



FIELD STANDARDS

Young Adult Talent Development

These field standards are intended to drive quality and alignment in the field of young adult talent development. They were developed by the Young Adult Talent Development Network, comprised of leading innovators who have created transparent pathways to demand-driven employment opportunities for young adults.

Given the breadth of the field and the range of delivery vehicles for young adult talent development, the field standards are designed to be high-level enough to enable a range of approaches, but specific enough to capture the most critical practices for young adult talent development.



Building a
Future
That Works

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1 Dual-customer mindset

- Organizational expertise and staffing capacity in both young adult talent development and employer engagement
- Tracking of both young adults served, trained, and/or placed and employers hiring and advancing young adults
- Strategies for communicating the value proposition for young adult talent development, the assets diversity brings, and the payoff for both employers and young adults

2 Demand-driven training

- Understanding of regional labor market trends and economic sectors that offer growth opportunities for young adults
- Training that aligns with demand for professional skills and technical and/or occupational competencies¹
- Training design and content informed by and customized for employers
- Strategies to help young adults understand how the labor market is changing, including the rise of the gig economy, automation, and artificial intelligence

3 Cultivation of young adult talent

- Transparent sequence of opportunities, including through partnerships, to gain the skills, competencies, and behaviors needed for success in the labor market
- Training options that interest young adults and meet regional demand
- Use of asset-based language and practices at every stage of talent development
- Preparation of young adults for workplace culture, including workplace norms, and guidance on how to manage potential bias and/or conflict in the workplace

4 Influence on business practices

- Strategies to train supervisors and workplace mentors about diversity, equity, and inclusion in a workplace environment
- Collaboration with human resources on effective hiring and retention practices
- Influence on the ways employers and managers develop young people, and on the clarity of advancement opportunities
- Assistance to employers on ways to minimize barriers, such as degree requirements, that make it difficult for new talent to access jobs

¹Professional skills may also be referred to as employability skills, soft skills, or power skills