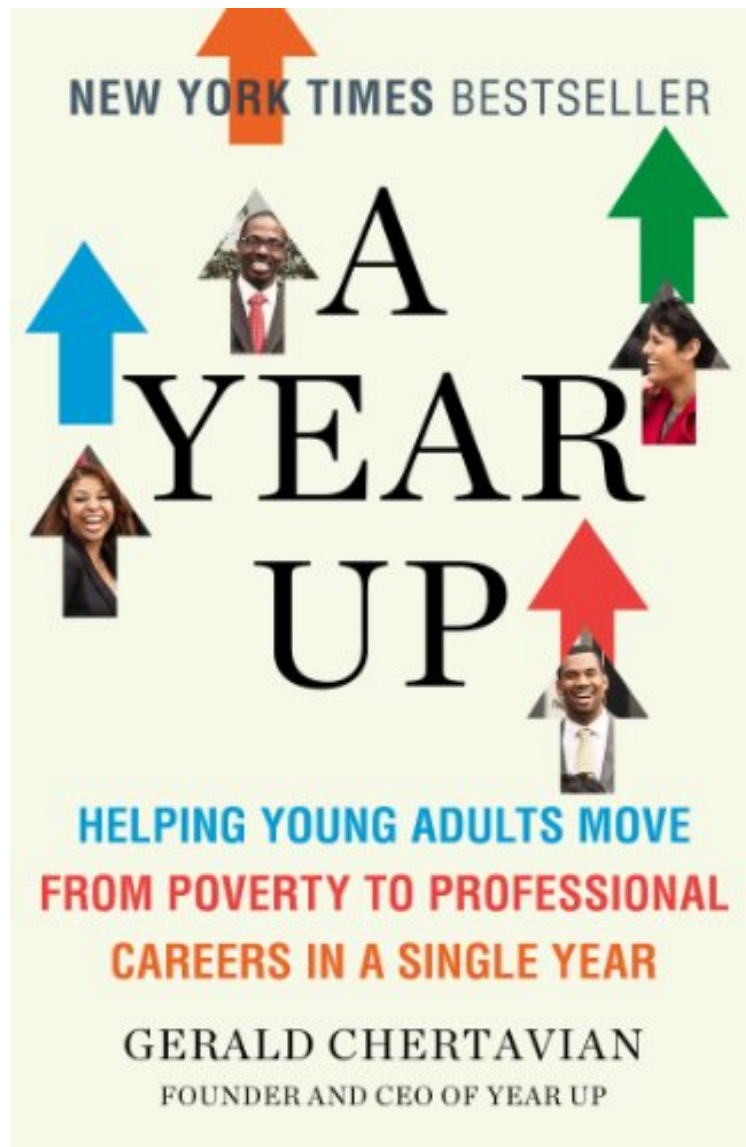


(Download) A Year Up: Helping Young Adults Move from Poverty to Professional Careers in a Single Year

# A Year Up: Helping Young Adults Move from Poverty to Professional Careers in a Single Year

Gerald Chertavian

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**Gerald Chertavian : A Year Up: Helping Young Adults Move from Poverty to Professional Careers in a Single Year** before purchasing it in order to gauge whether or not it would be worth my time, and all praised A Year Up: Helping Young Adults Move from Poverty to Professional Careers in a Single Year:

3 of 3 people found the following review helpful. A book to inspire a nationBy NigelHA Year Up by Gerald ChertavianI was privileged to meet Gerald several years ago and I found his accounts of the students' challenges and

successes an inspiration to read. It was fascinating to see his business skills in action and for such a worthwhile cause. This is a must-read book. Year Up is a unique program / business that was started in 2001 with an economic engine of 3.7 million 18 to 24 year old disadvantaged young adults in the USA. This figure is now nearer 5 million, so the need to help them is even more acute. Year Up is one of the fastest growing nonprofits and its budget has risen from \$100,000 in 2001 to \$40m today and now also has over 180 employees. Year Up develops young adults using mentoring, focus groups, business training, etc., ensuring they receive the skills needed to get and retain a job. The training includes how to dress and communicate in a business environment. Gerald weaves in key business messages with the stories of young people to illustrate their success, talents and resilience. He also covers some failures and ensures each failure is treated as a learning opportunity. The students learn to let go of issues from the past, so they can move ahead faster; build basic time management skills; understand the importance of a network and much more. The program is supported by major companies, that have taken the students as interns, and then, as they see the skills and value, as full-time employees. A Year Up is a story about unemployment, education and success. It is not written as a business book but would stand alongside Good To Great and other leading titles. Gerald uses the business tools from his time at Harvard and his own experiences. So it was not a surprise to see that Year Up is now a business case on Harvard Business School's class on social entrepreneurship. Some course feedback on "Why a success?" :- Strong culture of performance- Hired exceptional people- Incentives linked to performance- Ability to create a sense of urgency- Mentoring

