

Building Systems and Pathways for Disconnected Youth

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March 31, 2016



Introduction



Venessa Marks
Senior Manager, ICF
Defining Opportunity Youth and What Works



Andrea Amaechi
Policy Analyst, CLASP
Building Systems and Pathways for Disconnected Youth



Garrett Warfield
Director of Evaluation, Year Up
Paid Work/Learn Opportunities & Career Support



Mamadou Ndiaye
Associate Director, JFF
Evidenced-Based Framework for Out-of-School Youth



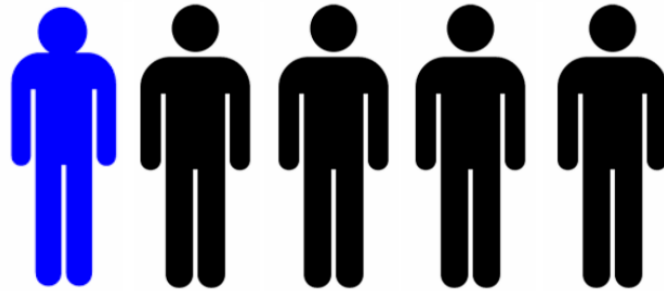
Discussion: Building Systems & Leveraging Federal Policy



Defining Opportunity Youth and 'What Works'

Venessa Marks
Senior Manager, ICF

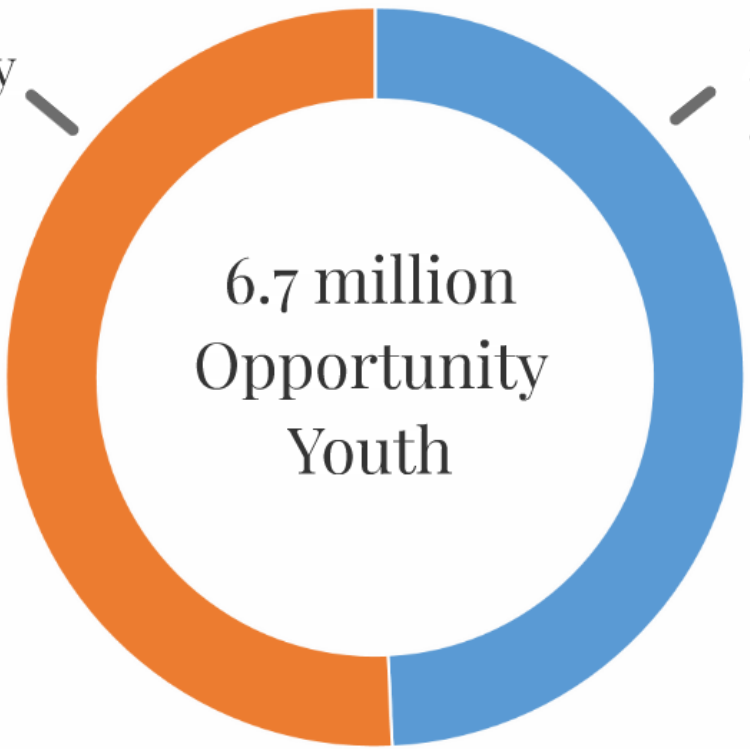
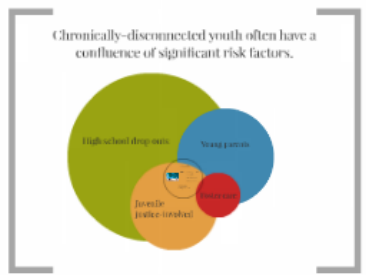
Who are opportunity youth?



20% of 16–24 year olds are out
of school and out of work
(Approx 6.7 million youth)

Opportunity youth are a heterogeneous group

3.4 million chronically disconnected youth



3.3 million under-attached youth

Under-attached Youth

Employment of 20-24 year olds stands at its lowest levels in over 60 years.

The Great Recession disproportionately hit young men, particularly young men of color.

BELFELD ET AL., 2012
WIMER, 2014

Belfeld et al., 2012
Bryant, Harris, & Byrd, 2013
Wimer, 2014

Under-attached Youth

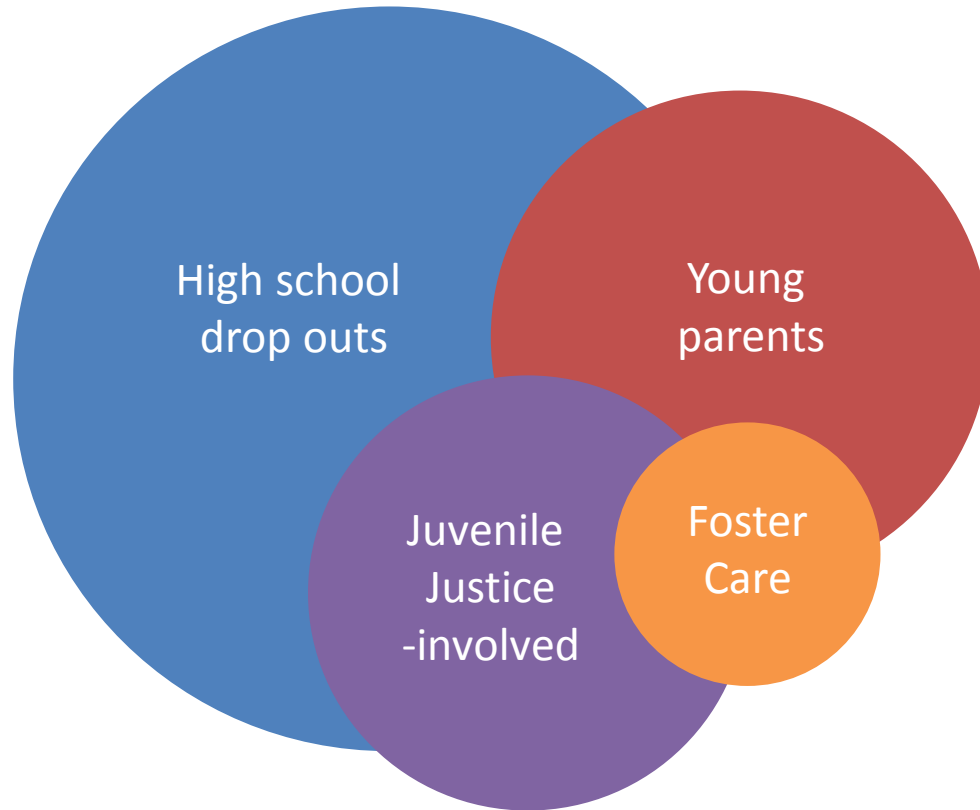
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Chronically-disconnected youth



often have a confluence of risk factors

How do youth become disconnected?



