

# Local Alliance Improves Student Outcomes

Employers and Georgia Schools Partner to Improve Student Outcomes Through YouScience Participation - Paulding County, R.K. Redding Construction and YouScience

## CHALLENGE

Local construction firms struggle to find qualified candidates interested in a skilled trades career. National organizations like The Associated General Contractors of America invest millions of dollars in workforce development initiatives to attract students earlier in their decision-making process.

## SOLUTION

Randall Redding of R. K. Redding Construction (RKR) was introduced to YouScience and saw an opportunity to increase high school students' workforce readiness. Working alongside Paulding County Schools superintendent, RKR sponsored students across 5 district high schools to take the YouScience Profile. This partnership aligned students to their best-fit careers and introduced them to in-demand careers - such as construction - where they held a competitive advantage.

## OUTCOME

With student insights gained from YouScience, RKR has more young talent interested in job shadowing and internships. RKR has since sponsored other high schools, developed a construction training program, and now donates left-over construction materials to schools' CTAE programs.

## CAREER FAIR OF THE FUTURE

Working with the community, local Georgia schools, and YouScience, RKR hopes to help build a larger, more diverse workforce. The combined efforts of these groups helped create a next generation career fair. Based on their YouScience high-aptitude fit results, Paulding County High School seniors were identified for high-growth industries such as technology, construction, manufacturing and healthcare. Students were invited to a career fair and were individually matched to their high-fit industries. Company representatives and professors from the local technical college visited the classroom to share certification requirements, career and salary potential, and opportunities for students. 30% of attending students applied for admission to the technical college on the SPOT!

**"Workforce Development is one of the most important issues facing industries today. YouScience allows students to identify careers that 'best-fit' their natural abilities and interests, and make more informed educational decisions."**

- Randall Redding  
R.K. Redding Construction  
CEO 2015-2016

# Aligning talent, education, & industry.

By uncovering aptitudes, aligning talent with education pathways, demonstrating knowledge and skills and connecting users to real-world apprenticeships/internships, YouScience provides a comprehensive solution to makes sure your students are college and career ready. Learn more at [www.youscience.com](http://www.youscience.com).

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UNCOVER TALENT WITH APTITUDES	DATA-DRIVEN ACADEMIC ADVISING	INDUSTRY-RECOGNIZED CAREER CERTIFICATIONS	TALENT TO EMPLOYER CONNECTION
Every student has talent. YouScience can help uncover and better direct it. Our performance measures of aptitudes align students' natural talent with in-demand programs and careers for which they have a competitive advantage.	Provide better career guidance to help students discover their best-fit programs and careers. From middle school, to high school and beyond, our Academic Advising Suite equips educators with actionable insights to get the right students in the right programs.	Enable students to demonstrate their skills and knowledge - and graduate with valuable certifications as key signifiers of qualified talent. Reports within the system help you track data to show student performance and program improvement.	Help students build resumes and relationships that will make them stand out from the crowd. The value of internships, apprenticeships, and job opportunities is multiplied when students can identify where their passion and talent meet.