpose: Sense of direction that you achieve, the goals you set

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Our Goals:
Achieve >90% acceptance rate in two years by our team members into the corporate world.
Be recognized as a world class pre-employment training organization in 5 years.
Be seen as an important community resource in 5 years.

The mission of The Project Academy is to advance the development in spirit and mind of students drawn from diverse cultural and social backgrounds and to inspire in them a commitment to the best self in the community, education and business world.

To create a cultural system in our organization that supports the community.

To be a leader in learning systems **around skill training.**

To help make our students successful in life.

Students will understand that problems are opportunities. "The bigger the problem, the bigger the opportunity" (*Vinod Khosla*).

Example… Industry Need

The easiest place to **see this shift is in medicine**, where the overall healthcare landscape is changing to include **more workers whose skills are primarily emotional**. The US Bureau of Labor Statistics predicts that while jobs for doctors and surgeons will rise by 14 per cent between 2014 and 2024, the top three direct-care jobs – personal-care aide, home-health aide, and nursing assistant – are expected to grow by 26 per cent. **None of these jobs requires a college degree, and together they already employ more than 5 million people, compared with the country's 708,000 doctors.**

Livia Gershon is a freelance reporter who writes about the intersection of economics, politics and everyday life. Her work has appeared in Salon, *LA Weekly* and *The Progressive*, among others. She lives in New Hampshire.

A growing real-world demand for workers with empathy and a talent for making other people feel at ease requires a serious shift in perspective. It means moving away from our singular focus on academic performance as the road to success. It means giving more respect, and better pay, to workers too often generically dismissed as 'unskilled labor'. And, **it means valuing skills more often found among working-class women than highly educated men**

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NEED	
NEED Corporations	Companies need employees who can think independently and take ownership of problems and work in a team environment. They need to think both creatively and critically in their work. They need such life skills as Social & Emotional Learning, Interpersonal skills, Communication skills, Goal setting, Decision making, Problem solving, Team-work and Time management. These companies also need a program that can demonstrate long term positive value to their success.
Students	The skills needed in our vastly complicated world, whether to earn a decent living or to be an active and informed citizen, are radically different from those required historically. Quite simply, the world has changed, and our schools remain stuck in time. "Knowledge workers" have become obsolete. What the world demands today are "smart creatives," the term that Eric Schmidt and Jonathan Rosenberg use to describe the kind of people Google needs to hire in their book How Google Works.. ... Wagner, Tony; Dintersmith, Ted (2015-08-18). Most Likely to Succeed: Preparing Our Kids for the Innovation Era .

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2022 Skills Outlook

ECONOMIC FORUM
COMMITTED TO IMPROVING THE STATE OF THE WORLD

Growing

1. Analytical thinking and innovation
2. Active learning and learning strategies
3. Creativity, originality and initiative
4. Technology design and programming
5. Critical thinking and analysis
6. Complex problem-solving
7. Leadership and social influence
8. Emotional intelligence
9. Reasoning, problem-solving and ideation
10. Systems analysis and evaluation

Declining

1. Manual dexterity, endurance and precision
2. Memory, verbal, auditory and spatial abilities
3. Management of financial, material resources
4. Technology installation and maintenance
5. Reading, writing, math and active listening
6. Management of personnel
7. Quality control and safety awareness
8. Coordination and time management
9. Visual, auditory and speech abilities
10. Technology use, monitoring and control

Source: Future of Jobs Report 2018, World Economic Forum

Skills for Yr 2022: Analytical thinking; Problem solving; Learning skills; Critical & Creative thinking; System thinking; Systems analysis; Social & Emotional learning; Design thinking; Leadership; Technology design & Programming

