
Power Hour

Four-Year Curriculum Scope

Girls Inc. of Greater Miami

Program Theme: Women in Leadership / Career Readiness
Framework: 5 E's (Employability, Exposure, Exploration, Experience, Evolution)
Designed by: Marlena Candelario Romero & Sarah Maldonado
Date: April 2026 (Planning Document)

100 Girls Enrolled	5 E's Framework	7 Monthly Sessions	4 Year Program	10 Internship Placements
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Confidential Planning Document

The Structural Model

Design Principles

1. **Shared sessions, differentiated depth.** Every monthly session has one theme. All participants are in the room together. What each girl *does* with the content depends on her year level — not her grade.
2. **E-level = years in Power Hour.** Every girl starts at E2 Exposure regardless of when she joins. You don't choose a path you haven't seen.
3. **All sectors, every year.** Healthcare, Tech, Professional Services, and Creative/Social Impact all appear every year. Depth by year level, not calendar.
4. **Three phases.** Foundation (S1-2, Nov-Dec) → Development (S3-5, Jan-Mar) → Launch (S6-7, Apr-May). SEL in EVERY session.
5. **Portfolio is the spine.** Every session produces a deliverable. Includes Growth Narrative, Network Map, Skill Evidence, and E5 components.
6. **E1 Employability is the first through-line.** 18 universal soft skills in every session, every year.
7. **E5 Evolution is the second through-line.** Learning agility, AI fluency, adaptability, financial resilience, entrepreneurial thinking.

The 5 E's Framework

E	Name	Description	Presence
E1	Employability	Transferable skills — communication, teamwork, professionalism, critical thinking. FL Workforce Study's 18 universal soft skills.	Every session, every year
E2	Exposure	Full breadth of career pathways — high-wage, non-traditional sectors. Panels, site visits, wage data. Broadens what's possible.	Year 1 — primary
E3	Exploration	Sample, test, identify interests. Informational interviews, sector deep-dives, values clarification. Prevents foreclosure.	Year 2 — primary
E4	Experience	Sustained, applied learning. Capstone projects, Ambassador leadership, mock interviews, internship placement.	Year 3 primary; Year 4 peak
E5	Evolution	Future-ready: learning agility, AI fluency, adaptability, financial resilience, entrepreneurial thinking.	Every session, every year

E5 Evolution — The Five Components

- **Learning Agility** — How to teach yourself something new. The skill of learning itself.
- **AI & Tech Fluency** — Using AI as a collaborator, not a replacement. Every career will be AI-adjacent.
- **Adaptability** — The world changes fast — and so will you. That's a strength, not a threat.
- **Financial Resilience** — Compound interest, salary negotiation, benefits analysis. Fight the wage gap with literacy.
- **Entrepreneurial Thinking** — How to create value, identify problems, build from nothing. Not just for founders.

E-Level Progression by Year in Program

E-Level	Triggered By	Primary Lens	Girl's Posture	Portfolio
E2 Exposure	Year 1 (any grade)	See the full landscape	Curious observer	Skills-based resume, interests inventory, 1-2 interviews
E3 Exploration	Year 2	Test, sample, begin choosing	Active investigator	Sector-specific resume, cover letter, 3+ interviews, LinkedIn
E4 Experience	Year 3	Applied skill development	Practitioner	Multiple resumes, capstone, employer mock interviews
E4 Peak	Year 4	Real-world application	Launcher	Job-ready portfolio, rec letters, applications submitted

Pacing Adjustment for Late Entrants

Entry Grade	E-Level Start	Adjustment
Freshman (Gr 9)	E2 — full year	Standard pace. High structure, broad sampling.
Sophomore (Gr 10)	E2 — full year	Standard pace with more autonomy.
Junior (Gr 11)	E2 — compressed	E2 months 1-3, transition to E3 months 4-7.
Senior (Gr 12)	E2 — compressed	E2 months 1-2, E3 months 3-4, E4 months 5-7. Launchable deliverables.

Sector Model — All Sectors, Every Year

Sector	Key Data	Why It Matters
Healthcare & Life Sciences	+26,118 jobs by 2034	Family connections to healthcare. Show higher-wage pathways: clinical research, informatics, biotech.
Technology & Innovation	\$121K-\$141K senior roles	Miami #2 for tech growth. 70-89% male. Deliberate counter-programming.
Professional & Business Services	+33,910 jobs by 2034	Finance, consulting, marketing, legal. Broadens beyond STEM.
Creative, Social Impact & Entrepreneurship	\$4.6B VC invested (2024)	Design, media, nonprofit, policy. Honors cross-boundary interests.

