

Partnership Process Overview

PHASE 1

PARTNERSHIP FORMATION (GOL FACILITATED)

**IDENTIFY
BUSINESS
NEED**



**IDENTIFY
HIGH
QUALITY
PARTNERS**



**CREATE
SHARED
GOALS**

**INVOLVE
LEADERSHIP**

**DEDICATE
TEAM**

**DESIGN
STRATEGY**



PHASE 2

PARTNERSHIP STRATEGY AND IMPLEMENTATION

RFP CREATION



**OUTREACH &
ASSESSMENT**

**SKILL
DEVELOPMENT**

**WORK-BASED
EXPERIENCE**

HIRING

RETENTION

GRADS of LIFE TOOLBOX



BUSINESS CASE:
Help identify key
business need



PARTNERSHIP DIRECTORY:
Online directory to identify
talent partners in your area



PARTNERSHIP RFP:
Explicit agreement between
employer and partner



IMPLEMENTATION TOOL:
Determine partnership
strategy details

1. Partnership Formation 101

1. PARTNERSHIP FORMATION (GOL FACILITATED)

IDENTIFY BUSINESS NEED

Determine the business need that the partnership is designed to address, such as recruitment efficiency, retention, diversity, or community social impact



BUSINESS CASE:
Help identify key business need

IDENTIFY HIGH QUALITY PARTNERS

Choose partners that have a demonstrated record of effectively working with Opportunity Youth and employers



PARTNERSHIP DIRECTORY:
Online directory to identify talent partners in your area

CREATE SHARED GOALS

Develop explicit goals, roles, timelines, and indicators of success of the partnership, including specific metrics
Record an agreement in a memorandum of understanding

INVOLVE LEADERSHIP

Gain support of company leaders for partnership

DEDICATE TEAM

Dedicate staff to manage the partnership and maintain consistent communication

DESIGN STRATEGY

Design implementation strategy and plan



IMPLEMENTATION TOOL:
Determine partnership strategy details

2.1 Outreach And Assessment

2. PARTNERSHIP STRATEGY AND IMPLEMENTATION

PHASE 1
+ RFP

**OUTREACH &
ASSESSMENT**

SKILL
DEVELOPMENT

WORK-BASED
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RETENTION



EMPLOYER

Identify core competencies of roles to be filled

Map role career path opportunities

Communicate competencies, career pathways, and corporate culture to provider



PARTNER

Assess skill level of potential candidates and identify areas for development

Share information about company work environment and career opportunities with young adults

Vet potential candidates for fit based on both skills and interest in career



OUTPUT

Clear role descriptions and candidate profiles

Vetted group of young adults for talent pipeline program

2.2 Skill Development

2. PARTNERSHIP STRATEGY AND IMPLEMENTATION

PHASE 1
+ RFP

OUTREACH &
ASSESSMENT

**SKILL
DEVELOPMENT**

WORK-BASED
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EMPLOYER

Assess existing learning and development systems and processes

Share relevant training materials with partner

Determine participation level in training delivery

Organize employees to volunteer as mentors



PARTNER

Provide core professional skill training

Develop or adapt technical training curriculum to meet role-specific needs

Mentor young adults throughout training

Test efficacy of training model to deliver repeatable results with employer



OUTPUT

Training curriculum corresponding to roles

Young adult equipped with critical, role-specific professional and technical skills

2.3 Work-based Experience

2. PARTNERSHIP STRATEGY AND IMPLEMENTATION

PHASE 1
+ RFP

OUTREACH &
ASSESSMENT

SKILL
DEVELOPMENT

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EMPLOYER

Provide structured on-site opportunity such as an internship, apprenticeship, or temporary job

Provide structured feedback to young adult

Communicate young adult performance to partner



PARTNER

Gather employer feedback on performance

Provide ongoing mentoring and support to young adult



OUTPUT

Young adult has opportunity to practice skills and gain company exposure

Employer can determine fit & preparedness for long-term employment

2.4 Hiring

2. PARTNERSHIP STRATEGY AND IMPLEMENTATION

PHASE 1
+ RFP

OUTREACH &
ASSESSMENT

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RETENTION



EMPLOYER

EMPLOYER

Review potential young adult hires according to criteria aligned to training curriculum, and extend invitation to interview

Conduct interview and extend offer

Provide onboarding training



PARTNER

PARTNER

Assist young adults with job applications and interview preparation

Gather feedback from employer about candidate fit



OUTPUT

OUTPUT

Youth receive a job offer and are prepared to be successful in the workplace

Win-win: Youth placed in jobs with career growth opportunities and employer finds a new pipeline of talent to meet hiring needs

2.5 Retention

2. PARTNERSHIP STRATEGY AND IMPLEMENTATION

PHASE 1
+ RFP

OUTREACH &
ASSESSMENT

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HIRING

RETENTION



EMPLOYER

EMPLOYER

Provide structured feedback to young adult

Articulate career paths & provide learning & development opportunities

Participate in scheduled check-ins with partner



PARTNER

PARTNER

Continue mentoring by conducting weekly check-in with young adult (first 3 months)

Visit employer on a monthly basis and/or conduct bi-monthly calls

Provide additional training as appropriate



OUTPUT

OUTPUT

Young adult persists and advances in company, reducing turnover costs and increasing overall productivity