



## Virtual Job Tours



### WorkHawaii Youth Program: Monthly Virtual Job Tours

#### Innovative Practice

Job exploration is an important component of a Workforce Innovation and Opportunity Act (WIOA) Youth Program. Young people have an opportunity to learn about different career pathways. In Honolulu, Hawaii, youth are participating in monthly virtual job tours featuring local businesses in their community.

#### The Challenge

Prior to the pandemic, the WorkHawaii Youth Program took young people on in-person tours of local businesses to give them a realistic idea of what different jobs entail, the day-to-day work, how to obtain such employment, and the ability to ask questions of current employees, managers, and owners. Since July 2020, WorkHawaii moved these tours to a virtual format, and it has been a resounding success!

#### The Plan

The Workforce Development Council, Honolulu's Chamber of Commerce, and the WorkHawaii Youth Program partner on the virtual job tours.

A representative from the Chamber helps to arrange a different business tour each month. This representative then visits the business and films the tour. Each tour is about an hour in length. During the tour, youth participating in Honolulu's American Job Center (AJC) Youth Program, watch the tour live via a virtual platform. Each tour showcases the respective business' work and demonstrates the various machinery that they operate. Additionally, during the virtual job tours youth are encouraged to interact with the business' employees to gain insight about the industry and career pathway.

Prior to each virtual job tour, youth come together through a virtual platform to prepare for the tour. They learn about the business they are about to tour, and the types of jobs the business offers. Once the tour is complete, the youth participate in a debriefing session. The entire program takes about two and-a-half hours.

#### Implementation

Since July, job tours are held monthly. The types of businesses toured varied widely. The first tour held was with a coffee shop [Local Joe](#), followed by [Re-use Hawaii](#), [Elemental Excelerator](#), and [Oka's Auto Body](#) (featured in the flyer). On average, about 12-15 youth participate in each tour, which includes both in-school and out-of-school youth between the ages of 16-24. The WorkHawaii Youth Program uses all 14 elements of [WIOA Youth Programs](#) for the virtual job tours.

#### Making an Impact

The WorkHawaii's Youth Program has established agreements with each participating business to ensure that the businesses identify potential youth work-based learning experiences. Since this practice began in July, four monthly virtual job tours have taken place and all four of the businesses also entered into agreements to provide work-based learning experiences. While no youth has started a work-based learning opportunity yet due to COVID-19, with agreements already in place, the WorkHawaii's Youth Program expect to connect youth with these businesses by spring. Mark Menard, the Disability Employment Initiative (DEI) Disability Resource Coordinator for WorkHawaii, stressed that strong partnerships are the key to success. "Our partnership with the Honolulu Chamber of Commerce has made the process of connecting with local businesses go very smoothly." Mark also advises that getting input and feedback from youth is a crucial element in helping make the virtual job tours work well. The Honolulu Chamber of Commerce has developed some videos being shared on social media showcasing some of the tour's highlights.