READY WORK GIRL Ambassador Program





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ABOUT GIRLS FOR A CHANGE

Since 2013, Girls For A Change (GFAC) has focused more deeply on the empowerment and uplifting of a population whose needs are most unmet—Black girls and other girls of color. GFAC views this action as a first step to end the prejudice, poverty and lack of resources that leave Black girls and young women vulnerable at the margins of society.

Through GFAC programs, girls create change by engaging in social change projects, and in the process, they learn problem-solving skills, as well as what it means to change policy and create movements. GFAC programs also focus on leadership skills, goal-planning, financial literacy, building a network, exposure, community engagement, skill-building, sisterhood building, and social-emotional learning, among other things. We also address various issues including institutional racism, gender bias, the digital divide, and the glass ceiling, which for many Black girls can be a concrete ceiling.

GFAC programs are designed to provide girls with consistent support, from youth into young adulthood, and beyond. GFAC offers programs that page elementary to early college years. Through experiential learning and consistent exposure, we focus on ensuring girls are ahead of the learning curve, breaking cycles and closing the opportunity gaps faced by too many disadvantaged, marginalized or underrepresented girls—specifically Black girls.

We want to give every girl who aspires to get ahead a chance to be seen, heard an<mark>d celebrated!</mark>



READY TO WORK **GIRL Ambassador** Program

ABOUT

The Girl Ambassador Program (GAP) is a 21st-century workforce development program for Black girls and other girls of color that teaches hybrid skills and prepares them for better-paying jobs in technology and professional careers. GAP is a four-year, tiered approach that supports paced learning and development, where certified instructors work with girls based on their individual software and hardware proficiencies and life experiences. Also, girls are introduced to thought leaders and subject matter experts on job readiness, leadership, networking and financial literacy tools that will give them a head start to professional and entrepreneurial career pathways.

Most important, GAP is intentional about affirming our girls as well as giving them professional skills. GAP builds self-esteem and self-efficacy by ensuring positive images of Black girls are in abundance. This affirms that themselves in our diverse team of instructors and guest speakers.

Saturday sessions will cover a variety of hybrid skills, both hard and soft skills, ranging from coding to resume building. Not only do we offer remote classroom learning, we also cultivate experiences that encouragea bond of sisterhood through our field trips and excursions. At the end of the program, each girl will walk away with a new network of peers, new skills, experiences she will take with her for the rest of her life, and an opportunity to have real-world work experience in the summer.

THE GIRL AMBASSADOR PROGRAM



READY TO WORK **GIRL** Ambassador Program

Closing Gaps Through J GAP

Black women's labor share is higher than the rate of all other women. Yet, Black women are less likely than their white counterparts to occupy higher-level jobs that offer better benefits, greater mobility, and economic stability. Every young person deserves the opportunity to earn a paycheck and gain skills that will unleash their potential, break poverty cycles, and create generational wealth. Black girls and other girls of color will fall farther behind without the skills and networks necessary for employment by 2030.

Our one-of-a-kind program closes the digital divide, breaks down technology barriers, and introduces participants to a network of diverse business owners and mentors that we call ambassadors. Our ambassadors recognize these barriers, advocate for Black girls, participate in mandatory bias training, share their networks and commit to creating systemic change.

Apprentice: 9th Grade or Year One

Participants are introduced to software programs such as Microsoft Office and Adobe Suite and participate in workshops featuring social media, marketing, event planning, office etiquette, and more. These skills will help them in school or in their future careers to create documents, presentations, and reports.

First-year participants serve as volunteers or interns during their first summer job placement.

Please note: All job placements are dependent on a participant's evaluation at the end of the program and the capability demonstrated during the program.

Junior Associate: 11th Grade or Year Three

Participants develop their skills through our signature training program. In addition, participants will continue learning and developing through workshops featuring industry experts.

Third-year participants are placed in an internship with a small business or a volunteer opportunity.

Please note: All job placements are dependent on a participant's evaluation at the end of the program and the capability demonstrated during the program

GAP Pathways

Assistant: 10th Grade or Year Two

Tenth graders or those joining us for their second year will hone in on specific software training/tracks and prepare for certification exams. Participants will develop their knowledge of current software services and products. They will continue participating in workshops featuring social media, marketing, event planning, office etiquette, and more.

Second-year participants are placed in an internship with a startup company or volunteer position.

Please note: All job placements are dependent on a participant's evaluation at the end of the program and the capability demonstrated during the program.

Senior Associate: 12th Grade or Year Four

12th Grade or Year Four Participants develop their skills and pursue full-time employment opportunities with former employers or go on to higher education or vocational schools.

Fourth-year participants are placed in an internship with a corporate business or a volunteer opportunity.

Please note: All job placements are dependent on a participant's evaluation at the end of the program and the capability demonstrated during the program.



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GAP Benefits + Opportunities

By joining GAP, our participants get on-ramps to employers, mentors, and resources well before college. GAP gives them a head start to grow their professional networks and skill sets. Many of our participants share how they love developing sisterly friendships with other participants as well.

When I first began the girl ambassador program, I felt un-knowledgeable. I didn't feel like I knew much; I didn't feel worthy of getting a job that impacted so many people. But through the courses and summer learning that I was engaged in, along with the mentorship and network that I was exposed to, it really impacted me. The program made me feel like I was worth it and that I was capable of doing these jobs.

