



The Stone Soup Leadership Institute Sustainable Workforce Development Overview 2019

The Stone Soup Leadership Institute is a global leader in designing sustainable workforce development initiatives that prepare multicultural youth to become successful in their lives, their communities and our world. Founded in 1997, The Institute has collaborated with business, education, government, and community leaders to develop workforce development initiatives that build bridges with marginalized youth who face high inequities in education, employment and life opportunities. The Institute's multi-faceted educational tools, trainings, and project-based learning programs are designed to build sustainable workforce development initiatives. The Institute's year-long workforce development program include **Career Mentor & Job Shadow Day Program, College Prep & Community Service Program, Leadership Series** and our **Youth Leadership Summit for Sustainable Development**.

Our youth-community leadership initiatives accelerate the development of "21st Century Skills" vital for jobs of tomorrow. Our personalized workforce development trains people in "soft skills" and real-world situations to be servant leaders: powerful communicators, able to lead and work on teams, adaptable to the demands of various settings, able to problem solve, to think critically about issues, to resolve conflicts that arise and utilize project management skills to get work done.

Taking initiative in one's life is especially critical for systematically disenfranchised communities in inner cities, rural areas and in island communities. If we want to level the playing field and offer all people regardless of race, class and gender the opportunity to succeed, then these soft skills must need be integrated into education down to the core. With the Institute's guidance, young people overcome seemingly insurmountable obstacles to achieve their goals of graduating from high school and college, landing dream jobs and bettering their communities. From the inner cities of Boston, Cincinnati, Holyoke, and Oakland to the islands of Hawaii, Martha's Vineyard, Vieques, Puerto Rico; and Virgin Gorda, British Virgin Islands -- our graduates are successful doctors, lawyers, entrepreneurs, engineers, tech and blue-green companies.

The Institute's **TouchStone Leaders Platform** scales up 20 years of real-world experience developing and implementing sustainable workforce development initiatives. The Platform offers high touch/high tech dynamic e-learning opportunities, smart tools and an interactive community. **Courses** include **Career Mentor & Job Shadow Day, College Prep & Community Service** and our **Train-The-Trainer Program**, which builds local capacity to develop the **next generation of leaders**. We have spent four years BETA testing these online tools and are ready to scale up to reach millions of youth around the world.

The Institute's Executive Director had a successful consulting business as a workforce development strategist with major corporations and Chambers of Commerce. Her clients challenged her: "**How can we build bridges with our company's needs and our young people?**" The Institute's book and educational curriculum, **Stone Soup for the World: Life-Changing Stories of Everyday Heroes** is Doing Well By Doing Good, featuring companies who are building bridges through mentors and partnerships. **The Institute's Career Mentor & Job Shadow Day** features companies that are building bridges with youth through mentorships and partnerships.

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The Institute's Sustainable Workforce Development Program gives youth the tools to prepare for the world of work. During the Institute's year-long program, youth envision their personal, professional, community and planetary goals and then develop their five-year plans and Sustainability-in-Action projects. Throughout the year, youth attend weekly meetings and hone their skills. They create their individualized portfolios with professional headshots and biographies and resumes. They learn how to network with local companies. They research career pathways aligned with their personal and professional dreams. They meet community leaders and learn how to get internships, apprenticeships and jobs bettering their communities. They learn critical thinking and decision-making skills. They learn to troubleshoot challenges, make engaging presentations and collaborate with local leaders to effect positive change. Youth mentors have led to jobs and internships with business leaders, as well as Ambassadors, Mayors, Senators and at CBS' *Face the Nation*. Given the Institute's leadership in sustainability, we have matched many young people with local blue-green companies who are building a sustainable economy.

A small nonprofit, The Institute has a strong history of developing strategic public-private partnerships that have benefitted thousands of young people. The Institute partners with the National Job Shadow Day. Nationwide, more than one million students and 100,000 businesses participate.

