



# Jobs for America's Graduates & Jobs League

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# Jobs for America's Graduates



**JAG-Missouri, part of the national JAG network,  
unleashes the potential of students,  
helping them succeed in school and in their careers after graduation.**



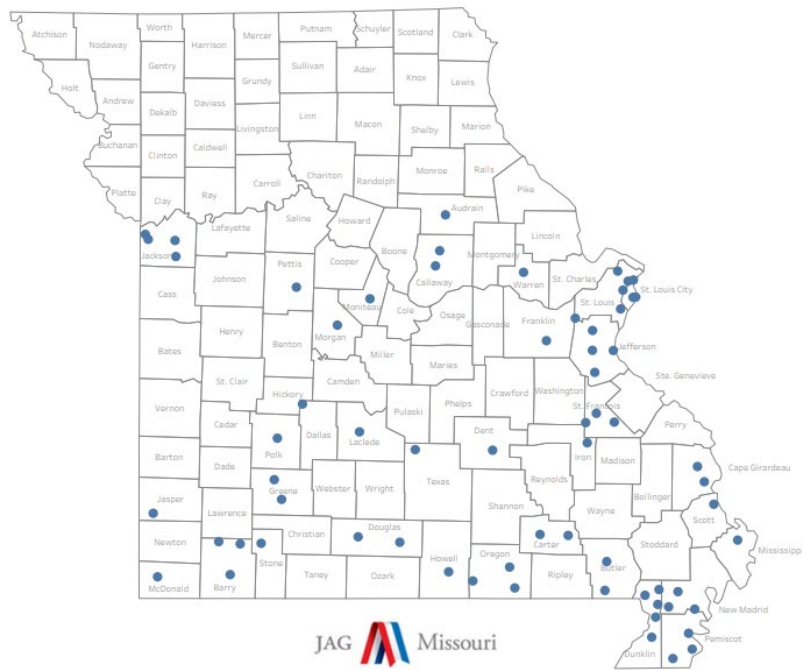


# Mission and History

- ▶ JAG-Missouri works to address the workforce development needs of the state, while providing services to students in rural and urban settings to overcome barriers to success. At its core, JAG is both a school-dropout prevention program and a school-to-work program.
- ▶ JAG-Missouri is dedicated to helping students who have potential, but who are also facing significant barriers to success, including poverty, a challenging home life, and a history of trauma.
- ▶ JAG helps these students graduate from high school and make positive transitions to postsecondary education and/or a meaningful career.
- ▶ It was established in 1980 and was organized under several entities between 1980-2017. In 2017, JAG-Missouri became a non profit organization. It functions under the umbrella of the JAG-National Program.
- ▶ Since JAG National was established, it has served more than 1.5 Millions students across the country.

# JAG Programs in Missouri

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- Since FY2015, JAG-Missouri has grown from 6 programs in 6 school districts serving 225 students, to 65 school districts with 98 programs across the state of Missouri for FY2022, serving 3,500 students. The program plans to grow even more in coming years.



# Program Model

- ▶ JAG focuses on a set of core competencies that prepare students to succeed in the workforce.
- ▶ Each school employs a JAG Specialist, a teacher who leads a JAG Program in their school.
- ▶ The JAG Advantage includes three key elements:
  - ▶ Developing core competencies using Project-Based Learning (PBL)
  - ▶ Providing trauma-informed care, and
  - ▶ Facilitating career opportunities through employer engagement.
- ▶ With this approach, JAG has consistently achieved graduation rates of over 90% for participating students program wide.

# Program Model

## JAG Programs

- ▶ There are 3 types of programs available for JAG-Missouri
  - ▶ Middle School Program
  - ▶ Multi-Year (High School) Program
  - ▶ Alternative School Program





# Middle School Program

- The primary mission of the middle school program is to help 6<sup>th</sup>-8<sup>th</sup> graders transition more successfully from middle to high school.
- JAG Specialists will provide an array of counseling, skills development, career association, and experiential learning experiences that will improve their academic performance, school behavior, attendance, confidence, participation and self-esteem.
- Middle school participants will improve their skills in leading and being an effective member of a team.
- There are currently 28 Middle School programs with JAG-Missouri.



# Multi Year (High School) Program

- The multi year program helps 9<sup>th</sup>-12<sup>th</sup> graders prepare and successfully complete high school, lasting to 60 months.
- Students are recruited in 8<sup>th</sup> grade to attend JAG instructional classes during the 9<sup>th</sup>, 10<sup>th</sup>, 11<sup>th</sup> and/or 12<sup>th</sup> grade and receive support services for one year following graduations.
- JAG Specialists for a multi year program also provide counseling, skills development, career association, and experiential learning experiences that will improve students' academic performance.
- There are currently 58 high school programs in JAG-Missouri.





