

get up and fill out some applications.

Ma'am, she show me what you do when you go in the room and you meet the people.

All right, how y'all doing?

That's not what you're supposed to do.

Boy, listen here in I want you to go in there and then do the interview and don't go nowhere else.

You go straight in there and you do that interview.

All right.

Okay.

Then what I just tell you, boy, Hey, guys, my name is Ian Rosser, and this training is called How to Get and Keep a Job. Let me start with a brief introduction.

I'm actually a former foster youth, and I'm a training coordinator for the Training Resource Center at Murray State University.

And we've partnered with the Cabinet to put together these trainings. And this is kind of a series for our Gold series.

And this next one, of course, again, is called How to Get and Keep a Job.

So objectives.

This training is supposed to accomplish different paths that you can take survival mode and how it relates to employment.

We want to look at youth and self awareness.

We're going to look at how you can search for work.

We're going to look at solve skills versus hard skills, which is a really important thing.

We're going to look at how you can build a resume, especially

when they're coming right out of high school or maybe still in high school.

They're going to be very limited there.

And so we're going to show what you can do to help that.

And we're going to go through interview, prep and interview skills. Then we're going to work on following up.

And then Lastly, we're going to work on tips for keeping the job, which are very important as well.

And so we're going to first kick it off with an activity.

And so Let's do that right now.

So this activity is called What now?

And basically what we're doing is we're talking about based on a youth interest and based on certain setbacks, what now?

Like, what do they do?

How do they get through that?

We're going to look at some different scenarios again, like I said, based on the youth interest and also some setbacks that they may have.

And this is really going to give you a good idea on how to help youth that are in your home.

And so starting off here, we're going to go to interest.

And you see, this is just something called picker wheel dot com. It's just something that randomly organizes things.

And what we're going to do here is randomly pick something.

We're going to hit spin here.

Okay.

So our interest is going to be line Assembly where they would

like to work in a factory, right type setting.

So that's going to be our interest.

So right here is going to be our wheel, same thing.

But different wheel this time.

This is for our setbacks.

And we're going to pick two of these.

So again, remember, our youth wants to be on the Assembly line in the factory type setting.

That's a big one, right?

Does it like authority?

Okay, Let's see what another setback is.

That's probably the worst, too that you could get, which is kind of funny.

Like just in terms of this exercise, I don't know why that just made me laugh.

So we can see how our youth is going to have some setbacks wanting to be an Assembly line worker in a factory type setting.

But they hate authority and they don't like hard work.

Those are two really hard setbacks, but still, there's a way to navigate through it.

And so sometimes when I've worked with parents and youth in the past, a thing will come up where the youth are kind of told either straightforward or indirectly, that they can't be something based on caring for the youth and knowing what the youth likes and doesn't like and not how motivated they are and those kinds of things and just automatically says, look, they're not going to be able to do that and completely

understandable. Right?

I completely understand that.

But I think the better way that I've seen is to kind of show them the setbacks and show them how they're going to have to navigate that and then letting them decide, do they want to move forward and try to navigate through those setbacks, or do they want to pick something else?

So here we go, foster youth who's interested in being an Assembly line worker in a factory and struggles with authority.

And does it like hard work?

Okay.

Factor you life is just hard work.

I mean, you're on your feet 12 hours to eight hours, depending on what factory.

Right.

So that's going to be hard work, and that's not including overtime. Some factories have mandatory overtime, and they're not liking authority.

You're going to have a line supervisor, and you're also going to have different people that outrank them in the factory setting. Not to mention, sometimes when you get into the factory world, you might get in through one of those places that kind of get the job for you.

And like Kelly Services, for example.

So places like that, they find you the job.

And so you're gonna have to they're kind of like a secondary boss, right?

Because they got you the job.

So respecting them and their authority, but also respecting the authority of the plant manager or wherever you're at.

So again, navigating those two things would kind of look like showing them how they can get over working hard.

I show them how the reward is worth it.

And so they can work hard and get to where they want to be to get the reward that they want.