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ELEMENTS OF OUR PROCESS …*ATTITUDE AND SKILLS*

Mind-set thinking

- Ownership:.. think like an owner

- Design… Manage a project

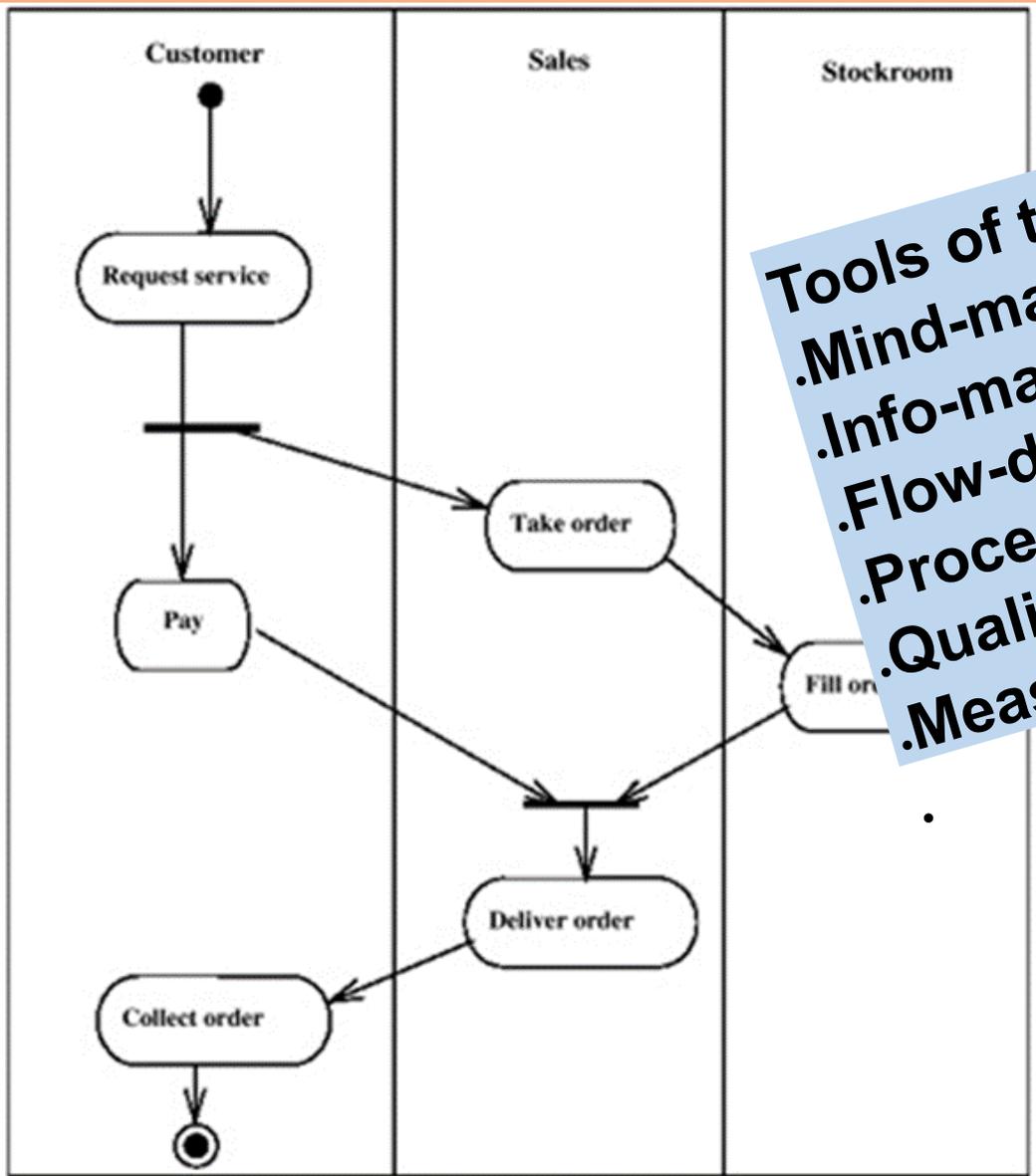- Growth… Brain is a muscle

- Soft-Skills… Infusion

Project Based Design

- **Self-Discovery**

- **Team Creation**

- **Problem Selection**

- **Problem Solving… Self-directed learner**

- **Review & Re-design**

- **Presentation**
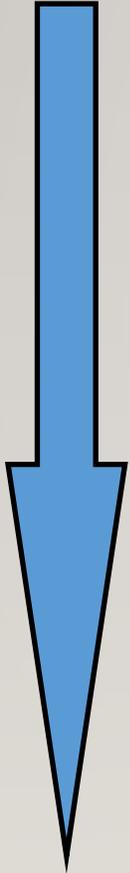
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Foundational tools to understand

Tools of the mind:
.Mind-map
.Info-mapping
.Flow-diagram
.Process diagram
.Quality
.Measurements

Communication skills

**16-week program
7hour days**

Steps:	Actions:
Self-Discovery Ice Breaker	· Initial responsibility & learning needs · Commitment to each other. · Thinking like a supportive team member and not just for themselves. **Inter-personal skills**
Understand how business & community systems operate	Build an organization prototype of your proposed company **Business skills**
Creating a learning team	· **Culture/ Values skills** · Like a sports or music team · Define & role play
Project based learning with life skills embedded	