Case Study: Kassandra Castillo is from the impoverished island of Vieques, Puerto Rico. When she was only 14 years old, Kassandra attended the Institute's first Youth Leadership Summit in 2003. Kassandra now lives in New York City as Director of Operations to Rebag, a \$5 million designer handbag business, overseeing 20 employees. The company just received \$25 million to expand to 30 cities. Kassandra was empowered by the Institute's year-long program, **Vieques Youth Leadership Initiative**. She helped develop **VYLI's Entrepreneurship Initiative**, working with local youth to turn local natural resources of seeds, beads, shells, glass into unique jewelry. By selling crafts to tourists, they raised funds to travel to the neighbor island of Tortola to exhibit their wares at the 3rd Annual **Caribbean Artisan Festival**. With VYLI's support, Kassandra pursued her dream of becoming a model - and for **VYLI's Job Shadow Day**, she was matched with VP of L'Oréal. Kassandra's modeling career skyrocketed. With the Institute's guidance, Kassandra then became the first in her family to graduate from college with a Business Marketing Degree. Kassandra's fashion design and modeling experience led to her own line of bathing suits and accessories. Moving to Boston, Kassandra became the first employee for the startup Trendlee.com, buys and sells designer handbags. An Institute faculty member, Kassandra helps facilitate our sustainable workforce development program.

The Institute's Performance Metrics

Youth take Performance Metrics Self-Assessments at the beginning and end of our yearlong program that measure skills essential to the 21st century job market, such as communication, teamwork, conflict resolution, problem solving, adaptability, critical thinking and project management. We also prepare weekly reports on each youth tracking their attendance, grades, community service hours, mentor's feedback, portfolios, TouchStone Leaders Platform tools used and essays written. We balance the quantitative numbers with qualitative information from youth essays about their experiences and progress.

- Most dramatic increases: **Leadership, Communication, Personal Confidence and Community.**

The Institute's Sustainable Workforce Development Programs & Benefits

- **Exposes young minds** to inspiring leaders, opens doors and expands their horizons;
- **World of Work:** Youth gain practical experience in the job market;
- **Promotes Good Work Ethic:** Youth gain positive experience and builds relationships with local business;
- **Career Pathways and Internships** with business, government leaders and blue-green companies;
- **Better trained workforce:** Youth are prepared to be good employees. Many employers request our youth.
- **Develops New Leadership:** We are grooming a generation of multicultural leaders.
- **Youth become motivated students** who receive more support from their communities; scholarships and jobs.

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The Institute's Sustainable Workforce Development Programs

Rhode Island Youth Leadership Initiative • www.riyli.org

More than 25 youth have benefited from our sustainable workforce development program in Rhode Island. Youth participate in our programs using our online TouchStone Leaders Platform, which features our bilingual online curriculum piloted by the YMCA and used by 120 communities worldwide. The Platform offers high touch/high tech dynamic e-learning opportunities, smart tools and an interactive community. Our Train-The-Trainer Program trains program graduates to lead programs—creating a scalable, replicable and effective program. The program has helped twin sisters Lya and Leaslie Perez, 17, of Pawtucket, find their directions. In 2018 Lya joined the Job Shadow Day Reception at the Boston Museum of Science. She was inspired to serve as a youth delegate to the 14th Youth Leadership Summit for Sustainable Development. In July, she represented Rhode Island youth at US Senator Whitehouse Leadership Conference. Last fall, she participated in College Field Trip to the University of Massachusetts Dartmouth with youth from the Institute's Sustainable Holyoke Youth Leadership Initiative last November. Inspired by her sister's life-changing progress, Leaslie joined the Rhode Island program early this year. The sisters have since visited Rhode Island colleges, organized warm clothing drives for refugees and fed the homeless with the nonprofit Hungry Fridays for the Martin Luther King, Jr. Day of Service. Leaslie and Lya are high school juniors. Lya wants to be a pediatrician or nurse and Leaslie wants to pursue a career in graphic arts.

