**Placement Scaffold for Participants**

**Define the Scaffold Stages for Participants**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Scaffold** | **Not Quite Ready Yet** | **Basic Job Ready** | **College/PSE Ready** | **Career Ready** | **Union Ready** | **Remote Work** |
| **Program should define these terms and share the definitions with participants****Should align with C+ pathways offered by program**  | Not fully reliable –e.g., >80% attendanceUnstable housing or childcareNo work experience prior to YouthBuild  | Reliable Has access to public or other transportation Limited work experience prior to YouthBuild | Typically requires HSD/HSEHave computerHave internetSolid academic skillsGood time management skills Takes initiativeMay need a part time job also  | Typically, over 18May require a credential Reliable Has driver's license, car and insuranceHas childcareAble to work close to full timeHas some work experience | Typically, over 18 with HSD/HSEVery Reliable Has driver's license, car and insuranceDrug-freeHas childcareAble to work long, extended hoursPhysically capableHas some work experience | Have computerHave internet at homeHave quiet space to work |

**Placement Scaffold Tool - Participants**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Scaffold** | **Not Quite Ready Yet** | **Basic Job Ready** | **College/PSE Ready** | **Career Ready** | **Union Ready** | **Remote Work** |
| **Construction** | Participant A: Likes construction– place at Housing Authority | Participant C: Ready to work but no car, place at Home Depot on the bus route | Participant F: Place in HVAC certificate | Participant M: Loves painting, reliable, has car, place with painting contractor for Housing Authority | Participant N: Reliable, has car, interested in carpentry, drug-free, place in Carpenter's apprenticeship program | Participant O: Likes computer and construction has health issue, place in online CAD certificate |
| **C+: Healthcare** | Participant B: Likes working with people, interested in healthcare, place at elder-care nonprofit doing wellness checks on seniors | Participant E: Ready to work, no car, place at senior center as activity aide | Participants G, H, I, K:  Place in sterile processing tech program | Participants G-L: placed after college certificate completed |  | Participant P:Health issue, place in contract tracing |

**Understand Your Employer Partner’s Expectations**

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| --- | --- | --- | --- | --- | --- | --- |
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**Placement Scaffold Tool – Employer Partners**

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| --- | --- | --- | --- | --- | --- | --- |
| **Scaffold** | **Not Quite Ready Yet** | **Basic Job Ready** | **College/PSE Ready** | **Career Ready** | **Union Ready** | **Remote Work** |
| Construction | Habitat AmeriCorpsHousing Authority | Home DepotConstruction YardFacility Maintenance Front Desk for Supplier  | HVACCADFiber Optic Tech | Flooring Co.Roofing Co.Painting Co. Green JobsContractor | CarpentersLaborersIronworkersPlumbersElectricians  |  |
| Healthcare | Nursing HomesSenior Community Programs Hospitals | Entry-Level Patient CareReceptionist PharmacyAutism Worker | CNASterile Process TechPatient TechMedical Billing | Placement After College CertificateMedical Receptionist | Unionized Healthcare Staff  | Contact Tracing |
| Other | NonprofitFood Bank or Habitat Restore Restaurant | Best BuyAmazonTargetManufacturing | IT CertificationsCDLCNC | Corporate Help DeskDelivery DriverSupervisorCNC Operator |  | Help DeskCustomer Service |

**Placement Scaffold Tool Template**

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| --- | --- | --- | --- | --- | --- | --- |
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