



## Effective Practices in Middle School Career Exploration: Youth Education Motivation Program (YEMP)

**This Ain't Your Mother's Career Day**



*"Mentoring comes first, because we know that if society doesn't provide constructive mentors and role models for kids they are going to find their own on street corners, in gangs or in drug dens."*

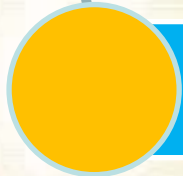
*General Colin Powell*



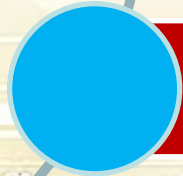
# Handbook



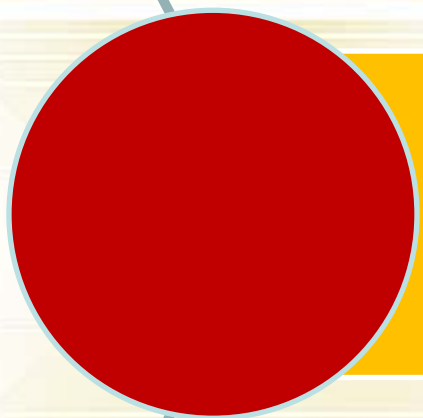
What is YEMP



The Backbone of YEMP



YEMP and the Local School



# What is YEMP



## In the Beginning (1970'S)

- Target Audience: *Latino Youth*
- Mexican-American Personnel Management Group
- Youth Incentive Program (YIP)





# YEMP IS BORN



- **YIP becomes YEMP**
  - Continues to Grow
  - Expands into two counties (Riverside & San Bernardino)
- **RCCD adopts YEMP**
  - Passport to College
    - Increase college-going rate
  - CTE Community Collaborative
    - Middle School Career Exploration







# Exploring Career Options

- Career Fairs
- Career Days
- Field trips to local business
- Career exploration survey course
- CTE electives (i.e., computers, cooking)
- After school programs/clubs

start here...



...go anywhere



# Career Fair vs. **YEMP**

- **Career Fair**

- Typically off-site
- Not accessible to all students
- Large group format (can be intimidating)

- **YEMP**

- On-site
- Allows maximum participation
- Small group format (safer environment )



# Career Day Vs. **YEMP**

## Typical Career Day

- Focus on high-achieving, high income adult speakers
- Focus on corporate careers
- Emphasis on finishing college
- Only positive aspects of career discussed
- Diversity of speakers as a by-product

## **YEMP**

- Focus on employed speakers
- Focus on corporate, as well as entrepreneurship
- Emphasis on finishing high school
- All career experiences, both positive/negative, open for discussion
- Diversity of speakers sought



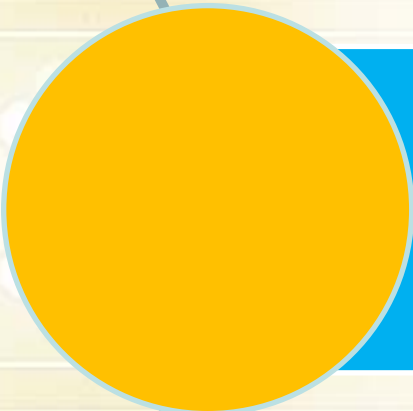
# Cost Considerations

## YEMP

- Coordinator
- Printed materials
- Food/refreshments
- Thank you gifts
- Decorations

## Other CE Options

- Busing
- Substitutes
- Permission slips
- Chaperones
- Faculty/staff salaries
- Curriculum/Books
- Equipment
- Instructional Supplies



# The Backbone of YEMP



## Why is **YEMP** effective?

- Business involvement
- Students begin thinking about their future beyond school
- Addresses a broader range of careers choices than a typical career day
- Opens the door to conversations
- Builds relationships

