

# Best Practices

Below are the best practices or strategies for working with immigrant youth and young adults that DHTI identified during the grant period. These are the practices and strategies that DHTI recommends for tailoring HCPI to meet the needs of young immigrants:

- **Individualized coaching** to develop a clear career plan helps create needed structure for participants to move toward their career goal(s). Although participants may alter their career plans as they begin to take steps on their paths, it is essential that participants receive individualized support to identify their strengths and challenges that they may face in order to create a clear plan that can be used as a guide. Without a roadmap, many young participants can feel confused and lost.
- **Clear structure and guidelines for participation** help young participants understand the expectations for their involvement in HCPI. While HCPI is intended to meet participants where they are at, having strong guidelines from the beginning sets standards for accountability that are essential to job readiness.
- **Integrate diverse activities and interactive techniques** to keep young participants engaged in trainings. Strategies include popular education approaches, interactive activities (e.g. games, role plays), and a mix of modalities (e.g., large and small group conversations, videos, panels, etc.) that engage participants as teachers and learners. In addition to these strategies it is also important to create space for reflection in trainings in order to give participants needed time to integrate learning and identify curiosities and questions related to their career plans.
- **Opportunities for hands on experiences and building their networks** with the health workforce enrich the learning experience for young participants. Through field trips, panels, speakers, and work-based learning placements, participants can have hands on experiences that allow them to understand their career paths in embodied ways and also to build their network for future success through meeting professionals in the health field.
- **Job readiness information and skill building** is essential for creating conditions in which young participants feel empowered. Providing information and/or workshops on resumes, cover letters, interview tips and networking, among other skills, are foundational for youth and young adults to feel empowered to take steps toward their career goal(s).
- **Offer relevant resources and referrals** to participants so that they can take desired next steps. Whether it be volunteering or seeking support services, having key contacts and information about opportunities supports participants to progress on their career plans.
- **Social media presence and/or online learning platforms** may be another tool to engage youth and young adults in learning and career development. DHTI is still working on its social media strategy and integration of online learning into trainings, but youth and young adults are increasingly using smartphones and participating in online social media and communities to build knowledge, skills, and connections.