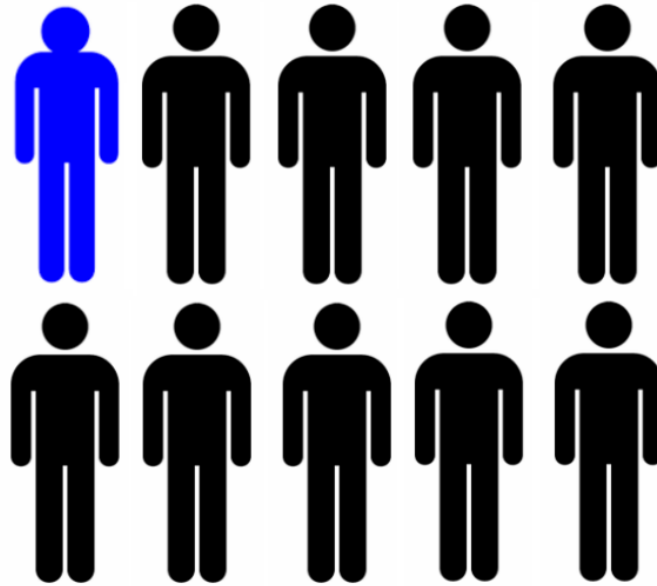
Developmental factors



Sociological factors



1 in 10 children are polyvictims of abuse and violence



Trauma and other adverse childhood experiences can elicit a toxic stress response

Toxic stress can impair the development of executive functioning skills...



Process verbal information

Calm down

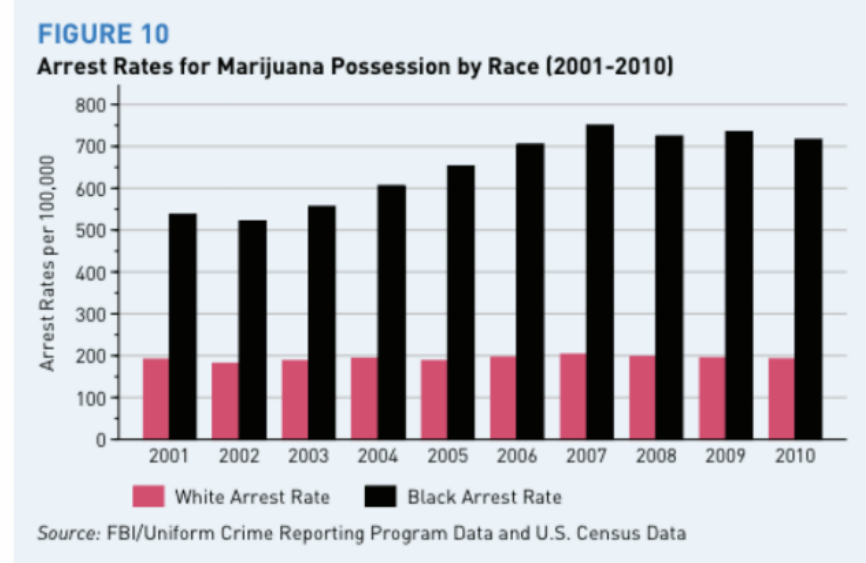
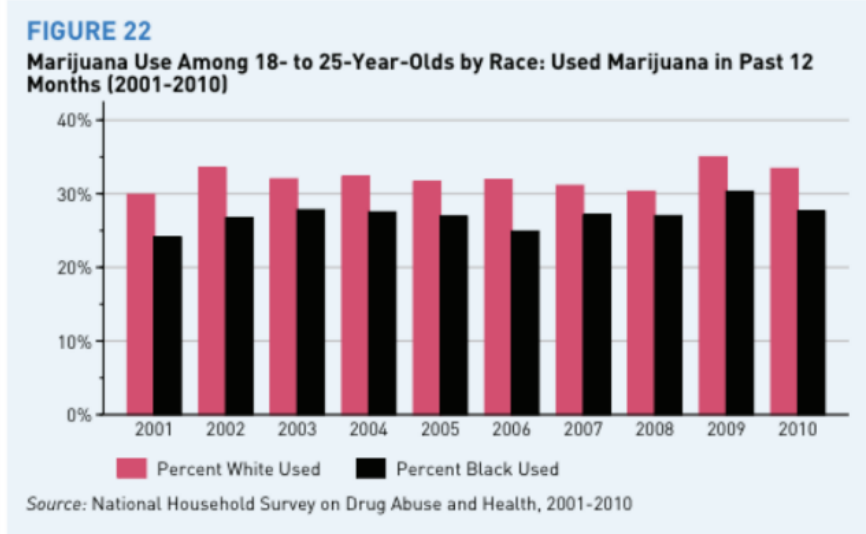


