

#opportunitygapwebinar

BRIDGING THE OPPORTUNITY GAP

The Link Between Social Capital,
Soft Skills, and Networks

Webinar: Feb. 6, 2020, 3-4pm EST

Hosted by:



BILL &
MELINDA
GATES
foundation



Isa Ellis, Moderator
Senior Program Officer
The Bill & Melinda Gates Foundation

<https://equitablefutures.org>

WELCOME

Housekeeping notes:

- Participants will be on mute.
- You can ask questions throughout the webinar by typing them in the chat box (please introduce yourself with name and organization).
- Speakers will address questions at the end of the webinar.
- The webinar is being recorded and will be sent out to all participants.

Learning Questions:

- What is the opportunity gap and how do the soft skills, social capital and network gaps contribute this gap?
- What are the consequences to learners, employers and society at large?
- How does this gap disproportionately impact students of color and those experiencing poverty?
- How can cross-sector partnerships facilitate solutions to address this gap?

SPEAKERS



Karen Pittman

**Co-Founder, President & CEO
The Forum for Youth Investment**

**@ForumFYI
@KarenPittman**

Eshauna Smith

**CEO
Urban Alliance**

**@UrbanAlliance
@esmith_UA**

Aimée Eubanks Davis

**Founder and CEO
Braven**

**@BeBraven
@EubanksDavis**

MODERATOR: Isa Ellis, Senior Program Officer, The Bill & Melinda Gates Foundation

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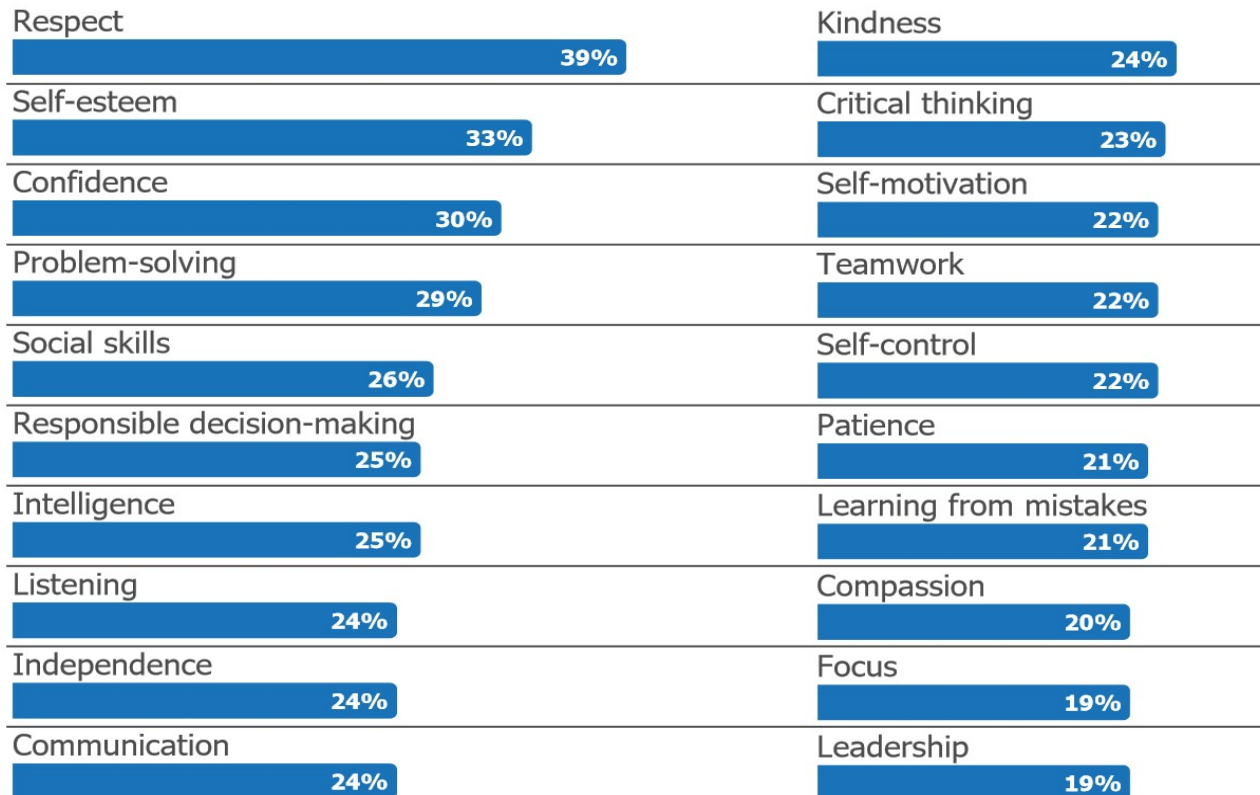
Karen Pittman
Co-Founder, President & CEO
The Forum for Youth Investment

