



NATIONAL INSTITUTE FOR
WORK & LEARNING

College & Career Readiness

NIWL CAPABILITIES IN COLLEGE &
CAREER READINESS

FEBRUARY 2021

SUBMITTED BY:

National Institute for Work and
Learning

fhi
360
THE SCIENCE OF
IMPROVING LIVES



ADVANCING TOMORROW'S SUCCESS OF TODAY'S YOUTH

As the need for postsecondary education rises to meet the demands of employers and workforce industries, the attainment of higher education and career training is becoming more crucial than ever. The National Institute for Work and Learning (NIWL) is leading advancements in access, equity, and excellence in both education and workforce systems.



ABOUT FHI 360

FHI 360 is a nonprofit human development organization dedicated to improving lives in lasting ways by advancing integrated, locally driven solutions.

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ABOUT NIWL

As part of FHI 360's U.S. Programs, NIWL works at the nexus of education and employment systems, promoting their integration to ensure lifelong learning and productive work for all. NIWL seeks to build the capacity of public and private organizations, providing information, resources, and support needed to make decisions, strengthen programs, and improve outcomes for individuals.

The Need

More than three-quarters of the fastest-growing occupations require some form of postsecondary education or training beyond high school, with nearly 92% of STEM (Science, Technology, Engineering, and Mathematics) professions requiring a degree or certification (US Education, 2019). While college enrollment has increased throughout the last five decades, college achievement for youth from underserved and marginalized backgrounds has been far from equitable. These youth are faced with specific challenges and circumstances that create inevitable barriers when attempting to enroll, attend, and graduate from college. According to the U.S. Department of Education (2019), only 9% of students from the lowest income bracket graduate with a bachelor's degree by age 24, compared to 77% for the top income bracket. Additionally, students from low-income families are also less likely to enroll in and complete college than their peers, even when academic ability is taken into consideration. Add to this, research has shown that 4 out of every 10 new college students are required to take remedial courses due to inadequate academic preparation for higher education. This is a huge loss of time and money, especially for those who are likely limited with resources from the start. Not only are there significant financial consequences as a result of such losses, but emotional and mental implications as well, supporting the notion that the most costly education is one that starts but never finishes. NIWL helps young people and the navigators in their lives reach that finish line.

The Expertise

NIWL's College and Career Readiness (CCR) team has expertise in the following key areas:

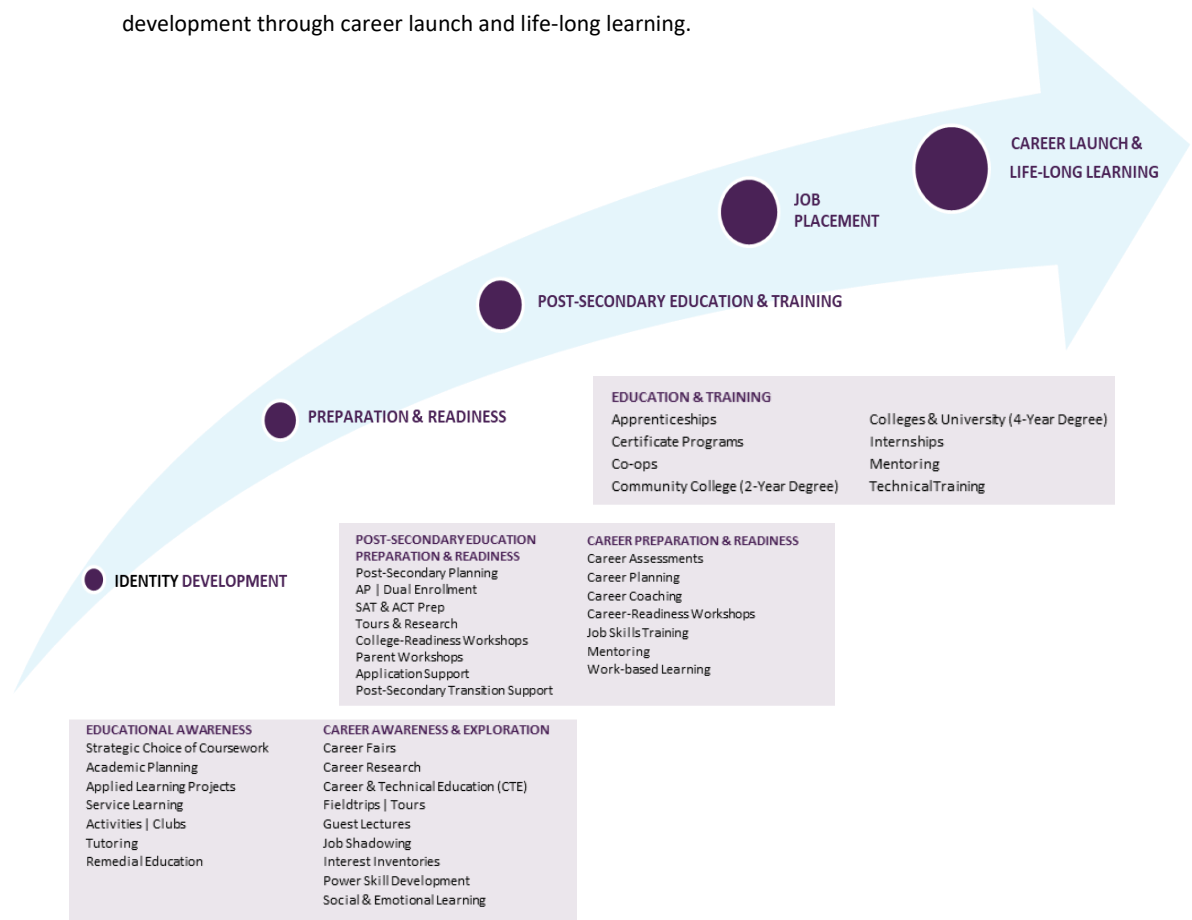
Management & Evaluation	Strategic Planning	Technical Assistance	Content Knowledge
20+ years' experience managing and evaluating corporate social responsibility (CSR) programs targeting youth for multi-national organizations.	Conduct landscape analyses and environmental scans combined with targeted partner outreach and selection. Planning efforts lead to a comprehensive, program design with measurable outcomes that align with the organization priorities, interests, and talent needs.	Customized technical assistance to meet each organization's needs. Cutting-edge resources, curricula, guides, and lesson plans. Professional development & training for employees.	<ul style="list-style-type: none"> ✓ College & Career Readiness ✓ Juvenile Justice & Re-entry ✓ Positive Youth Development ✓ Trauma Informed Practices ✓ Work-based Learning