Follow directions

Remember what is being said

...which can directly impact school behavior
& employment success

Racial disparities further compound challenges for youth of color



Policing and justice involvement

Racial disparities further compound challenges for youth of color

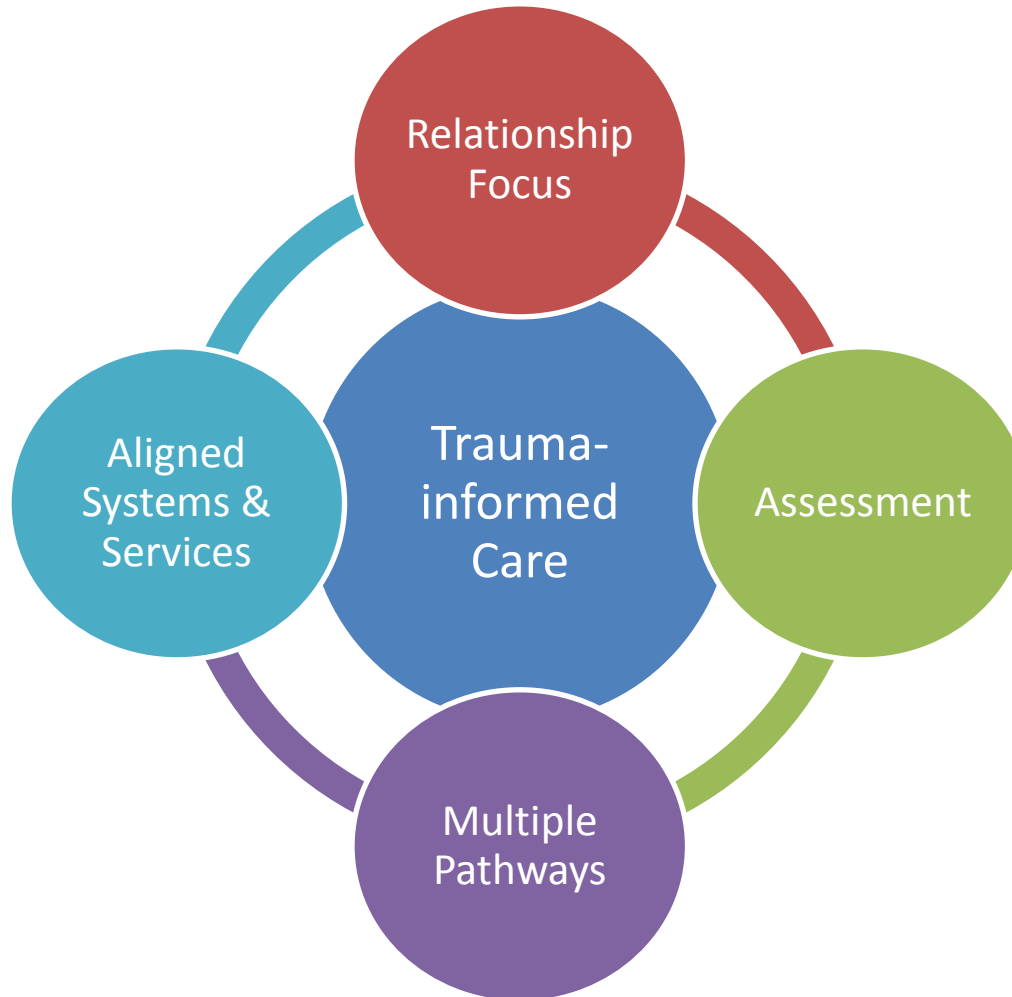
The probability of getting a callback from an employer fell by nearly **2/3rds** if a young black man had a criminal record.

Young white men with criminal records received a **higher rate of callbacks than young black men with no records.**

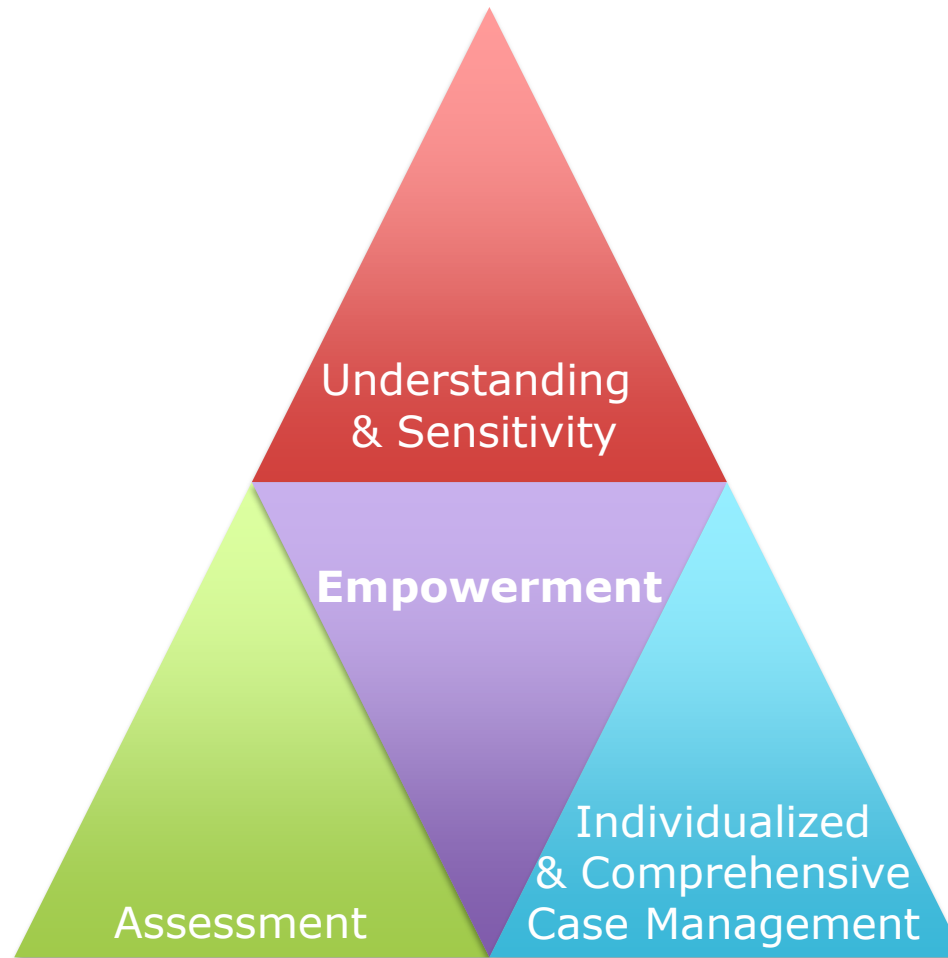
Hiring discrimination

Pager et al., 2010

What works to reconnect opportunity youth?



Trauma-informed Care



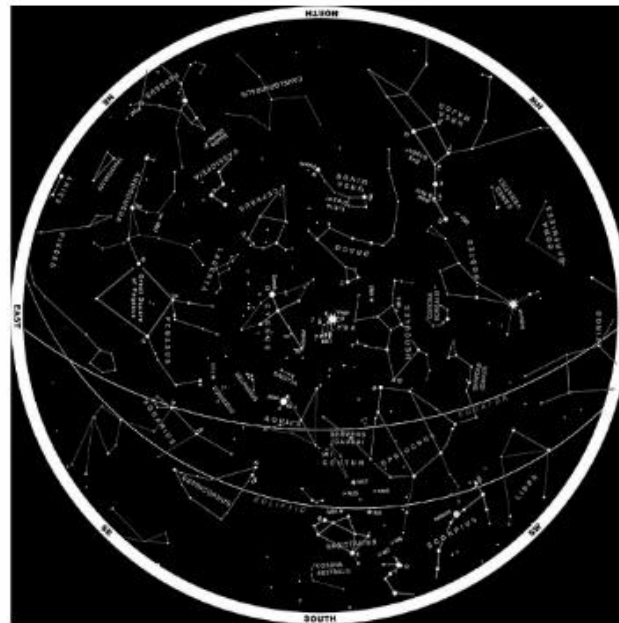
Relationship Focus

“Programs don’t change people; relationships do.”