@forumFYI
@KarenPittman

the
forum
FOR YOUTH INVESTMENT

Parents Value Skills

Top Skills & Traits named by parents (Learning Heroes, 2018)



So Do Employers

Percent of Employers Who Look for the Following Attributes in a Candidate



Source: National Association of Colleges and Employers, 2017

Skills Develop Across Settings & Over Time to Support Young Adult Success

The 2015 UChicago Consortium on School Research Report, Foundations for Young Adult Success, funded by the Wallace Foundation, helps us understand how the skillsets and mindsets build over time and interconnect and contribute to success.



<https://www.wallacefoundation.org/knowledge-center/Documents/Foundations-for-Young-Adult-Success.pdf>

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The Science of Learning and Development



Scientific Findings

Every child has great potential.

There is no "bell curve" on potential!

The brain is malleable, particularly from birth through adolescence.

The malleability of the human brain affords ongoing opportunities for healing, learning, and thriving.

Each child learns and develops differently, moving along unique pathways.

There is no "normal" or "average" learner!

Learning and development build along a continuum.

Each child's learning builds on what came before!

Integration across developmental domains accelerates learning.

Our brains become capable of increasingly complex actions through the integration of cognitive, social and emotional development.

Meaning-making is a primary function of brain activity.

The human brain develops its capacities by drawing meaning from experience, including the experience of culture.

Context is the defining influence on development.

There is no such thing as a developing child independent of context.

Strong, trusting relationships are essential.

Relationships shape the developing mind, buffer the effects of stress and ignite learning processes.



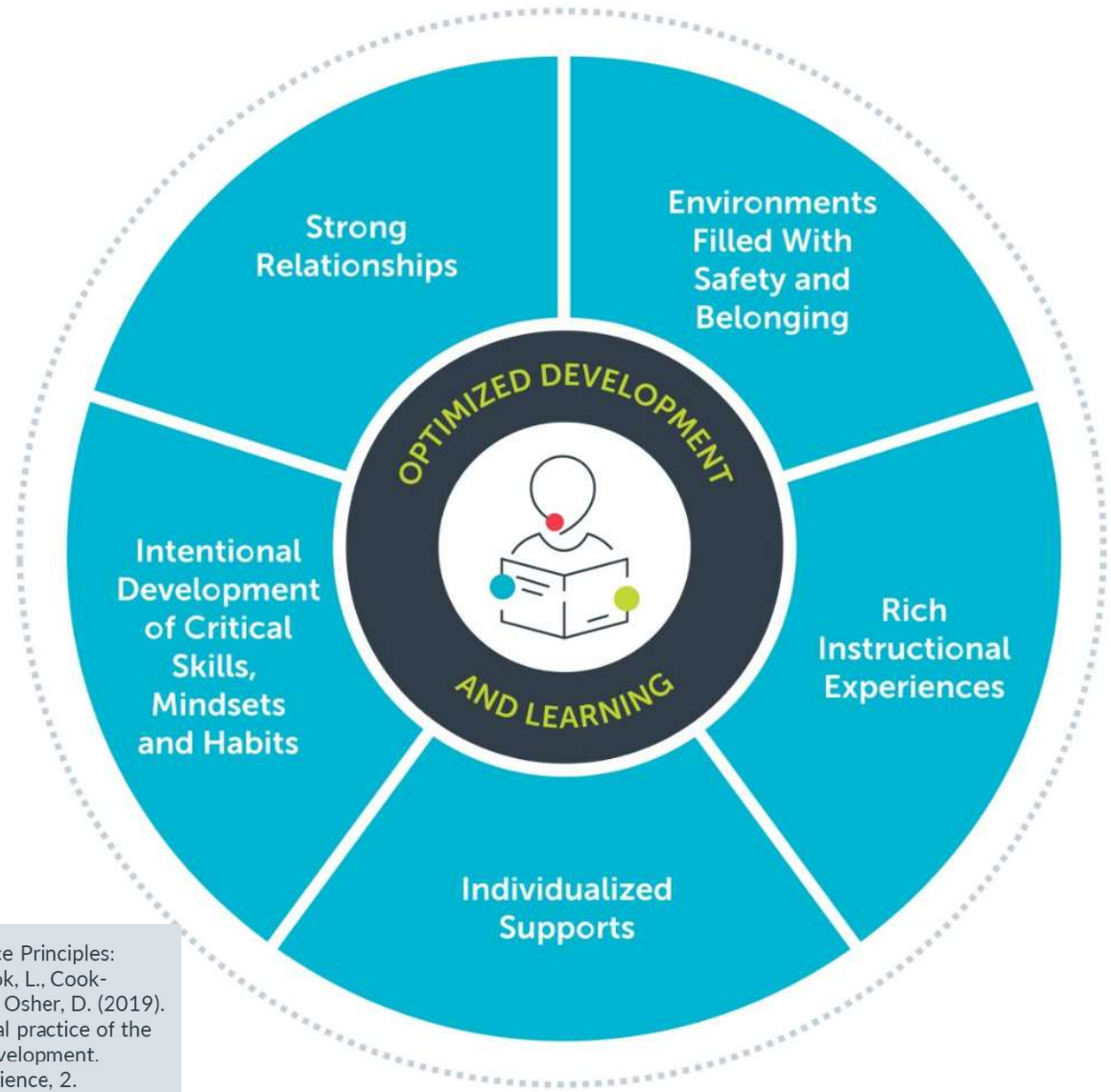
<https://www.soldalliance.org/resources>

