**What is Year Up Looking For?**

**BASIC QUALIFICATIONS**

* Age: 18-24 years old
* High school diploma or GED recipient
* U.S. Citizen, permanent resident, or legal authorization to work
* Motivated and Hardworking

**ADDITIONAL QUALITIES ASSESSED**

* **Professionalism**
  + Attire at Year Up appointments
  + Behavior during interactions with staff and peers
  + Body language (SLANT)
* **Dependability**
  + On time (aka early!) to all appointments
  + Advance notifications when delays arise
* **Communication**
  + Communication skills in info session group interactive and individual interview
  + Proactive communication when challenges arise with any step of process (attire, materials required, etc.)
* **Initiative**
  + Participating in info session group interactive
  + Proactive completion and problem solving around application materials
* **Persistence**
  + Past employment and education experiences
  + Perseverance in the face of challenges
* **Critical Thinking**
  + Writing prompt
  + Scenario presented at interview
* **Interpersonal Awareness**
  + Engagement with peers during group interactive at info session
  + Demeanor in individual interview
  + Self-awareness around strengths and growth areas and response to receiving feedback
* **Strive to Learn**
  + Goals individual has set and achieved
  + Learning orientation and mindset demonstrated through educational experience and other interests

**READINESS FACTORS**

**Year Up also assesses personal readiness factors to understand challenges in an applicant’s life and the resources/support needed to be well suited for success at Year Up**

* Does this applicant have a plan in place to address this need/challenge?
* Does the applicant have options/support?
* Is applicant willing to seek help?
* Does Year Up have the adequate resources to set student up for success?