



# PROJECT ACADEMY, INC.

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*A LIFE SKILL ORGANIZATION*

Project Academy



WHO WE ARE? .....

*Project Academy*



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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.

# PRE-EMPLOYMENT PROGRAM

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Our pre-employment program is designed to give young adults, who dropped out of 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.

## **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*).

**Project Academy, Inc.**  
**Pre-employment Program**  
**Guide Book**

**What can  
I do to  
add more  
value?**



*We aim to create a new category of a worker:  
“technician - of the mind”; Who thinks like  
an owner and evaluates situations using question  
to learn new ways of understanding.*

<b>Customer driven / Business owner</b>	Facilitates processes within the organization
<b>Self-motivated</b>	Personal / Business skills Shows up
<b>Inter-personal Communication</b>	Team/ Problem solver; Team focus- not self
<b>Risk-taker; learns from failure</b>	Uses questions & curiosity to explore all learning opportunities
<b>Business tools</b>	<ul style="list-style-type: none"><li>• Balanced scorecard</li><li>• End to End processing</li><li>• Customer focus</li><li>• Team-work</li></ul>



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.

# Industry Need

**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**



# 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* .



# 2022 Skills Outlook

## 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



# ELEMENTS OF OUR PROCESS

## ...**ATTITUDE AND SKILLS**

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### **Mind-set thinking**

- Ownership... think like an owner
- Design... Manage a project
- Growth... Brain is a muscle
- Soft-Skills... Infusion

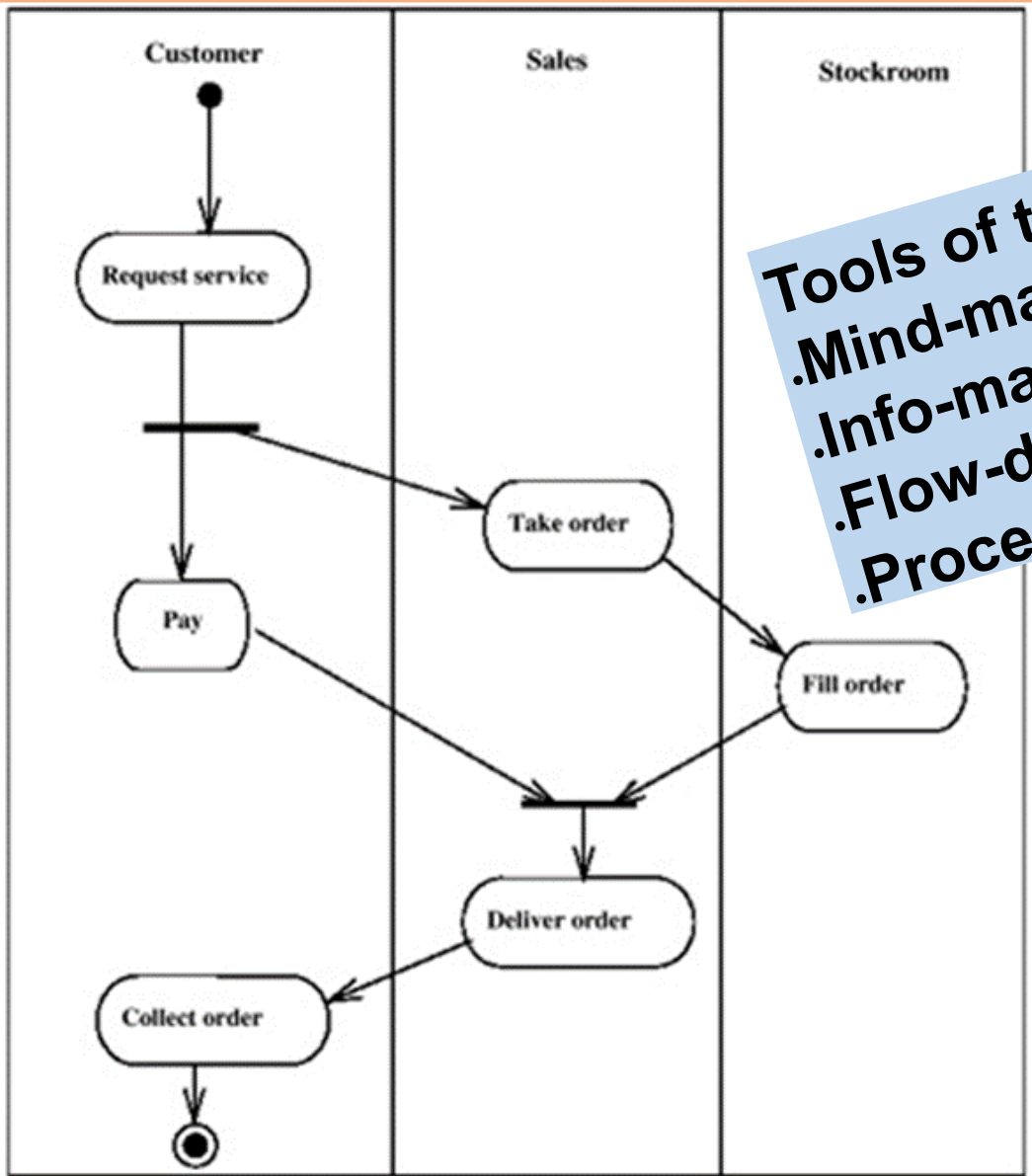
### **Project Based Design**

- Team Creation
- Problem Selection
- Problem Solving... Self-directed learner
- Review & Re-design
- Presentation



