



EXPLORINGTM
DISCOVER YOUR FUTURE



WHAT IS EXPLORING™

Exploring is Learning for Life's career education program for young men and women in sixth grade through 20 years old. Adults are selected by the participating organization for involvement in the program. Clubs are for sixth- through eighth-graders. While these groups are often "general interest" and introduce youth to a variety of different career fields, they could also be focused on a single career. Posts, for 14- through 20-year-olds, are the opposite. Most often they focus on a single career field, but they could also be "general careers."

“ Exploring's purpose is to provide experiences to help young people mature and to prepare them to become responsible and caring adults. Exploring is based on a unique and dynamic relationship between youth and the organizations in their communities. Local community organizations initiate an Exploring program by matching their people and program resources to the interests of young people in the community. The result is a program of activities that helps youth grow, develop, and pursue their special interests. Exploring programs specialize in a variety of career skills.

OUR VISION

Shape the workforce of tomorrow by engaging and mentoring today's youth in career and life-enhancing opportunities.

“ Opportunity. So many doors open up not only for a career but relationships. I have developed relationships with other youth Explorers, adult leaders, and business professionals. With these relationships I have gained friends, role models, and mentors that have helped me along the way with my future.

-ISAAC B.
EXPLORER OF THE YEAR

PROGRAMS ARE BASED ON **FIVE AREAS OF EMPHASIS**

1 CAREER OPPORTUNITIES
Real-world career skills facilitated by caring professionals

2 LEADERSHIP EXPERIENCES
Training opportunities to develop the leadership skills that employers desire as well as leadership opportunities for youth within the program

3 LIFE SKILLS
Conflict resolution, problem solving, teamwork, and communication

4 CITIZENSHIP
Service learning opportunities in your community

5 CHARACTER EDUCATION
Professionalism and ethical decision making

“ One of the issues that businesses should focus on is Exploring, because we’re training young people about specific industries, we’re defining for them what they need to do in school to end up with good jobs, and we’re bringing together people that need workers and people that are going to be workers.

-**THOMAS J. DONOHUE**
PRESIDENT AND CEO
U.S. CHAMBER OF COMMERCE

“ Exploring showed my daughter that everyone must work as a team.

-**BREANNE T.**
EXPLORER PARENT





EMPLOYEE BENEFITS

- Increased realization that we are ALL responsible for molding today's youth and tomorrow's leaders
- Greater awareness of role within the company
- Greater community involvement
- Enhanced communication, planning, and program development skills
- Being an integral part of shaping a young man's or woman's future
- Increased opportunity for advancement within the company

YOUTH BENEFITS

- Practical, real-world career experiences and insight
- Stimulated interest in continual education
- Building of leadership, self-confidence, and problem-solving skills
- Cooperative relationship between adults and youth
- Community service to others
- Make new friends
- Obtain experiences that can be listed on college, job, and scholarship applications



COMPANY BENEFITS

- Cultivate future employees
- Reduce employee turnover and training expenses
- Impact the education process of youth
- Supplement employee recruitment methods
- Prepare young adults for transition from school to workforce
- Develop future responsible and caring adults
- Improve employee morale
- Demonstrate visible commitment to the welfare of the community

SCHOOL BENEFITS

- Meet state or federal career education standards
- Partner with local businesses in your community
- Extend the classroom beyond the school day
- Gain access to a free career interest survey

FIND CAREER PATHS





PROVIDING **WORKFORCE SOLUTIONS***

The U.S. Chamber of Commerce Foundation has identified two main approaches that companies are using to forge new and customized pathways of developing young talent: (1) creating specific internal programs and (2) partnering with strategic nonprofits and external organizations. Additionally, they distilled five “essential elements” that can help more employers create powerful youth talent pipelines.

1 CONNECT YOUR YOUTH EMPLOYMENT STRATEGY TO YOUR BUSINESS STRATEGY
Exploring provides year-round support to support your business strategy.

2 FIND THE RIGHT PARTNER TO SOURCE YOUTH TALENT
Exploring identifies youth interested in your industry on your behalf.

3 REVIEW YOUR POLICIES THAT POSE BARRIERS TO YOUTH HIRING
We will share Exploring successes within your industry with you.