-Bill Milliken, Founder Communities in Schools

- Staff training & support
- Family engagement
- Parenting, co-parenting, healthy relationships
- Mentoring & social capital

Assessment

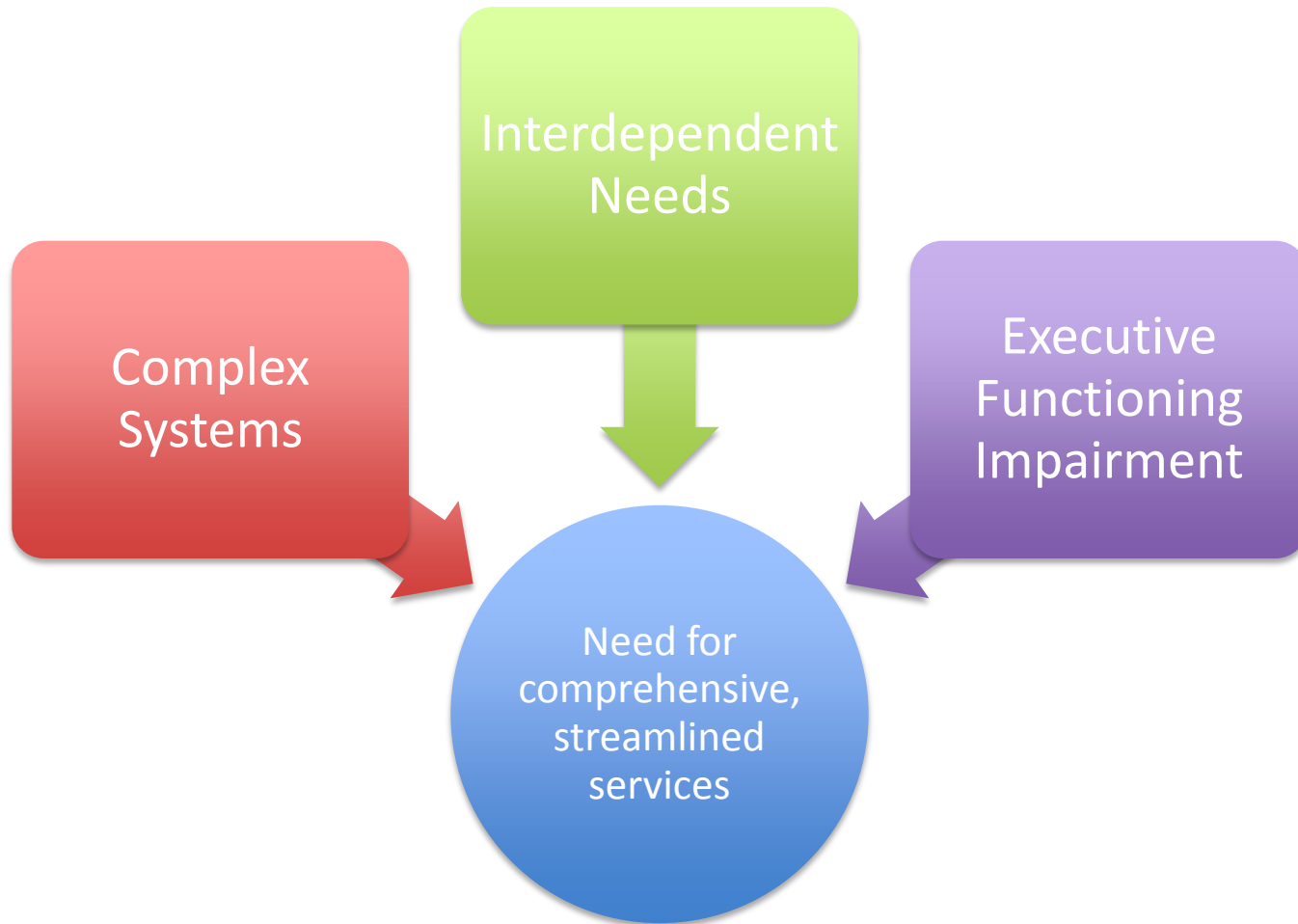


Each individual is a unique constellation
of risk and resilience factors.

Providing Multiple Pathways

- Multiple reentry points to education & training
- Earn & learn opportunities
- Incentivizing progression along a career pathway

