



Expected Program Outcomes/Indicators

Fundamental employment skill sets and 21st Century Skills outcomes are utilized during each program. Each of our programs is carefully designed to expose our apprentices to real-world employment processes and procedures, as well as give the opportunity to practice the soft job skills they will need for future jobs in any industry. Some examples of specific program activities in which apprentices learn these skills include:

All ArtWorks programs incorporate the following components:	These components correspond to the following 21st Century Skills:
Interview/Selection process	Fundamental Job Skills
On-boarding process: Setting expectations	<ul style="list-style-type: none"> • Flexibility & Adaptability Skills • Social & Cross-Cultural Skills • Communication & Collaboration Skills
Uniform compliance	Fundamental Job Skills
Completing needed hiring paperwork	Fundamental Job Skills
Performing on teams of diverse co-workers	<ul style="list-style-type: none"> • Creativity & Innovation Skills • Critical Thinking & Problem Solving Skills • Communication & Collaboration Skills
Performance evaluations & feedback from managers & co-workers	<ul style="list-style-type: none"> • Critical Thinking & Problem Solving Skills • Communication & Collaboration Skills • Initiative & Self-Direction Skills • Productivity & Accountability Skills • Social & Cross-Cultural Skills
Writing Artist's statements and "Pitching" ideas to co-workers and/or customers	<ul style="list-style-type: none"> • Professionalism • Communication & Collaboration Skills • Creativity & Innovation Skills
Collaboratively forming and managing work plans	<ul style="list-style-type: none"> • Critical Thinking & Problem Solving Skills • Communication & Collaboration Skills • Productivity & Accountability Skills