Promoting Pathways to Long-Term Success for Systems-Involved Youth

Tuesday, June 6, 2017
1pm ET/10am PT
Webinar Technical Support

- GoToWebinar Technical Assistance: 1-800-263-6317
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- A recording of the webinar and other resources will be available at www.aypf.org

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Overview and Resources

* **Understanding Foster, Juvenile Justice, and Crossover Youth** microsite

* 3-part blog series on *Forum for Thought* blog

* AYPF’s website: [www.aypf.org](http://www.aypf.org) #Pathways4Success
Today’s Presenters

* Darrin McCall, Director of Programs, Youth Empowerment Project

* Serita Cox, Co-Founder and Executive Director, iFoster

* Alan Lessik, Executive Director, Civicorps

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www.youthempowermentproject.org - @YEPNOLA
YEP’s mission is to engage underserved young people through community-based education, mentoring and employment readiness programs to help them develop skills and strengthen ties to family and community.
Youth Empowerment Project

• 2004 - YEP was formed as Louisiana’s *first re-entry program* for young people leaving state operated secure juvenile justice facilities

• Today YEP operates 11 programs in the Greater New Orleans area and *served over 1,200 young* people in 2016

• YEP’s programming can be broken into four service areas

- **YEP Mentors**
  (Mentoring/Youth Advocacy)

- **YEP Works**
  (Post Secondary/Employment Readiness)

- **YEP Educates**
  (Adult Education/High School Equivalency)

- **YEP Enriches**
  (Out-of-School Time)
Who are YEP participants?

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<table>
<thead>
<tr>
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<tbody>
<tr>
<td>**22</td>
<td>Average Age</td>
</tr>
<tr>
<td><strong>6 – 75</strong></td>
<td>Age Range</td>
</tr>
<tr>
<td><strong>67%</strong></td>
<td>Youth who live in a female headed household</td>
</tr>
<tr>
<td><strong>5th grade</strong></td>
<td>Average reading level of students entering YEP adult education programs</td>
</tr>
<tr>
<td><strong>72%</strong></td>
<td>Of YEP’s Adult Education students report being unemployed at intake</td>
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<tr>
<td><strong>26%</strong></td>
<td>Participants reported being involved in the justice system at intake</td>
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**Participant Gender**
- Male 57%
- Female 43%

**Participant Income Level**
- Under $10,000: 12%
- $10,000 - $19,999: 4%
- $20,000 - $29,999: 2%
- $30,000 - $39,999: 2%
- $40,000 - $49,999: 2%
- $50,000 & Above: 70%
YEP’s Village Program

- YEP created The Village in 2009 as a subset to our New Orleans Providing Literacy to All Youth (NOPLAY) program, to directly address youth disconnection by offering high school equivalency instruction and community-based supportive services

Educational Functioning Level Gains, State and National Comparison

1 Louisiana Department of Education, 2015
2 New Orleans Public Library Foundation
Employment Readiness

YEP's Work and Learn Center
- The Work and Learn Center is a job training program for 16 to 24 year olds, where youth are trained in hard and soft skills while earning an educational stipend
- The hard skills offered through the W&L Center include customer service, bicycle repair, and creative digital media training
Audience Q&A

• To submit live questions, please use the “Questions” box on the control panel
iFoster Jobs Program
Permanent Employment for Foster Youth
Foster Youth need Jobs to become self-sufficient

• **30,000** youth age out of foster care *every year* at the age of 18 to 21

• **Within 4 years** of existing care:
  o **50%** will have no earnings and those with earnings will have an average income of only $7,500 per year
  o **50%** will spend time in a homeless shelter
  o **70%** will be on government assistance
  o Resulting in an *> $1 Million* economic burden to society per failed youth
Employers need reliable, hard working employees.

- More than 34 Million entry level jobs nationwide
- Jobs offering skills development and career pathways
- 70% annual turnover rate
- Over $3,500 cost to replace a single entry level employee
- Resulting 15% to 30% of an entry-level position’s annual salary is spent on filling it
An Innovative Public/Private Partnership can solve both Problems

1. Provide entry-level job and management career opportunities to every eligible 16-24 year old Foster Youth in the US

2. Create a pipeline of pre-qualified potential hires

3. Provide job skills training, necessary concrete resources, job coach, scholarships / tuition reimbursement, and opportunities to develop careers
The iFoster Jobs Program matches Employers with Entry-Level Positions to Foster Youth who are specifically trained, appropriately resourced, and effectively supported to gain employment with specific Employers, succeed in their jobs, and transition to self-sufficiency.
• iFoster Jobs Program is **implemented locally through a collaborative** of partner youth-serving organizations

• **Each Collaborative partner commits** to providing their expertise, local knowledge, staff, existing supportive programming, concrete resources and funding

• **Community Collaborative includes**: child welfare agencies responsible for Youth, opportunity youth job skills training organization (WIBs), supportive housing, independent living programs for foster youth, extended foster care, youth peer support, and mentors

• They **collectively implement a standard program** (process, resources, curriculum and assessment) with **standard performance metrics and goals**
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CIVICORPS MISSION

To re-engage young adults, ages 18-26, to earn their high school diploma, gain job skills, pursue college and embark on family sustaining careers.
FULL SERVICE COMMUNITY SCHOOL

ACADEMICS

JOB TRAINING

SUPPORT SERVICES

CIVICORPS
OAKLAND, CALIFORNIA
DEMOGRAPHICS

Serving approximately 200 students each year

Female 35%
Male 65%

- Black/African American 61% (138)
- Latino 26% (59)
- Asian 9% (20)
- Mixed Race & Other 4% (9)
DEMOGRAPHICS

• 99% eligible for free/reduced lunch
• 24% former foster care youth
• 50% involved with the juvenile or adult justice system
• 40% current IEP’s or 504 Plans
• 35% parents
• 50% homeless or have unstable housing
SUMMARY

CIVICORPS’ GRADUATION RATE IS 72%, one of the highest performing high schools in Oakland.

