BRIDGING THE OPPORTUNITY GAP

The Link Between Social Capital, Soft Skills, and Networks

Webinar: Feb. 6, 2020, 3-4pm EST
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
#opportunitygapwebinar
## Parents Value Skills

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

<table>
<thead>
<tr>
<th>Skill</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Respect</td>
<td>39%</td>
</tr>
<tr>
<td>Self-esteem</td>
<td>33%</td>
</tr>
<tr>
<td>Confidence</td>
<td>30%</td>
</tr>
<tr>
<td>Problem-solving</td>
<td>29%</td>
</tr>
<tr>
<td>Social skills</td>
<td>26%</td>
</tr>
<tr>
<td>Responsible decision-making</td>
<td>25%</td>
</tr>
<tr>
<td>Intelligence</td>
<td>25%</td>
</tr>
<tr>
<td>Listening</td>
<td>24%</td>
</tr>
<tr>
<td>Independence</td>
<td>24%</td>
</tr>
<tr>
<td>Communication</td>
<td>24%</td>
</tr>
<tr>
<td>Kindness</td>
<td>24%</td>
</tr>
<tr>
<td>Critical thinking</td>
<td>23%</td>
</tr>
<tr>
<td>Self-motivation</td>
<td>22%</td>
</tr>
<tr>
<td>Teamwork</td>
<td>22%</td>
</tr>
<tr>
<td>Self-control</td>
<td>22%</td>
</tr>
<tr>
<td>Patience</td>
<td>21%</td>
</tr>
<tr>
<td>Learning from mistakes</td>
<td>21%</td>
</tr>
<tr>
<td>Compassion</td>
<td>20%</td>
</tr>
<tr>
<td>Focus</td>
<td>19%</td>
</tr>
<tr>
<td>Leadership</td>
<td>19%</td>
</tr>
</tbody>
</table>

## So Do Employers

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

- Ability to work in a team: 78%
- Problem solving skills: 77%
- Written communication skills: 75%
- Verbal communication skills: 71%

*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.

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.

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.

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.

The Science of Learning and Development

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.
These five non-negotiables are needed to support whole child design
Skills are built, used, and reinforced in all experiences across settings and systems.

- Education
  - Pre-K
  - K-12
  - Post Secondary Education & Career Certification
- Community Programs
  - Community, Faith, Civic and Social Justice Organizations
  - Afterschool/Summer Employment Training/Exposure
- Safety/Remediation
- Basic Services
  - Housing
  - Health/Mental Health
  - Social Services
  - Transportation

Science of Learning & Development applies to All Youth Experiences
Community Programs often have more freedom to implement observable quality practices and actively monitor youth’s experiences.

- 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

https://www.selpractices.org/
Soft Skills Gap and the Future of Work

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

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

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

Deloitte Access Economics

Deloitte Access Economics

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, job skills training, and mentoring.

**OUR MODEL**
- Workforce Training
- Network Building
- Case Management
- Mentoring
- 9-Month Paid Internships
- Alumni Support

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

1 in 9 young people are neither in school nor working

75 percent of them have a high school diploma
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 help to further develop soft skills
- Networks can then be leveraged with strong soft skills to build social capital
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.
Aimée Eubanks Davis
Founder and CEO
Braven

@BeBraven
@EubanksDavis
NO LONGER A GUARANTEE

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

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

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

Source: Brookings
<table>
<thead>
<tr>
<th>University</th>
<th>Undergrads (Pell)</th>
</tr>
</thead>
<tbody>
<tr>
<td>San Jose State University</td>
<td>27,800 (~12,000)</td>
</tr>
<tr>
<td>Rutgers University</td>
<td>9,000 (~4800)</td>
</tr>
<tr>
<td>National Louis University</td>
<td>2,000 (~1700)</td>
</tr>
<tr>
<td>Lehman College</td>
<td>150,000 (~79,000)</td>
</tr>
</tbody>
</table>
SELF-DRIVEN LEADING

- Working in Teams
- Problem-Solving
- Networking & Communicating
- Operating & Managing
A COLLEGE DEGREE ALONE NO LONGER GUARANTEES ACCESS TO THE AMERICAN DREAM
A college degree alone no longer guarantees access to the American Dream.

12 percentage points more likely to land a strong first job.

<table>
<thead>
<tr>
<th>JOB SKILLS</th>
<th>SOCIAL CAPITAL</th>
<th>DOLLARS</th>
</tr>
</thead>
</table>

**BRAVEN**
LEADING INDICATORS OF JOB SUCCESS

95% persistence

73% vs 49% internships

Statistically significant growth in 5 non-cognitive skills

Group A before

Group A after

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.

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.

Braven Fellows after 6 Months

Black & Latinx Students from Public Universities after 6 Months

National Avg. for All Students after 6 Months

~$4M

Predicted immediate increase in annual earnings for Braven’s 1800+ students served to date*
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.)
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
#opportunitygapwebinar
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.

#opportunitygapwebinar