Improving Education and Workforce Outcomes of Systems-Involved Youth: Building Consensus around Key Areas of Policy

An AYPF Discussion Group

Thursday, July 26, 2018
AYPF’s vision is that all young people, particularly traditionally underserved youth, have equitable opportunities and supports to become lifelong learners, earn a family-sustaining wage in their career, and actively participate in civic society.
AYPF’S Mission

AYPF’s mission is to educate, engage, and inform policymakers and practitioners about education, youth, and workforce policies to improve the lives and outcomes of traditionally underserved youth. We carry out this mission by providing research-based information and resources, first-hand learning experiences, convenings, and peer-to-peer networking exchanges to policymakers and youth-serving leaders at the national, state, and local levels.
Our Policy Pillars

AYPF identifies several key policy areas that we believe are critical to the wellbeing of all youth, but particularly traditionally underserved youth. They include:

1. Personalized Learning
2. Comprehensive Connected Supports
3. Pathways to College and Career Readiness Success
4. Expanded Learning and Skill Development
Introductions

- Your Name and Title
- Organization
- What Brings You to This Work?
- Youth Quote
Setting the Context: AYPF's Work to Date

AYPF has hosted 12 juvenile justice and foster care related webinars.

Over 3,000 people have tuned in to our juvenile justice and foster care related webinars.

AYPF has hosted 9 Capitol Hill forums and 4 discussion groups related to juvenile justice and foster care.

AYPF has led 3 juvenile justice and foster care related study tours.

Over 500 people have attended our juvenile justice and foster care related discussion groups and Capitol Hill forums.

AYPF has produced 9 publications on juvenile justice and foster care.

AYPF has partnered with 29 organizations over the last 3 years on convenings and publications related to these issues.
Our Resource Page

Foster, Juvenile Justice, and Crossover Youth

Resource Page | Tuesday, 16 May, 2017

Program Areas: Alternative Education Pathways | At-risk Youth (Foster Youth/Juvenile Justice) | Civic Engagement | Closing Persistent Achievement Gaps | Comprehensive Community Solutions for Youth Success | Comprehensive Supports | Postsecondary Education and Workforce Success | Youth Leadership and Voice

Understanding Foster, Juvenile Justice, and Crossover Youth

American Youth Policy Forum
May 2017
What We’ve Learned

Three lessons that are critical to promoting pathways to postsecondary education, training, and careers for systems-involved youth:

• Leveraging authentic youth voice
• Providing youth with a diversity of comprehensive supports and transitional services
• Strategically aligning youth-serving systems and policies
Brief on Lessons Learned

Supporting Pathways to Long-Term Success for Systems-Involved Youth: Lessons Learned

AYPF Brief
September 2017
2018 Political Landscape

- New state leadership
- Expanded federal funding streams
- Workforce development and training continues to be a national priority
- Strong shift to evidence-based models for government funding and decision-making
Today’s Goals

1. Identify opportunities within policy to better support the education and workforce success of youth involved in foster care and the juvenile justice system

2. Highlight successful programs and their connection to current and future policies

3. Explore effective ways to frame this topic for policymakers

4. Build a consensus around key areas of influence for federal and state policymakers
Agenda Overview

- Spark Presentations
- Program/Policy Discussions
- Small Group Time
- Closing Exercise
House Keeping

- Restroom Key Fobs
- Wi-Fi: YOUTHNET1
- Password: AYPFGoldenGate
- Coloring Book and Post Cards
- Discussion Group “Ground Rules”
Test Poll

Please text AMERICANYOUT789 to 22333 to join the session

Message To: 22333
Enter Message: AMERICANYOUT789
Spark Presentation #1: Graduation Instead of Incarceration

Nigel Bowe
Program Director, The Choice is Yours
JEVS Human Services
Philadelphia, Pennsylvania
Here's to the Graduates: The Choice is Yours and Penn Foster
THE CHOICE IS YOURS PROGRAM

GRADUATION INSTEAD OF INCARCERATION
TCY’S MISSION
To empower our youth and adult participants with knowledge, skills and confidence to improve their employability and workplace effectiveness.
JEVS Human Services Overview

JEVS Human Services enhances the employability, independence, and quality of life of individuals through a broad range of programs.

Each year, our services help more than 55,000 individuals realize their goals, achieve independence and live lives with dignity.

We have 1,000 employees and 20 successful programs providing skills development, job readiness and career services, vocational rehabilitation, and more.
The Reason for The Choice is Yours

• In 2012, Philadelphia was facing the fourth-highest per capita inmate population in the country and three year recidivism rates were approaching 50%, Philadelphia now has the highest per capita inmate population in the country, with three year recidivism rates now at 60%.

• The TCY program was created as an alternative to incarceration for first-time, nonviolent drug offenders, arrested and charged with PWID.

• Youth are referred by the Philadelphia Defenders Association in conjunction with the DA's Office
Basics of TCY

TCY is a Two Phase program consisting of:

• TCY Orientation (4 weeks) and
• TCY Enrollment (12 Months)
• During the Enrollment Phase clients are required to be either employed full-time, working to enhance or further their education, or enrolled in a Skill Training program.
• After successfully completing TCY, clients have their case dismissed. Clients that go one year post-graduation without getting re-arrested will be eligible to have their case expunged.
Outcomes

Fiscal Year 2017-18 TCY Statistics

• 86.5 completion rate
• 14 youth earned HS diplomas at a 95% completion rate.
• 72.5% youth placed in employment
• 7.4% recidivism rate
• Served 166 youth

“We are thrilled with the success our program participants are finding through the Penn Foster High School Completion program.”

