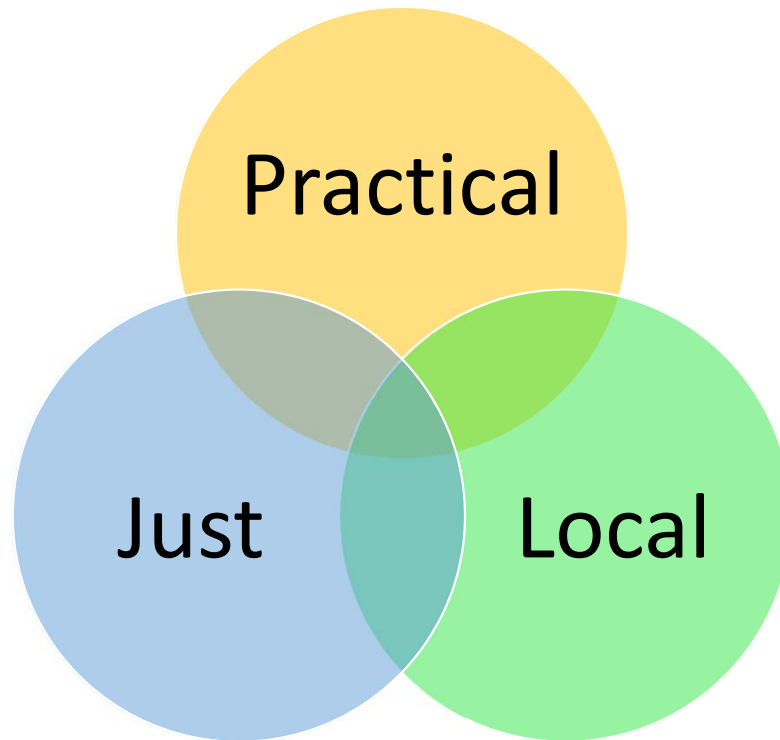




# “The Best Education for the Students Who Need it the Most”

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# Impact



# The Albuquerque Context

68 percent graduation rate in 2018

- 46 percent unemployment rate for dropouts
- Dropouts who find jobs earn 37% less
- Unemployment rate for 16-19 year-olds ranked the city 94<sup>th</sup> out of the nations 100 largest cities\*

\*According to a 2016 Brookings Institute Study

- Enter Melissa

# Strategy—Create a Two Sided Network



1. Co-developed Job Descriptions
2. School Curriculum Design
3. Evaluations based on US Department of Labor Competencies
4. Transportable, Experience-Based Credential
5. Ongoing training and Support, Post-Graduation

# Young People are the Answer to the Health and Prosperity of our Communities

*20 Employers, 60 Students and Growing*

Step 1: Convene Employers Teachers and School Leaders

Step 2: Create a High Level First Draft Job Description

Step 3: Conduct a Site Visit to Identify Specific Internship Tasks

Step 4: Finalize the Job Description

Step 5: Revise after the End of the Internship

\* Handouts created by Future Focused Education



## FUTURE FOCUSED INTERNS

### Intern Performance Review

Intern Name: [REDACTED]  
Internship Site: WESST  
Mentor Name: [REDACTED]  
Internship Session: Spring 2018

### Explanation

Future Focused Interns is a paid internship program managed by Future Focused Education, a nonprofit organization located in Albuquerque, New Mexico. High school interns are placed with local employers every spring, summer, and fall. Each intern is paired with a "mentor" who supervises the student and supports his or her learning. At the end of each session, the mentor completes a web-based performance review and the intern completes a matching self-evaluation. This report compiles their responses.

The five competencies included in the performance review are foundational to workplace success, and crosswalk to the bottom three tiers of the U.S. Department of Labor Competency Model (see [careeronestop.org](http://careeronestop.org)). They were also named by a local partnership called the New Metrics Initiative, which drew on years of experience working with young people, employers, and communities to identify what students should know and be able to do, given our complex and changing job market.

Each competency is defined by three statements listed underneath, for which mentors and interns were asked:

#### How much evidence is there that the intern mastered these skills?

This report may be provided to prospective employers as evidence of competence. For verification or more information, contact [info@futurefocusededucation.org](mailto:info@futurefocusededucation.org).

#### Rating Scale

No evidence

Significant evidence

Little evidence

Overwhelming evidence

Some evidence

No opportunity to

## Evaluation of Intern Performance

### Competency: Responsive Thinking

In the Spring 2018 internship, ██████████ / ...

*How much evidence is there that the intern mastered these skills?*

	Intern's Self-Rating	Mentor's Rating
Showed flexibility and an openness to new ways of doing things.	Significant evidence	Significant evidence
Was skilled at reviewing, analyzing, connecting, and synthesizing information.	Significant evidence	Significant evidence
Used a variety of tools to solve problems (e.g., creativity, innovation, logic, reasoning, research, and critical thinking).	Significant evidence	Overwhelming evidence

### Competency: Lifelong Learning

In the Spring 2018 internship, ██████████ / ...

	Intern's Self-Evaluation	Mentor's Evaluation
Set goals and took initiative to achieve them.	Some evidence	Overwhelming evidence
Demonstrated curiosity, openness to feedback, and a willingness to learn, even when faced with difficulty or failure.	Significant evidence	Overwhelming evidence
Showed an awareness of his/her own strengths and areas for growth.	Significant evidence	Some evidence

**Intern Comments:** None

**Mentor Comments:** ██████'s positive attitude and willingness to help however needed were absolutely her biggest strengths - preserve that attitude!

**OVER --> -->**

### Competency: Participation in Workplace Community

How much evidence is there that the intern mastered these skills?

In the Spring 2018 internship, ██████████ / . . .

	Intern's Self-Evaluation	Mentor's Evaluation
Demonstrated effective interpersonal skills.	Significant evidence	Significant evidence
Came consistently and on time, paid attention, and followed through on commitments.	Some evidence	Some evidence
Worked cooperatively with others and added value to the team's efforts.	Significant evidence	Significant evidence

### Competency: Community- or Client-Driven

In the Spring 2018 internship, ██████████ / . . .

	Intern's Self-Evaluation	Mentor's Evaluation
Maintained a professional presence and a positive attitude.	Significant evidence	Overwhelming evidence
Listened and communicated well through a variety of means (e.g., electronic, written, and verbal).	Significant evidence	Significant evidence
Contributed to the workplace and/or the larger community by being tuned in to their needs and interests.	Significant evidence	Overwhelming evidence

**Intern Comments:** None

**Mentor Comments:** While we really didn't mind at all being flexible with their schedules, I think ██████████ will need to understand that work schedules & timeliness are less flexible in other places - our environment here is unique in that aspect, and other jobs she may have (especially early on) may not be.

### Competency: Cross-Context Application of Knowledge and Skills

In the Spring 2018 internship, ██████████ / . . .

	Intern's Self-Evaluation	Mentor's Evaluation
Made connections between workplace skills and school, including reading, writing, research, math, and science.	Significant evidence	Significant evidence
Demonstrated basic computer skills, including use of software, email, and the internet.	Significant evidence	Overwhelming evidence
Researched and reflected on different possible career paths.	Significant evidence	Overwhelming evidence

**Intern Comments:** None

**Mentor Comments:** Being able to discuss career and education paths with ██████████ was a valuable part of our experience - I hope it was for her too!



# Conclusion

- The relationship between policy and practice