4-Tier Partner Model

Tier	Type	Role	Commitment
T1	Collegiate Role Models	FIU + Barry students on panels. Bridge HS to career.	1-2 sessions/year
T2	Industry Partners	Workshop leaders. Capstone reviewers. Portfolio feedback.	2-4 sessions/year
T3	Mentors	Matched by interest. Monthly meetings. Guidance to reference.	Monthly, 7-month cycle
T4	Internship Providers	Paid placement hosts. 15 hrs/wk (10 on-site + 5 Girls Inc.). MOU required.	Summer, 5-6 weeks

Work-Based Learning by Year

Year	Type	Structure
Year 1	Career exposure only	Panels, site visits, speakers via T1 + T2. No internship.
Year 2	Micro-internships	10-20 hr projects with T2/T4. Single deliverable. Can be virtual.
Year 3	Paid internship	15 hrs/wk (10 on-site + 5 Girls Inc.). 5-6 weeks summer. 10 placements. Funded by Girls Inc. and/or industry partners.
Year 4	Light touch + tracking	Continued placement or job search support. Post-graduation outcome tracking.

Internship Pathway — Two Options

Option A: SYIP Feeder (\$0 for wages) — Partner with M-DCPS + The Children's Trust. 3,187 students at 974 worksites. Grant-funded. Requires formal partnership. Apps due May 1.

Option B: Girls Inc. Direct Pipeline (~\$1,500/intern) — Build own T4 pipeline. \$15/hr x 15 hrs/wk x 5 weeks. For 10 interns = \$11,250-\$15,000/year. MOU with each employer.

Target: First 10 paid placements by summer 2027.

Session Model — Three Phases

Every Session Format

SEL Warm-Up → Career Content → Differentiated Activity (by year level) → Portfolio Work → E5 Thread → Wrap-Up

SEL/character development is present in every session — constant, not siloed.

Phase	Sessions	Months	Focus
Foundation	1-2	Nov-Dec	Belonging first. Identity, norms, mentor matching, strengths. Career awareness alongside SEL. HI Pre-Survey.
Development	3-5	Jan-Mar	SEL deepens + career content intensifies. Sector workshops, professional skills, mock interviews, portfolio. HI Check-In at S4.
Launch	6-7	Apr-May	Portfolio completion, peer coaching, showcase. Growth narrative finalized. HI Post-Survey. Alumni induction.

Portfolio Progression by Year Level

Component	Year 1 (E2)	Year 2 (E3)	Year 3 (E4)	Year 4 (E4 Peak)
Resume	Skills-based, 1 version	Sector-targeted, 2 versions	Industry-specific, 3+	Job-ready, per opportunity
Cover Letter	Basic template	Customized for 1 role	Multiple polished	Submitted with real apps
Personal Statement	Draft: identity + goals	Refined with sector focus	Publication-ready	Used in college/scholarship apps
Informational Interviews	2 completed	5+ across sectors	8+ incl. employers	Converted to network
LinkedIn	Draft	Live, basic connections	Active, 50+ connections	Recruiter-ready
Mock Interviews	1 round (peer)	2 rounds (peer + mentor)	3 rounds (+employer)	Live interviews completed
Capstone	—	Sector research project	Industry-reviewed	Cross-sector or venture
Growth Narrative	"Who am I today?"	"What's changed?"	"What do I stand for?"	Full arc document
Network Map	Peer group + mentor	5+ professional contacts	10+ contacts	15+ portable network
Skill Evidence	1 recording + peer feedback	2+ recordings + mentor	3+ incl. employer-scored	Complete evidence portfolio
E5: Learning Sprint	1 guided sprint	2+ self-directed	Leads sprint for Yr 1	Teach-back capstone
E5: AI Fluency	AI-assisted drafting	AI for research + editing	AI for capstone	AI as career co-pilot
E5: Adaptability	"Jobs that didn't exist"	Adaptability Exercise #1	Adaptability Exercise #2	"What doesn't expire?"
E5: Financial Plan	Compound interest intro	Post-grad budget for Miami	Salary negotiation sim	First 90 days plan