I think the other piece for hating authority is showing them how authority can be good and how if there is some sort of issue, because typically when we hate authority, it's because we don't like to be told what to do.

And we have some sort of internal issue with that.

So we can work with them on finding out what is that issue.

Are you afraid maybe that if you have an issue, come up with your supervisor, you don't know where to go next.

You don't know what to do.

Well, there's going to be a plan in place to talk to this person human resources, et cetera, et cetera, to navigate and work through your issue, which makes authority less scary because they're never going to really or they're not supposed to ask anything that's unreasonable of you.

And so that way, you could start to show them that authority is okay.

Maybe they respect your authority as the parents show them how that's worked out.

When they first came to the home, they were scared they were

nervous. But now it's kind of eased out a little bit.

So those are some things to pull from and to help soften that blow of the setback.

Right.

So that they can get through that and get to the things they want to do.

All right.

Moving on to the next thing here.

So what's their path?

What is the path that the youth in your home want to take?

Let's explore some of this.

Some things to think about.

Typically, it's kind of broken up into three different categories.

Right.

You got a job, career, entrepreneur with those three things, they kind of all three look different.

I want to go back for a second.

So job is kind of seen as something you're doing to get money literally. It's a job.

It's a job to get money.

Career is more something that you would like to do and something you want to do long term.

This is kind of your thing, right?

This is your career.

And then the entrepreneur.

That's something where you may have to do it and create it on your own where maybe it doesn't exist or doesn't exist

the same way that you would like to build it.

So you just create it.

You become an entrepreneur.

So those are kind of three broad, different lanes that you can take to do whatever job or whatever career you'd like to do.

So with that being said, it's good to kind of talk with the youth on cultivating passion.

Right.

And thinking about how to get them interested.

A lot of the parents I've worked with in the past, they struggle with getting the youth interested about anything.

And it's like they just they are motivated.

They don't want to do anything.

How do I get them?

We can help.

We play a role in that to get them to cultivate that passion, right? To get them.

And it takes exploring, exploration, exploring different things. It takes dedication because sometimes they may show a little bit of interest.

And then it wanes.

And we need to figure out why.

Waned, when did it start waning and how to get them to get back into that mode.

So there are some things to think about.

I'm going to go deep into that.

But cultivating passion is a role that we definitely need to feel to help them find what they're passionate about, which will then help help them get from job to career.

There's kind of a place for all of it, right?

There's a time in a place when it's time to just get a job, just something to get some extra spending money, whatever the case is, pay bills for a month.

But then there's time where okay.

What do you want to do?

Like what kind of footprint do you want to leave on the Earth?

That kind of thing and thinking about is that entrepreneurship you want to create something is that career?

Is there something that you really want to do for the rest of your life until you retire?

What is that thing?

And trying to find that the last thing I want to say about that, too, is they may not know it.

We all didn't know until maybe our junior year of College if we went to College.

So you may not know.

And again, I'm that example.

I'm the guy that didn't know until my junior year, but I think that just trying to work at it is better than not touching it at all.

And then they get to their junior year in College, then they're freaking out.

So kind of working with them and helping them find what is



that? Maybe we can at least get to round it or get close

to it to the point where they can really hone in.

And I'll give this last tip as well.

I work with a lot of youth.

I have a lot of friends that struggle with this, and I always tell them all to start with what you like and what you don't like, the things that you like.

There's usually a way to do that thing you like and do it every day and get paid to do that thing.

And if not, the entrepreneurship is your ticket to create it and do it.

The other thing I want to talk about here is really important.

It's called exiting survival mode because a lot of us foster youth be included when we come out of care when we're still in care.

Whatever the situation is, we're entering the job world.

We're struggling to get out of survival mode, which means that this goes back to my earlier point about cultivating passion. We're not very passionate, typically because we're still stuck on just getting through day to day, right?

Keeping our emotions in check, trying to find some sort of coping skill, trying to make sure we eat, drink, sleep, trying to make sure we get to school.

We're just trying to focus on that stuff.