# Use information tools to understand

Tools of the mind:  
• Mind-map  
• Info-mapping  
• Flow-diagram  
• Process diagram

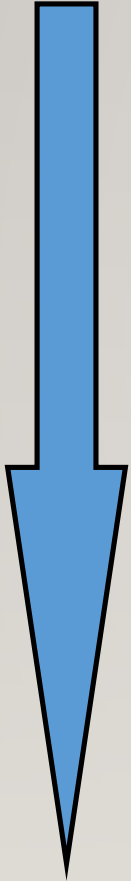


## Communication skills



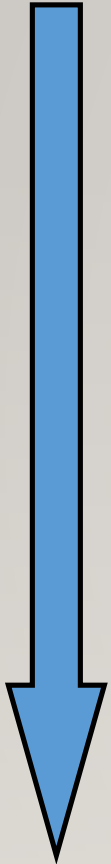
# Our approach to achieve the goals: Page 1:

16-week program  
7hour days



<b>Steps:</b>	<b>Actions:</b>
Culture & Value system with the student & family <ul style="list-style-type: none"> <li>· Listening</li> <li>· Family charter</li> </ul>	<ul style="list-style-type: none"> <li>· Initial responsibility &amp; learning needs</li> <li>· Commitment to each other.</li> <li>· Thinking like a supportive team member and not just for themselves.</li> </ul> <p><b>Inter-personal skills</b></p>
Understand how business & community systems operate	Build an organization prototype of your proposed company <p><b>Business skills</b></p>
Creating a learning team	<ul style="list-style-type: none"> <li>· <b>Culture/ Values skills</b></li> <li>· Like a sports or music team</li> <li>· Define &amp; role play</li> </ul>
Project based learning with life skills embedded	Doing a world or community problem and presenting the results to the community <p><b>Thinking/ problem solving skills</b></p>

# Our approach to achieve the Goals: Page 2:



<i><b>Steps:</b></i>	<i><b>Actions:</b></i>
Reflection and testing	Using questions to learn and improve what we do. <b>Self-directed-skills</b>
Reporting & Celebration	Inform the community of your results, using the elevator pitch outline <b>Communication-skills</b>
Continuous learning follow-up	Continuous improvement/ Our products and process, ourselves (Always innovate) <b>Team-work, Key web interface skills</b>



# 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



How do these integrate into the project learning?

## Action items:

# 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?

Path of creating a team



Question: How could this be like a path?

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?)

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

Is diversity good for a team?

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How are we going to work together – handle conflicts

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?

Sports team  
Jazz group  
Project team

# Problem Solving

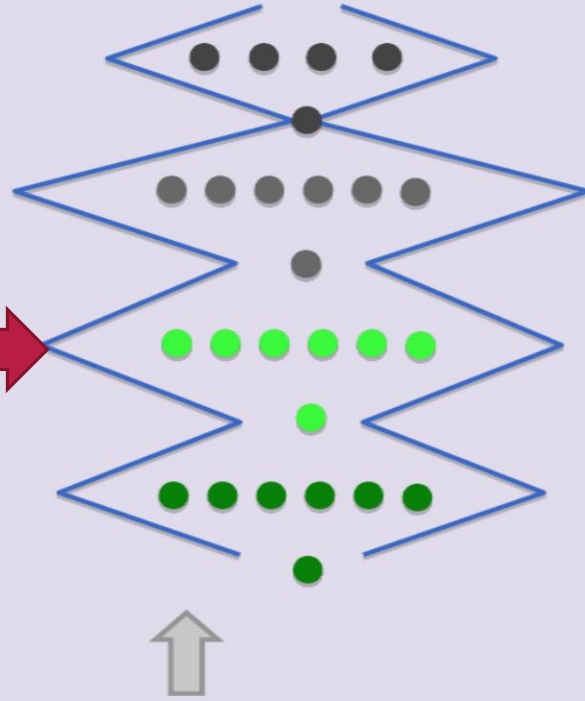
Reflection thinking

- Problem Framing
- Requirements
- Many Designs
- Pick a few Solutions
- Testing/ Feedback
- Reporting



Team-work

Creative/  
Critical  
thinking



Divergent/Convergent thinking

Decision making

Mark Somerville .. Olin College



Project Academy



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

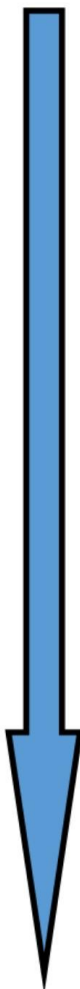
Have Fun



## Benefits: Life-skills... Thinking & acting like an owner

<b>Area:</b>	<b>Benefits:</b>
<b>Society:</b> become an active member of their community	Character traits, Problem solving, Design thinking, Soft -skills, Social & Emotions learning (SEL)
<b>Citizenship:</b> See this as a responsibility of being a member of their community	Thinking skills (creative and critical thinking, questioning, reflection), Values, Character development
<b>Work:</b> Using ownership mind-set thinking and skills, advance in the community of work	Process methods, Collaboration, Innovative thinking, Financial understanding, Mind-set thinking
<b>Lifelong learners:</b> See learning as a way of improving yourself,	What do you see as your need? Excitement in learning, Risk taking, Feedback, Values

- **Better person**
- **Asking good questions**
- **Independent thinker**



# Thank you for your interest:

Feedback



Questions?

Next Steps?

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