For Year Up, the business lessons are very clear and compelling: Guiding principles Authentic leadership based on clearly articulated values A well crafted and well executed strategy Getting the right people in the right seats and ones that are as passionate about the Year Up mission Create a strong, recognizable culture with a clear mission and culture Recruit the best people and don't compromise - Understand your teams' skills and ensure you work to complement each other Core values visible at all sites. - Respect and value others- Be accountable- Build trust and be honest- Strive to learn- Work hard, have fun Cultural competency often is ignored in appraisals of people skills, leadership, ability to set direction, etc. so provoked a question "should diversity be a core value?" ... So their sixth core value is now Engage and Embrace Diversity. Fast Feedback Friday feedback is a fixture for staff and students to assess the week's performance, exchange comments, adjust attitudes, bestow compliments, and communicate frustrations - emphasize positives and frames negatives as "growth areas" - trust is built on transparency; add flexibility in the program to anticipate the needs of a changing job market and adapting the course to the needs of the end customer - adding skills they would need. Culture Focus on future not past Be in the room and focus Work hard and have fun Respect each other's time Power of mentoring in all aspects of life Performance Focus Results orientated organization Get it right then replicate it to other cities, get the process fixed first. Do research and get the facts before making key decisions on a new location - put data into a comparison chart then make the right decision. A Attitude; B Behavior and C Communications key for all involved. People as an asset Year Up also invests in its own employees and the retention rates confirm this works: Employees are valued - benefits package above the average Ethic of high expectations and high support applies to everyone Other interesting points are that tools such as the SharePoint document management tool and Salesforce.com can be used as effectively in this environment as any business. The power of Salesforce.com and ability to send every Monday a dashboard of key metrics to Gerald's BlackBerry ensures he keeps his finger on the pulse. I like the following quote - The person that risks nothing does nothing, has nothing, is nothing. He may avoid suffering and sorrow, but cannot learn, feel, change, grow or live....only a person who takes risks is free. In summary this book is about Year Up, a business that is truly making a difference today. It is a journey and with 1300 students in 2011 but a 5 year plan and a BHAG of 100,000 a year in 2016. Maybe we should all do the Interactive exercise that he embeds in the program - What is your purpose in life? I was particularly pleased to see the Government taking an interest and the potential that will give the business. A potential Social Innovation Fund to drive investment towards new and better solutions for the critical social problems would help the cause. 1 of 1 people found the following review helpful. Life-Changing Stories That Can Change Your Life By Joanne Dustin Can one person make a difference? Can a small group of people change the world? Even in this time of economic recession and political cynicism, there is significant evidence that this is possible. A Year Up: How a pioneering program teaches young adults real skills for real jobs with real success, shows us the way. The program participants' stories speak volumes about its impact, not only to their own lives, but also to the lives of those around them, changing the world in which they live - in which we all live. Some of their stories are difficult to read, and not all have happy endings, but the messages of triumph over adversity come through loud and clear. Stereotypes are shattered. Connections are made. Networks are built and sustained. Gerald Chertavian had the inspiration, dedication and fortitude to build Year Up when other hi-tech entrepreneurs were taking "early retirement". He, along with the great staff he has put together, are role models for achieving social change ... reminding us that we are all in this together. This book is a must-read for anyone who has hiring authority in organizations, as well as those who are in career development roles ... and especially for those who may be thinking they can't make changes in their own lives. Joanne Dustin, Career Coach 1 of 1 people found the following review helpful. A truly great book on social entrepreneurship, young adult success By Social Entrepreneur I read about 20 books a year at the intersection of business and social change, and this is one of the best I've read in a long time. I set out to simply skim the highlights, but I was drawn in by both the compelling stories

of the commitment of young adults to changing their lives, and by the author's meticulous and visionary efforts to build a scalable social enterprise. Mr. Chertavian has set out not just to run impactful programs, but to close the Opportunity Divide through advocacy and partnerships. The evolution of how he got to this broader vision, and the methods by which he's building an organization to fulfill it, offer lessons to social entrepreneurs in all fields, and especially to those charged with moving people up the rungs of the career ladder. In addition to offering up a great model, this book is a wonderful read.

The inspiring story of a pioneering program that is redefining urban young adults as economic assets, not deficits. During Gerald Chertavian's many years as a Big Brother, the former technology entrepreneur realized that our nation's "Opportunity Divide" strands millions of young, disadvantaged, yet motivated workers at the bottom of the job ladder. In 2000, Chertavian dedicated his life to closing that divide and Year Up was born. Year Up is an intensive program that offers low income young adults training, mentorship, internships, and ultimately real jobs—often with Fortune 500 companies. 85 percent of program graduates are employed or in full-time college within four months of graduation. Today, Year Up serves more than 1,300 students in nine cities across the nation. Following a Year Up class from admissions through graduation, A Year Up lets students share—in their own words—the challenges, failures, and personal successes they've experienced during their program year. This deeply moving and inspirational story also explains Chertavian's philosophy and the program's genesis, offering a road map for real change in our country and a beacon for young adults who want the opportunity to enter the economic mainstream.