- Breanna, Girl Ambassador Alumni

Additionally, girls will have access to our community-funded Immersion Lab, a culturally competent co-working space for girls ages 14 to 24 years old living in Richmond, Va. and surrounding counties.

As members of the Immersion Lab, girls have access to:

- Virtual experiences such as panels, workshops and events
- Microsoft and other software certifications
- **Access to jobs**
- A place to complete school work
- A network of like-minded young women and girls
- Coaching from professional women leaders
- Interview prep, reference letters and resumes
- **Peer support groups**
- **Continuing education support**
- Discounted rate on event space usage
- Job creation and entrepreneurship training
- Access to the internet and technology

- Loaner computer equipment to work from home
- Membership to a variety of museums
- An opportunity to dine and shop at local clothing stores and restaurants at a discounted rate
- The ability to utilize other co-working spaces in the area
- Bus tickets that allow you to get to and from The Immersion Lab are available for students who attend Richmond Public Schools



GAP Commitments

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Participants

Participants meet on Saturdays, which can be challenging after a demanding school week. But, our girls know that they are giving up a few Saturdays each year to set themselves up for a successful future. Participants commit to showing up dressed in attire that matches the occasion. Each participant should have business attire for those days when they are networking or interning. Also, participants should arrive punctually for each training or event with a can-do attitude.

> Since my daughter has been a participant of the program she has been given a voice. It has made her her own advocate. She has picked up new interests in fashion and loves drawing and designs. This program has truly opened her eyes to what she can do.

> > - TESTIMONIAL FROM A PARENT **Roxanne Saunders**

Parents

Parents play a critical role in helping their daughters navigate through our program. We expect parents to encourage active participation, consistent and punctual attendance and completion of in-class or at-home assignments and projects. We encourage parents to ask their daughters about their day and what they learned. Understanding that this is a workforce development program, parents also need to promote independence so that your daughters learn how to advocate for themselves in the workplace and with other adults.

> READY **GIRL Ambassador** Program

<u>We think that this is an amazing program and</u> opportunity for all of the young ladies that participate. We hope it continues to flourish. We are happy to have the Girls Ambassador Program as a part of our community. It is a definite necessity. This is what we truly call essential programming.

Founder and Owner of Adiva Naturals

Ambassadors

Our diverse ambassadors, also known as our business partners, recognize that this unique program decreases poverty, removes barriers, increases employment and broadens Black girls' professional networks well before- entering college or the work force. Ambassadors open their networks and offer their resources and mentorship to girls. They agree to attend implicit bias training to tackle personal bias, improve communication skills and embrace cultural differences. Ambassadors attend a speed networking event to interview the participants and select the girls who would be the best match for the position.

- TESTIMONIAL FROM A PARTNER Nadira Chase



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Overview of the CAP Process

STEP 1: Attend a GAP Information Session

The GAP Information Sessions provide an opportunity to parents, current and prospective partners and participants to learn about our GAP and its commitments. Here, you will get an in-depth look into the program offerings and hear partners and participant experiences.

STEP 2: Complete the Application

Online applications are available on GirlsForAChange.org in the fall and remain open until January of the following year. A completed application is required for both participants and ambassadors.

A teacher or mentor recommendation and current report card are required for participants, so begin to gather that information. Also, there is a registration fee at the time of submission for participants. Please contact us if the registration fee presents a financial challenge.

STEP 3: Attend Orientation

Once accepted into the program, parents and participants must attend orientation. Here, parents and participants will learn the specifics of the program, including training dates, a curriculum overview and any other details to help families plan and adjust to the program.

STEP 4: Attend Saturday Sessions + Programming

Saturday sessions happen each week unless otherwise notified. At these sessions, participants will hear from local professionals who will teach them various software and hardware programs, leadership skills and more.

> # Ambassadors do not attend Saturday training but can use this time to create a work plan for their future intern.

STEP 5: Speed Networking

At the end of the nine-week training, ambassadors and participants will participate in a fun, speed networking event where they interview each other. Both ambassadors and participants rank their choices following meeting the interviews. Job placement choices are not guaranteed, but we strive to give each person their first or second choice.

STEP 6: Get Matched

Following the speed networking, participants are matched with employment opportunities at local nonprofits and businesses. Participants may be placed in a job or volunteer opportunity that is dependent on their skills, attendance, and a variety of factors. All paid jobs offer competitive pay, and girls will receive payment on a bi-weekly basis. Placement in a paid job is not guaranteed, but participants will be placed in a volunteer opportunity.

STEP 7: Check-ins

During the internship, a GAP program coordinator will check in twice to learn how the internship is progressing. Check-ins are opportunities to connect and recalibrate, if necessary. The GAP program coordinator will meet with the ambassador and participant.

STEP 8: Complete a Survey

Both participant and ambassador will complete a survey about their GAP experience and return it to a GAP program coordinator.

Volunteer opportunities offer many experiences, skills, and networking options that are beneficial to resume building and growing as a professional. Volunteers do not work as many hours as paid interns.

STEP 9: Attend the Closing Ceremony

Participants and ambassadors are encouraged to join us for the closing ceremony to celebrate completing the internship.



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We'd love for you to join the Girl Ambassador Program!

Since 2018, we have provided more than 20 girls with jobs at employers such as Virginia Public Media, Emergent Social Solutions, Adiva Naturals, Sassy Jones, the Office of Senator Jennifer McClellan and more.

For more information, please call (804) 405-2827 or email info@girlsforachange.org.

Get Connected

Let's work!