Evaluation

Tool	When	What It Measures
HelloInsight Pre-Survey	Session 1 (every year)	Baseline: Applied SEL, Adaptive Mindset, Career Knowledge
HelloInsight Check-In	Session 4 (every year)	Program quality: are youth experiencing what we intend?
HelloInsight Post-Survey	Session 7 (every year)	Growth: capacity change in SEL, mindset, career knowledge
EE — Taking Stock	Session 4	Staff + youth self-rate 1-10. Dialogue.
EE — Reflection	Session 7	Interpret findings. Plan next cycle.
Google Forms	Every session	Engagement: what worked, what didn't, rating
Portfolio rubric	Sessions 4 + 7	Portfolio quality by year-level expectations
Mentor relationship survey	Session 7	Relationship quality, trust, industry relevance
Alumnae tracking	Annually post-grad	Post-secondary enrollment, career entry, earnings

Key Program Numbers

Metric	Target
Enrollment	100 girls enrolled, 75 consistent (75% retention)
Girls Inc. quota	25-33% of 300-girl org target
Sessions per year	7 (monthly, Nov-May)
Program span	4 years (Grades 9-12)
Internship placements	10 per summer (starting summer 2027)
Internship hours	15 hrs/wk (10 on-site + 5 with Girls Inc.)
Cost per student	Under \$1,500
Pricing	Title 1 = free; sliding scale for others
Attendance target	75% per session

Team

Team Member	Ownership Area
Marlena Candelario Romero	Program oversight and leadership (lead). Co-write curriculum. Co-own logistics/operations.
Kasidy Brown	Lead facilitator. Co-write curriculum. Dedicated program coordinator.

Team Member	Ownership Area
Sarah Maldonado	Program design, budget, KPIs. Co-own logistics/operations.
Virginia Akar + Dyani Roberts	Mentor/partner comms. 4-tier partner recruitment. CEO funding strategy. T4 employer pipeline.

Confirmed Decisions

- ✓ 5 E's framework (Employability, Exposure, Exploration, Experience, Evolution)
- ✓ E-level follows years in program, not grade
- ✓ E5 Evolution as second through-line (Learning Agility, AI Fluency, Adaptability, Financial Resilience, Entrepreneurial Thinking)
- ✓ All 4 sectors every year — depth by year level
- ✓ Monthly cadence (7 sessions, Nov-May)
- ✓ 3 phases: Foundation → Development → Launch
- ✓ SEL/character development in every session (constant, not siloed)
- ✓ Shared sessions with differentiated depth
- ✓ Portfolio as program spine (Growth Narrative, Network Map, Skill Evidence, E5 components)
- ✓ 4-tier partner model (T1 Collegiate, T2 Industry, T3 Mentors, T4 Internship Providers)
- ✓ 100 enrolled / 75 consistent (25-33% of Girls Inc. 300-girl quota)
- ✓ Year 2+: seniors added
- ✓ Internships: 10 paid placements by summer 2027, 15 hrs/wk, funded by Girls Inc. and/or industry partners
- ✓ Year 4 seniors: light touchpoints + post-graduation tracking
- ✓ Title 1 = free; sliding scale for others; under \$1.5K/student
- ✓ Kasidy Brown is dedicated program coordinator
- ✓ Digital badge for LinkedIn
- ✓ Alumnae pipeline connects to Girls Inc. HQ national alumni network

Open Decisions

- "Women in Leadership" theme branding
- Sliding scale fee model (TBD with Virginia)
- FIU partnership formalization
- Session length (2.5 hours assumed)
- Device access plan
- T4 employer pipeline (5-10 partners by Feb 2027)
- SYIP feeder vs. direct pipeline decision
- MOU template + legal review
- Liability insurance confirmation
- E5 AI tool selection
- E5 financial literacy partners
- Entrepreneurship pipeline (StartUP FIU, etc.)
- Employer value proposition one-pager

This document is a living planning tool. It will be refined through participant focus group feedback (before July 2026), facilitator input from Kasidy Brown, and CEO review with Virginia Akar.

*Girls Inc. of Greater Miami — Power Hour Program Redesign
Marlena Candelario Romero & Sarah Maldonado — April 2026
Confidential Planning Document*