



SerVermont VISTA Youth Partnership VISTA Member Position 2023-2024 at Vermont Works for Women

Vermont Works for Women (VWW) promotes economic justice by advancing gender equity and supporting women and youth at every stage of their career journeys. VWW engages women, girls and gender-expansive individuals in innovative career education and exploration programs to help them overcome barriers, build confidence, and prepare for meaningful employment. We are seeking a VISTA member for the 2023-2024 year to help us build volunteer and partnership models for expanding programs and evaluate and improve career exploration curricula for middle and high school youth.

Develop Partnership Model for Rosie's Girls Program

For more than 20 years, the Rosie's Girls program at VWW has been introducing middle school girls and gender expansive youth to trades and STEM fields through hands-on camps and afterschool programs. Rosie's Girls allows girls to learn to use tools and equipment in fields they may not traditionally be exposed to (like carpentry or welding) in a safe and empowering environment. Through research and experience, we know that these opportunities, given to girls at an early age, encourage them to pursue education and career pathways that are in demand, high paying, and can lead to economic independence. In recent years, VWW has begun partnering with schools and other organizations to bring Rosie's Girls to more communities throughout Vermont. The VISTA member will develop an efficient, organized model for creating and managing these partnerships. In close coordination with the Youth Program Manager and Coordinator, VISTA Member duties include:

- Conduct outreach to new potential partners, sharing more about Rosie's Girls and the benefits and responsibilities of becoming a host site.
- Contribute to recurring updates to the Rosie's Girls curriculum, including the social-emotional and hands-on project components, to ensure material is both varied and relevant to middle school girls and gender expansive youth.
- Design a high-quality, user-friendly Program Guide that shares all curriculum materials with partner sites.
- Refine the Rosie's Girls instructor training model to allow VWW to train partners more efficiently and facilitate knowledge sharing between partners.
- Create a toolkit to support sustained outreach, orientation, and management of the Rosie's Girls partner network.
- Develop a volunteer position description for Rosie's Girls Facilitators/Instructors and conduct outreach to build VWW's network of qualified leaders.

VWW hopes to achieve the following through this workplan:

- Build an organized, efficient system to replicate Rosie's Girls throughout the state.
- Increase and diversify Rosie's Girls partner sites.
- Increase the number of girls and gender expansive youth who are exposed to education and career pathways that can lead to economic opportunity.

- Update Rosie's Girls curriculum to ensure it is responsive to the evolving needs of youth.
- Create a network of trained volunteers to facilitate Rosie's Girls programs throughout Vermont.

Evaluate, Improve and Formalize High School Trades Training Program

VWW plans to pilot a new program, LIFT (Launching Inclusive Futures in Trades), for high school girls and gender expansive youth to gain in-depth, hands-on experience in a variety of trades fields: carpentry, welding, plumbing, electrical and more. The intention is to expand girls' sense of career possibilities by exposing them to high-paying, in demand job sectors that they may not otherwise consider. In addition to hands-on experience, youth will participate in professional development workshops and learn from female mentors working in the trades. VISTA Member duties for this emerging program include:

- Review and synthesize feedback and survey data from 2023 participants, instructors, and VWW staff to identify areas of program improvement.
- Using feedback, update and formalize the LIFT curriculum and schedule.
- In partnership with the Youth Program Manager, conduct outreach to potential partners that can host subsequent LIFT sessions, with a particular focus on sites that can help us serve youth in need.
- Develop a sustainable model for participant outreach that include schools, families, community organizations and other agencies.
- Update or improve surveys to capture participant experience and outcomes.

VWW hopes to achieve the following through this workplan:

- Evaluate the pilot session of LIFT; understand what went well and what to improve.
- Identify viable and diverse partnerships for hosting and facilitating LIFT in future years.
- Create a specialized outreach model for high school youth.
- Develop a formalized LIFT curriculum.

Develop Partnerships & Volunteer Base for Women Can Do Conference

Women Can Do is a one-day career exploration conference for all high school girls and gender expansive youth in Vermont. Hundreds of students attend Women Can Do each fall to learn about a variety of STEM and trades careers through hands-on activities. VWW invites dozens of businesses and organizations to exhibit, encouraging women employees to lead activities that engage students in empowering experiences: driving a snow-plow truck, using a chainsaw, examining specimens through a microscope.

- Create an orientation process for engaging new partners as WCD conference exhibitors.
- Create a registration system for all WCD conference exhibitors.
- Conduct outreach to recruit volunteers to assist with preparation and implementation of the conference.

Additional Information

This is a full-time VISTA position running from August 2023 through August 2024. VISTA provides members with a \$20,640 living allowance, relocation allowance, and up to \$6,495 education award among other benefits (full list here: [Home \(servtvista.wixsite.com\)](http://Home.servtvista.wixsite.com)) In addition to the VISTA living allowance, VWW will provide a monthly \$75 gift card to gas or groceries. VWW reimburses mileage expenses at the IRS mileage rate. While our main office is located in Winooski, VT, we provide

youth programming across Vermont. This position would involve a mix of time in the main office, telework, and travel to programming around the State.

Vermont Works for Women is committed to the full inclusion of all qualified individuals. As part of this commitment, VWW will ensure that persons with disabilities are provided reasonable accommodations. If reasonable accommodation is needed to participate in the job application or interview process, to perform essential job functions, and/or to receive other benefits and privileges of employment, please contact Cody Reed, info@vtworksforwomen.org, 802-655-8900 x100.

Vermont Works for Women is committed to creating a diverse and inclusive work environment that represents the vibrant communities we serve. Candidates across all markers of identity and expressions (genders, sexualities, races, religions, ages, national origins, and abilities, etc.) are highly encouraged to apply. VWW is especially interested in candidates who can contribute to VWW's commitment to creating a diverse and inclusive work environment that represents the vibrant communities we serve. Applicants are encouraged to include a cover letter with information about how they will further this goal.

To apply, send your resume to jobs@vtworksforwomen.org. While we do not require a cover letter, we love when we get one that lets us know why you are interested in the position and how you see yourself fostering VWW's values of respect for the individual and for their potential, gender inclusivity and intersectionality, and the transformative power of work. For our full values statement, visit: <https://vtworksforwomen.org/mission/>.