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Our approach to achieve the Goals: Page 2:
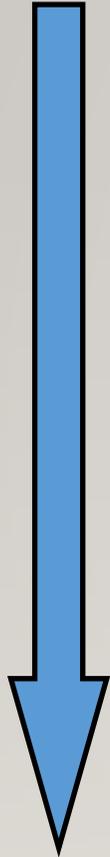
Steps:	Actions:
Problem- solving Tools	Doing a world or community problem and presenting the results to the community
Reflection and testing	Using questions to learn and improve what we do. **Self-directed-skills**
Reporting & Celebration Communication-skills	Inform the community of your results, using the elevator pitch outline
Continuous learning follow-up	Continuous improvement/ Our products and process, ourselves (Always innovate) **Team-work, Key web interface skills**

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Management Skills
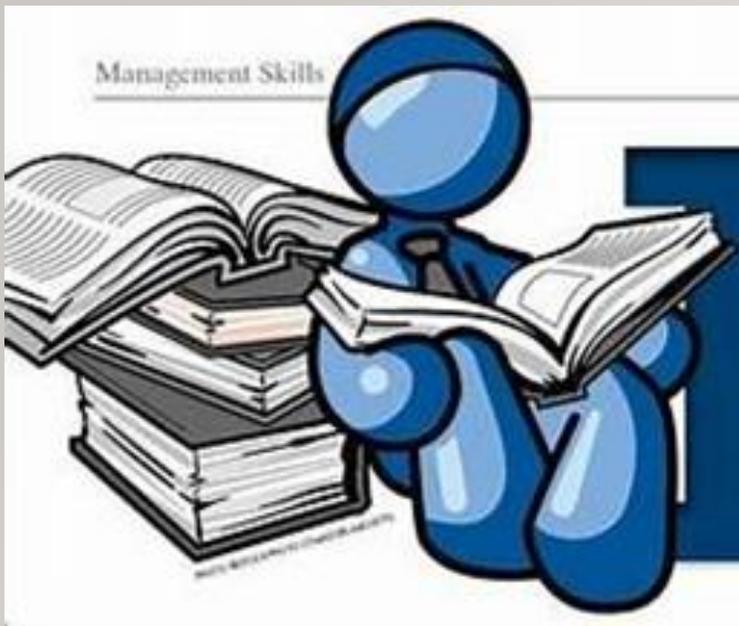
Trust, Respect, • Creative & critical thinking, Empathy, Listening, Independence, Collaboration, Kindness, Taking Risks, Boldness, Creativity, Learning attitude, Work ethics, Communications skills, Decision making

Infusing Skills: We want them to take the information they receive and *do* something with it: analyze it, break it down, use it to come to their own conclusions.

What we provide:
- Definitions
- Use in real processes during classes (modal it.)
- Questioning skills

SKILLS: STUDENTS BECOME COGNITIVELY AWARE OF THEIR SKILLS WHILE DOING ACTIVITIES

- **Attitude** (positive attitude, focus, emotions, flexible, moral leadership, listening)

- **Social & emotional learning** (character development, empathy, responsibility, self-esteem, flexibility, self-discipline)

- **Team-work** (charter, respect, values, listening, trust, diversity, culture,) ... *working like a sports team*

- **Problem-solving** (creative & critical thinking, decisions, planning, curiosity, reflection)

- **Personal skills,** (financial-literacy, time-management, communication(verbal & non-verbal, goal setting)

- **Business literacy** (quality, processes, matrices, change management reporting, leadership, judgment, customer focus, info. mapping , Balance Scorecard)

- **Key individual interface** Email, Social networking, YouTube, Self-branding skills (Who you are), Networking

- **Questioning skills, Developing thinking routines**

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How do these integrate into the project learning?

Benefits: Provided to student's growth

- Knowing themselves
- Peer learning … lifelong learning
- Working with others-Teamwork
- Process understanding
- Understanding problem breakdown and solving
- Use of Soft skills when dealing with others
- Improved communication in reporting and writing skills

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Action items:

Self-directed learning

Students control and manage their learning process. This includes things you are interested in doing outside of the classroom such as getting into a college, a passion or a career

It is important for you to understand that you will build your own knowledge by using questions of why, how, what.

You will learn to think using creative questions as well as critical thinking question that will support you in your growth in a career or as well college. **You will see that you need to become a lifelong learner to survive**.

Self-directed items

What are your goals & Plan for this project?... Write then down

What are your deliverables?

Develop & write down your study habits & tools

Reflect and test your learning

Have Fun

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Work together to form a learning team.

Come together as a team to achieve a common goal. **Have teams identify the skills necessary for success**. Discuss problem solving, communication, listening, objectivity, empathy, and asking for help.

Essential Questions I must answer:

- 1. What do I bring to the team?

- 2. What are our commitments to one another?
- 3. What differences exist between us?
- 4. How will we operate?
- 5. How will we know we are succeeding? What benefits does a team approach help in solving problems?