- **Rhode Island Energy, Environment and Oceans Leaders Day:** U.S. Senator Sheldon Whitehouse, 2018
- **Roger Williams University hosted The Institute's 14th Sustainability Summit, 2018;**
- **Rhode Island youth** received citations from **U.S. Senator Whitehouse & U.S. Representative Cicilline**
- **Rhode Island schools and organizations** nominated youth for **2018 Sustainability Summit;**
- **Partnered with Sail Newport and Clean Ocean Access for our Summit Sustainability Tour, 2018**
- **Member of Rhode Island Environmental Education Association**
- **Invited to Volvo's Ocean Summit, Newport 2018**
- **SeaAhead's Bluetech Innovation World Oceans Day, Providence; Blue Tech Night, Boston, 2018**

Martha's Vineyard Youth Leadership Initiative • www.mvyli.org Career Mentor & Job Shadow Day Program 2010-2018

The Institute's program MVYLI was founded in 2009 with local school and community leaders. MVYLI's year-round program provides youth with the tools, training and leadership opportunities necessary for them to realize their dreams for their life, their Island and the world. MVYLI's 5-year Report highlights our success, including qualitative results from our Performance Metrics and qualitative data collected from the youth.

MVYLI is very much aligned with my 5-year plan for Martha's Vineyard Public Schools. In the past, our students have greatly benefitted from MVYLI's emphasis on critical thinking, problem solving, expanding their horizons and helping them think about their future. I'm especially pleased to see this year's focus on writing.

Superintendent Matthew D'Andrea

- **Results: MVYLI's 5-Year Report:** <http://www.mvyli.org/5-year-report>
- **Mentors:** We matched over 100 Island businesses and professionals with Vineyard youth.

PRESS & VIDEOS

- MVYLI Job Shadow Day at Boston Museum of Science: 2018
- MVYLI Job Shadow Day: *Martha's Vineyard Times*: 2017
- MVYLI holds Job Shadow Day for High School Students: *MV Times* 2016
- MV Youth Leadership Initiative pairs high school students with professionals, *MV Times* 2014
- Martha's Vineyard Regional High School students test-drive careers, *MV Times*, 2013
- *When Seeing Your Shadow is a Good Thing*, *Vineyard Gazette*, 2012
- *Job Shadow Day Brings Out Some of the Island's Brightest*, *MV Patch*, 2012
- Leadership Key Ingredient for Stone Soup, *Vineyard Gazette*, 2011
- MVYLI Job Shadow Day Newsletters: 2012-2018
- MVYLI Job Shadow Day Video: 2013: <http://youtu.be/-SUJ0QwZhhU>
- MVYLI Job Shadow Day 2011 with Martha's Vineyard Chamber of Commerce
- Sustainable Vineyard Blog featured on MV Chamber of Commerce website: 2014

**Vieques Youth Leadership Initiative • www.VYLI.com
Sustainable Workforce Development Program: 2003-2009**

VYLI is the Institute's four-year bi-lingual demonstration project. Using the book, *Pan Y Vino Para El Camino* we trained young and emerging leaders to become leaders of a new Vieques. VYLI's year-round program included Youth Leadership Summit, Cultural Arts, Entrepreneur, Technology, Eco-Tourism, Sustainable Development. The Institute published the report: *The Challenges Facing Vieques Youth*. The Brookings Institute reported that Puerto Rico was twice as poor as the poorest state in the U.S. - and Vieques is the poorest in all of Puerto Rico.

- **VYLI Entrepreneurship Initiative:** Partner Network for Teaching Entrepreneurs:
- **Vieques Youth Leadership Initiative's 2020 Report on Sustainable Development: 2007**
- **Puerto Rico Tourism Company: Master Plan on Sustainable Tourism**
- **Economic Development Mission to British Virgin Islands with Mayor & VYLI youth leaders**
- **Asian-Pacific Economic Council (APEC) Youth Summit in Peru: 2009**
- **Caribbean Business** feature: **Vieques Youth Leader Josue Cruz: 2010**
- **Caribbean Media Exchange Conference on Sustainable Tourism**
Delegation to three annual conferences with youth delegates: San Juan, Puerto Rico and St. Lucia
Learned from leaders with presentations on innovations in sustainable tourism;
- **Economic & Social Development Report: *The Challenges Facing Vieques Youth: 2005***

- Proven program: continuous after-school program in Vieques for 4 years.
- Reduced School Dropouts and Provided School-to-Work Transition/Providing Youth Employment
- Reduced self-medication of youth depression-attempted suicide.
- Celebrity involvement with media track record: print, radio, TV.
- Joint effort program: integrates business community to encourage economic growth

