



Surviving to Thriving

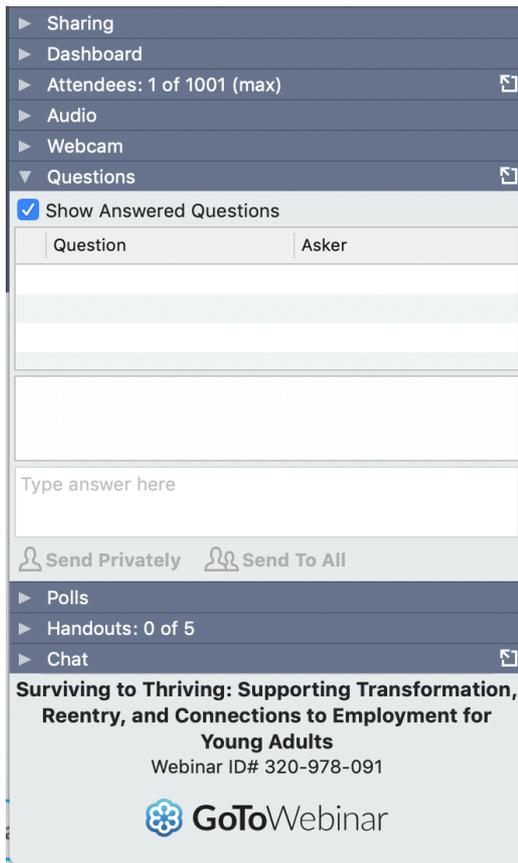
Supporting Transformation, Reentry, and Connections to Employment for Young Adults

WEBINAR | April 2020



Ask questions!

Use the questions feature on the control panel to send us questions!



The screenshot shows a control panel with the following elements:

- ▶ Sharing
- ▶ Dashboard
- ▶ Attendees: 1 of 1001 (max)
- ▶ Audio
- ▶ Webcam
- ▼ Questions 
- Show Answered Questions
- Table with columns: Question, Asker
- Empty rows for questions
- Text input field: Type answer here
- Send Privately  Send To All 
- ▶ Polls
- ▶ Handouts: 0 of 5
- ▶ Chat 
- Surviving to Thriving: Supporting Transformation, Reentry, and Connections to Employment for Young Adults**
- Webinar ID# 320-978-091
- 

Today's presenters



Kisha Bird, CLASP



Caitlin Dawkins, FHI 360

Today's presenters



Franco Vega,
The RightWay
Foundation



Galen Demus,
KentuckianaWorks



Lukee Forbes,
City of Albany

Purpose of Today's Webinar

- Lift up ***practical programmatic solutions*** that support second chances for young people and ***raise policy and systems*** considerations to address equity, collateral consequences, and opportunity.
- Highlight the Compass Rose Collaborative (CRC)
 - The CRC connects young adults ages 18-24 who have had contact with the juvenile justice or criminal justice system to employment, education pathways, and supportive services across nine communities. FHI 360 serves as the intermediary for the CRC.

Poll

How many people live under correctional control of the criminal justice system?

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6.7M

Approximately 6.7 million people live under the control of the criminal justice system.³

12M

people are booked in county jails each year. Most people who cycle in and out of local jails are arrested for minor offenses and are **unable to afford bail**.⁴

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CLASP Policy solutions that work for low-income people fhi360

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21%

While young people ages 18-24 make up 10 percent of the U.S. population, they comprise **21 percent of people admitted into adult prison** every year.



Young people of color are **more likely to face this cycle of incarceration** and detention.

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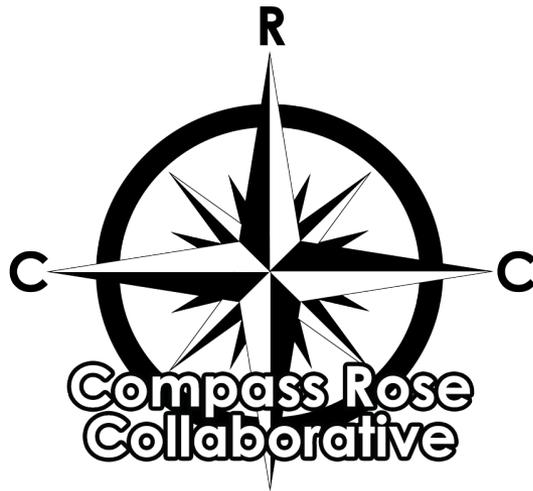
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BEST PRACTICES

YOUTH DEVELOPMENT, WORKFORCE DEVELOPMENT, AND REENTRY

- Prioritize youth transformation and goals
- Maintain organizational partnerships
- Work to remove systemic obstacles and barriers to youth success

What is the Compass Rose Collaborative (CRC)?