Jeffrey Booth
What makes TCY Unique

- Intensive Case Management Component
- TCY uses an Holistic Model
- On site Workforce Development Component
- Restorative Justice Component
- On site High School Completion program
- 24/7 Mentoring and Life Coaching
- Unique Partnerships

Penn Foster has allowed TCY clients to achieve something that they thought at one time was not achievable. Our clients are now able to apply for sector-based employment, and pursue post-secondary education. TCY clients that have earned their PF diploma display a higher level of self esteem, their abilities and overall confidence in themselves.

Nigel Bowe
Program Director
JEVS Human Services
TCY PARTNERSHIPS AND GOVERNMENT SUPPORT

Partnerships

• Philadelphia District Attorneys Office
• Philadelphia Public Defenders Association
• Philadelphia Municipal and Criminal Court
• Penn Foster
• PA CareerLink

Government Support

• Pennsylvania Commission for Crime and Delinquency (PCCD)
• City of Philadelphia
TCY Challenges and Opportunities

Challenges

• Permanent Funding
• Public Perception of TCY
• Employers / Criminal Backgrounds
• Clients trusting the Process / System

Opportunities

• Expansion outside of Philadelphia
• Public exposure through Community Service
• Vocational and Technical Training
• Provide Mentoring and Life Coaching
WHAT’S NEXT FOR TCY

• Increasing the number of participants served
• Implementation of the Paid Work Experience
• Hiring of additional staff
• Relocation to a larger facility
• Expansion to surrounding counties
Program Discussion

Respondent:

Isaac Hammond-Paul
Deputy Director, DC ReEngagement Center
Office for the State Superintendent of Education
Aligning Juvenile Justice Programs with State and Federal Policies

Simon Gonsoulin
Project Director, NDTAC
American Institutes for Research
TIME FOR A BREAK
Spark Presentation #2: Employment and Empowerment (E2) Peer Support Training

Kat Keenan
Deputy Director, Foster Forward Works Wonder Program
East Providence, Rhode Island
Jose’s Story
Works Wonders:
A Career Development & Employment Engagement Intervention for Youth in Foster Care
The Impetus

• The biggest predictor of employment success is having a history of work experience.

• According to national NYTD data, about half (49%) of 19 year olds report having no employment-related experiences.

• In RI, the youth unemployment rate is 20%, it is more than double at 52% for youth who have experienced foster care and only 46% of foster youth ages 17-19 had earned a HS Diploma or GED.

60% of Works Wonders Participants Never Had A Work Experience.
The Model

Works Wonders Program Model

1. **Step 1: Enrollment**
   - Target population: current and former foster youth ages 16-21.
   - Employment specialists coach youth on resumes, career development and employment engagement.
   - Participation is voluntary.

2. **Step 2: PS Training**
   - 50-62 hours of soft skills training in a group setting.
   - Non-Therapeutic / Strengths-based, coaching career skill development and mental support.
   - PS training has two parts: peer support and educational.

3. **Step 3: Career Coaching**
   - 12 weeks of individualized job coaching.
   - Youths are supported in exploration of career interests & educational pathways.
   - Completion of career readiness portfolio.

4. **Step 4: Experiential Learning**
   - Youths are connected to employers willing to provide.
   - Informational interviews.
   - Job Shadow.
   - Internships.
   - Paid Employment.
   - Opportunities to practice skills in the workplace.

5. **Step 5: Employment, Education & Vocational Training**
   - Youth connect to paid jobs, continued educational opportunities & vocational programs.
   - Youth are on the path to achieving educational & employment goals.
   - Youth follow up with employment specialist, as needed.
The Partners

- Private Org
- Employers
- State Partners
- Federal Partners

Youth
The Innovation

• Partnerships across sectors that is flexible and creative to balance accountability with need for developmental time.

• Research shows that Works Wonders helps to bridge the skills gap for a population that has historically been left behind.
The Challenges & Opportunities

$\Delta/+ \text{ Time vs. Results}$

$\Delta/+ \text{ Relational Competency vs Cognitive Development}$

$\Delta/+ \text{ Youth Participatory Process}$
The Possibilities

• Expansion

• Replication

• RCT

“JUST BEYOND THE HORIZON OF THE SO-CALLED IMPOSSIBLE, IS INFINITE POSSIBILITY.”

- Bryant McGill
For More Information

Kat Keenan, MA
Deputy Director
Foster Forward
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401-438-3900 x106

Thank you for your time!
Program Discussion

Respondent:

Susan Punnett
Executive Director
DC Family and Youth Initiative
Aligning Foster Care with State and Federal Policies

John Sciamanna
Vice President of Public Policy
Child Welfare League of America
TIME FOR LUNCH
Recapping the Morning

• Questions Raised

• Themes Discussed

• Questions and Themes to Consider as We Continue Our Discussion
Building Consensus around Key Areas of Influence and Effective Messaging

1. What’s Working and What’s Not?
2. Language and Framing
3. Building Consensus
## Small Group Assignments

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<th>Juvenile Justice – Kisha’s Group</th>
<th>Foster Care – Thomas’ Group</th>
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<td>Rebecca Keel</td>
<td>Maria Abasi</td>
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<td>Hailly Korman</td>
<td>Cassie Cunningham</td>
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<td>Andrew Moore</td>
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Key Takeaways and Alignment
Closing and Next Steps
Polling Exercise

1. The Main Challenge
2. Effective Terminology
3. Focus on Both Populations
4. Missing Voices
Polling Reminder

Please text AMERICANYOUT789 to 22333 to join the session

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Enter Message: AMERICANYOUT789
Postcard Reflection

• Self address your postcard

• Based on today’s discussion, what are 2-3 next steps you plan to take to help improve the education and workforce outcomes of systems-involved youth?
Final Reflection

• Don’t forget to fill out our feedback form!

• In one word, please describe your final thoughts/feelings/reflections about today’s discussion.