

How we Measure Success: Career Readiness

One of our obvious metrics for determining Career Readiness is the ability to find, acquire, and maintain employment. But success in this area isn't just about getting hired—it's about having the skills and confidence to navigate the job market as independently as possible.

Finding Employment: More Than Just a Job Search

A successful job search isn't about submitting as many applications as possible—it's about knowing where to apply, what kind of work is a good fit, and how to stand out to employers. Every Capstone participant works through:

- Career Interest Assessments to determine what kinds of jobs match their strengths.
- DB101 Accounts to help them plan for financial independence.
- Job Applications & Resumes that reflect their real skills and experience.

Acquiring Employment: Making the Best Impression

Getting a job offer isn't just about having the right qualifications—it's also about handling interviews and workplace interactions effectively. Capstone participants engage in:

- Mock Interviews that go beyond rehearsed answers to prepare for real-world conversations.
- Workplace Readiness Training that covers employer expectations, self-advocacy, and professional communication.

Maintaining Employment: The Long-Term Goal

Keeping a job requires more than just showing up on time—it's about learning workplace dynamics, navigating challenges, and problem-solving. Success in this area is measured by:

- Understanding employer feedback and expectations (and how to respond to them).
- Learning strategies for managing workplace stress and conflict resolution.
- Building independence so that participants feel confident in their jobs without ongoing external support.

For an example of how this works in action, see our latest blog post [here](#).



Alumni Spotlight: Sarah Frisk

Can you share your name and where you are currently working?

Sarah Frisk. I live two blocks down the road with my sister. I work as a BT at Franklin Academy.

What's one thing you learned at Capstone that stuck with you?

I could be practical and say 'Personal Finance' or I could be sappy and say 'finding a place where I belong.'

If you could go back and give yourself advice when you first started the program, what would it be?

That it's okay to come out of my shell.

What advice would you give current Capstone participants who are thinking about their future?

Pay attention. Invest in your friendships. Be yourself.

If Capstone had a Hall of Fame, what would you want to be remembered for?

For caring about people. And the quote list.

Describe your Capstone experience in three words.

Valuable. Informative. Fun.

With Sincere Appreciation

Michael Faeth

Director of Adult Education

March

2025

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
PRISM/ DoubleTree Hotel 3	4	5	6	Whirly Ball/ Somali Museum 7
New Hope YMCA 10	11	12	13	Wreck It Rage Room/ Museum of Illusions (MOA) 14
PRISM/ DoubleTree Hotel 17	18	19	20	India Spice House (meal out)/ MN History Center 21
New Hope YMCA 24	25	26	27	Top Golf/ MIA (Tibetan Buddhist Shrine Room) 28
PRISM/ DoubleTree Hotel 31				

Please note: This calendar is subject to change.

*Students will typically have an option to purchase food or other items on community-based trips.