Senior Olympic  
Swim Medalist





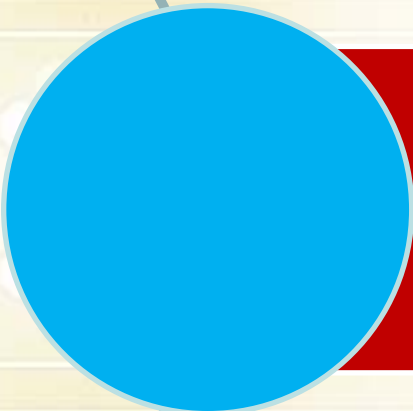
# Key Roles

- **Lead Agency (RCC)**
  - Vision
  - Financial support
  - Consistency
- **Coordinator**
  - **Recruit speakers**
  - Coordinate with school
- **School Liaison (Principal/Lead Counselor)**
  - Coordinates school program
  - Interacts with coordinator
  - Promotes the program



# Prior to YEMP Day

- **Lead agency**
  - Hire coordinator
  - Initiate contact with school
  - Secure commitments (set date)
- **Coordinator**
  - Attend initial meeting with principal/counselor
  - **Recruit diverse pool of speakers**
- **School**
  - Identify school liaison
  - Promote **YEMP** to teachers, parents, students
  - Develop **YEMP** Day schedule
  - Recruit and train student ambassadors



# YEMP and the Local School



# Potential **YEMP** Expenses



<b>YEMP Expense</b>	<b>'Bare-bones' \$</b>	<b>'Mid-Level' \$\$</b>	<b>'Top-of-the-Line' \$\$\$</b>
<b>Coordinator</b>	Volunteer(s) \$0.00	Expenses-only \$200 Or nominal wage/fee \$2,000	Paid \$2,500+
<b>Printed Materials</b>	Donated \$0.00	In-house printer/copier \$50 - \$350	Outside Printer \$1,500+
<b>Food/Refreshments</b>	Donated or None \$0.00	Light Refreshments \$50 - \$200	Heavy Refreshments \$500+
<b>Thank You Gifts</b>	Donated or None \$0.00	Gift under \$5.00 per speaker \$50 - 200	Gifts over \$5.00 per speaker \$200+
<b>Decorations</b>	Donated or None \$0.00	Light Decorations \$50 - \$200	Heavy Decorations \$200+
<b>Total Expense</b>	<b>\$0.00</b>	<b>\$400 - \$2800</b>	<b>\$5000+</b>



# YEMP Day

- **Speakers arrive at school**
  - Greeted by students on campus and directed to meeting room
  - Check in (YEMP coordinator)
    - Meet student ambassador
- **Brief program**
  - Welcome by principal
  - Showcase school talent
  - Instructions about the day



Welcome to YEMP  
24

YEMP  
2014

YEMP  
2014





# YEMP Day

- **Speakers escorted to classrooms**
  - Student ambassador introduces speaker
  - Speak for about 45 minutes
    - Brief overview of their education and experiences
    - Encourage students to ask questions
    - Students complete evaluation in class
- **Speakers return to multi-purpose room for debriefing**
  - Complete evaluation





In the  
classroom

# Typical Student Questions

- How much education do you have?
- Where did you go to school?
- What was it like back then?
- What was the hardest part about college?
- What were some of the questions asked during your interview?
- How much money do you make?
- How many dead people have you seen?