CRC began as a 3-year program funded by the U.S. Department of Labor (DOL).

Young people between the ages of 18-24 are eligible.

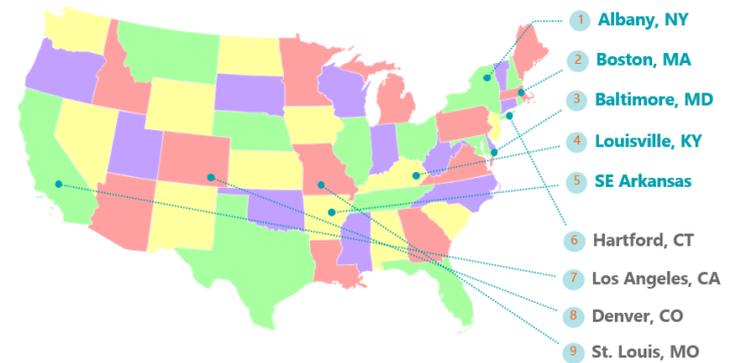
FHI 360 serves as the intermediary.

The CRC connects young adults who have had contact with the juvenile justice or criminal justice system to employment, education pathways, and supportive services across nine communities with the goal of recidivism reduction.

Organizations involved in the CRC

FHI 360, Washington, D.C. (intermediary)

- **City of Albany Department of Youth and Workforce Services, Albany, New York**
- **City of Los Angeles Economic and Workforce Development Department, Los Angeles, California**
- **CommunityWorks, Inc., Denver, Colorado**
- **Greater Louisville Workforce Development Board, Inc., Louisville, Kentucky**
- **Mayor's Office of Employment Development, Baltimore, Maryland**
- **Office of Workforce Development's Youth Options Unlimited (YOU) Division, Boston, Massachusetts**
- **Our Piece of the Pie, Inc., Hartford, Connecticut**
- **Phoenix Youth and Family Services, Inc., southeast Arkansas**
- **St. Louis Agency on Training and Employment, St. Louis, Missouri**