Aligned Systems & Services





Building Systems and Pathways for Disconnected Youth

Andrea Amaechi
Policy Analyst, CLASP

Components of a Comprehensive Youth Employment Delivery System



Convening Entity



Administrative Agent



Case Management



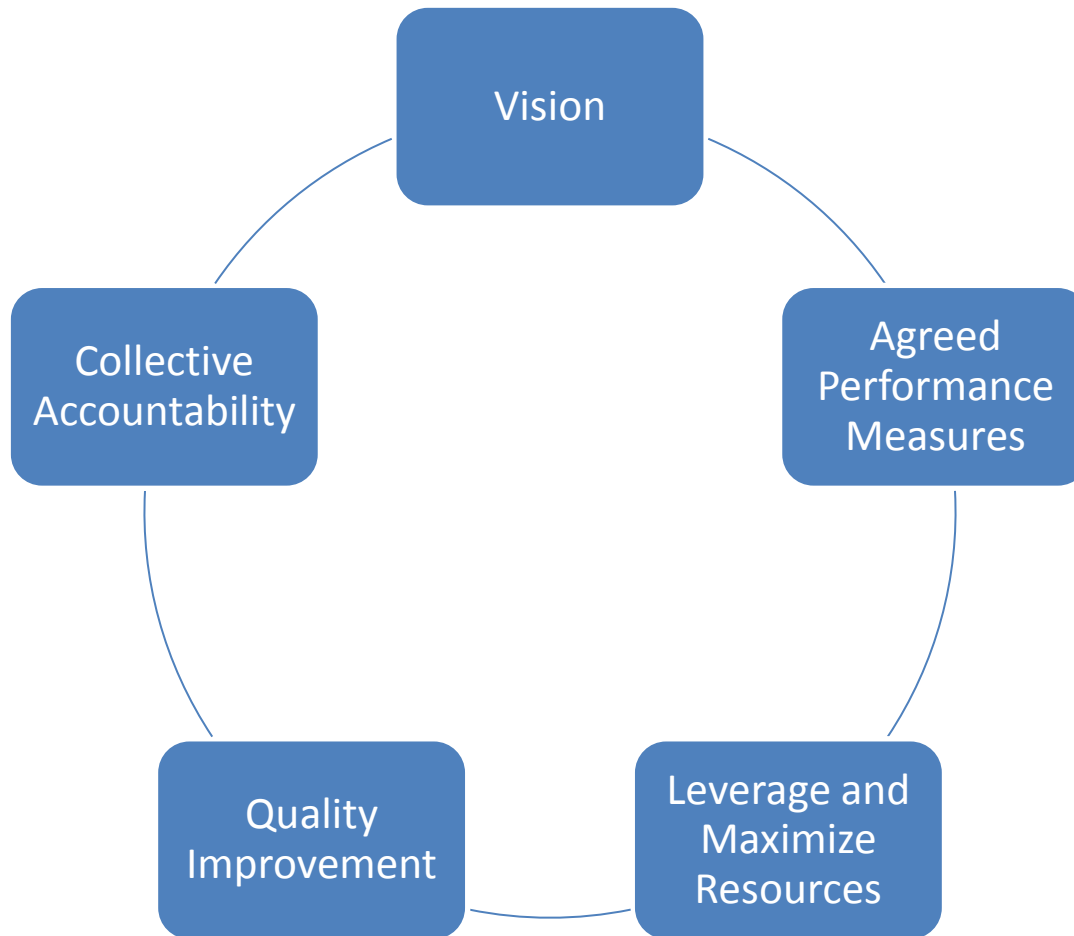
Partnerships Across Systems



Work Experience & Exposure



Strong Convening Entity



Interventions for OSY: High Quality Work Experiences

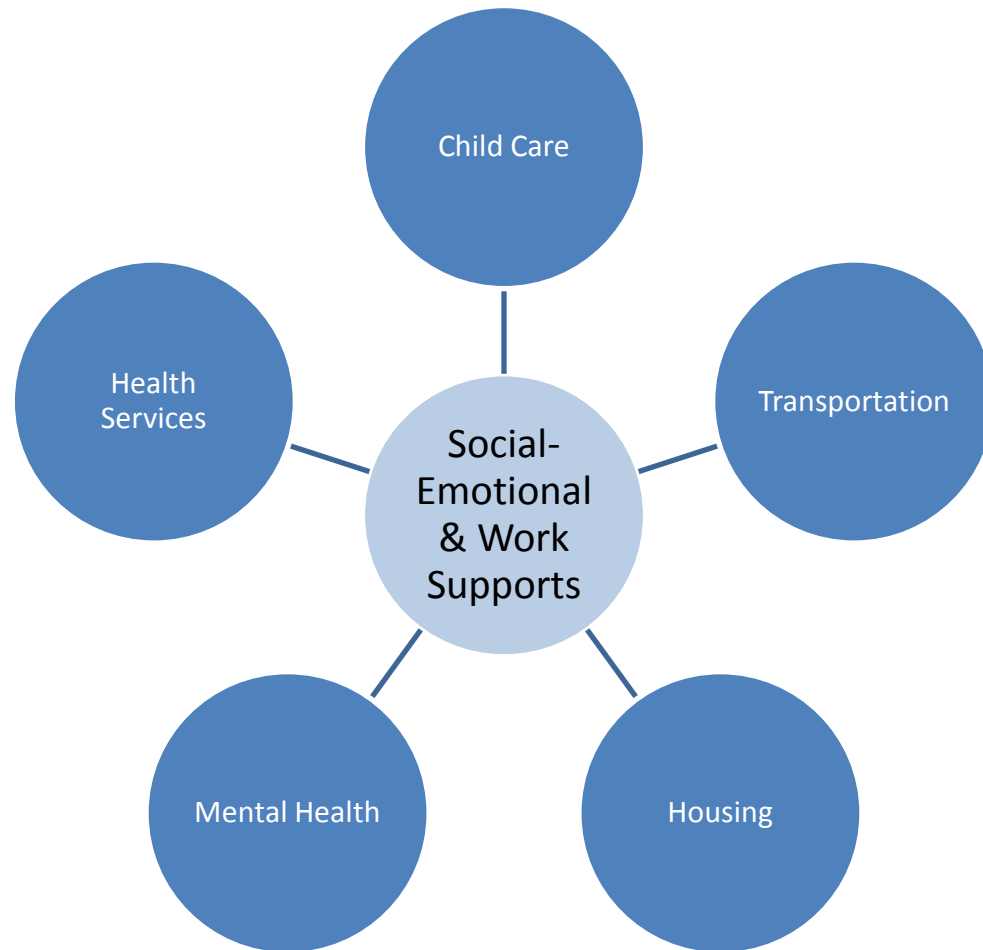


Interventions for OSY: Dropout Recovery



- Credit recovery
- Reengagement centers
- Integrated education and training
- Dual enrollment

Interventions for OSY



Workforce Innovation and Opportunity Act of 2014

- Passed with wide bipartisan majority in Congress
 - Senate voted 93-5; House voted 415-6
- WIOA was signed into law by President Obama on July 22, 2014
 - Many provisions take effect July 1, 2015; others July 1, 2016
- First reauthorization of national workforce programs in 16 years
 - Updates the law for changes in the economy
 - Emphasizes newer, proven strategies in workforce development

WIOA Scope

- 6 Core Programs
 - Title I Adult, Dislocated Worker & Youth
 - Title II Adult Education and Family Literacy
 - Title III Employment Service (Wagner-Peyser)
 - Title IV Vocational Rehabilitation
- Service Delivery Partners at One-Stops
 - TANF, Second Chance Act
- Other Potential Partners
 - CTE, SNAP E&T, Community Colleges



Expanded and Improved Services for Youth

- **75%** of Youth funds required to be spent on out-of-school youth
- New **16-24** age range for out-of-school youth eligibility
- Requires at least **20 percent** of Youth Formula Funds be spent on paid and unpaid work experiences (including Summer Jobs programs)
- Adds youth “living in a high-poverty area” to the low-income criterion for youth activities
- In-school youth eligibility includes low-income individuals ages 14 to 21 *who are English language learners and those who have a disability*

Leveraging WIOA

Title II- Adult Education and Family Literacy Act

- High overlap of OSY with participants served in Title II
- WIOA proposed regs make clear that youth 18-24 served in Title II programs are OSY for the purpose of eligibility
- Many adult education programs in states and local areas are funded by state and local programs

WIOA Resources

CLASP's comments to the Departments:

