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Job Skills and Minority Youth: New Program Directions

Barton J. Hirsch

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Job Skills and Minority Youth: New Program Directions Barton J. Hirsch
Minority youth unemployment is an enduring economic and social concern. This book evaluates two new initiatives for minority high school students that seek to cultivate marketable job skills. The first is an after-school program that provides experiences similar to apprenticeships, and the second emphasizes new approaches to improving job interview performance. The evaluation research has several distinct strengths. It involves a randomized controlled trial, uncommon in assessments of this issue and age group. Marketable job skills are assessed through a mock job interview developed for this research and administered by experienced human resource professionals. Mixed methods are utilized, with qualitative data shedding light on what actually happens inside the programs, and a developmental science approach situates the findings in terms of adolescent development. Beneficial for policy makers and practitioners as well as scholars, Job Skills and Minority Youth focuses on identifying the most promising tactics and addressing likely implementation issues.

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