

JUNIOR STAFF

FACT SHEET

GOAL: To develop a qualified, competent and committed workforce needed to fulfill the mission of the Boys & Girls Club Movement.

WHY: Boys & Girls Clubs continue to promote leadership development and career preparation as a major goal of their programs. As reflected in Boys & Girls Clubs of America's IMPACT 2012 strategic plan, we need to provide more services and programs for teens that help them not only get ready for career success, but also develop a strong sense of civic responsibility and a lifelong commitment to serving others.

WHO: Boys & Girls Club members ages 13 to 18

WHAT: The newly revamped Junior Staff: Cultivating Tomorrow's Club Professionals Today is a practical small-group program that assists Club teens in exploring a career in youth development or other human services, with a particular focus on Boys & Girls Club work. With the generous support of sponsor AT&T, the program has been redesigned to be more user-friendly and provide maximum implementation flexibility for staff while being up-to-date and engaging for Club teens.

Junior Staff provides teen members with age-appropriate skill-building opportunities and hands-on Club work experience in four areas:

- career development
- apprenticeship
- customer service
- community service

The Facilitator's Guide provides step-by-step activities and information on how to create a setting that is fun and replicates real-life work experiences. The guide gives tips on recognizing participants and using peer leaders to conduct some of the program activities.

Be the Difference: Tips and Tools for Boys & Girls Clubs Junior Staffers supplements the program. Designed especially for teens with lots of graphic appeal, it provides them with on-the-job helpful hints and encourages them to further explore their career interests and personal talents and strengths. Teens can keep and use this resource long after their Junior Staff experience ends.

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