



The Stone Soup Leadership Institute Workforce Development Overview 2019

The Stone Soup Leadership Institute is a global leader in designing innovative 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 innovative 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 twenty years of real-world experience with workforce development initiatives. It offers high touch/high tech dynamic e-learning opportunities, smart tools, and an interactive community. **Courses** include: **Career Mentor & Job Shadow Day** and **College Prep & Community Service** and our **Train-The-Trainer Program** that builds local capacity to develop the **next generation of leaders**. For the last four years, BETA tested these online tools and are ready to scale up to reach millions of youth around the world.

The Institute's Executive Director's former 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** incorporate these stories with best practices from leadership-management programs.

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The Institute's Career Mentor & Job Shadow Day 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 and Senators 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 a successful entrepreneur and COO for Rebag in New York City. When she was just 14 years old, Kassandra attended the Institute's first Youth Leadership Summit in Vieques, Puerto Rico in 2003. Kassandra was empowered by the Institute's year-long program, **Vieques Youth Leadership Initiative**. We nurtured her entrepreneurial and developed the VYLI 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. Now in New York City, Kassandra is COO to this \$5 million business, overseeing 20 employees. The company just received \$25 million to expand to 30 cities. Kassandra serves as a faculty member at many of the Institute's work development programs.

- **The Institute's Performance Metrics** measures skills needed for 21st century job market adaptability, communication, critical-thinking, conflict-resolution, teamwork, project management, and problem solving.
- Most dramatic increases: **Leadership, Communication, Personal Confidence and Community**.

The Institute's 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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**Martha's Vineyard Youth Leadership Initiative
Career Mentor & Job Shadow Day Program 2010-2018**

- **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.
<http://www.mvyli.org/job-shadow-day/mvyli-mentors>

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
<http://www.youtube.com/watch?v=MMLExGnrcu0>
- Sustainable Vineyard Blog featured on MV Chamber of Commerce website: 2014
Feature Chef from #1 Harbor View Hotel, with Farm to Table suppliers http://youtu.be/GN_RyLGPLI

**Vieques Youth Leadership Initiative
Career Mentor & Job Shadow Day Program: 2003-2009**

- **Asian-Pacific Economic Council (APEC) Youth Summit in Peru: 2009**
- ***Caribbean Business* feature: Vieques Youth Leader Josue Cruz: 2010**
- **Puerto Rico Tourism Company: Master Plan on Sustainable Tourism**
- **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;
- **VYLI Entrepreneurship Initiative:** Partner National Foundation for Teaching Entrepreneur:
- **Vieques Youth Leadership Initiative's 2020 Report on Sustainable Development: 2007**
- **Economic & Social Development Report: *The Challenges Facing Vieques Youth*: 2005**

**Sustainable Holyoke Youth Leadership Initiative
Career Mentor & Job Shadow Day Program: 2016-2018**

- **Boston Museum of Science with Galen Ho:** Job Shadow Day: 2018
- **Rep. Vega & Alex Siordia:** Job Shadow Day 2017
- **VIDEO:** <http://www.youtube.com/watch?v=MMLExGnrcu0>
- **Entrepreneur Course for Girls Inc. of Holyoke** with **Kassandra Castillo**
- **VIDEO:** <https://www.youtube.com/watch?v=g3VwrJDaH2Y>

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**Sustainable Hawaii Youth Leadership Initiative
Career Mentor & Job Shadow Day Program: 2010-2016**

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!

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

2018: Special Project with 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?*"

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

- **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

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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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