FHI 360 as an intermediary

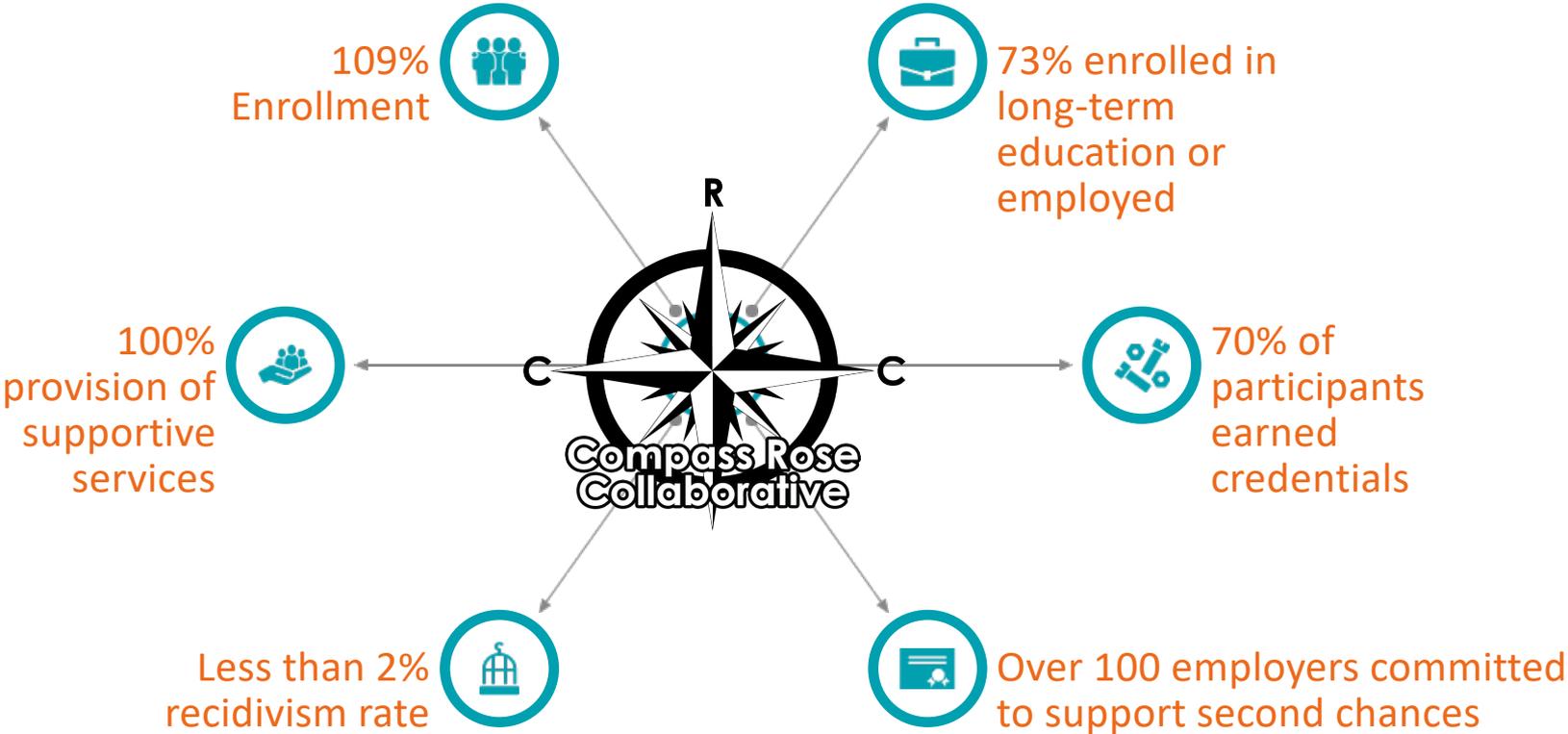


- Training and technical assistance
- Evidence-based model
- Capacity building
- Peer learning and exchanges
- Best and promising practices
- Data culture
- Sound financial structure



PARTICIPANT OUTCOMES	SYSTEM OUTCOMES
<p>70% participants will be placed in an education program, apprenticeship or employment</p>	<p>EMPLOYER PARTNERS  committed to support the local young-adult serving organizations within the communities of the collaborative</p>
<p>20% ↓ reduction in recidivism</p>	<p>NEW RESOURCES  added to Department of Labor's Workforce GPS, an interactive platform for storing resources</p> <p>The Communities Collaborating to Reconnect Youth network will adopt the collaborative's best practices and replicate them</p> <p> Development of an innovative Youth Development Apprenticeship curriculum and partnerships to support new employment opportunities for young adults</p>

Our Outcomes for the 2017 grant as of 9/30/19:



Franco Vega



Operation Second Chance (Youth Training)

- A 32-hour trauma-informed workshop series in which mental health and well-being are embedded in our employment readiness training for transition-age youth impacted by the justice and foster care systems.
- Operation Second Chance emphasizes the importance of processing trauma through therapy and teaches youth to manage trauma responses to promote job success.
- Upon completion of the program, youth have access to training, paid internships, and job opportunities with our employer partners, as well as The RightWay's supportive services.

Removing Barriers to Success

- Using a trauma-informed and healing-centered approach to service provision.
- Having licensed psychotherapists who have experience working with transition-age youth impacted by multiple systems provide trauma-informed mental health services to young people.
- Educating youth about the impacts of trauma on employment and overall health and well-being during employment readiness training.
- Working with private entities to obtain property that could house multiple CRC participants. These young people would be provided with RightWay's supportive services in-house.
- Using funds to provide Transit Access Passes or to assist youth with obtaining driver's training/license.
- Offering a \$2000 interest-free car loan to program participants who have been employed for at least 6 months and are maintaining weekly check-ins with RightWay staff.

Partnerships Are Key

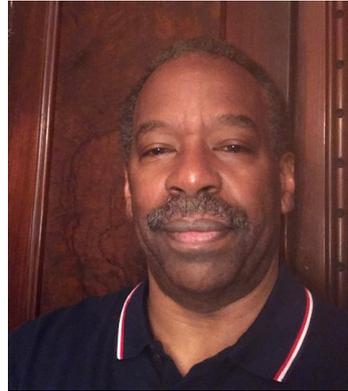
- Employers: Provide jobs and workplace mentoring. Commit to being trained in trauma-informed workplace mentoring best practices (*Motivate, Mentor, Manage* training).
- Probation/Parole: Maintain communication pre- and post- release
- Youthsources Centers: Provide funds for paid-work experience
- [PBS | The RightWay Foundation's Journey to Jobs](#)



How RightWay Supports Young People

- Focusing on trauma-informed and healing-centered approaches when developing programming and considering partnerships with other service providers.
- Continuing supportive services, even after an exit from or completion of a program.
- Offering flexible mental health support.
- Training employer partners on trauma-informed best practices and encouraging supervisors to become workplace mentors.