# Alternative School Programs

- ▶ The Alternative Education Program operates similarly to the High School program, except the students served are less likely to succeed in a traditional high school program.
- ▶ Usually a Specialist will work with 25-35 students due to the individual counseling and support services required by an alternative education participant.
- ▶ The students who are in an alternative school setting tend to have more barriers towards success than the other two program models.
- ▶ There are currently 12 Alternative school programs in JAG-Missouri



# Barriers

- ▶ JAG Participants are students who have multiple barriers to success. These barriers include but are not limited to:
  - ▶ Low-income family
  - ▶ Alcoholic family members
  - ▶ Lack of a positive role model
  - ▶ Drug abuse by family members
  - ▶ Single parent homes
  - ▶ Feelings of hopelessness and helplessness
  - ▶ Feelings of alienation from society and school
  - ▶ Low sense of self-worth
  - ▶ Attendance issues
  - ▶ Poor academic performance



# What does DSS do with JAG?

- ▶ The Workforce Initiatives Team with DSS Administers TANF funding for JAG-Missouri, which makes up a portion of the overall funding for each program.
- ▶ The department also provides fiscal and program monitoring for JAG-Missouri.
- ▶ My role as the program specialist for this program is to provide program support; create and modify policies, procedures and manuals; conduct research, and review program outcomes to justify TANF program funding and to work with as a liaison between the monitoring team and the schools to help them correct any findings that come from their monitoring.



# TANF Funding

- ▶ The Department of Social Services, Family Support Division administers the Jobs for America's Graduates (JAG) program, which is partially funded through the Temporary Assistance for Needy Families (TANF) grant.
- ▶ TANF provides a variety of employment and training programs that meet one or more of the four purposes of TANF.
- ▶ JAG-Missouri is funded through purpose three: To prevent and reduce out-of-wedlock pregnancies.



# How to get Involved

- ▶ JAG is always looking for partners. Here are just some of the ways partners can help:
  - ▶ Be a guest speaker to talk about your story and your career
  - ▶ Host a field trip for students to learn about your business
  - ▶ Partner on a Project Based Learning initiative
  - ▶ Help review resumes and conduct mock interviews
  - ▶ Assist with a JAG community service project
  - ▶ Provide work experience through internships, job shadowing, apprenticeships, part-time jobs, or full-time jobs
  - ▶ Join the growing list of employers who guarantee JAG graduates an interview (not necessarily a job) upon graduation
  - ▶ Provide funding for a student to attend the statewide conference or national academy
  - ▶ Contribute funding to help operate the JAG program
- ▶ If you want to learn more about how to get involved, contact JAG-Missouri at **MissouriJAG@gmail.com** or call **417-425-5139** or visit <https://jag-missouri.org/get-involved/>



# Content Credit

- ▶ [JAG-Missouri, Inc. – Jobs for America's Graduates – Missouri](#)

A photograph of a smiling woman in an office environment, overlaid with a teal color filter. The text 'Jobs League' is centered in white on this image.

# Jobs League



# What is Job's League?

- ▶ The Jobs League Program is designed to help teens and young adults get paid on-the-job training and work experience that ultimately helps them develop the work skills they need to build a career in a field they are interested in.
- ▶ Jobs League will work with participants to find jobs that suit their interests, help them build their career plan and resume, and help them find a job.
- ▶ Youth can participate up to 320 hours.





# Who is eligible?

- To be eligible for the Jobs League Program, you must:
  - Be between the ages of 14 and 24
  - Live in Missouri
  - Meet the monthly gross income requirements for your household size.

# Income Limits

Household size	Gross Monthly Income
1	\$1,986
2	\$2,686
3	\$3,386
4	\$4,086
5	\$4,786
6	\$5,486
7	\$6,186
8	\$6,886

- Household income must be under 185% of the Federal Poverty level, which updates every April with a cost of living adjustment.



# What jobs are available?

- ▶ Jobs League providers work with area employers for youth to gain work experience in a variety of different industries.
- ▶ Because of this, there are a many different types of jobs available through the Jobs League Program, including but not limited to:
  - ▶ Cashier
  - ▶ Child care centers
  - ▶ Nursing assistant
  - ▶ Retail
  - ▶ Food service
  - ▶ Parks Service



# Career Pathways

- ▶ Boards are instructed to help participants find employment and training opportunities within career fields that they're interested in. This will allow them to build career pathways for future employment.
- ▶ For example: if a participant is interested in healthcare, the provider should steer the participant to healthcare related positions that are available, and provide employment and training opportunities for them in that field. That could mean they get them trained for a CNA position, and then steer them to education opportunities to become an LPN, registered nurse, radiation technologist, or other related health position.