**Sustainable Holyoke Youth Leadership Initiative • www.SHYLI.co
Sustainable Workforce Development Program: 2016-2018**

Holyoke has many issues that inhibit progress of community's social, economic, and political well-being. Holyoke is one of the poorest cities in the state of Massachusetts. With a dropout rate of 48%, the city has one of the highest dropout rates in Massachusetts. The current unemployment rate of 9% is twice the nations. The city has a high teen pregnancy rate of 54%, the highest rate in Massachusetts. The Latin community faces lack of influence within government positions. In Holyoke's public school system about 30% of educators are of Latin decent. The Sustainable Holyoke Youth Leadership Initiative strives to address these issues and empower young people to help create progress in our city. Sustainable Holyoke Youth Leadership Initiative is a year-round program to educate and empower youth through innovative training workshops: college field trips, mentor/career development, entrepreneurship, coding, and youth leadership. This program was envisioned by Holyoke youth delegates at the Institute's 12th Leadership Summit on Martha's Vineyard. They worked with the Institute's faculty and emerging leaders from Vieques, Puerto Rico. By building on the Vieques Youth Leadership Initiative (www.vyli.com) they aspire to envision a better life for young people in their community. www.shyli.co

- **Boston Museum of Science with Galen Ho:** Job Shadow Day: 2018
- **Rep. Vega & Alex Siordia:** Job Shadow Day 2017
- **Entrepreneur Course for Girls Inc. of Holyoke** with **Kassandra Castillo**
- **Job Shadow Day: March 3, 2018**
- **Job Shadow Day: February 3, 2017**
- **VIDEO:** <https://www.youtube.com/watch?v=g3VwrjDaH2Y>
- **VIDEO:** <http://www.youtube.com/watch?v=MMLExGnrcu0>

**Sustainable Hawaii Youth Leadership Initiative • www.SHYLI.org
Sustainable Workforce Development Program: 2010-2016**

SHYLI's Fellows Program is building a new generation of leaders, innovative thinkers, and action-oriented young/emerging leaders. The SHYLI model integrates the best of the Institute's work of 18 years with 8 different island communities. The Institute's innovative programs use **Design Thinking, Life Planning, Entrepreneurship, and Project Management** to envision **Sustainability Projects**. Through the integration of technology, fieldwork, mentorship and reflection this personalized educational experience trains people in real-world situations. **SHYLI's Sustainable Workforce Development Program** helps translate youth passion with practical experience in the job market and the world of work. SHYLI's goal is to give young people an opportunity to learn about **career pathways to 21st century and STEM sustainability jobs**. From engineers and marine biologists to tech/computer science coders, writers and lawyers --sustainability takes a whole village of people with a wide variety of jobs and careers! Hawaii aspires to be a national-global leader in sustainable development – and at the forefront of renewable energy. It will take a concerted effort to realize the goal of a diversified, sustainable economy to support Hawaii's goal of 100% Renewable Energy by 2045.

2018: Special Project: Sustainable Hawaii Toolkit • www.SustainableHawaiiToolkit.org

In partnership with the Department of Business, Economic Development & Tourism (DBEDT) in partnership with Design Thinking Hawaii. The Sustainable Education Toolkit responds to:
"How Might We Build a Resilient Green Economy in Hawaii?"

Press

- **Youth Get Glimpse of Future on Job Shadow Day, Honolulu Civil Beat**, March 2015
- **Big Island Leaders Host Youth on Job Shadow Day, Hawaii 24/7**, February 2014

Oceanit hosted Career Mentor & Job Shadow Day Reception

In 2015 Job Shadow Day was a week, with 3 different locations: Hawaii, Oahu and Washington D.C.

In 2014, Oceanit hosted a joint reception with the University of Hawaii's Hilo Chancellor's Offices.