Galen Demus



Career Coach Team Lead
Reimage Program
Louisville, Kentucky

Overview of KentuckianaWorks

- Workforce Development Board, helping job seekers find jobs, career options, education and training in the Louisville MSA and several surrounding counties.
- Help employers meet their workforce needs by connecting them with skilled, qualified employees.
- This is a value added benefit to our programs and services because of the partnerships they have created with a number of established training programs.
- Gives our program direction in real time to prepare our young adults to take advantage of trainings in these areas of employment.

Our program and what it offers

- Kentucky Youth Career Center (KYCC): Provides educational and career opportunities and job search help for Louisville youth ages 16-24. KYCC is the actual physical space for the Reimage program.
- Reimage: A partnership with KentuckianaWorks and the Office of Safe and Healthy Neighborhoods, Reimage works with young adults 16-24 who have been touched by the court system. We provide assistance in the following areas...

We can help our participants

- 1) Get career pathway trainings and credentials
- 2) Find a job or start their career path
- 3) Earn their GED or enroll in college
- 4) Navigate the court system
- 5) Assist with transportation and work/school uniforms
- 6) Legal aid, housing, counseling and much much more!

Best Practices: Removing systemic obstacles that pose barriers to our participants success

- Provide a variety of training options: opening up those perceived “closed” doors:
 - Construction
 - Manufacturing
 - IT
 - Youth Development
 - Culinary
 - Welding
 - CNA
 - Phlebotomy
- Career Coaches (Tyler Radford, Ronika Sullivan, Chris Forehand) become the “experts” in 2-3 of the fields above and become the program liaison for the participant and their success.

Mitigating the barriers

- In House Resources:
 - Transportation=Bus Tickets/Monthly Passes
 - ID/Birth Certificate=Career Coach
 - Food=Dare to Care
 - No Computer=Computer Lab Access
 - Housing=Housing For The Homeless Case Mgr.
 - Relaxation=Book Closet

Mitigating the Barriers

- Community Partnership Resources:
 - Trauma/Mental Health= Cardinal Success Counseling
 - Substance Abuse= Various Rehab Centers, Clinical & Holistic
 - Probation & Parole= Positive Referral Relationship
 - Little Work Experience= Entry Level Job Partners

Lukee Forbes



“ Life can change in 2 seconds. Always make strategic decisions with that in mind. Compass Rose has helped me to realize that you can’t be who you want to be until you realize who you are. Now, I cannot even recognize the person that I used to be.” *(Lukee, Albany, NY)*



Rebuilding and Restoration

A Call to Action

“***It takes time to move the needle of systemic oppression.***”

- CRC PROGRAM LEADER, HARTFORD



The CRC best practices are a step in the larger process of reimagining the justice system. Reimagining the justice system requires moving towards large-scale investments in decarceration and a focus on restorative justice in our programs and policies.

Policy and Systems Considerations

**Identification is
access**

**Coordination and
cross-systems
approaches**

**Flexibility and
resources**

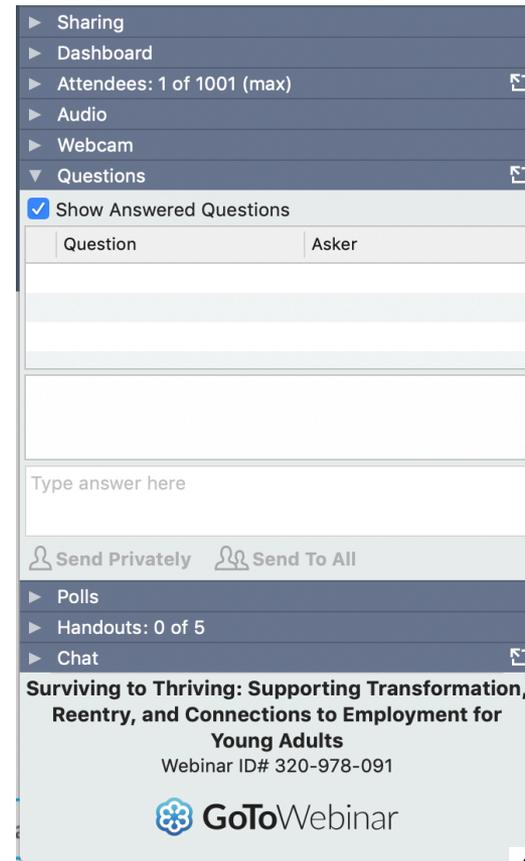
**Removing
employment
barriers**

**Alignment of
corrections and
community
education**

**Supportive
services access**

Questions?

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