



Teens To Work (T2W) is a strategic program that matches a diverse group of young people with entry level employment opportunities. More than that -- it prepares each teen with the skills to successfully compete for work and be a better employee once hired. Each of our T2W graduates progress through a three step, sequential program before external placement opportunities are made available.



Career Launch - Program leaders work with teens to set goals today to land a dream career tomorrow. Program participants write resumes, complete job applications, learn employment Do's & Don'ts, engage in mock interviews and actually compete for a paid position within the BGC as Junior Staff.

Money Matters – a financial literacy and responsibility program that educates participants about writing checks, earnings statements, interest accrual, credit scores, needs vs wants, protecting personal financial information, and college expenses among other things. Graduating program participants can open a savings account at Fox Communities Credit Union.



*Sponsored locally by
Fox Communities Credit Union*



*Sponsored locally by
the Shopko
Foundation*

Junior Staff - Upon successful completion of Career Launch and Money Matters, program participants interview for a 10-week paid position within the Boys & Girls Club as Junior Staff. They are directly supervised by our trained program assistants and receive a 30-day review of their work performance in areas such as knowledge of job, productivity, quality of work, work attitude, dependability and initiative.

All Junior Staff must bring their latest report card and show that they have a C average or better at school. If falling below this standard, Junior Staff are required to attend Power Hour for homework assistance 3 times per week in the room with their supervisor.

Throughout the three part program, all participants receive key components of our **Goals for Graduation** program such as field trips to local college (technical, public 4-year, private 4-yr) campuses and discussions on study habits, communication with teachers, note taking, time management, cost of higher education/how to pay for college, motivation to stay in school and setting long/mid/short-term goals for the school year.



Teens to Work September 2009 to April 2011

Junior Staff 173

35 teens graduated or are currently working in the Club houses as Junior Staff. Their impact can be seen in every program area around the Club. Currently our Junior Staff are at the Front Desk, Education Room, Art Room, Health and Life Skills, Career Development programs, Music Room, Teen Center, and Games Room.

Teens currently in CareerLaunch sessions 16

Teens who found external jobs 79

- Restaurants (24)- McDonalds, Subway, Wendy's, Golden Coral, Old Country Buffet
- Boys & Girls Club-(12) Danz, Keller, Tank, Jefferson
- Festival Foods (11)
- Retail (9)- Wal-Mart, Dollar Store, Goodwill, JC Penney
- Shopko (7)
- Disk Jockey service (4)
- Others (12)-School District After School Programs, Tundra Lodge, child care, cleaning companies

Graduates are well prepared for interviews, demonstrate professionalism and have a positive attitude about work. "Your Junior Staff are better prepared for their interview than some of the adult applicants we interview" (Festival Foods HR).

Shopko details

Applicants **34**

Called back for interview **9**

Hired **7**

Jorden Blazer (no longer working at Shopko)

Jany Kong (moved to Eau Claire)

Karen Her (moved to Stevens Point)

Moua Kong

Karina Leon

Joshua Kishketog

Saul Cortes

Job Search Efforts

13 teens applied to Green Bay Parks and Recreation Department for summer positions at Bay Beach Amusement Park or the Swimming Pools.

7 teens applied to Bellin for summer employment as Office Assistants.

20 teens have applied to positions at gas stations, video rental stores, ice cream shops, and garden stores.

What ' s Next ?

Recent meetings with the Green Bay Area Public Schools (GBAPS) and the North East Wisconsin (NEW) Manufacturing Alliance and New North, Inc. are allowing the Boys and Girls Club of Green Bay to inquire about and work towards development of programs to introduce and enhance skills that will be needed for jobs in the future.

Our plan is to work collaboratively with the GBAPS to develop out of school time curriculum that will support our members as they make choices about their future employment and post secondary education.