HOW DO WE DO IT?
a unique mix of services to promote long-term success

ONE YEAR AFTER GRADUATION, 73% of graduates are enrolled in college and/or employed.

PERSONALIZED Academics

College Prep

PAID $ Job Training

CAREER PATHWAYS TO UNIONIZED INDUSTRIES

Counseling & SUPPORT SERVICES

ALL DELIVERED THROUGH A TRAUMA-INFORMED CARE LENS
## SUPPORT SERVICES

**Wraparound Support Services for all Students and Graduates**

<table>
<thead>
<tr>
<th>Special Education</th>
<th>Counseling</th>
<th>Housing</th>
<th>College</th>
<th>Career</th>
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</thead>
<tbody>
<tr>
<td>Resource Specialist &amp; Instructional Assistants</td>
<td>Support Sessions/Group Education</td>
<td>Full time Housing Specialist</td>
<td>Full time College Counselor</td>
<td>2 Full time Career Counselors</td>
</tr>
<tr>
<td>Service for IEPs or 504 Plans</td>
<td>500+ Hours of Counseling/year</td>
<td>Social Service Community Partnerships</td>
<td>College Preparation AmeriCorps scholarships and college support funding</td>
<td>Career Preparation, Job Placement, Internships</td>
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FOSTER YOUTH-INFORMED EDUCATION PROJECT GOALS

3 year evaluation by Harder + Company Community Research to:

• Strengthen the program model
• Develop a deeper understanding of foster youth in the program as compared to overall corpsmembers
• Share information and results across the field
PAST PRACTICES

• Civicorps did not specifically identify foster youth when they entered the program
• All students were offered the same set of comprehensive services
• Assessment of student needs was done in the first semester of classes in a paper-based system that did not allow for easy sharing of information
• MSW counselors provided housing and other supports in addition to trauma informed care
EARLY INTERVENTIONS TO INCREASE RETENTION RATES

• We now identify and assess the needs of foster and emancipated youth during orientation with an on-line intake assessment tool with allows for immediate triage for services
• We added a Housing and Support Counselor to address housing, childcare, food and transportation needs immediately when a student enrolls as well as through their time in the program
• MSW Counselors can now focus on mental health and trauma informed care needs
• Our Resource Specialist can identify learning disabilities, strategies and accommodations
Final report will be available this summer
  – Three years of data will be available
  – Recommendations for increasing retention in the job training
  – Other recommendations for program modification
Audience Q&A

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Data + Information Sharing

• Internal use of data systems to share information across sites
  – Social Solution’s Efforts to Outcomes (ETO)
• Local Data Sharing and Collective Impact Initiative
  – Opportunity Youth Data Sharing Council (OYDSC)
Data + Information Sharing

- Universalizing client documentation and data
- Using data and outcomes to help tell your story
- Working with system partners to identify what information they need – and works in the best interest of young people
Flexible Funding

• Locating and obtaining unrestricted funding remains a challenge
  – Approx. 70% of YEP’s funding sources are restricted

• Working with public funding partners does not always cover the true cost of services
Flexible Funding

• YEP has been able to tap into Supplemental Course Allocation (SCA) funds, through partnerships with local Charter Schools
  – Funds are a pass through from the Louisiana Department of Education
• Maintain public partnerships, to help leverage private investment
• Advocating for unrestricted funding
Graph shows investment per Foster Youth in their first year in the program. Costs for Year 2 and beyond drop significantly as Youth achieve independence and housing/supportive services are no longer needed. Training and program costs are negligible beyond Year 1, but a base level ($500) remains in place for emergency concrete resource needs.

- **Employer cost to hire $0**

- **$16,000 investment per Youth** from existing government funding, philanthropy and soft dollars

- **$1 of program funding leverages $15** of existing Community Collaborative partner program funding

- **Program impact over 3 years estimated at $12 Billion in Youth life-time social economic impact** (i.e. they will cost our society $12B less, does not include their positive contribution to society)
First 2 Years & Expansion Plans

- Over 300 foster youth hired across LA, Riverside, San Bernardino and Placer counties in CA.
- $3.9 Million earned iFoster Youth
- 90% retention through 6 months
- Avg. 3.2 months to promotion and 1 Employee of the Year Award
- 20 National and Regional Employer Partners
- HR2060 Employer Tax Credit for Foster Youth

- Expansion to NorCal, NV and NYC in 2017
- Demand from Employers and Child Welfare exceeds capacity to serve
- iFoster working on replication nationwide by “franchising” to other agencies funded through merchandising campaigns
- Program evaluation funded by Federal gov’t
- GOAL: 5,000 Foster Youth employed in 3 yrs
Civicorps FY 17/18 Revenues

- Charter School Revenue: 11%
- Job Training Social Enterprise (Corps): 27%
- CA Recycling Grant: 20%
- Recycling Social Enterprise: 24%
- Other Grants: 14%
- Donations: 4%
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Thank You to Our Presenters!

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