

Connection to employment companies: (Pre-employment training)

Why:

Benefits for the Young Adult: <ul style="list-style-type: none"> • Provide employment for the young adults • Allows the students to build their skills
Benefits to the companies <ul style="list-style-type: none"> • Provides employees who have the proper life-skills • Reduces costs in hiring and retention
Benefits to the community <ul style="list-style-type: none"> • Builds a culture of caring within the community

Types of companies: <ul style="list-style-type: none"> • Food service • Distribution

Companies	
Wegmans	Market Basket
Papa Gino's	Amazon, Milford, MA

Possible industries to look for companies

MOTIVE DEALERS	BUSINESS SERVICES	CONSTRUCTION
FINANCIAL SERVICES	FOOD SERVICE	HEALTH CARE
HOSPITALITY	INSURANCE	IT / SOFTWARE DEVELOPMENT
MANUFACTURING	PROFESSIONAL SERVICES	REAL ESTATE
RETAIL	TRANSPORTATION & LOGISTICS	



Discuss with potential employers to get their buy-in:

Attributes	Types; Details
Non-verbal skills	Eye contact; Smile, Neat, Knowledge of workplace expectations, Ethics
Attitude	Positive, keeping a focus, flexible, controlling your emotions, Responding to guidance, Empathy for others, Leadership
Team work	Respecting others, listening, Collaboration, Handling conflicts, Understanding team culture & Values
Planning & Organizing	Time management, Planning, Prioritization, Networking
Problem-solving	Gathering information, Making decisions, Creative & Critical thinking, Analyzing information, Questioning, Reporting
Mind-set	Learning to think & act like an owner of your own business, Engineering Mind-set focus on all the items required to get things done when doing a project.

Elevator pitch: • Problem you are solving • Goals • Product/Service you are providing • Uniqueness • Market you are serving • Benefits to the customer base

Project Academy purpose is to help young adults get established in the community & business space, a community resource to support these at risk young adults.

Our goals are to find employment & provide on-going support for our young adults and create a community of caring between business and society.

Our service is to get our young adults with a mind-set of ownership, life-skills to be successful in their entry to the work force while providing support for the community.



Our uniqueness is providing an integrated approach in supporting our young adults while having them embrace a mind-set of ownership.

We are serving the community and young adults at risk in the community. Our programs need to have a strong in-person component to deliver the necessary dosage of intensive practice and to build the trust that allows providers to support learners—many of whom face multiple life challenges.

The benefits are both to the young adults as well as the community and business organizations.

Potential partners:

https://www.mequilibrium.com/ On-line teaching softskills	Big-brother/sisters for mentors
Probation court system	

The good news is that soft skills are learnable. In fact, resilience training experts, who specialize in teaching and training in the soft skills, would go further to say they are foundational to creating strong employees, teams, leaders and organizations. Here are the most critical soft skills to build resilience, and how to develop them in your team:

1. Problem Solving

The ability to get into “problem-solving mode” and stay in it for long periods of time—in other words, persist until a problem is solved instead of disengaging and giving up—is key to dealing with the inevitable challenges that come with any role more efficiently and effectively. It comes down to managing our “Explanatory Style.” Our Explanatory Style determines how we “explain” why things happen to us and whether we see difficulties as fixed, external, and unsolvable, or temporary and fluid. Research shows that many employees have less resilient Explanatory Styles: They become unfocused and cast broad, external blame when confronted with a challenge or change. I teach companies to help their people modify their Explanatory Style by viewing problems as fluid and short-term. Resilient workers can evolve and adapt to challenges without casting blame or catastrophizing.



2. Emotion Control

Getting control of our emotions is the single most important soft skill we can learn. In fact, there's a high correlation between emotion regulation and our ability to manage our stress and stay productive under pressure. Anxiety (which is generally the fear of future threat), frustration (the feeling that you don't have sufficient resources), and anger (the feeling that something or someone is violating your rights), are the most common emotions people bring to work. They can impair our ability to accurately assess and react to what is going on in adverse and stressful situations. The key is to develop awareness of our stress triggers—change in project scope, an unhappy client, and so on—and catch ourselves before spiraling into a habitual emotional reaction. In addition, I teach leaders and managers how to spot these emotions in their team and coach them to return to calm and focus. Getting a handle on emotion control can be a game changer.

3. Purpose


Feeling connected to a mission beyond ourselves and our own self-interest works as a wellspring to carry leaders and their teams through tough times, which invariably happen at work. Developing purpose can be taught and involves learning how to reframe our work in a larger context and focus on personal contribution to the overall mission of the organization. This involves developing a mindset in ourselves and our team that is habitually asking: What is the larger mission? Why do I come to work each day? What type of legacy might I leave? In a changing environment, an employee with an overarching attachment to an organization's mission is more willing to stay focused and persevere—to see their role bigger than any one problem, challenge, or project they may be dealing with day to day.

We're entering a new frontier in the workforce. By framing soft skills as a teachable discipline, we can position our companies to thrive in an atmosphere that runs on resilience just as much as technical know-how.

Jan Bruce is CEO and co-founder of [meQuilibrium](#), the digital coaching platform based on the science of [resilience](#).

Deliver metrics for employers & employees:





Metrics that link such programs to business performance should be tracked, including the cost of program recruitment and training, employer productivity and quality outcomes, retention, and speed to promotion.

To reach the people who need these programs most—meaning those at risk of being disconnected from the workforce because of background or education—accessibility is critical. Meeting their needs for transportation or child care during the boot camp, for example, helps make it possible for them to succeed. Programs that respond to these needs see higher completion rates. Some go even further, providing postgraduate mentorship for the first few months on the job, which is the period of greatest vulnerability. If individuals can make it through the first three months on the job, the odds of them continuing to thrive professionally and personally rise significantly.

