

# NEW MOMS

# WORKFORCE DEVELOPMENT PROGRAM PARTICIPANT PATH

Young women ages 16-24, who are pregnant or parenting, not attending school or currently employed, and live in Chicago or the near western suburbs are eligible for New Moms' 16-week paid transitional Job Training Program. This graphic depicts the participant experience throughout the program and highlights an integrated Executive Skill (ES) Approach. From onboarding on, participants also receive one-on-one coaching, which continues beyond the 16-week period.



## ORIENTATION

Eligible moms attend an orientation session where they receive information about the program, are introduced to **core values**, and participate in an interview to assess the program fit. In their application, **candidates reflect on their Executive Skills (ES)**.

## ENROLLMENT + ONBOARDING

Week one of the program is unpaid training that prepares participants for success in the workplace. Participants receive a tour of **Bright Endeavors' candle-making facility**, participate in team building, and practice communication skills. **Staff observe participants' ES skills and introduce moms to an ES lens.**

## PRODUCTION TRAINING + CAREER READINESS

Participants participate in **production training on-site at Bright Endeavors**. In week one, they **assess their own ES profiles**. Staff then pair participants with **complementary ES strengths and weaknesses** on the Bright Endeavors production floor. The skills they build in this work grow their capacity for future jobs -- and the insights they get help focus them on career paths that are a good fit for them. **Contextualized Literacy and Numeracy** is integrated throughout the production training period.

## PARENTAL SUPPORT

This workshop series is designed to **reduce parental stress** and improve parent-child interactions. Each session highlights how applying evidence-based parenting techniques **builds and supports ES skills**.

## FINANCIAL CAPABILITIES

This workshop series builds financial capabilities in the areas of budgeting, savings, and credit. While not directly ES-informed, the curriculum draws on multiple **behavioral insights**.

## JOB SEARCH

Sessions geared toward **job search activities**, such as resume and cover letter writing, mock-interviewing sessions, job-readiness assessments, and **employer visits**. Conversations with participants and employers help to find a good fit for each woman's next job and aim to match jobs with **ES profiles**.

## MILESTONE CELEBRATION

This event **celebrates the completion of the program and other milestone events such as post-secondary school enrollment or earning a GED**.

The celebration highlights core values: *Love, Grit, Hospitality Empowerment, and Possibility*. This event marks the beginning of ongoing support through which moms continue to receive coaching and support to bolster their success.