

## Learn to Work Mission

“to empower at-risk youth to achieve their fullest potential in the community through competency-based work-readiness services”

## Learn to Work Vision

“Youth with risk factors will become useful, law-abiding, and connected members of their community.”

### GICV’s LtW1 and LtW2 Programs:

- Cultivate interests and skills relating to employment
- Promote activities to explore careers
- Build job-readiness skills
- Assist in obtaining and keeping jobs
- Promote work-related education and training after high school



Auxiliary aids and services are available upon request to individuals with disabilities.

Equal Opportunity Employer  
Equal Opportunity Programs



### For more information, contact:

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### Learn more about GICV at

[www.goodwillsouthcentralpa.org](http://www.goodwillsouthcentralpa.org)

Goodwill Industries® of the Conemaugh Valley, Inc. (GICV) is an independent nonprofit organization established in 1962 to empower individuals and families with employment barriers to achieve their fullest potential in the community through work services. Headquartered in Johnstown, Pennsylvania, GICV serves individuals with disabilities and disadvantages, dislocated workers, youth, and other job seekers throughout south central Pennsylvania in Bedford, Blair, Cambria, Huntingdon, Indiana, and Somerset counties by providing education and career services as well as job placement and post-employment opportunities. GICV is a community-based member organization of Goodwill Industries International, a 179-member network in the U.S., Canada, and 13 other countries.

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Fostering individuality, responsibility, initiative & empowerment

Based on  
**Goodwill Industries International's  
Career Development Model**



Self-Awareness Assessment

Career and Personal Assessment

Career Awareness and Career Exploration

Decision-Making and Planning

Career Preparation

Social Life Skills

Employment Skills



OF THE CONEMAUGH VALLEY, INC.

**Believe in the Power of Work**



## What is Learn to Work?

Learn to Work (LtW), operated by Goodwill Industries of the Conemaugh Valley (GICV), Inc., assists at-risk youth in gaining the skills they need to exert control over the identification, procurement, retention, and advancement of a career. Following Goodwill Industries International's *Career Development Model*, GICV teaches a process that allows students to continually set and achieve new goals. Components of the model include:

- Self-Awareness Assessment
- Career and Personal Assessment
- Career Awareness and Career Exploration
- Decision-Making and Planning
- Career Preparation
- Social Life Skills
- Employment Skills

## LtW Objectives

Upon completion, youth will be able to:

- Demonstrate self-awareness
- Evaluate personal skills, abilities, and areas of need as they relate to career acquisition
- Identify a multitude of career options through access to job shadowing experiences, guest speakers, career and labor market information, and other career resources
- Practice good decision-making skills
- Apply appropriate social skills
- Apply employment skills to all work experiences

## Learn to Work 1 and Learn to Work 2

GICV's Learn to Work (LtW) Program is comprised of two individual programs: Learn to Work 1 (LtW1) and Learn to Work 2 (LtW2).

### Learn to Work 1 (LtW1)

LtW1 is designed for youth, referred by Children & Youth Services (CYS) and/or the Juvenile Probation Office (JPO), to master the skills they need to improve their situations and become economically self-sufficient.



### Domains of Competency

Based on a study authored by the National Center for Juvenile Justice and sponsored by the Pennsylvania Commission on Crime and Delinquency, GICV incorporates five domains of competency.

Research indicates these are the five competency areas that matter most for success in school, work, and life—and that strengthening these areas increases resistance to delinquency, and deficits in these areas put juveniles at risk for continued involvement in the juvenile system.

1. Pro-Social Skills
2. Moral Reasoning
3. Academic Skills
4. Workforce Skills
5. Independent Living Skills

## Learn to Work 2 (LtW2)

LtW2 is designed for students who are struggling academically or behaviorally and are not succeeding in the main school system, indicated by failing grades, truancy, disruptive behavior, suspension, or similar criteria.

Students will explore career options, learn about the world of work, and attain work skills through Paid Work Experiences that complement classroom instruction.



## LtW's Paid Work Experiences



The natural progression for participants in LtW1 and LtW2 is their participation in GICV's Paid Work Experiences, earning \$7.25 per hour.

GICV offers youth with Paid Work Experiences to provide them with on-the-job training to develop basic work habits that are essential to employment. GICV incorporates a Simulated Practice Firm to teach real-life business skills in accounting, human resources, marketing, sales, banking, and networking.