- [Unified and Combined State Plans, Performance Accountability, and the One-Stop System Joint Provisions](#) (Joint DOL/ED)
- [Workforce Innovation and Opportunity Act provisions administered by DOL](#)
- [Title II Adult Education and Literacy administered by ED](#)

WIOA Game Plan for Low-Income People -

<http://www.clasp.org/issues/postsecondary/wioa-game-plan>

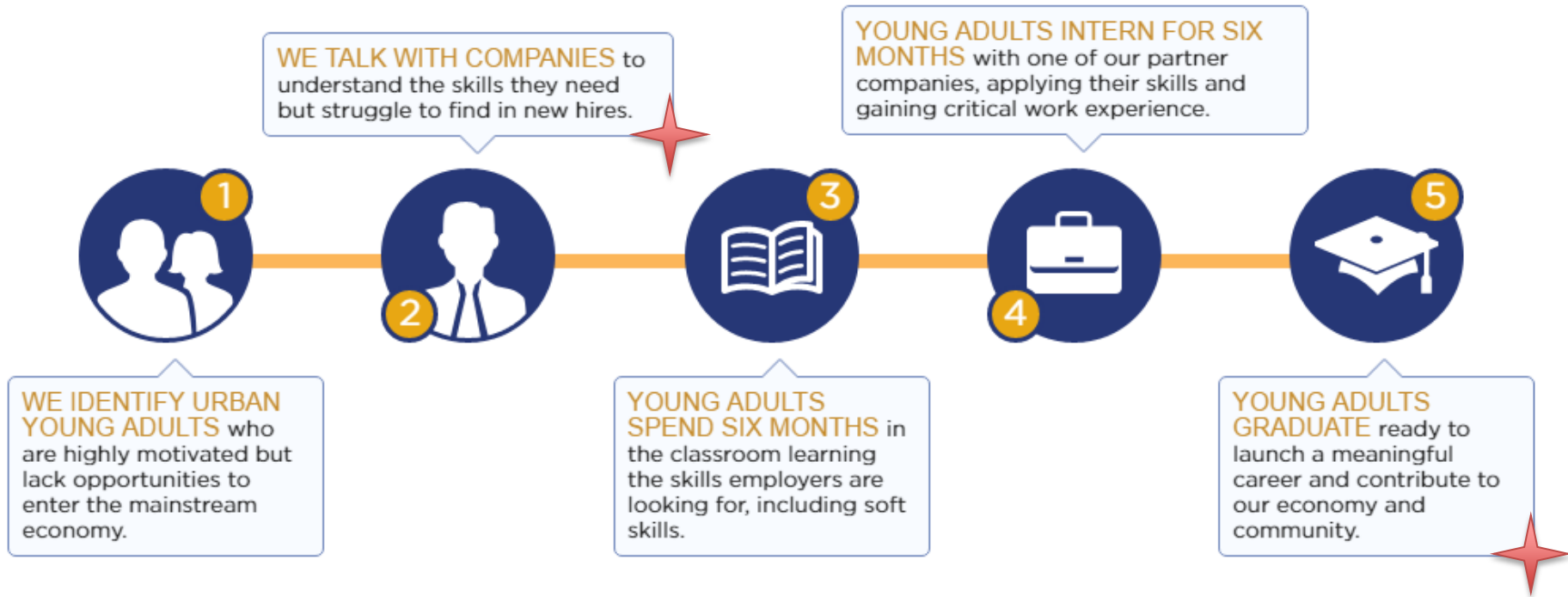
USDOL “Enough is Known for Action” Youth TA Webinars: last Wednesday of each month, 2-3:30p Eastern. Access past material and sign up for future via www.workforceone.org (go to calendar of webinars, click on last Weds of each month; began in Feb. 2015)



Paid Work & Learn Opportunities and Career Support

**Garrett Warfield
Director of Evaluation, Year Up**

Paid Work & Learn Model



By the Numbers

16 sites nationwide

3,000 students/year

100% of students who complete 6 months of classroom training are placed into internships

75% of students graduate (retention)

85% of graduates are employed or pursuing full-time post-secondary education within four months of graduation

\$18 average hourly wage of employed graduates

250 corporate partners

90% satisfaction of corporate partners and students

How We Meet Employer Needs

SURFACE

Employer business challenges: hiring needs, internship opportunities, job descriptions, and expectations for specific roles

QUALIFY

Surfaced job opportunities to ensure they add value for students and partners, and are feasible for training and career potential

SCOPE

All needs and training requirements and formalize a working partnership with the employer

DESIGN

Training to meet business needs via: onsite job shadowing, defining learning outcomes and curricula, integrating new training and content into program

