

Youth Development Practitioner Apprentice

June 2025

About PowerCorpsPHL

PowerCorpsPHL (PCPHL) connects people to careers and advances community. PCPHL engages out-of-school or out-of-work 18- to 30-year-olds in an immersive, paid 4- to 24-month program that results in connection to living wage jobs in energy, green infrastructure, and community-based careers.

PCPHL specifically recruits young people most impacted by the city's gun violence epidemic and lack of opportunities. To date, 92% of graduates transition to career pathway employment and justice-involved young people average an 8% one-year post-program recidivism rate compared to the citywide average of 45%.

Specifically, PowerCorpsPHL runs three programs and one social enterprise in Philadelphia and provides technical assistance to cities nationwide interested in adapting our model to their region.

Position Overview

The Youth Development Practitioner Apprentice will participate in on-the-job training (OJT) and on-the-job-learning (OJL) activities and related technical instruction (RTI) to learn and apply the principles of positive youth development. OJT and OJL will take place at PCPHL training, service, and project sites across Philadelphia. RTI will take place at the Community College of Philadelphia (CCP), PCPHL training sites, online, and at other locations as assigned.

The Apprentice will observe and work with established professionals (Journeyworkers) across various roles and departments to provide holistic support of program members and alumni in building self-empowerment, building work readiness and working through barriers to self-sufficiency. The Apprentice reports to the Employer Partnerships Lead and will work on-site and in the classroom with program members and alumni.

This position is designed to prepare the Apprentice for entry-level positions in the Youth Development sector and related fields. The ideal candidate will demonstrate a passion for working with young people, an ability to build relationships with people from diverse backgrounds, an interest in learning new skills in academic and non-academic environments, and an affinity for PCPHL areas of focus, including youth development and empowerment, environmental stewardship, workforce development, supportive services, community building, anti-violence, and re-entry services.

The term of this Apprenticeship is 1.5 years, with an OJT attainment of 2280-3000 hours, supplemented by 216 hours of RTI. Applicants seeking credit for previous educational or



work experience must submit a request at the time of application and furnish records and affidavits to substantiate their claim. Veteran applicants seeking credit for military training or experience must submit a DD-214.

Essential Functions

The Youth Development Practitioner will:

- Support TRUST sessions (work-based learning sites, healing circles, workshops, etc.)
- Support the monitoring of member safety, including hazard identification and removal, PPE enforcement, and training recommendations.
- Support the delivery of proactive support services interventions to participants each cohort and to alumni as needed, including:
 - Individual needs assessments and goal-setting.
 - Public benefits enrollment and navigation.
 - Information sharing of support services and resources available.
- Support the delivery of professional development activities to corps members each cohort and to alumni as needed, including:
 - Job readiness assessments and career coaching.
 - Facilitation of workshops and panels to promote soft skills development.
 - Support resume and cover letter writing, job search, networking, and interview preparation.
- Work with TRUST and Industry Academy Supervisors and Advisors to provide holistic interventions that consider the multiple factors involved in program member needs.
- Document and communicate all program member and alumni interventions.
- Contribute to program reports as requested.

Qualifications

- Passion for PowerCorpsPHL's mission and people.
- Ability to establish and foster relationships with program members, partners, and external stakeholders.
- Ability to work as a part of a collaborative team.
- Strong written and verbal communication skills to diverse audiences.
- Excellent self-direction and the ability to take ownership and drive responsibilities through to completion.
- Proficiency in Microsoft Office and Salesforce or willingness to learn.
- Successful completion of background checks.
- Demonstrated commitment to diversity, equity, inclusion, justice and accessibility.

Education and Experience

- High school diploma or General Educational Development (GED) equivalency required.
- Experience working with justice impacted young adults preferred.



- Experience working with young parents and navigating child welfare supports preferred.
- Experience with recording and tracking of data preferred.

Physical Demands and Work Environment

- Willingness to travel to different locations within Philadelphia on a regular basis.
- Ability to facilitate both virtual and in-person workshops and meetings using a variety of digital platforms, physical projectors, whiteboards, flip charts and vocal projection.
- Ability to sit for up to four (4) hours at a time looking at a computer monitor, using a keyboard and mouse, typing, and frequently participating on video conferences.
- Ability to travel to outdoor work sites and walk on uneven ground to engage with members.

PowerCorpsPHL is an Equal Opportunity Employer. We are committed to creating an inclusive environment for all employees and applicants for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, veteran status, or any other protected characteristic under applicable law.

PowerCorpsPHL is committed to providing reasonable accommodations for qualified individuals with disabilities to enable them to perform the essential functions of the job. This job description outlines the typical functions of the position, and employees with disabilities can perform these essential functions with or without reasonable accommodations. We will provide accommodations unless doing so would cause an undue hardship for the employer.

Interested potential applicants can apply [Here](#)

(<https://www.cognitofrms.com/PowerCorpsPHL1/YouthDevelopmentPractitionerApprenticeshipApplicationSummer2025>)

Please contact Employer Partnership Lead Gentriss Jointe with any inquiries regarding this position: Gentriss@PowerCorpsPHL.org