SoLD:

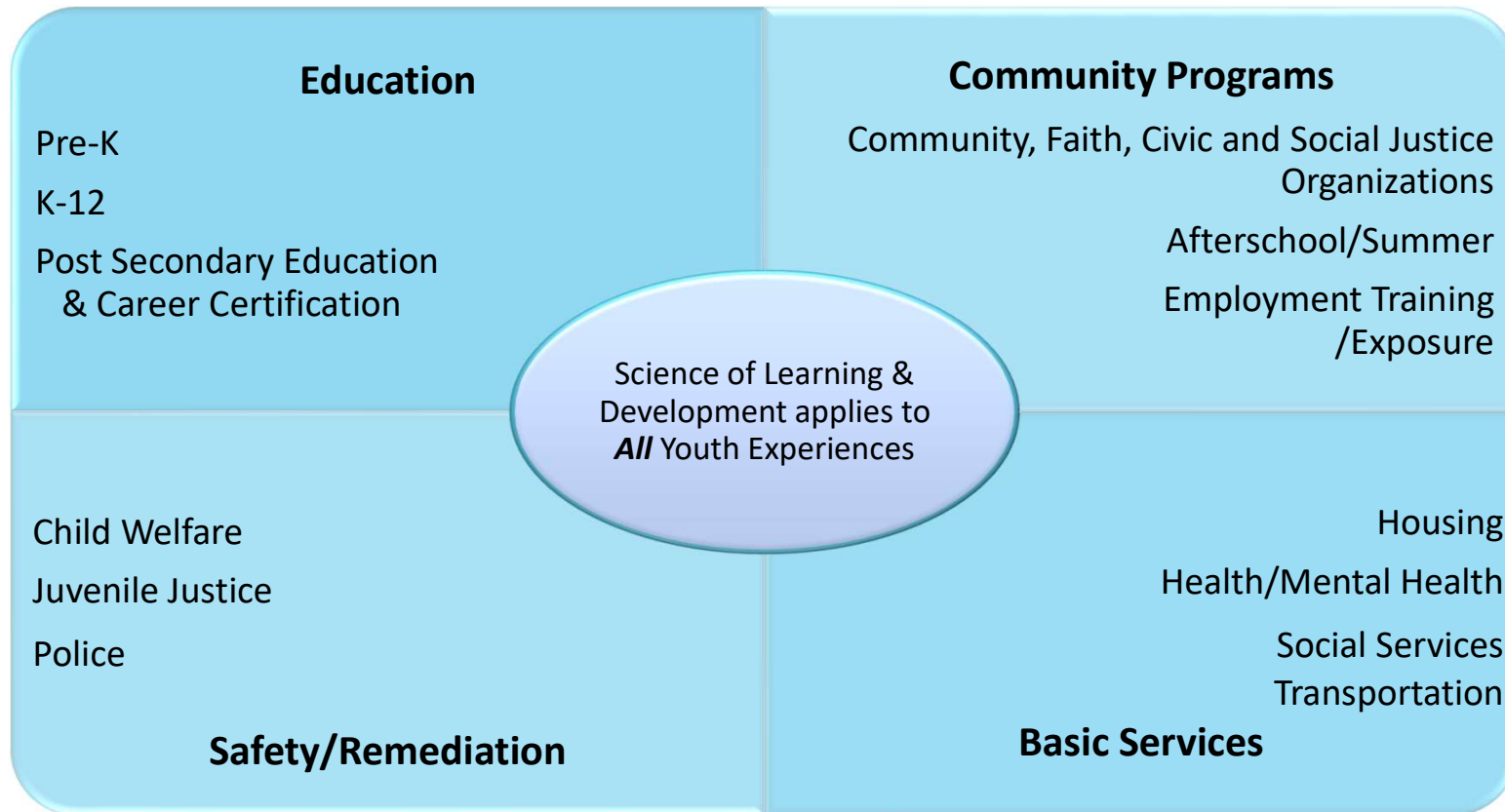
THE SCIENCE OF LEARNING AND DEVELOPMENT INITIATIVE

These five non-negotiables are needed to support whole child design

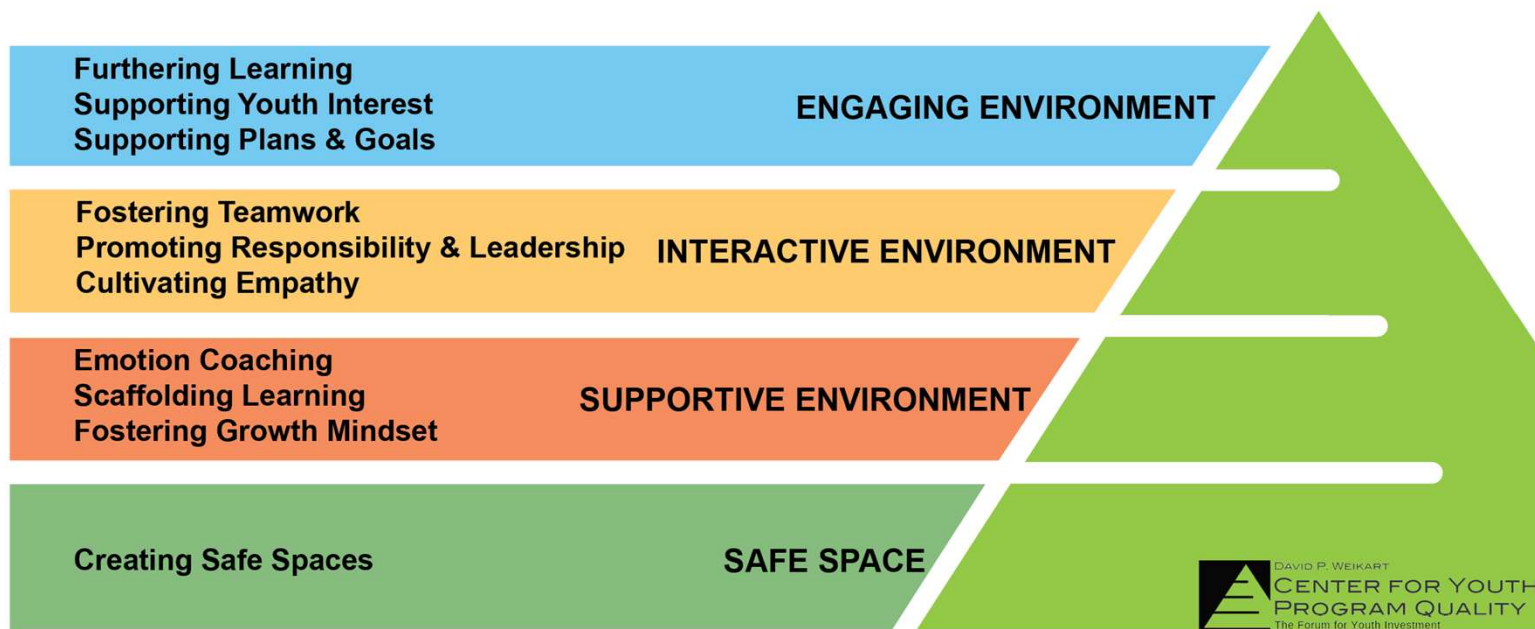
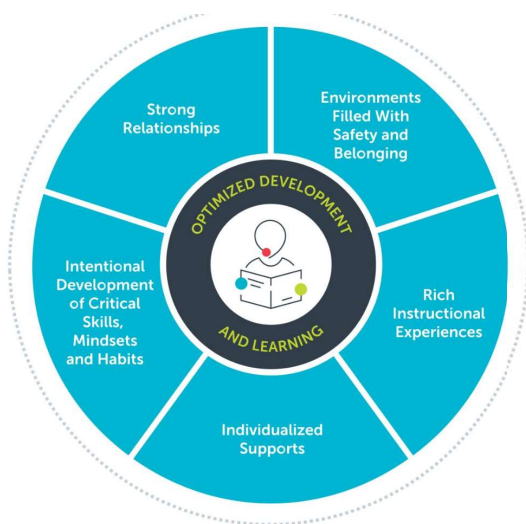
Derived from SoLD Practice Principles: Darling-Hammond, L., Flook, L., Cook-Harvey, C., Barron, B., and Osher, D. (2019). Implications for educational practice of the science of learning and development. *Applied Developmental Science*, 2.