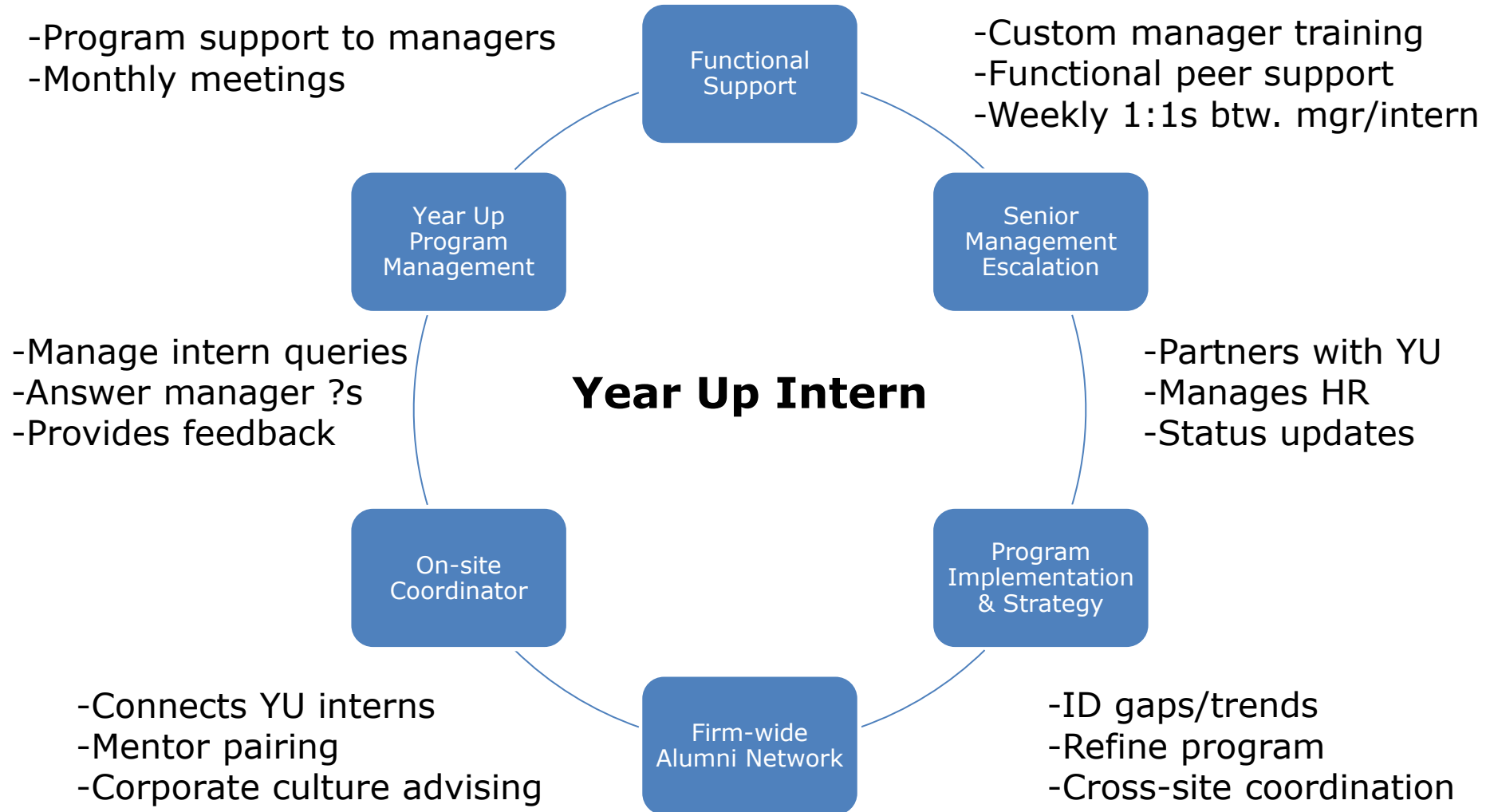
PILOT

New classroom training with regular review with employer partner, followed by monitoring & evaluation during and after internship

ASSESS

Pilot performance with the employer partner, evaluate growth potential, strengthen approach, and re-implement

Embedding the Model with Employers




Ongoing Career Support



- **For-profit B-Corp for Year Up grads and partners**
- **Dedicated career services for entire alumni network**



National Alumni Network



13,000+
students

SERVED TO DATE



JOBS FOR THE FUTURE

**Back on Track to College and Careers: An
Evidence-Based Framework for Off-Track and
Out-of-School Youth**

**Mamadou Ndiaye
Associate Director, JFF**

Back on Track: A Brief History

- **Why** a Back on Track Framework?
 - Off-track, out-of-school youth not reaping benefits from major federal initiatives (e.g. School to Work Act, WIA)
 - Provide guidance for schools/community-based programs serving these young people



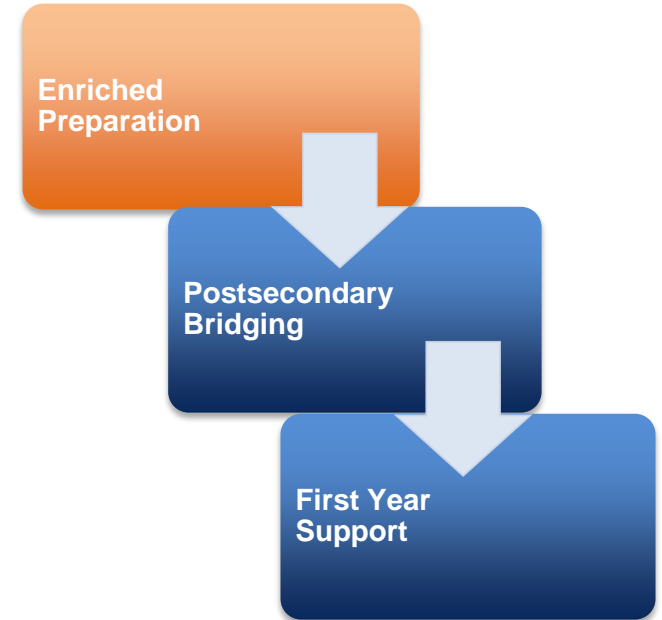
Framework focuses on two populations:

- Those without a high school credential, and
- Those with a high school credential who are out-of-school/out-of-work
(Emphasis on postsecondary options and blending work and learning)



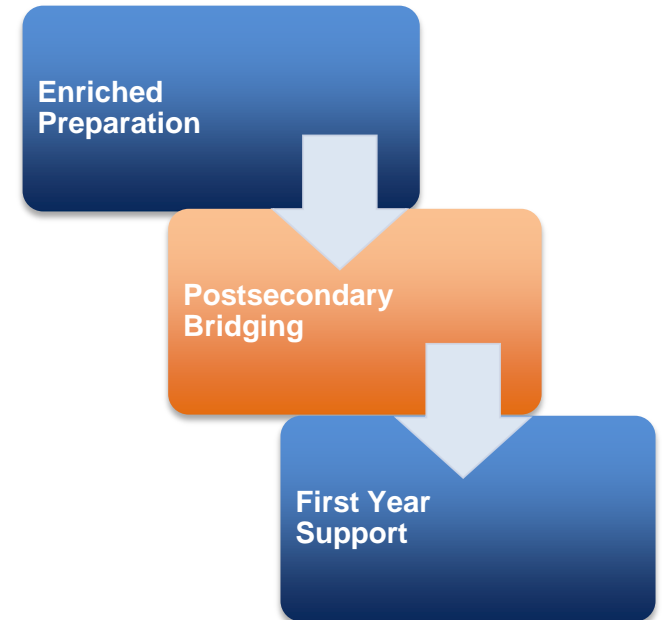
Phase one: enriched preparation

- College- and Career-Ready Culture
- Intentional Use of Time, Technology, and Assessment to Customize Instruction and Accelerate Learning
- Personalized Guidance and Support
- Supported Dual Enrollment/First Technical Course



