**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% attendance  Unstable housing or childcare  No work experience prior to YouthBuild | Reliable  Has access to public or other transportation  Limited work experience prior to YouthBuild | Typically requires HSD/HSE  Have computer  Have internet  Solid academic skills  Good time management skills  Takes initiative  May need a part time job also | Typically, over 18  May require a credential  Reliable  Has driver's license, car and insurance  Has childcare  Able to work close to full time  Has some work experience | Typically, over 18 with HSD/HSE  Very Reliable  Has driver's license, car and insurance  Drug-free  Has childcare  Able to work long, extended hours  Physically capable  Has some work experience | Have computer  Have internet at home  Have quiet space to work |

**Placement Scaffold Tool - Participants**

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| --- | --- | --- | --- | --- | --- | --- |
| **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 AmeriCorps  Housing Authority | Home Depot  Construction Yard  Facility Maintenance  Front Desk for Supplier | HVAC  CAD  Fiber Optic Tech | Flooring Co.  Roofing Co.  Painting Co.  Green Jobs  Contractor | Carpenters  Laborers  Ironworkers  Plumbers  Electricians |  |
| Healthcare | Nursing Homes  Senior Community Programs  Hospitals | Entry-Level Patient Care  Receptionist Pharmacy  Autism Worker | CNA  Sterile Process Tech  Patient Tech  Medical Billing | Placement After College Certificate  Medical Receptionist | Unionized Healthcare Staff | Contact Tracing |
| Other | Nonprofit  Food Bank or Habitat Restore Restaurant | Best Buy  Amazon  Target  Manufacturing | IT Certifications  CDL  CNC | Corporate Help Desk  Delivery Driver  Supervisor  CNC Operator |  | Help Desk  Customer Service |

**Placement Scaffold Tool Template**

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