Skills are built, used, and reinforced in all experiences across settings and systems.



Community Programs often have more freedom to implement *observable* quality practices and actively monitor youth's experiences.



DAVID P. WEIKART
**CENTER FOR YOUTH
 PROGRAM QUALITY**
 The Forum for Youth Investment

- Create time, space, training, support, recognitions, and rewards for self-learning, practice improvement and collaboration
- Aggressively Identify and remove barriers at site and system levels and between systems

PREPARING
 YOUTH TO **THRIVE**

Promising Practices for Social & Emotional Learning

<https://www.selpractices.org/>



Eshauna Smith
CEO
Urban Alliance

@UrbanAlliance
@esmith_UA



Soft Skills Gap and the Future of Work



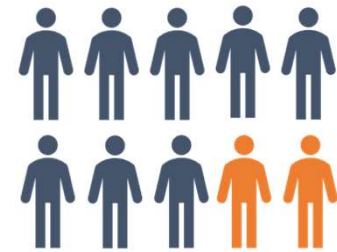
Soft skills-intensive jobs are growing **2.5x faster** than other roles.

Deloitte Access Economics



Soft skills-intensive jobs will make up **2/3 of all available jobs by 2030.**

Deloitte Access Economics



8 in 10 executives are struggling to find workers with strong soft skills.

Wall Street Journal

Increased Cross-Sector Collaboration is Needed to Bridge the Opportunity Gap

Soft skills contribute to higher revenue, productivity, and profitability.

Deloitte Access Economics;
Youth Employment Funders Group

Employees who utilize teamwork skills are 3% more productive and worth almost \$2,000 more per year than employees without such skills.

Deloitte Access Economics



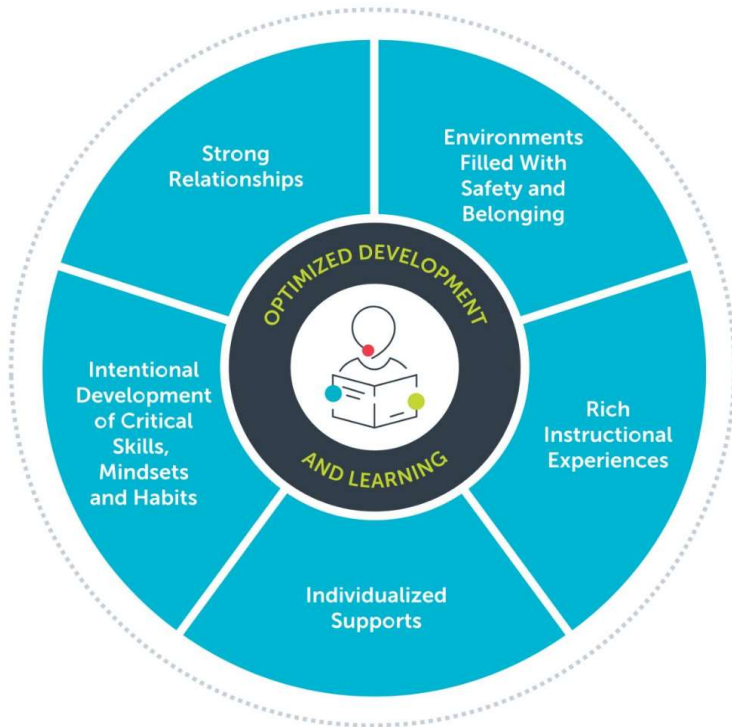
Academic learning depends on developing the competencies foundational to learning, or soft skills.

Aspen Institute National Commission on Social, Emotional, and Academic Development

Students who have developed soft skills perform better in school and are more likely to enroll in and graduate from college.

Aspen Institute National Commission on Social, Emotional, and Academic Development

