



Watering Seeds Workforce Readiness Program By Quantuvos

Overview

Quantuvos' *Watering Seeds* program is designed to ensure that promising, first-generation college graduates succeed in their professional careers. Success for these individuals is not simply graduating from college but achieving long-term financial self-sustainability.

Existing programs do an excellent job of helping first-generation young adults move through college and graduate school, but the support often ends when they leave academia and move into the working world. There is a "post-graduation gap." The *Watering Seeds* program offers professional development and one-on-one coaching to build a foundation from which these graduates can succeed.



Target Audience

Students from lower-income families and first-generation graduates are ideal candidates for the Watering Seeds program. Often they demonstrate the attributes needed for long-term success: determination, a willingness to work hard, and a commitment to overcoming obstacles. As they enter the professional world, the guidance of a Quantuvos coach can be invaluable. The foundational support they will receive will enable them to become economically self-sustainable and well-positioned to, in time, return the support that was given them. This virtuous cycle enhances the region's workforce development and the overall economic landscape.

The target audience for the program includes students in their senior year who intend to begin work immediately after graduation or those who have graduated and are in the early stages of their careers or attending graduate school.

Coaching Program Goals

Participants in the *Watering Seeds* program benefit by:

- Understanding what is expected of them in their new workplaces
- Building important skills in communication, collaboration, networking, self-management and professional presence
- Developing an action plan for their first six months on the job or in graduate school to help them stay focused
- Feeling supported, equipped and more confident as they make the transition

Pilot Program

Quantuvos offers a twelve-month pilot program for **one or more cohorts of 6 to 10 participants**. The program includes group and individual coaching sessions focused on specific topics. Group coaching allows participants to build a network and share similar challenges. Individual coaching provides the accountability and structure to apply what they have learned to their own situations and work settings. Pre-work is assigned before sessions to help participants reflect on the topic, while post-session action steps help them put those reflections into action.

All participants have access to **Network Q**, the Quantuvos professional development platform, which offers additional resources and support. Throughout the program, Quantuvos captures **aggregated data** and meets regularly with program sponsors to review findings and share feedback. The following page includes a high-level outline of the curriculum.

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Process and Curriculum

Prior to beginning the program, Quantuvos will meet with the sponsoring organization to define overarching goals and determine the selection process for participants. Once participants are selected for the program, each individual will participate in an orientation session that will then be followed by the group coaching sessions.

Between months five and six, participants will fill out a personal profile, get matched with three coaches from which they can choose, and select their coach for their individual coaching sessions. All sessions are conducted live via videoconferencing.

Program Month	Sessions & Timing		Curriculum/Topic
Pre-Program	Orientation	60 min	Overview of program, coaching process, and expectations of participants.
1	Group	60 min	5 modules will be selected for the group sessions based on the make-up and unique needs of each cohort. Sample modules include: <ul style="list-style-type: none"> • Leveraging Your Strengths (CliftonStrengths assessment) • Values Identification and Alignment with Your Employer • Getting to Know Your Organization - Understanding Norms, Culture and Unspoken "Rules" • Establishing Your Network / Building Collaborative Relationships • Understanding Expectations / Getting Results in Your Job • Building Credibility / Your Personal Brand • Professional Skills and Business Etiquette • Priority Management / Work-Life Blending • Personal Resilience Assessment / Strengthening Your Resilience • Diversity and Inclusion / Cultural & Emotional Intelligence
2	Group	60 min	
3	Group	60 min	
4	Group	60 min	
5	Group	60 min	
Between months 5 and 6, participants select their coach for their individual coaching sessions.			
6	Individual	60 min	Participant chooses areas of growth to work on with their coach. Focus is on applying what they have learned from the group sessions, working through challenges, and developing new habits and mindsets.
7	Individual	60 min	
8	Individual	60 min	
9	Individual	60 min	
10	Individual	60 min	
11	Individual	60 min	
12	Group	60 min	Final group session to share takeaways from the program and celebrate successes.

Coaching Team

Quantuvos has a diverse team of coaches representing a wide range of backgrounds and perspectives. Our combined coaching experience spans many decades across all industries, geographies, races, nationalities, and stages of one's career. We bring an approach to our work that strongly reflects our values of compassion, genuine interest in the client, a personalized experience, and a commitment to helping each client achieve their personal best.

For More Information

For more information about our Watering Seeds program, please contact Chelese Perry, Program Director, at chelese@wateringseedsfoundation.org and visit our website at wateringseedsfoundation.org.

