

# This Way ONward

## PROGRAM OVERVIEW

### What is This Way ONward?

This Way ONward is a program run in partnership with Old Navy to provide career exploration, job preparation and job placement opportunities.

### Who can participate?

Any Club located near an Old Navy can participate. To see if there's a store near you go to <https://oldnavy.gap.com/stores>

### How does the program benefit teens and Clubs?

- Teens 16+ who participate in This Way ONward are invited to apply for a seasonal or part-time position at an Old Navy store where, if hired, they will practice what they've learned in a real work environment
- Old Navy seeks to recruit 5% of their entry-level store hires through This Way ONward by 2025, so hiring Club teens is a priority
- For every 25 hours a store team volunteers with the Club, they can request a \$250 grant for that community organization
- Results from a third-party 2019 survey show that the majority of teens in the program reported improvements in soft skills, work-ready skills and confidence.

### How do we get started?

- Get more information at [bgca.net/thiswayonward](http://bgca.net/thiswayonward)
- Access program resources: <http://bit.ly/ThisWayOnwardLibrary>
- Sign up to receive program updates: [This Way Onward Mailing List](#)
- See job postings: <https://www.gapinc.com/en-us/careers/this-way-onward>

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## FREQUENTLY ASKED QUESTIONS

### **Is this a grant-based program?**

No, there is no pass-through or LOA for this program. We do offer monetary incentives for completion of program activities and milestones for Clubs and teens. For more information, reference [Incentive Details and How to Apply](#).

### **Do Clubs have to get approved by BGCA to participate or get matched with stores?**

No, Clubs that are interested in the program can engage their local stores on their own and plan the program according to their needs and timeline. BGCA can offer support to Clubs, but will not act as a connector or liaison between Club and store.

### **Does Old Navy hold positions specifically for Club members?**

No. Through this program Club teens are given support in preparing for and engaging in the application and interview process, but hiring is still competitive with non-program candidates. Old Navy does have goals attached to hiring through this program though, so many stores prioritize This Way Ahead applicants.

### **What if a store doesn't want to partner?**

Some stores may be unable or uninterested in running the program, or may already work with a different community partner. Since this program is voluntary for both Club and store, the Club should look for other stores in their community.

Questions? Email us at [ThisWayOnward@bgca.org](mailto:ThisWayOnward@bgca.org)

