



*Improving economic mobility one job seeker at a time.*

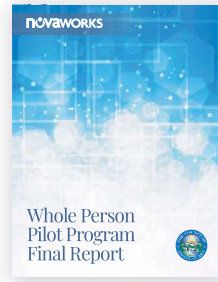
**NOVAworks Foundation** is designed to be a “Think and Do Tank” to test innovative workforce development designs, strategies and practices with the goal of learning from experiments and scaling lessons that work into the set of NOVAworks’ services. With the motivation of reaching and serving those historically underserved residents throughout the NOVA region, the Foundation will also focus on fund development and resource diversification.

**NOVAworks Foundation**  
456 West Olive Ave.  
Sunnyvale, CA 94086  
408-730-7232  
novaworks.org/foundation

## Launch Lab Initiatives

### Whole Person

**N**OVAworks partnered with Santa Clara and San Mateo Counties to embark on an initiative to help residents in underserved communities chart paths toward more lucrative and sustainable careers. The goal of this pilot initiative was to positively impact the “whole person” by removing the stressors and barriers that prevent job seekers from fully engaging in job search and training activities which lead to employment.



Through our Whole Person pilot, we:

- **Embedded our services** in local libraries to meet the job seekers in their communities.
- **Provided over \$85,000** in supportive services including food, transportation, rental assistance, utility payments, car repairs, technology and training.

The Whole Person program has made measurable changes in participants’ lives. Today, we have expanded this program to serve Mountain View, and continue to grow. The insights gained are instrumental as we refine our approach to workforce development.

#### CUSTOMER COMMENT:

“Hats off to this program. Their support, training and financial resources allowed me to focus on job search activities. I REALLY needed the training, the workshops and the 1:1 time. I feel more equipped to speak about my skills and previous experience.”

### Roadtrip Nation

**F**or many young adults, the career development process is mysterious, deflating and ultimately frustrating. This is doubly true for individuals from historically excluded communities, who face barriers to achieving greater career awareness (“What’s available?”), career discernment (“What’s the best fit for me?”), and career motivation (“Who’s got my back?”).

In response, NOVAworks has partnered with Roadtrip Nation (RTN) to provide young adults with access to career intelligence and support through curated career videos and an opportunity to tour the region interviewing influential and relatable industry leaders about their career journeys. Both the RTN Digital Community Hub and the road trip tour provide young learners with inspiration, specific labor market information, real-world work and career insights, and a turbo-charged boost to their professional networks.





**NOVAworks Foundation Board Members**

**DENNIS CIMA**

Board President  
Foothill-DeAnza Foundation

**MICHELLE NEMITS**

Board Vice President  
Biocom California

**FRANK BENEST**

Consulting and Training for  
Public Agencies

**HILARY GOODKIND**

Private Consultant

**STEPHEN LEVY**

Center for Continuing Study of  
the California Economy

**NOVAworks Foundation**

456 West Olive Ave.  
Sunnyvale, CA 94086  
408-730-7232  
novaworks.org/foundation

**San Francisco Airport**

**T**hrough a new strategic partnership, NOVAworks provides workforce development services that connect San Mateo County jobseekers with opportunities at the San Francisco Airport (SFO). Through community outreach efforts and on-site staffing of the SFO Career Center, we help bridge the gap that often prevents positive employment outcomes.



Jobseekers may face language or digital literacy barriers that prevent them from being able to complete the application and hiring process without assistance. We also provide transportation support to offset the high cost of commuting to the airport. Members of the public as well as current SFO employees seeking promotional opportunities are served by this program.

We have facilitated multiple job placements and provided career advising to hundreds of clients in this program. On the horizon, we are looking for ways to work with SFO to simplify their application process and increase our service presence at the airport.

**Young Adult Program**

**N**OVAworks recently implemented a reimagined Young Adult Program. Career navigation, paid work experience and development of core workplace skills helps participants develop confidence and skills to complete their education and gain meaningful employment.

Building trust and rapport with young adults generates positive outcomes. We facilitate this by meeting them in locations where they are already going. This could be their local coffeeshop, library, community center or adult education facility. In addition to the coaching, mentoring, and paid work experience, we provide supportive services and financial incentives that help them with expenses and motivate them to achieve long-term success.



To grow the program, we are developing key partnerships with community-based youth service providers. This helps us better understand needs and expand our reach within those communities. Our workforce development program complements the core services they already provide. Within the business community, we are building relationships with employers to develop internship opportunities that serve the program participants. The entire ecosystem is designed to build a brighter future for our community's young adults.