And our mind is so swollen on that stuff, which goes back to the trauma and all that stuff, like we're stuck there to the point where we don't care about or it's not that we

don't care.

Let me rephrase that we all think about, right?

How to advance how to do something that we, like even thought of. That just kind of confuses us because we're so stuck in survival mode.

So exiting survival mode becomes very important on your job journey because it helps you kind of uncover yourself.

So survival mode is when your body goes into fight, flight or freeze, typically, and it's usually due to a perceived threat, which I've got this bear right here.

And the reason why he's there is because everything looks like a bear to us.

But youth may also get stuck in surviving.

When it comes to searching for a job or finding passion, they start just making ends meet and doing just enough to get by instead of increasing their finances or doing something that they really love.

So a great example of this is when, actually, when I came out of foster care and re committed and everything.

But when I got my first place, right, I'll never forget I was on income based housing and I had food stamps and I had the whole nine to get government assistance to help.

Right.

Which makes sense at first.

But then over time, I kind of used it as a crutch, and it kept me from doing certain things.

So I had the income based living and all that.

And that requires you to stay within a certain threshold when it comes to your income.

So I remember literally going to my place of employment and asking them for less hours so that I can make sure I stay right here so that I have enough to survive.

Right.

I'm still in survival mode food stamps.

You know, if you make too much money again, that threshold.

If you make too much, they will decrease or sometimes completely take away your food stand allotment.

So I would be very careful about how many hours I'm working.

And what do I need to do to keep that money coming in?

Self awareness is another topic that's really important when it comes to starting to work with the youth on career and stuff like that, because a lot of you simply just haven't thought about or aren't aware of what they like and what they don't like.

So one thing that I hear parents talk about a lot is they have trouble with youth that have unrealistic goals or perceived on realistic goals.

So we have to help make their goals realistic if they're unrealistic. Sorry, that's fine.

But we have to show them why.

And we have to show them how they can become realistic or something like that, like just telling them that they're unrealistic and then let it leave them off to their own devices.

Right.

They're going to completely just forget the conversation.

One thing that you could be very self-aware about is school versus no school.

Right.

And you may know, as the parent, they hate school.

Okay.

Great.

Show them that.

Like, how do we show them that?

Because the important thing is that they need to see these things because when they're told they're told us so much that it kind of gets, you know, lost, they need to see it for themselves.

And this is where the self-awareness comes in, right?

They need to see it.

So they need to see that whole thing for themselves.

And then, like I said earlier in this whole presentation, start with what they like and what they don't like if they really don't know, sometimes you get those youth, right?

I don't know what you eat today.

I don't know.

What do you do at school today?

I don't know if you like any girls or anything.

I don't know everything.

I don't know.

That's where you start with.

What do they like if they play video games all day?

Let's start there.

Right?

That's cool.

Let's start with video game design.

Let's start with artwork.

Let's start with computers.

Let's start with technology.

Let's start with something in that vein because they already are interested and have shown interest in that thing.

Okay.

Moving along here.

So the next thing I want to talk about is searching for work.

Right.

And these are just going to be tips for how to actually find work. One is job sites, networking things like LinkedIn, which is really big because a lot of people kind of don't use LinkedIn anymore.

It's a social media platform.

So if you have youth in your home that use a lot of social media, they will love this because this is a big deal.

So you get on there and you can actually find people, find mentors, find people that are in that same field of work as you back to the LinkedIn thing.

I mean, you can find someone in that same industry as you and find someone to teach you something.

Building a skill set while waiting.

That becomes very important.

When you're working on you've already put job applications in and you're waiting to hear back or whatever.

Sometimes it's easy to become complacent for the youth, and they don't want to work on anything.

And so that's where it's kind of showing them how they can still work on a skill or work on different skills that relate to that job.

So if you're 14 even and you're applying for, like McDonald's or whatever, you can still be working on cooking skills.

Cooking prep, which is huge.

Cook, clean up, sanitization things like that.

You can work on those kind of skills or just, you know, person skill, people skills, things like that, and work that up while you're waiting to hear back from these other positions that you're qualified to get one of them is going to work.