How Well-Designed Internships Develop Soft Skills



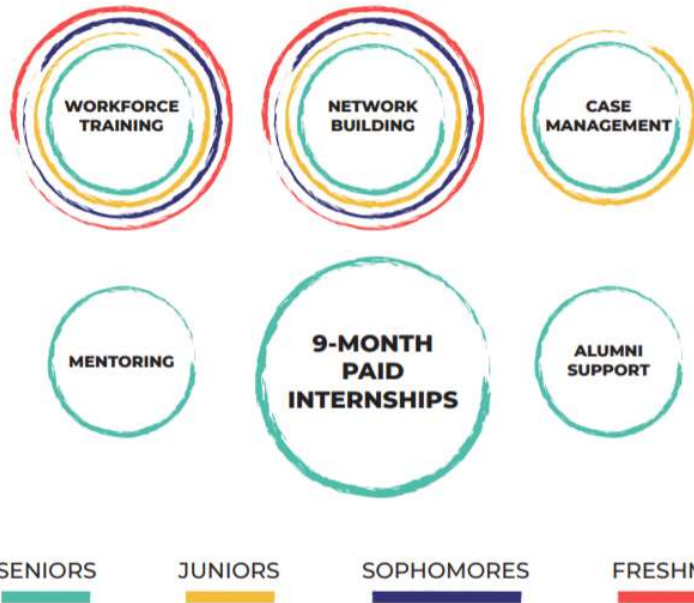
- **Specific training** that names the soft skill and explains how it can be used in a work setting
- Allowing the student a chance to **practice the skill in a real-world setting** and receive feedback
- Providing work tasks tailored to students' **individual learning needs**
- Providing a **safe learning environment** that fosters inclusiveness and acceptance
- Providing access to **committed adult relationships**

Urban Alliance

OUR MISSION

Urban Alliance empowers economically-disadvantaged youth to aspire, work, and succeed through paid internships, jobs skills training, and mentoring.

OUR MODEL



24 Years | 5,000+ Interns | 20,000+ Job Skills Training Participants

Core Service: The High School Internship Program



9-Month Paid Internships



100 Hours of Job Skills Training



One-on-One Mentoring



Post-High School Planning



Lifelong College & Career Guidance

Soft Skills, Networks, and Social Capital to Bridge the Opportunity Gap

Soft skills help to
build networks



Networks can then
be leveraged with
strong soft skills to
build social capital

Networks help to further
develop soft skills

Call for Collaboration

Schools and businesses can work together through nonprofit intermediaries to bridge the opportunity gap by increasing young people's access to the skills, networks, and social capital needed for future success.

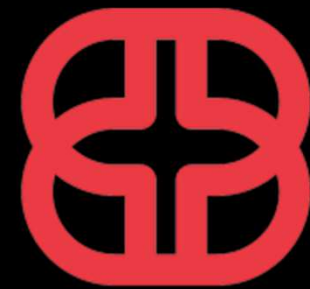
All students deserve access to the tools of success.





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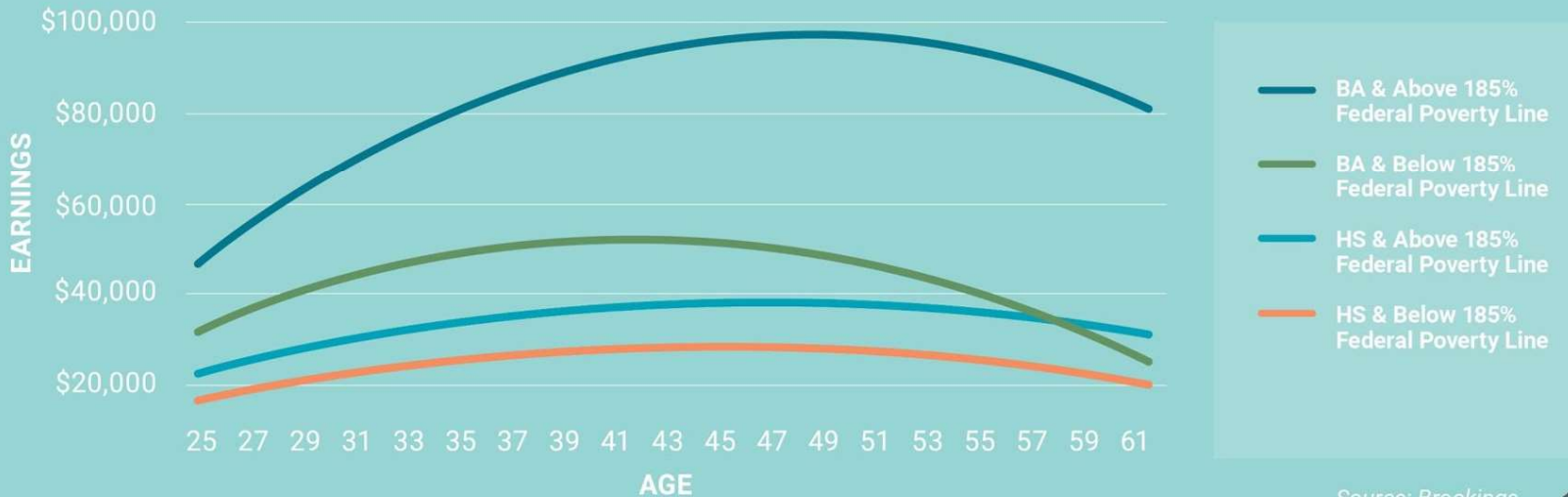
BRAVEN

