

“Roots of Success is the foundation of our Green Jobs Training Program, enabling our staff to effectively prepare men and women for productive lives and economic self-sufficiency. In 2011, 64% of students who completed Roots of Success were placed in employment; 93% remained employed after 30 days, 78% after 90 days, 70% after 180 days and 51% after a full year with average wages of \$13.00/hour. We would not have been able to achieve these results without Roots of Success.”

John Valverde

written while Director of Workforce Development, Osborne Association and currently CEO, YouthBuild USA

ROOTS OF SUCCESS consists of a 10-module course and an **Apprenticeship and Pre-Apprenticeship** offered in reentry and job training programs across the nation

PREPARES PEOPLE FOR LIVING WAGE JOBS AND CAREERS

A survey of programs that used Roots of Success for at least two years found that among 1,200 graduates:

- 100%** of program directors observed positive behavioral changes in participants
- 98%** of students more comfortable working in teams
- 75%** of students improved academic skills

- Almost all graduates were making better wages than in previous jobs
- Almost all were in jobs with greater upward mobility
- 70%** remained employed 6 months later

CAREER AND LIFE SKILLS

- Connects education to employment
- Prepares students for environmental and STEM-based careers
- Familiarizes students with 100+ jobs, green career ladders, industries, and sectors
- Integrates job readiness, financial literacy, leadership, civic engagement, and social entrepreneurship
- Prepares students to solve problems and work towards solutions in the workplace and everyday life











KEY FEATURES

- Instructor-led and online versions
- Environmental Specialist pre-apprenticeship program
- DOL Registered Apprenticeship Program
- Participants can receive college credit in some states



ROOTS OF SUCCESS is a multimedia, activity-based curriculum facilitated by an instructor and taught in a classroom setting or taken online. The curriculum, which consists of 10 modules, can be taught as a stand-alone course or integrated into an existing program. After teaching the Fundamentals module, programs can teach as many or as few modules as they choose.

INCLUDES 10 MODULES

-  Fundamentals of Environmental Literacy
-  Water
-  Waste
-  Transportation
-  Energy
-  Building
-  Health, Food & Agriculture
-  Civic Engagement & Leadership
-  Financial Literacy & Social Entrepreneurship
-  Application & Practice

APPROACH

- Engages students by allowing them to build on prior knowledge and experience
- Promotes critical thinking, creativity, collaboration, and cultural sensitivity
- Increases motivation, confidence, and inspires life-long learning
- Develops environmental, global, and civic literacy
- Focuses on social and environmental justice
- Prepares students to understand and address pressing environmental and social problems
- Prepare student to work collaboratively and lead in the community and workplace
- Empowers students to feel that they have a valuable role to play in the world

INCREASES ACADEMIC AND PROFESSIONAL SKILLS

An external review of graduates showed that:

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| 85% more prepared for job interviews | 97% more knowledgeable about green career pathways |
| 86% more comfortable working in teams | 93% interested in community engagement |
| 82% improved academic skills | 98% better understanding of environmental problems and solutions |
| 96% will share what they learned with others | 75% found employment within 3 months |
| 90% increased their professional vocabulary | |

TO OFFER ROOTS OF SUCCESS

Programs schedule a Train-the-Instructor training for the instructors who will teach the course in their program. Instructors leave the training with all of the teaching materials and multimedia content needed to teach the course and receive ongoing technical assistance. Before the class begins, instructors register for the Apprenticeship and Pre-Apprenticeship. Programs order Student Workbooks for each participant in the class. Students who complete the course receive Roots of Success and Pre-Apprenticeship Certificates that are highly valued by employers. In some settings, students may receive college credit.