But while you're waiting, go ahead and be working on that stuff. And then job fairs are still good.

We see them a lot in schools.

We see them all over the place.

Those are still good with covet.

We haven't really seen them, at least I don't think so.

Maybe they'll do the virtual or something, but whenever they come back, that is still a great way to meet people.

Shake someone's hand and take an application and you make sort of a first impression even before the interview.

Even before they read your application, they get a read on you as a person or on the youth as a person.

Right.

Next, we're going to be looking at work experience here.

So these are going to be the hard skills versus the soft skills. If you look at it.

Hard skills are technical knowledge or training.

So kind of like how to use excel that's considered a hard skill. Soft skills are personal habits or traits that shape how you work and how you work with others.

And new examples like effective communication.

Right.

And typically this is kind of like a personal, insight type deal. Soft skills trip people up the most.

A lot of companies will train or refresh on hard skills, but soft skills are kind of expected to already be in place.

And so when you're working with youth and stuff on career in general or a job getting a job, I encourage you to work with them on soft skills and teach them why they're important and teaching them what they are.

Because so often, especially nowadays.

There's so many youth coming up now that are so sucked in their phone that they forget how to communicate.

They sit next to each other on the bus, both of them on their phones. They sit in class on their phones like they're very rarely engaged in just organic conversation with another human being.

So when it comes to, like a job interview setting and your phones away, Oh, my God, you don't know how to talk anymore.

So I think working with them and building up those skills is very important.

Here's some check out questions.

You can work with your youth just to kind of get them thinking about a couple of things.

So one again, we kind of touched on this a little bit, but

I'll ask again, what are the youth good at?

Right.

And thinking about that critically.

And what do they want or need to be good at?

Because those could be two different things, right?

If they really want to be an astronaut and they won't let up on it.

But they are unmotivated and they hate science.

They're going to have to get through those things to get to where they want to be.

So if they don't like science and they don't unmotivated it, you're going to have to find a way to get through science and you're going to have to find a way to not just do it, but you're going to have to be good at it.

Good at it enough to pass the classes and get a job to be the astronaut you want to be.

Now we're going to move on to resume here.

So first, starting out, you don't have a lot of experience.

So this first thing they can start out with just after school activities, volunteering any kind of training, stuff like that can all be put on a resume early on.



Another thing that you can include is school, accolades, groups, councils, anything that you sit on as a youth youth President. You could put that kind of stuff on a resume, too, because these employers know that the youth don't have this experience.

And so they're just kind of looking to see what have you done so far, like in your school setting.

So they can get a kind of an idea of what kind of worker you may be when you get to start working.

Also, the youth can include skills that they've honed, things that they've worked on, that they don't even think about a lot of youth again, with the technology thing.

They're so involved with technology, apps, social media, those kind of things.

So they know how to use that.

So that's a skill.

A good example is like typing speed.

They may have Typed since they were like, 5, 6 years old.

So since they've Typed that long, they probably are pretty fast at Ed.

Pretty good at it.

That's an actual skill that companies can use, but it might be something they don't even think to put on there because they do it every day.

But that's something that they can really use and really could benefit a company.

Next thing I want to talk about here is interview prep.

So one thing that I always encourage people to do, and you can encourage the youth to do this is study the company, even if it's McDonald's, right?

You could still impress them by showing them what you know about maybe not McDonald's as a whole, but maybe that particular branch maybe you picked up on demographic.

Or maybe, you know, when you've seen the most cars there when you drive past, show them that you're thinking about this kind of stuff, because that will make an impression on this.

That man, this guy, this girl, they really are thinking about what they're doing and what they can add to this company.

Another one is purchase close is necessary.

Always dress for the job that you want, which is the next point on here.

Help them to do that by getting them the clothes that they need. If they want to wear suit, let them wear suit.

And it might seem kind of ridiculous or crazy for a McDonald's interview. But it's not because when it comes time for promotion, when it comes time for that particular youth to potentially get moved up.