NO LONGER A GUARANTEE

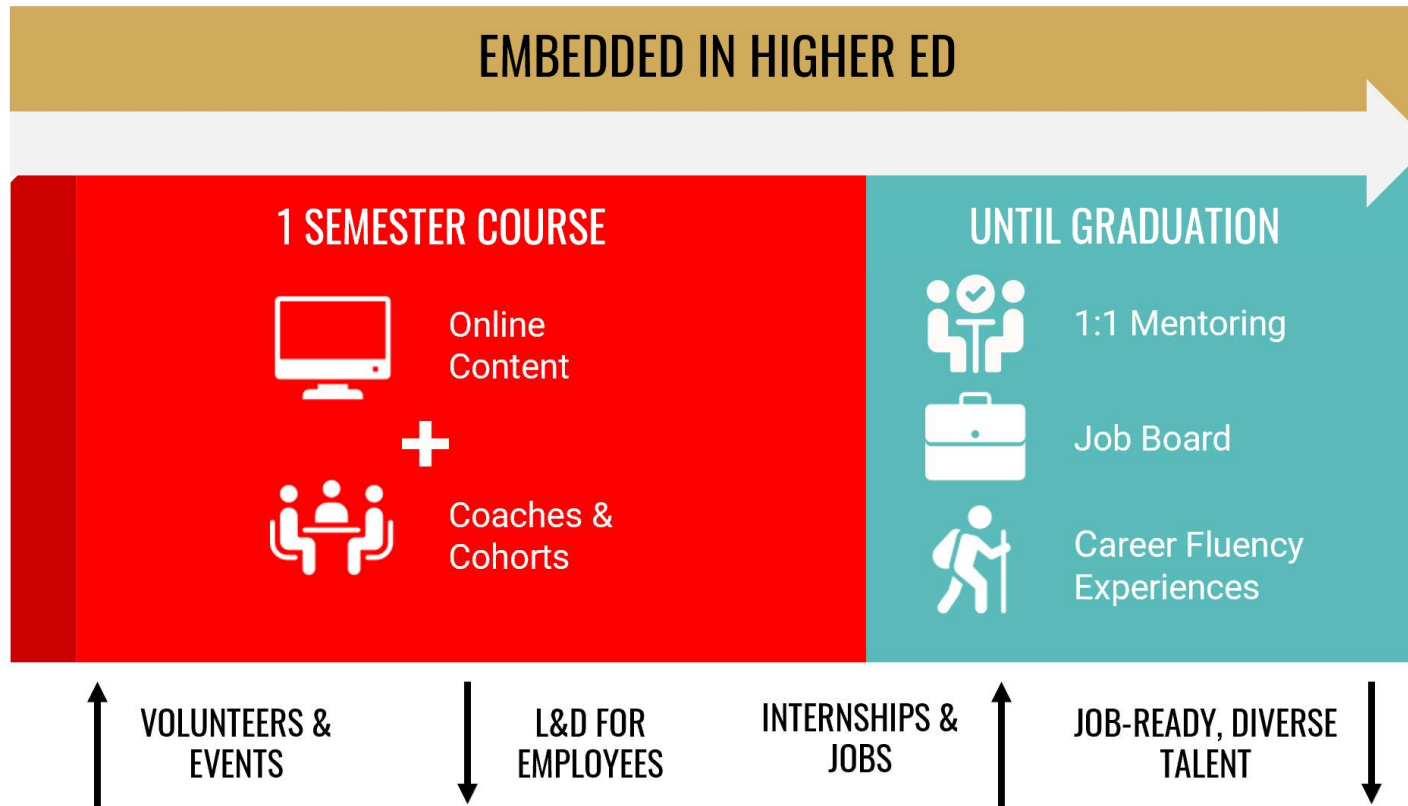
The value of a college degree is worth 66¢ on the dollar if you grew up poor -- and the returns only diminish over time

 **66%**
Early Career:
 Low-income BA holders earn 66% as much as high income peers

 **50%**
Mid Career:
 Low-income BA holders earn 50% as much as high income peers



THE BRAVEN MODEL





17 → 1225

27,800 Undergrads
(~12,000 Pell)



30 → 850

9,000 Undergrads
(~4800 Pell)



NATIONAL
LOUIS
UNIVERSITY

45 → 215

2,000 Undergrads
(~1700 Pell)



LEHMAN
COLLEGE

150

150,000 Undergrads
(~79,000 Pell)



