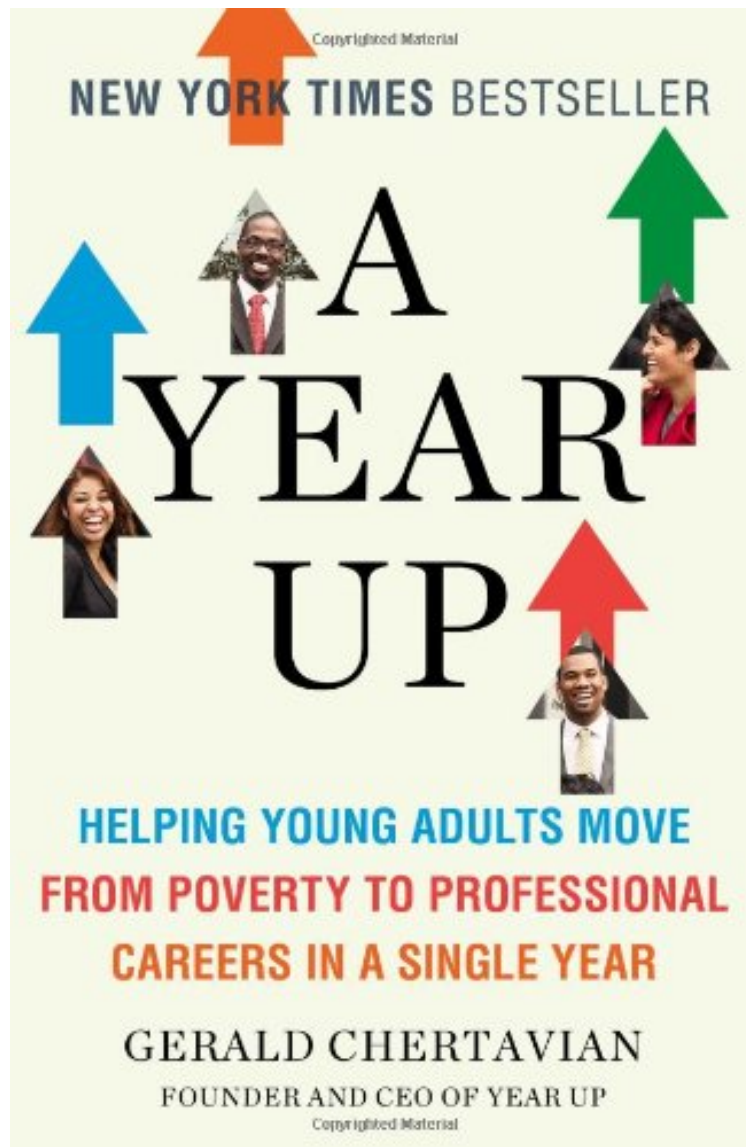


[Free and download] A Year Up: Helping Young Adults Move from Poverty to Professional Careers in a Single Year

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 gage 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 nation
By NigelHA Year Up by Gerald Chertavian
I 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.

[Chertavian] demonstrates that with hard work and the right supports young adults can overcome even the toughest of circumstances. Geoffrey Canada, president and CEO, Harlem Childrens Zone There are many good jobs in America and many urban young adults eager to take them if they can bridge the Opportunity Divide that strands many motivated workers at the bottom of the job ladder. In 2000, Gerald Chertavian, a successful technology entrepreneur and banker, dedicated his life and business expertise to founding Year Up, an intensive one-year program that provides otherwise stranded young adults with training, mentorship, internships, and ultimately real jobs. Following a single Year Up class from admission through graduation, A Year Up lets students share in their own words- the challenges, failures, and personal successes they experience during the program. It is the inspiring story of a pioneering program that is bridging the Opportunity Divide, with results that can fuel our economy and revive the American ideal of equal opportunity for all.

"Engaging, with a touch of humor, the book most importantly shows what dedicated people and businesses are doing to make a difference today." Publishers Weekly "A must-read account of the origins and growth of Year Up, a groundbreaking employment program... In addition to highlighting his many successes, Chertavian recounts the difficulties students face in rising above difficult, and often brutal, circumstances to keep moving forward. The individuals profiled here are sure to inspire." Kirkus (starred review) "An incredibly engaging, powerful story that brings to life the amazing potential of urban youth and what we must do to empower them to succeed." Wendy Kopp, CEO and founder, Teach for America "An inspiring tale of headstrong young people who beat the odds and their journeys from the inner city to college to corporate America." Kenneth Chenault, chairman and CEO, American Express "Gerald Chertavian is one of America's leading pioneers for social change. Especially at a time of economic hardship, it is inspiring to read his story about Year Up, a dynamic social venture that is helping so many young people lift themselves up. I have long believed that social entrepreneurs are at the vanguard of a second civil rights movement-- one that again seeks equal opportunity for all of our people." David Gergen, professor of public service, Harvard University Kennedy School of Government; senior political analyst, CNN; former adviser to four US presidents About the Author Gerald Chertavian is the founder and CEO of Year Up. Gerald's commitment to working with urban youth spans more than 25 years. He is on the Board of Advisors for the Harvard Business School Social Enterprise Initiative and is an Emeritus Trustee of Bowdoin College and former Board Member of The Boston Foundation. Gerald has received honorary doctorates from the Massachusetts School of Professional Psychology and Mt. Ida College. He lives in Cambridge with his wife and three children.