4 PRIORITIZE SOFT SKILLS DEVELOPMENT
Exploring can provide these resources.

5 MEASURE AND CONTINUOUSLY IMPROVE YOUR YOUTH EMPLOYMENT STRATEGY
Exploring partners with organizations that provide this type of research.

** Source: U.S. Chamber of Commerce Foundation*

WHAT DOES A TYPICAL

EXPLORING™ PROGRAM LOOK LIKE?

- Each program sets its own meeting schedule. Your program schedule is **flexible** and should be based on the availability and resources of your organization and your youth participants. For example, instead of meeting twice each month, you might elect to have an intensive eight-week program.
- The **national average** of youth membership in a single Exploring program is 24 participants. The minimum number of participants required is five.
- Exploring is not Exploring unless it is a hands-on, **interactive program**. Job shadowing and facility tours are certainly a part of the program, but they should not be the focus of your program.
- Work with **youth leadership** to coordinate an annual “superactivity” like attending a national Exploring event, planning an overnight trip, or coordinating a community event.
- Some participating organizations choose to charge a program fee in addition to the annual registration fee to **subsidize the cost** of program materials, T-shirts or uniforms, or snacks and beverages at each meeting.
- Having a minimum of **six registered adult leaders** is recommended. The minimum requirements are four for posts and two for clubs.
- Host an open house (youth recruitment night) **annually** in the fall.



You can actually see young people grow, becoming members of the aviation community as their curiosity is satisfied through Exploring. We attract sharp young people during their formative years.

-HAL SHEVERS
FOUNDER/CHAIRMAN
SPORTY'S PILOT SHOP

SAMPLE PROGRAM CALENDARS

These are just two examples of the many options and flexibility you have with your own program.

AUTO TECH OFFERS MONTHLY MEETINGS YEAR-ROUND	
SEPTEMBER	Open house
OCTOBER	Tools of the auto trade
NOVEMBER	Routine maintenance and youth officer elections
DECEMBER	Off
JANUARY	Automotive repair careers
FEBRUARY	Brakes and braking systems
MARCH	Drive trains
APRIL	Fuels and fuel delivery systems
MAY	Buying a used car
JUNE	Electrical systems
JULY	Off
AUGUST	Selecting an internship

ENGINEERING OFFERS TWO IDENTICAL EIGHT-WEEK PROGRAMS THROUGHOUT THE YEAR	
WEEK 1	Electrical systems
WEEK 2	Chemical engineering
WEEK 3	Design process and youth officer elections
WEEK 4	Industrial engineering
WEEK 5	Civil engineering
WEEK 6	Electrical engineering
WEEK 7	Group project
WEEK 8	Group project continued

READY TO DEVELOP A WORKFORCE SOLUTION?

TAKE THE FIRST STEPS:

- 1** Contact your local Exploring representative through www.exploring.org and discuss the four phases of program organization.
- 2** Evaluate the benefits that the Exploring program can bring to your company, your employees, your youth, and your community.
- 3** Find the right employees and parents to become Exploring volunteer leaders.
- 4** Schedule a program planning meeting with the local Exploring representative and six to eight champions of the Exploring program from your business or organization. The Exploring representative will guide you through the program planning process.
- 5** Host an open house to recruit and screen youth participants. The Exploring representative will take the lead on youth recruitment.

Continuously cultivate future employees through your own Exploring program!



YEAR-ROUND SUPPORT FROM YOUR LOCAL EXPLORING OFFICE

- Youth recruitment
- Career interest survey data
- General liability insurance coverage
- Accident and sickness insurance coverage options
- Criminal background checks on adult participants
- Access to outdoor recreational facilities
- Program planning assistance
- Invitations to regional and national events
- Adult and youth leader training

NATIONAL SUPPORT

- Registration
- Enterprise risk management
- Program resources
- Volunteer training development
- National youth events
- National partnerships



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“ You don't have to be a 'person of influence' to be influential. In fact, the most influential people in my life are probably not even aware of the things they've taught me.
-SCOTT ADAMS
CREATOR OF THE SYNDICATED *DILBERT* CARTOON

“ Without Exploring, I don't know where I would be. Exploring opened the doors to a very successful career for me.
-DANIELLE S.
EXPLORER ADVISOR

 exploring.org

 facebook.com/lflexploring

 youtube.com/learningforlifeusa

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SKU 638289

7 30176 30646 9
800-420 2017 Printing