The Target Industry Career Pathways are:

- ▶ Advanced Manufacturing
- ▶ Bio-Sciences
- ▶ Construction
- ▶ Education
- ▶ Energy
- ▶ Financial
- ▶ Health Care
- ▶ Hospitality
- ▶ Information Technology
- ▶ Logistics



# How do I get started?

Jobs League is administered by the following workforce development boards across the state. Call and ask to speak with a Youth Specialist at a Missouri Workforce Development Boards near you:

- ▶ **Central Region Workforce Investment Board**  
604 Black Street  
Rolla, MO 65401  
573-426-2946
- ▶ **Full Employment Council (KCV/East Jackson County)**  
1740 Paseo  
Kansas City, MO 64108  
816-471-2330 ext. 1256
- ▶ **Missouri Job Center — Arnold (Jefferson/Franklin)**  
3675 W. Outer Road, Suite 102  
Arnold, MO 63010  
(636) 865-6060
- ▶ **Northeast Missouri Workforce Development Board**  
111 E. Monroe  
Paris, MO 65275  
660-327-5125
- ▶ **Northwest Workforce Development Board**  
912 Main Street  
Trenton, MO 64683  
660-359-3622 ext. 17
- ▶ **City of Springfield Department of Workforce**  
2900 E. Sunshine St.  
Springfield, MO 65804  
417-887-4343
- ▶ **St. Louis City**  
1520 Market Street, Room 3050  
St. Louis, MO 63103  
314-657-3557
- ▶ **South Central Workforce Investment Board**  
408 Washington Ave Suite 210  
West Plains, MO 65775  
417-257-2630 ext. 212
- ▶ **Workforce Investment Board of Southeast Missouri**  
760 S. Kingshighway, Suite C  
Cape Girardeau, MO 63703  
573-334-0990 ext. 100
- ▶ **Workforce Investment Board of Southwest Missouri**  
730 S Wall  
Joplin, MO 64801  
417-629-3000



# Assessment Checklist

Providers also complete skills assessments for participants that include:

- Participant has the skills and qualifications to participate successfully in training services
- Participant has the necessary transportation, childcare and other supports needed to be successful in the activity
- Participant is in need of training services to obtain or retain employment leading to financial independence
- Participant was placed in activities that align with the Employment Plan
- Participant has selected a program of training services that is linked to employment opportunities in the local area
- Or an area the individual is willing to commute or relocate, depending on the age of the participant.

# Work Readiness Training

The provider must provide the participants work readiness training/information prior to placement to ensure they have the knowledge to succeed in the workplace. This may be combined with the participant orientation or as a separate component. The curriculum should include, but is not limited to the following:

- ▶ Adhering to workplace expectations;
- ▶ Attendance;
- ▶ Punctuality;
- ▶ Appearance;
- ▶ Conflict resolution;
- ▶ Positive communication skills;
- ▶ Getting along with staff and coworkers;
- ▶ Teamwork;
- ▶ Following directions and supervisor feedback;
- ▶ Correctly filling out timesheets and tax papers;
- ▶ Financial literacy;
- ▶ Workplace safety;
- ▶ Customer service; and
- ▶ Other soft skills that will help the youth get the most out of their job

# Barriers to Employment

The provider should ensure employers are flexible in working with youth who may have barriers to employment. Some common barriers to employment are:

- criminal history
- disability
- drug and alcohol addiction
- homelessness
- long-term welfare dependence
- lack of marketable skills
- poor job search/interview skills
- lack of basic computer skills
- childcare needs
- children with chronic conditions
- no reliable transportation
- background of poverty
- illiteracy
- transition from military to civilian
- limited English proficiency
- poor work history, gaps in employment
- no high school diploma or equivalent
- poor social skills
- mental illness
- age
- employer bias related to these condition





# Supportive Services

- ▶ Jobs League also provides supportive services to participants on an as needed basis. These supportive services include Work Related Expenses (WRE) and Transportation Related Expenses (TRE)
- ▶ These supportive services are meant to assist customers in removing or reducing barriers to participate in youth employment activities.
- ▶ WRE services include: the purchase of uniforms, interview outfits or work shoes. It could also include work tools required by the employer or school supplies required for the class if they are in a training program.
- ▶ TRE services include: vehicle repairs to get a car running that would allow them to get to work or class on time, bus passes, car insurance assistance, bicycle or bicycle parts etc.



# Contact Information

- ▶ Program Related Questions, contact Lindsey Thomas at [Lindsey.Thomas@dss.mo.gov](mailto:Lindsey.Thomas@dss.mo.gov)
- ▶ Invoicing Related Questions, please email [W&CI.INVOICES@dss.mo.gov](mailto:W&CI.INVOICES@dss.mo.gov)
- ▶ Monitoring Questions, please email [FSD.E&TMonitoring@dss.mo.gov](mailto:FSD.E&TMonitoring@dss.mo.gov)
- ▶ If you're interested in becoming a JAG School, please reach out to JAG-Missouri at [MissouriJAG@gmail.com](mailto:MissouriJAG@gmail.com) or call 417-425-5139 or visit <https://jag-missouri.org/get-involved/>

Thank you for your time today!

