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In helping to develop youth workers who will be the professionals of tomorrow, cultivating an environment that is intellectually stimulating and providing opportunities to engage in projects, are both important to their success as young adults going into the professional workforce.

Listed below are a few lists to help generate interesting and meaningful experiences for your youth workers! These ideas were produced from the brainstorming sessions of previous Right Track supervisor trainings.

**Program Ideas**

* Create New T-Shirt Line
* Launch new product
* Have the youth come up with ways to make our center more inviting
* Community impact/outreach/evaluation project for our programs
* Create Training Videos
* Create web store pages
* Blog/Newsletter
* Develop recruitment strategy for a program
* Research, Identify and contact locations for outreach opportunities; contact and schedule dates; conduct outreach and track number of community members reached
* Apply for Saint Paul’s tiniest museum exhibit (month long exhibit)
* Explore careers in the agency
* Make book displays
* Updating the website and checking for broken links
* Design the farm in the spring
* Plan an after school cooking class
* Create a program for older children (7-10 years)
* Craft ideas for a month
* Conduct mock interviews
* Social Media campaign
* Create their own orientation and training session for younger youth
* Have an “activity” wall
* Plan a week of Rec check
* Scrapbooking activities
* Help redesign the “teen” area of the library
* Start a club
  + Ex. Garden Club- prepping for each season
  + Community engagement through door knocking
* Children’s activities
  + Art Program
* Plan daily development
  + Reflecting Activities
* Event Coordinating
  + Planning
  + Outreach

**Setting up Youth Workers for Success Early**

* Identifying Skills and Interests
* Setting expectations
* Don’t make assumptions
* Make sure youth are aware of self-care and breaks
* Create schedules and activities
* Be in communication with guardians
* Set physical expectations
* Establish best method of contact
* Challenge them
  + “What do you want to learn from this job?”

**Keeping Youth Engaged**

* Outreach events
* Get on their level
* Vary locations and tasks
* Provide advancement opportunities
* Set clear expectations while being flexible
* Midpoint reviews
* Projects with tangible Results
* Sense of belonging through check ins
* Make sure job is the right fit for the youth
* Help them be a part of the team
  + Meetings
  + Outings

**Certifications**

* Customer Services
* CPR/First Aid
* Concussion
* Child Abuse Awareness
* Osha Safety
* Serve Safe food
* NSDL (Northstar Digital Literacy)
* Shaken babies
* Camcorder DSLR

**Career Advice**

* Ask for more training
* Be more organized
* Ask for references
* It’s okay to say “No”
* Start saving money early
* 2 year degree- explore education
* Maintain a work/life balance
* Volunteer
* Network
* Be practical, but follow your heart
* Get recommendations
  + Don’t burn bridges