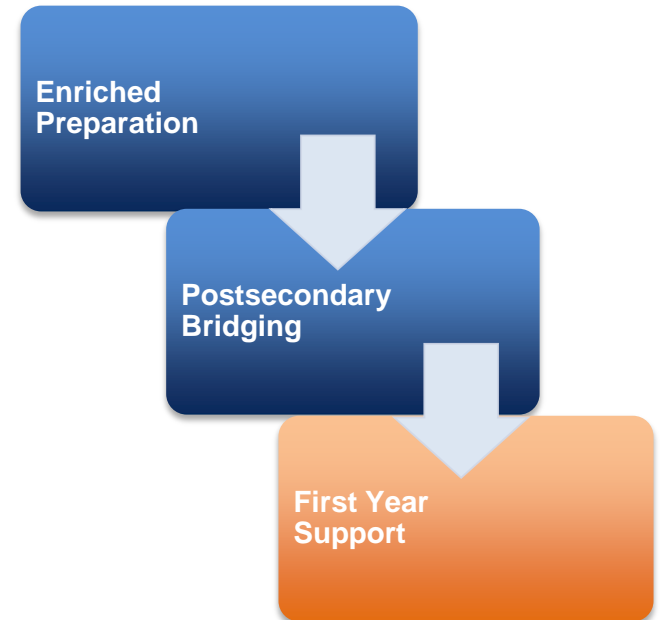
Phase two: postsecondary bridging

- Supported Dual Enrollment/First Technical Courses
- A Focus on College Knowledge and Success Strategies, and Employment Readiness
- Personalized Guidance on Connection to “Best Bet” Credentials



Phase three: first year support

- Support for Students to Earn Credits Predictive of Completion
- Just-in-Time Support to Ensure Persistence
- Building Attachment to Postsecondary Education and Careers





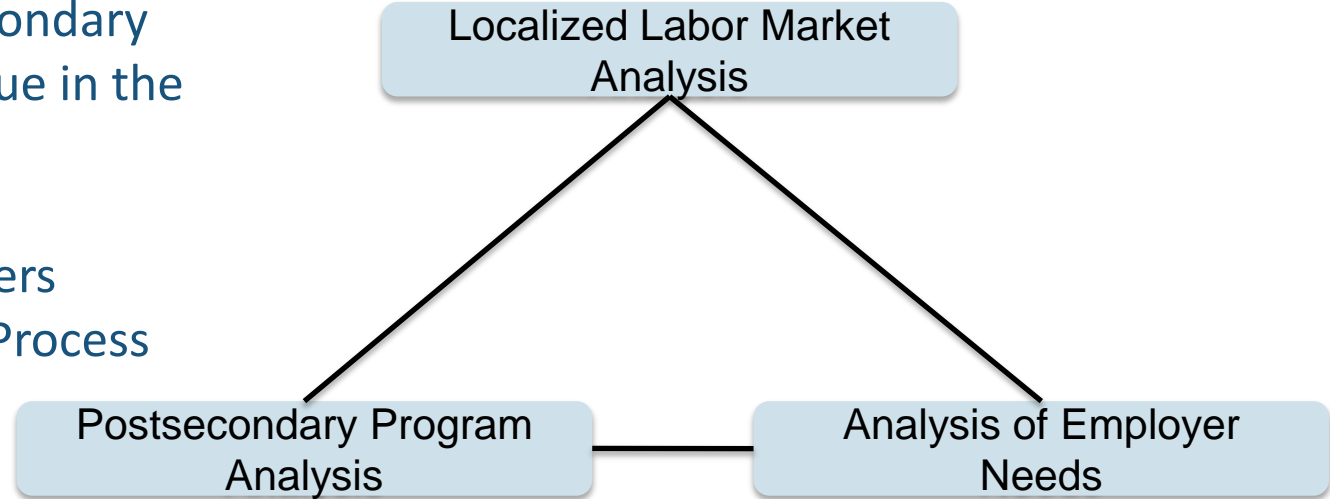
Spread of the back on track model

- Adopted by national networks in the Gates Foundation's Postsecondary Success Initiative: YouthBuild USA, National Youth Employment Coalition, The Corps Network
- Incorporated into school district expectations for alternative schools: Philadelphia, Chicago, Denver with focus on differentiating designs based on segmenting BOT populations
- Informed practices in schools/programs in NYC, South Texas, Mesa, AZ, Portland, OR, and other sites
- Adopted by Aspen Institute Opportunity Youth Incentive Fund as model for pathways to postsecondary in 23 communities
- Framework for Opportunity Works, the JFF/Aspen Social Innovation Fund Initiative in 7 communities
- Framework for LEAP (Learn and Earn to Achieve Potential) a SIF initiative by the Annie E. Casey Foundation in 5 communities

SAMPLE BACK ON TRACK SERVICES

A Best Bet is a postsecondary credential that has value in the local labor market.

- Counseling to Careers
- Best Bet Research Process
- MyBestBets



MyBestBets: A human-centered tech solution that works for:

Students

- Identifies interests and talents
- Guides students through a data & inquiry-based edu & career exploration process
- Develops skills & social capital

Counselor/Support staff

- Manage case loads more efficiently and effectively
- Customize exploration process and resources
- Connect face-to-face, via platform or SMS

MyBestBets is a joint venture of JFF and YouthBuild USA

Back on Track Self-Assessment Tool:
<http://application.jff.org/botassessment/>

Back on Track Model:
jff.org/initiatives/back-track-designs/our-model

Discussion

Building Systems & Leveraging Federal Policy

Braided Funding

- Incentivizing coordination
 - Cross-departmental federal discretionary grants
 - Local foundations
- Increasing sustainability
 - Matching grants

WIOA Opportunities To Consider

- Developing partnerships with local and state workforce agencies.
- Ensuring strategic vision and innovation for youth with barriers to employment in state and local WIOA plans; Encourage a youth council or committee.
- Identifying and recruiting youth with barriers to employment into workforce programs.
- Support services to help with retention of youth in workforce programs.
- Think about entry points for youth and young adults to be included in broader Career Pathways efforts in your state and community.



Systems Building & Employer Engagement

GRADS
of **LIFE**
.org

- **Public awareness and digital/print media campaign**
- **Connects employers, funders, advocates, and programs**
- **Provides conferences, training, and toolkits**



Internship Guide



Mentoring Guide



School-to-Work Guide



Hiring Guide

Back on track: SYSTEMS and Federal policy opportunities

- WIOA: Philadelphia and Hartford both used Back on Track as a framework for pathway design under current round of WIOA funding;
- Maine Opportunity Youth Collaborative advocated for a bill that places postsecondary navigators through Jobs for Maine Graduates at five college/university campuses, including two in Southern Maine in order to provide stronger bridging and retention support for youth who have faced barriers to graduating high school, foster care youth, and youth who have attained GEDs



Questions?



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