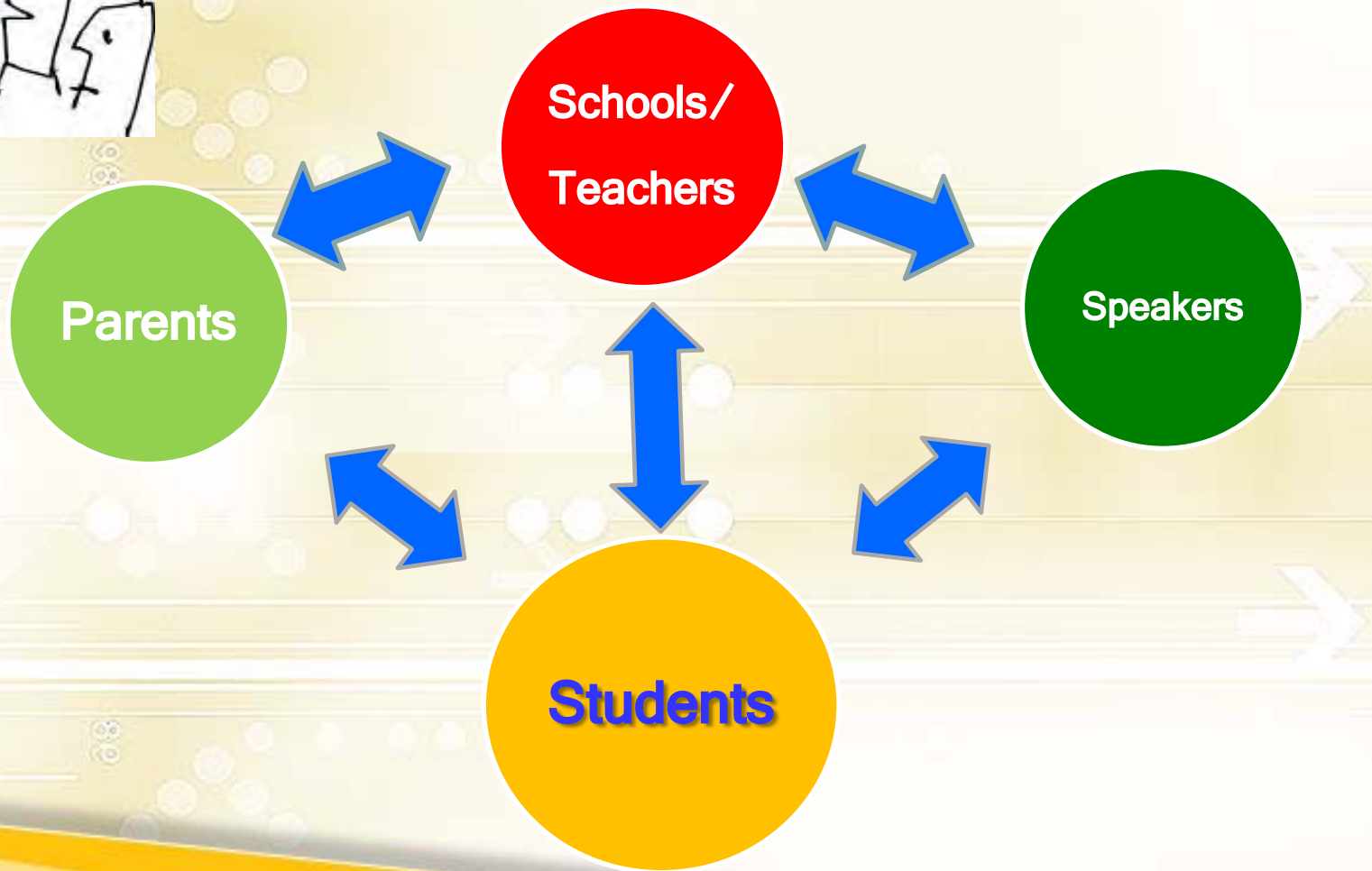


# After YEMP Day

- **Follow up with thank you letters**
  - Speakers
  - Schools/teachers
- **Compile/share student and speaker evaluations**
  - School principal/coordinator
  - Speakers
  - Others (i.e., funding partners)
- **Set a date for next year**
  - Benefits of annual **YEMP** Days



# Conversations about **YEMP**





# Testimonials

## Speakers *and* Educators

- “ It was truly an **honor** and a **pleasure** to be able to speak to students about life and decisions ... I was extraordinarily pleased at how the students listened and were interactive about the topic. This is an **amazing** program and I believe it will have an affect on these children for many years to come.

William R. Griffey, MSgt, USAF

- “One little story can **connect** a kid who may then understand why I’m taking history or why I’m taking science.”

Stacy Ivery, School Counselor



# Testimonials

## Students

- “The speakers really made me think about my **future** and what I need to do to get a good career.”
- “I thought the program was good and it kept me awake 😊 I liked how he didn’t lie of how he did in school .”
- “Very good presentation, giving good answers to our questions, very nice, said **cool** stuff about her life.”



**For more information about YEMP  
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