SELF-DRIVEN LEADING







12

**percentage
points more
likely to land a
strong first job**



JOB SKILLS

SOCIAL CAPITAL

DOLLARS

LEADING INDICATORS OF JOB SUCCESS

95%
persistence

73% vs 49%
internships

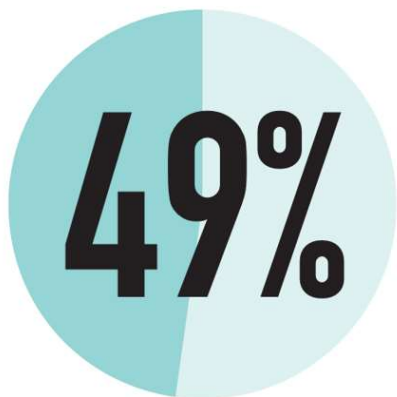
Statistically significant
growth in
5
non-cognitive skills



social capital



THE AMERICAN DREAM IN ACTION

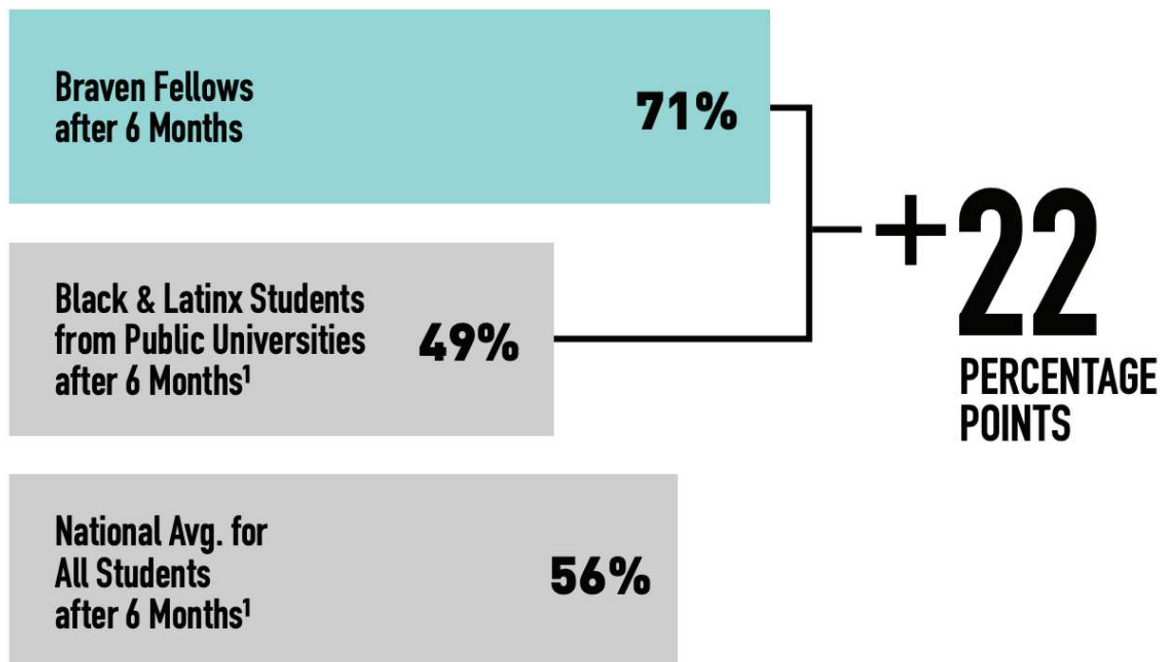


Percentage of **Braven graduates already outearning their parents** in their first job out of college. By comparison, Americans have a 50-50 shot of outearning their parents.

~\$4M

Predicted immediate **increase in annual earnings** for Braven's 1800+ students served to date*

In 2019, **336 Braven Fellows** graduated from college, *more than doubling* the number of Braven college graduates in the labor market. This new class is outpacing their peers nationally in strong job attainment by **22 percentage points (71% vs 49%)** within six months of graduation.¹



Q&A

Please type your questions into the chat box and introduce yourself with your name and organization.

(Please use the chat feature, not the Q&A or raise hand feature.)

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Next Steps

- **Read** Urban Alliance's latest white paper, [Who Will Succeed in Tomorrow's Job Market](#), check out their latest [Annual Report](#) highlighting their Class of 2019 interns, and read about their innovative [employer partnership with Quicken Loans](#) in Forbes.
- **Read** about Braven's economic mobility and employment outcomes in their [2020 Jobs Report](#) and in [Goldie Blumenstyk's piece](#) in the Chronicle of Higher Education.
- **Visit** The Forum for Youth Investment's [Knowledge Center](#) for tools, reports, guides and other materials. Also, check out the website for recent newsletters, blog posts, and a list of upcoming events.
- **Visit** <https://equitablefutures.org> to learn more about The Bill & Melinda Gates Foundation's education and employment work.

THANK YOU

The webinar recording, along with links to resources mentioned during the presentation, will be sent out to all participants.

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