Right.

They'll consider then you remember in when he came in here with a suit to a McDonald's interview, like he is dedicated and it wasn't a joke every day he came in here and worked hard. They will remember that suit and put that together with your work ethic.

When it's time for promotion, bring copies of your resume.

And typically you don't need this at first.

But especially when you start to get into interviews that have a panel format, bring enough copies of your resume for everybody that's on that panel.

One of the things to work with the youth as well on is running through questions.

Maybe they can run them through with you, or maybe they can run through them with somebody else that has the time or whatever the situation is.

But just having them run through those questions several times to get used to it.

And there's actually a website where you can get practice questions. And actually, I'll have this link posted at the end. But if you look here, there's obviously indeed dot com, which is a great place to look for jobs as well as a resource for the youth that are in your home.

There's an article looks like in their Career guide section that's called 125 Interview Questions and Answers with tips.

And so they just kind of go through different things.

The whole tell me about yourself, right?

As an example.

So those are different things to look at.

And again, I'll have it posted so you can click on it and maybe you can go see that.

And it could be a good resource to you.

Next.

I want to talk about the interview itself.

Shaking hands is good.

Teaching the youth how to come in, be proper, shake someone's hand, look them in the eye if there's multiple people shake all of their hands because they got to get through that without it being as awkward as possible.

Right?

Because it does maybe feel weird if you haven't done it a lot. So practicing it, making eye contact, helping them to be respectful and things like that, really working with them on taking their time and giving responses.

And this is if you're role playing or whoever's role playing questions with them, give them some hard ones where they kind of have to think it through.

But then teaching them to ask for more time, or can we come back to that one?

I've done that in interviews before.

There's nothing wrong with that, and you'll be surprised you pass it the first time when it comes back around, you have an answer.

And typically the employers themselves know when they're asking a question that takes kind of a while to think it through. So if there's no spot at the end to ask questions, teaching the youth to be prepared for that so that they can insert themselves and make sure that they do ask any questions that they have.

Also working with the youth on thinking the interviewers

for their time.

That's very important as well.

So it's just a nice gesture.

Some people like to do it in a note or in a letter or something like that.

A card, However, you see fit on that to work with the youth on. But that's a really important skill.

And even if for whatever reason, that company doesn't hire your youth, they'll remember the youth and sometimes working it around, especially if it's a small town and that could still make the Us look good.

Then I suggest working with the youth on following up because again, it could be very easy to be complacent, like, Yeah, I've already filled out jobs on playing video games, right.

And so that's something that we want to try to avoid, or you would probably want to try to avoid.

And so teaching them to follow up in one to 2 weeks.

But really, if it's like fast food or some sort of industry like that, typically you could be a little bit more aggressive in one to 2 days, three days, something like that just really depends. So the next thing I want to talk about is following up. So following up is really important to teach the youth, as I just said at my last point, but really helping them to be consistent, right?

And not to feel let down or any kind of way.

If for whatever reason you call, they say, Hey, our hiring manager is not in today and you call back.

They'll be back Wednesday.

You call back Wednesday.

Sorry, our hiring manager is here, but they're with somebody.

You call back later today.

Yeah, they're still caught up, and so it can feel kind of defeating you keep chasing this and they are responding.

I would just encourage the youth to learn how to not take that personal and to just be consistent and it will pay off.

Also, if you get multiple offers, especially if this isn't their first job, maybe it's their third or fourth done well, they may be able to use that as leverage, or at least begin to use that as a concept in their brain when they're going job hunting, how to ask for more money in a polite, reasonable way, and how to sell yourself.

The interview is an opportunity for the youth to sell themselves.

So how can they do that?

Well, and I think teaching them that is very helpful made the point about before if they don't get the job for whatever reason, teaching them that rejection happens all the time that it's typically not personal, whether it's somebody had a better degree or somebody had a little bit more experience or some sort of crazy scenario, somebody is closer than you are. And so they're thinking they're going to be able to be reliable to work things like that.