The Services

NIWL leverages its expertise in private sector engagement to effectively collaborate with corporations and their employees, to build and retain a diverse talent pipeline; design and manage comprehensive CSR programs; and to conduct evaluations to document and assess Returns on Investment. NIWL develops and tests research-based guides for employees working with youth, deliver on-site training and technical assistance, support STEM internship opportunities, and champion success stories of youth in STEM fields. Through our partnership with Johnson & Johnson and its Bridge to Employment global initiative, NIWL has trained more than 2,500 Johnson & Johnson employee volunteers in over 23 countries, equipping them with the tools and knowledge needed to successfully engage with today's youth. These trainings are offered live and through convenient user-friendly eModules. Additional training guides include the [College and Career Readiness: A Guide for Navigators](#), which helps both students and navigators map and track the college and career readiness journey, and the [Work-Based Learning Guide](#), which provides instructional strategies that engages employers in providing learning experiences for youth. Since 1992, Johnson & Johnson has partnered with NIWL to provide global program management, technical assistance, and evaluation services.

The Journey

The NIWL CCR team designs, delivers, and evaluates comprehensive programs to prepare all youth to make informed choices about education and career pathways. See below for ways in which NIWL supports the college and career readiness journey for youth, beginning with identity development through career launch and life-long learning.



To learn more about NIWL's resources and expertise, visit niwl.fhi360.org.

CURRENT NIWL PROJECTS

WOMEN IN STEM²D

Spark enchantment of girls & young women in STEM2D

REACH:
6+ Million girls
2000+ employees engaged
31 countries

PARTNERS:
Johnson & Johnson | Girl Scouts | Junior Achievement Worldwide | Smithsonian Science Education Center

BRIDGE TO EMPLOYMENT

Inspire young people from marginalized communities to enroll in higher education and pursue careers in STEM2D.

REACH:
850 current students (14-18)
323 employee volunteers
5,500 alumni
96 Sites in 23 Countries
61 US sites, 13 states & Puerto Rico

PARTNERS:
Private sector | NGOs | community colleges | universities | education departments | secondary schools

COMPASS ROSE COLLABORATIVE

Help young adults get out of the justice system and successfully enter the workforce and educational systems.

REACH:
968 Young Adults (18-24)
8 urban cities & 1 rural site
9 states

PARTNERS:
Department of Labor | state / local education and workforce systems | faith-based organizations | NGOs