

## **MLK Partner Orientation – February**

*How does the inclusion of MLK youth help your organization meet your organization meet its mission?*

- Helps build leadership skills
- Access to all
- Honest about the purpose, mission and alignment
- Opportunities for new learning
- Tree inventory
- Community engagement
- Building financial literacy skills
- Helping youth develop the skills to be the next generation of leaders
- Building and developing leadership training and qualities
- Social and emotional learning
- Younger kids can learn from peer role models

*What are the tangible skills that you hope Scholars gain through their participation in the MLKS Forum sessions?*

- Financial literacy
- Connections with other youth
- Community building
- Goal development/planning
- Leadership
- Public speaking
- Advocacy
- Methods/models for effective community-based change/activism
- Peers of like minds & interests
- Leading effective & inspiring meetings
- Challenging the status quo
- Understanding of family systems

*What are the tangible skills that Scholars will gain through their work with your organization this summer?*

- Excel, Outlook, O365
- Positive peer influence
- Financial literacy
- Customer service
- Positive peer influence
- Mentorship + leadership
- Research skills
- Using art for community activism
- How to use their voice to influence our internal and external practices. And utilizing debate skills in real world settings!
- Lesson planning

- Gardening + cooking
- Public speaking + self-advocacy
- Facilitation
- Event planning
- Social activism
- Project management
- Working w/kids
- Problem solving
- Resume + cover letter building
- Community engagement

*Best Business Practices for the MLK Scholars Recruitment Process*

- Word of mouth, other nonprofit partners
- Informal HR day
- Career fair, presentations in schools, in person conversations
- High school summer job fairs, community outreach
- Advertise it as a job hunt (ask for referrals, ask what departments they want to be placed in)
- Keep track of people that are interested year-round
- Screening process: share expectations that are more personal, talk to coordinators and directors, intentionality about what our organization offers and what the student needs, workshop preparation, participation, team dynamics
- Performing arts – be able to get to a comfortable level
- Including young people that are returning in the organization
- They are different depending on the organization
- We attend various job fairs at schools, attend lunches or classes that allow us to present.
- Hire a teen support manager to solely cater to the emotional needs of our students who tend to struggle with managing work and home life.