So those kinds of situations, it makes it to where it's important to interpret job rejection the right way and not take it personal. And to teach the youth that it's okay if you don't

get it, that lots of people don't get jobs.

But just keep applying and keep applying yourself, right?

No pun intended.

And then you will get the job that you're looking for.

Then you could be more constructive with this piece.

If you are having trouble, you're watching them apply and apply and applying.

They're not getting things.

Obviously, you're not in the interview with them.

So then at that point, you can maybe encourage the youth to call back the interviewer.

Sorry.

And ask them.

Just give them a call.

Hey, can I speak to so?

So who interviewed me the other day?

Hey, this is in.

I just wanted to call and ask, what could I have improved on in my interview?

What do I need to work on?

And maybe they'll tell you and a lot of times they will tell you. And even though you may not get that job, you can apply it to your next interview.

Now I want to talk about keeping the job.

So getting the work five to 15 minutes early is really important for the youth.

Right?

You don't want them to be like me and sometimes get there right when the clock starts like you want to make sure the youth are getting there on time to where they can suit up and be ready to start working when they get there.

So that's an important skill.

They could take initiative as well.

So if there's nothing to do, don't just stand around teaching them to find something to do.

There's a spill on the floor and you work in like a grocery store and you say you don't just walk past it.

You haven't clocked in yet.

Go ahead and clean it up or clock in quickly and hurry up and clean it up because it just shows initiative and it shows that you're paying attention and that you care that's important to share with the youth as far as a skill to help them do that. I think teaching them that if they finish something early to go help a fellow employee do something else, maybe they're carrying something heavy.

They need somebody to help or like searching for work.

Kind of goes back to my earlier point, but just not standing around looking for work to do, showing a work ethic while at work, which makes make sense.

But typically sometimes you tend to like to go to work and they just kind of chill, but you can't chill.

You got to go to work and work.

Teaching youth that respect is a top priority.

And again, not just for the customer, if they're in some



sort of service industry, but the customer, the boss, the coworker, everyone, all the above, and especially if they struggle with authority, teaching the youth that they need to learn to work with with those people and work with difficult people. And that's a skill that could take you a very long way. And I'm sure you've learned that I'll learn that.

And I think the youth can certainly use that as well.

Another big one that I recommend is working with the youth on how to take constructive criticism.

And this can maybe start in the home about certain things and then build up from there because if they've never seen, if foster youth like myself have never seen constructive criticism before, it can instantly look like rejection and put downs and disrespect.

And that's a trigger, especially for traumatic brain.

So I think thinking of a way to be constructive and just sitting down and explaining to the youth one day how it can come across, but what it can actually mean and how you're really trying to help build them up and how when employers say things, they're trying to build you up as well.

Hey, you know, you came in five minutes early.

That's nice.

If you really came in 10 or 20 minutes early, that'd be better.

And instead of feeling like, man, they keep getting on me about my time.

I'm already five minutes early.

I don't start till nine o'clock.

I'm here at 8 55.

Go ahead and get there at 8 40 just to show them that you're taking it in, you care.

You want to be passionate and you want to show your work ethos of this company, maybe move up things like that.

So in summary, here we looked at different paths.

We looked at survival mode.

We looked at self awareness.

We looked at how to search for work.

Right?

That list.

We looked at different skill sets.

We looked at resumes.

We looked at interview prep versus interview skills.

We looked at following up, and we looked at tips for keeping a job.

And so this is the end of our presentation.

This is where if you guys had any questions, I'd let you ask them.

But of course, this is just virtual.

Okay, so before I go, I want to go over some quick hitters with you guys to really hone in on a couple of things that maybe I glossed over during the presentation, but they are really important things that can be effective to tell the youth and emphasize with the youth.

And so these are some quick hitters.

So getting started the first one is it's really important

to Act as if the youth don't know anything at all about getting a job?

Because in most cases, they don't, especially foster youth.

They move around a lot.

They're so focused on survival as things we've talked about in this presentation, like the things that we assume, you know, they probably don't and getting and keeping a job is some of that.

