

Providing Young Adults The  
**ESSENTIAL SKILLS**  
Needed to Succeed in the  
**WORKPLACE**  
Through

# COACHING



## Coaching FAQ

### What is expected of a coach?

Coaches are, first and foremost, a positive influence and positive role model. They provide encouragement, motivation, and accountability. The JA Workforce Coaching program is designed around the participant's unique needs or path and the coach will be trained on the steps and help the participant work through the program.

### What is the coaching program? How will coaching work?

Coaching will happen online - - over a software system kind of like Zoom. Participants and coaches will only interact within that system at agreed-upon meeting dates/times for a period of twelve weeks.

### What is the commitment to be a coach?

We ask that coaches commit to completing a training program (approximately 3-4 hours of asynchronous learning), undergoes a background check, then meets virtually with their matched participant for 12 sessions for 30- to 60-minute sessions. Ideally, the sessions will be conducted on a weekly cadence.

### Who can be a coach?

The ideal coach wants to be a positive role model, and has some career experience. They are willing to make the commitment to work with a participant for the entire duration of the coaching program.

### Who will coaches be coaching?

Primary program participants are historically underserved and marginalized youth, ages 16 to 21, living in rural areas. These young adults are not enrolled in school and are not in the workforce; they may have significant barriers to employment.

### What if the participant and the coach aren't a good fit?

There's a process for reassignment that will be covered in training.

### What are the primary goals of the coaching program?

Goals of the coaching program include helping a young adult navigate various workforce readiness programming to ultimately gain employment. Supporting the student in understanding the professional work environment, creating a resume, and interviewing are all potential topics.

### What tools will I have at my disposal?

You'll have a resource library as well as scripts and training so you feel 100% ready to be a coach.