How are we going to work together – handle conflicts

Introduction to creating a team: Why do we need a team?

Is diversity good for a team?

Path of creating a team

People — Individuals
- Collection of people
- Culture / Values
- Generally NO roles

Group

Team — Charter

Question: How could this be like a path?

Essential Questions I must answer:

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Do Organizations have a Culture?

Discussion of the elements of the community culture

What is the culture of the team?
How is a learning team like a sports team?

Write up the results

The school will foster a **Team/community** based culture of a learning environment, with all treated as adults and with respect. What is our classroom culture? (How are we going to operate?)

Creating a team charter

The Charter Covers:

- Goals (Fun, ...),
- How will we be measured at the end,
- Roles that the team will do, (Scribe, Captain, Planner, Advisor, Tester, Public reporter,.)
- Our values, ... Curiosity, Trust, Flexibility,
- Deliverables?
- How will we handle conflicts?

Elements to discuss

- Elements of Culture
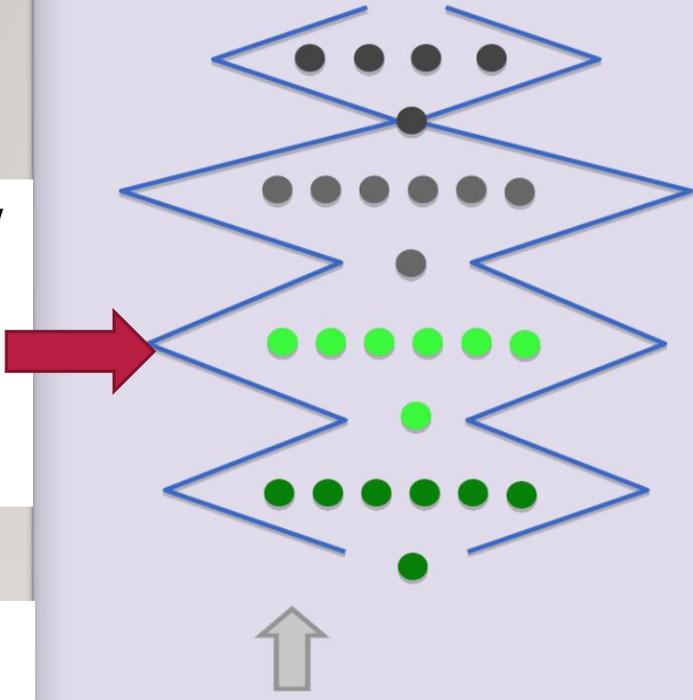 - Language
    - Communication
  - Symbol
    - Gesture, sound, color, design
  - Values
    - Goodness and beauty
  - Beliefs
    - Shared ideas
  - Norms
    - Rules and expectations
  - Rituals
    - Rites and Public ceremony

Sports team
Jazz group
Project team

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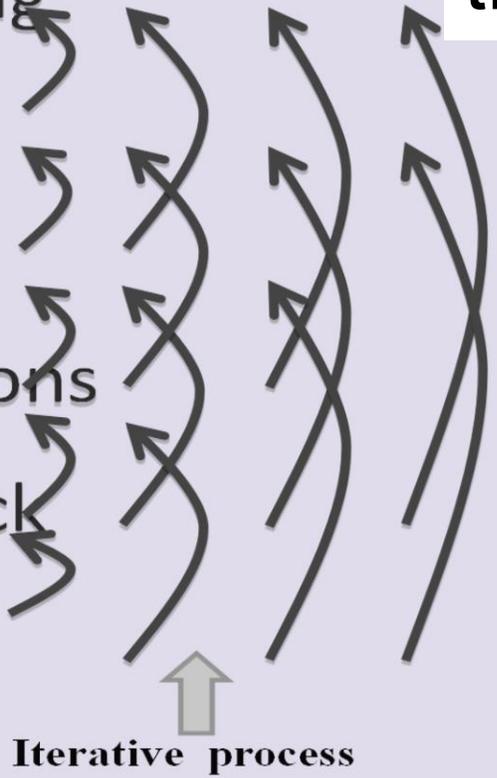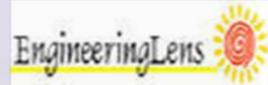
Thank you for your interest:

Feedback

Work & Life-skills
- Discovery
- Teamwork
- Planning
- Problem solving
- Reporting

Questions?

Next Steps?

Bill Wolfson
Project Academy, Inc.
439 Del Pond Drive
Canton, MA 02021
508-380-3747
billw@projectacademy.org
www.projectacademy.org
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