Just keeping that in mind as you're working with the youth in your home about helping them get connected to resources and etcetera, and just prepping them for a job job, getting a job hunting.

Sorry, that's a really important thing to think about.

The next one is about career assessments, which are a very cool tool to help you kind of figure out which career works best for them and kind of narrowing down the field a little bit and getting them to Hone in in the area that they might have interest in and you could take them at schools.

I know you could take them online.

There's a lot of different places where you can find them, and they are very, very helpful for the youth to help them.

Again, just kind of narrow down what they would like to do.

So there's some great resources that I touched on during the presentation, but one that I really wanted to highlight before we conclude this presentation is indeed com.

If you're not familiar, you should check it out and obviously show the youth how to use it if you are familiar.

But it's a great place if you didn't know or just looking for a job and you can almost type in any job title and something will come up or even just an area like cooking.

If you type in cooking, a bunch of things will pop up.

And so it's a great place to find jobs and to show the youth how to use that site, navigate it and stuff like that is well worth it.

And I wanted to make sure that I mentioned it in this presentation.

Another thing I want to touch on is professional etiquette, whether it be by email, interview or on the job and honing in on that hygiene and being presentable like things like your hair.

And like I said, Hi, how you sell all those things going through presentation and giving the youth their best shot to getting the job.

And again, it goes back to the original point, assuming that they don't know everything about out getting a job or that they don't know anything.

I'll get to that last point in a second.

The other thing with Etiquette, I want to go back to email Etiquette for a second with email etiquette.

You want to make sure that the youth are not using text to speech, which could cause a lot of grammatical errors that you don't want.

And also you don't want them to use text, lingo and stuff in professional emails, emailing different people and stuff like that.

It's very unprofessional and it's just something that comes with the territory with the youth nowadays that come from just using that in everyday situations.

And again, it's one of the things we assume that they would know not to do that, but they don't.

So it's really important to go over with the youth.

Don't use lol, don't use BRB like little quick things, like just go ahead and say it and say it in a professional way and maybe work with them on how to do that and maybe looking at and breaking down some professional emails to kind of see how they're constructed and how best to do so.

And then another thing I want to mention quickly is to turn off the cell phone during the interview.

Kind of going over that with the youth.

Typically, they will put something on silent.

But if getting technical here, if you don't hit it twice, it doesn't go to silent.

It goes to vibrate.

And sometimes you can be in an interview, and it can vibrate and cause disruption.

So just kind of going over with them.

Just go ahead and turn it off for the interview so that they can completely focus on the actual interview itself.

And then one last thing is to not overshare and interviews, which is something that can happen with more talkative youth.

So if you have a youth who loves to just kind of express themselves, or they just get into a really comfortable setting

in a and the interviewers make themselves very comfortable and make the setting comfortable.

It could be easy to kind of overshare.

So it's really a good idea to just kind of answer the question that they ask and kind of going over that with the youth how to just answer the question as to you, and then just proceed that way instead of oversharing.

And then last, but certainly not least, something that I wanted to mention as a quick hitter is documentation is needed in order to get jobs.

And again, this is something else that we think that, you know, and they really don't.

And so, ID birth certificate, those are among the top documents that are needed.

And sometimes with foster youth.

Actually, a lot of times those documents are hard to track down, or have it been tracked down or have been lost somewhere along the way.

So ascertaining those documents before applying for jobs and stuff like that, and just getting ready for the process is an important step that the youth are probably not thinking of, and it could be something that you missed as well.

Not intentionally, of course, but just by accident.

So just kind of working with them on how to get that in their last home if they move to your home from a different home, things like that just kind of tracking down those documents because they are necessary.

And again, it's just another one of those things that youth don't automatically know.

So those are the quick hitters.

I'm glad that you guys tuned in for this presentation.

I hope it was helpful to you and the youth and your homes.

And until next time, we're going to be continuing this series on some other things that are important for you to help them along their journey to permanency and just kind of becoming an adult.

So until next time, this is Ian Rosser with Murray State University. Thank you.