In 2013, Kona-Kohala Chamber of Commerce hosted a reception. <http://shyli.org/job-shadow-day-2016>

- Alex Siordia: **Representative Cindy Evans** at Hawaii State Capitol, Oahu
U.S. Senators Maisie Hirono and Brian Schatz, Washington D.C.
- Allie Kitchens: **Stephen Green Architecture**, Waimea
- Bethany Anderson: **Aloha Veterinarian Center**, Hilo
- Cara Phillips: **KITV's Morning News Anchor Lara Yamada**, Honolulu
- Daniel Forsythe: **Lāna'i Aquaponics Commercial System & Mari's Garden Network**, Oahu
- Elijah Anakalea-Buckley: Paul Ponthieux & Christine Young, **Pu'u Wa'awa'a Ranch**, Waimea
HCATT's BESI Waste to Energy Project Dedication
- Jacqueline Noborikawa: Linda Burger, **NSA Technology Transfer Program & AAUW**, Honolulu
- Juanito Moises: **Oceanit: Mechanical Engineer Robotics; Quantum Optical Technologies; Machine Vision**
- KaMele Sanchez: **Hamakua Springs Country Farm**, Hilo
- Kynan Kawaii: **Wakefield & Sons Inc.**, Kealahou, Hawaii Island
- Lucy Gaceta: **UH Sea Grant College Program/ School of Ocean, Earth Science and Technology**
and Sustainable Landscaping, **Pulama Lana'i LLC**, Lanai
- Makana Tavares: **Pu'u Honua o' Honaunau National Historic Park**
- Mickie Hirata: **Renewable Energies Hawaii Electric Company & Oceanit's Ibis**, Honolulu
- Serena Le: Dr. Russell Woo, **University of Hawai'i, John A. Burns School of Medicine**
Dr. Dexter Poon, Oceanit, HiCare: Hawaii Center Anatomical Research & Education LLC
- Sherry Anne Pancho: **Daniel Inouye College of Pharmacy, University Hawaii Hilo**,
W.H. Keck Observatory: Mechanical Engineer & Robotics Software Engineer, Waimea
- Tania DuPont: **Lara Yamada, KITV, Todd Simmons, Civil Beat, Louanne Ponder, Editor**
- Trevor Tanaka: **Ali'i Health Care & Kona Community Hospital**, Kona, Hawaii

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Virgin Gorda Youth Leadership Initiative Career Mentor & Job Shadow Day Program: 2005-2009

VGyli's mission is to inspire and assist young people to develop their full potential, broaden their horizons, strengthen their character and develop their leadership abilities so they can positively contribute to the future of Virgin Gorda. VGyli is a fellowship program where young people received mentors, internships, apprenticeships and/or job training. They practiced their leadership skills by working with younger students and assisting them in clarifying their dreams and developing projects within their organizations, churches and communities.

- **STEM Workforce Development Program: Black Engineer of the Year: Hulas King, Siemens**
- **Hospitality Industry Training with Bitter End Yacht Club Owner, Dana Hokin**
- **VIDEO:** https://www.youtube.com/watch?v=k_xY-AfX6Pk
- **BVI Tourism Company:** Youth intern with BVI Tourism Company; Promoted to London HQ
- **Caribbean Media Exchange Conference on Sustainable Tourism**
Youth delegation to three annual conferences in San Juan, Puerto Rico and St. Lucia

Other Workforce Development Initiatives

Boston: 2009

The Institute collaborated with the **Boston Private Industry Council's** summer jobs worksite at the **University of Massachusetts Boston's Media Lab**. We developed a high-level internship in educational media technology for **TechBoston** students. Using the Institute's educational curriculum, Boston youth learned about local heroes in Boston; edit videotapes from the Institute's training programs; enhance Institute's websites to inspire, train and empower many more youth.

Baltimore Leadership Initiative: 2000

The Institute conducted a year-long workforce development planning process in partnership with **Greater Baltimore County's LEADERShip Baltimore**. Organizational partners: **YMCA of Central Maryland** and **Morgan State University**. Funders include: **Annie E. Casey Foundation, United Way of Central Maryland and Leadership Baltimore**.

Cincinnati Youth-Community Initiative: 1999

The Institute conducted a community assessment, strategic planning process and workforce development program with youth & adults from 25 community organizations: built bridges, increased collaboration with organizations, schools, companies, State Senators and media. **Big Brothers, Big Sisters of Cincinnati**. Funders **Smith Family Foundation, Meyer Company**.

Oakland Youth Leadership Initiative: 2002-2003

The Institute conducted a year-long workforce development program in partnership with **Fremont High School's Media Academy** and **CNN Student Media Academy** to produce award-winning video: **Oakland: In Search of Heroes** featured at **The Institute's Celebration of Heroes with Mayor Jerry Brown**.



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