

YSA Career Engagement Program

Presentation to the BYUOMS 2017 Annual Leadership Conference

The issue:

Young adults often struggle with the transition from their formal education years to a substantive career. Young adults may do well in school, but oftentimes have difficulty connecting with professionals in their chosen career field of interest. This disconnect can lead to the young adult to not realize his or her full career goals and earning potential. He or she may also put off critical life decisions, such as serious dating or marriage, because of concerns about supporting a family.

Target market:

The YSA Career Engagement Program is available to young adults, ages 18-30, which are members or friends of the Church of Jesus Christ of Latter-day Saints. Note that the program also accepts married applicants. In the future, the program could easily be re-named as the Young Adult Career Engagement Program.

The program is available to young adults seeking any kind of blue collar or white collar profession.

Objective:

The objective of the YSA Career Engagement Program is to provide young adults with an opportunity to connect with and learn from professionals in their chosen career field of interest. These professionals will share their career experiences and knowledge with young adults in order to help prepare them to enter the workforce as confident, committed and ethical professionals.

Cost to the Young Adult:

There is no cost for the young adult to participate in the program. Professionals that act as Career Coaches volunteer their time to work with the young adults.

Benefit to Young Adult:

Whether a young adult is exploring his or her career options or have settled into his or her career path, connecting with experienced professionals can help jumpstart a successful professional career. We have been counseled to “prepare every needful thing.” The program supports young adults with a desire to build a career that is goal- oriented, financially rewarding and engaging and to enter the workforce as confident, committed and ethical professionals.

Benefit to Career Coaches:

This program allows professionals a way to “give back” to your profession and assist the next generation to successfully transition from their academic years into their careers.

Benefit to the BYUMS:

If the BYUMS chooses to adopt the YSA Career Engagement Program, encourages chapters to engage in the program and provides access to the program via the BYUMS.org website, multiple benefits to the Society would be harvested including:

- Directly supports the mission of the Society in "Growing moral and ethical leadership around the world." Career Coaches accepted into the program are leaders in the community and have demonstrated high standards of morals and ethics.
- Provide a dynamic new initiative for the BYUMS to engage its members in positively influencing the next generations of leaders.
- Provides the structure necessary for the program to be adopted by BYUMS chapters who do not have the time or resources to build their own independent career engagement program.
- Inject additional purpose and excitement into the Society.
- Positively influences the community by preparing young adults to enter the workforce as confident, committed and ethical professionals.
- Utilizes the power of connection between the young adults enrolled in the program, chapter members of the Society who are professionals in their occupation, businesses in the community, the BYUMS, and Brigham Young University.
- Provides a vehicle for BYU to expand its positive influence worldwide and engage its alumni in positively influencing our next generation of leaders.
- Assists our young adult chapter members in developing meaningful careers.
- Encourages new BYUMS membership and chapters. Young adults and professionals registering to participate in the program should join a local BYUMS chapter.
- Supports our mission of reaching out to millennials, women and recent college graduates by providing a powerful service that can dramatically improve their lives.

Benefit to the Church of Jesus Christ of Latter-day Saints:

The YSA Career Engagement Program supports the mission of the Church by:

- Provides missionary opportunities. The program is available to members and friends of the LDS faith. Non-members may serve as both Career Coaches and mentees in the program.

- Directly supports the self-reliance program of the Church.
- Allows Church members to explore various career fields before spending the time and money to gain the education and experience necessary to enter that career. See our Introduction to a Professional program.
- Helps young adults develop meaningful careers which can help them to move forward with critical life steps such as getting married and raising a family.

The YSA Career Engagement Program is divided into two sub-programs.

Introduction to a Professional Program– open to all individuals ages 16-30 that have an interest in pursuing an education or a career in a chosen field or vocation. This program utilizes a network of successful professionals organized into the LDS Career Coaching Network. These professionals are willing to provide you with an introduction to that profession and summarize the education and skills required for you to be successful in that profession. You will be connected with a professional in your career field of interest. You will schedule an in-person informational interview with the professional.

YSA Career Coaching Program – a formal coaching relationship utilizing the assistance of trained Career Coaches who are experienced professionals working in a variety of professional and vocational occupations. You will be paired with Career Coaches who are members of the LDS Career Coaching Network and are leaders in your career field of interest. Formal coaching is available for those young adults that have registered and met the requirements of the program. You must be at least a junior in college or have successfully completed the majority of your vocational educational training. The purpose of this program is to (1) teach you job search skills training in group and one-on-one settings (2) prepare you for job or informational interviews and (3) connect you with professionals in your career field of interest

YSA Career Engagement Guidebook:

On the homepage of our website, www.YSACareerEngagment.com , one can access and download our *YSA Career Engagement Guidebook*. This 206 page guidebook has been developed as resource guide to help young adults develop a plan to build their career, live a purpose-driven life, find employment in their career field of interest and maximize their career potential.

Note that this guidebook is a helpful resource for any individual, regardless of age, seeking to improve upon his or her career.

YSA Career Engagement Website:

The website was developed to allow YSAs and professionals learn about the program, access the YSA Career Engagement Guidebook, apply to join the program, and report on their progress within the program. We are experiencing approximately 500 visits/month to our website from individuals around the world.

Scott and Debi Pann, Co-Directors

The Greater Colorado Springs LDS Multi-Stake YSA Program

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YSA Career Engagement Program Progress Report September 19, 2017

Summary: YSAs participating in the program are reaping the benefits of consulting with experienced professionals in their career field of interest. We have had many YSAs find part-time or full-employment in their career field as a direct result of their participation in the program. YSAs have expressed sincere appreciation for the efforts of the coaches. We are making a positive impact in the lives of our YSAs. More work needs to be done to encourage YSAs to sign up for the program. We would appreciate any help in editing/improving our website and Career Engagement Guidebook.

YSAs actively participating in the Career Engagement Coaching Program	10
YSAs actively participating in the Introduction to a Professional Program	<u>6</u>
Total number of YSAs participating in the YSA Career Engagement Program	16

YSA Career Engagement Alumni	10
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YSA Breakdown:

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| • Members: | 11 |
| • Non-members | 5 |

Members of the Career Coaching Network

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| • Member coaches | 19 |
| • Non-member coaches | 2 |

Current breakdown of the Career Coaches professions:

- Dentists
- Radiologist

- Real Estate Agents/Brokerage Owners
- Commercial Realtor
- IT Professionals
- Financial Advisors
- Business Consultants
- Accountants
- Insurance Agents/Agency Owners
- General – US Army – Military/Defense Contracting
- Army Chaplin
- Army – Childcare/Youth Programs
- Plumber
- Owner of a Welding and Fabrication Company
- Founder of Multiple Software Companies in Silicon Valley
- Wilderness Therapy Professional
- Physical Therapist
- Attorneys
- Architectural and Structural Engineer

Hits to YSACareerEngagement.com website statistics as of 09/18/2017

- Average monthly 623
- 2017 Year-do-date 5244
- 2016 5186
- 2015 587