

Utah Youth in Transition Office

Strategic Plan

Introduction

Process

We developed the following blueprint through a series of strategic planning sessions that occurred during our November State Transition team meeting. Participants and stakeholders worked collaboratively in small groups to determine the mission, vision and guiding principles, and core functions of the proposed Youth in Transition Office. During thirty-minute rotations, each group developed these components of the office building upon the work of the previous group(s).

Mission

Participants were asked to brainstorm who the office serves, how does the office add value, and what channels or methods the office uses. After discussing these responses, participants in the final group drafted two mission statements. Participants from all groups were then asked to vote on which mission statement they preferred.

Vision and Guiding Principles

Each participant was asked about the ideal end results of the office for the office itself, for transition-aged youth, and for themselves. These individual lists were compiled as participants developed a list of shared outcomes and values. The next set of participants worked on developing guiding principles that bridged the desired value to the desired outcome. The final group used the values, outcomes, and principles to draft a vision statement.

Core Functions

During the first rotation, participants were asked to brainstorm on the following prompt, "If you had 100-billion-dollar grant to create a perfect TAY office, what functions would it have?" Then, participants voted to select the more realistic core functions of the office.

The second group was provided with a second prompt, "What are some gaps in core functioning for the child or adult serving system that are relevant to TAY?" Participants voted on what they believe should be immediate functions of the Youth in Transition Office.

Finally, the third group reviewed the functions generated from the past 2 groups. Then, they were asked to add suggestions if they felt something was missing. Next, they voted to determine core functions that should happen immediately, functions that need to happen in the future, and suggestions that should not be functions at all.

Through this process, it became evident that many of the functions could be grouped together. The participants clustered all of the functions together to come up with a set of core functions for the youth in transition office.

Mission

Utah’s Youth in Transition Office transforms the system for youth and young adults in their transition to adulthood by promoting youth voice and choice, collaboratively developing a comprehensive service array to support individualized care and informing service providers and policy makers.

WHO does the office serve?	HOW Does the office add value?	WHAT Channels or methods does the office use?
<ul style="list-style-type: none"> • Young people ages 16-25 (flexible) who fall into any of the following categories: <ul style="list-style-type: none"> ○ launching into adulthood ○ with complex needs ○ struggling with mental illness or mental health challenges ○ preparing to transition from state custody ○ involved with multiple systems or in need of multiple services ○ who don’t have a strong “natural” support system ○ who are homeless or at risk of becoming homeless ○ with disabilities who are being served by multiple state agencies • Adult allies including: <ul style="list-style-type: none"> ○ Families ○ Mental health providers ○ Administrators ○ Clinicians ○ case managers ○ policy makers 	<ul style="list-style-type: none"> • Builds systems for youth to utilize in navigating adult systems • Advocates for the rights of youth in transition • Expertise in helping youth to meet their healthcare, education, employment, basic skills, finance, and transportation needs • Develops effective transition age youth programming • Bridges the gap that young people often encounter when they leave the system • Helps youth to find community • Ensures that services and policies are youth driven with appropriate family involvement • Advises on effective policies and procedures • Targets specific difficulties and offers solutions • Advocates for dedicated funding • Collects data on the needs of transition age youth 	<ul style="list-style-type: none"> • Youth council/coalition coordination • Trauma-informed care • Integrated service model • Collaboration between adult and child serving systems • Coordination between agencies and providers • Data-driven decision making (policies and services) • Peer support • Mentoring • Hotline/telehealth • Enhance service array for transition age youth • Help Center to include <ul style="list-style-type: none"> ○ Life skills classes ○ Jobs ○ Education ○ Finance

Core Values

Empowerment/Liberation:

- TAY have a leading role in developing, implementing, and influencing policies
- Empowered, entrusted, liberated youth
- Youth empowering, youth led
- Empowerment (of youth/YA, support system, providers)
- Youth empowerment, youth voices, youth engagement

Culturally Inclusive:

- Youth of all backgrounds, identities, and experiences are represented and valued
- All voices matter and are heard
- Trauma-informed care
- Accessibility for everything by all with no limits, barriers, restrictions
- Disability awareness/acceptance
- Culturally competent/relevant care
- Accessible to all

Collaboration/Cooperation:

- Cooperation between various levels of care/support, policy makers, and youth
- Interdependence
- Community (home base for youth, intersectional)
- Encompassing (combats silos, myriad of pathways, bridge)
- Transparent, Honest, Communicative, Collaborative

Youth Autonomy:

- Youth would have autonomy
- Youth/Young adult inclusion, involvement, and direction
- Youth involvement and participation in decision making, policies, structures, etc.

All Care for All:

- Youth would receive comprehensive MH education in school and community
- Braided partnerships
- Youth input in all aspects
- Equal resources provided: encompass all aspects for every individual (education, jobs, mental health, medical, etc.)
- Same outcomes in rural and urban areas
- Integrated
- Youth know how to access care, use insurance, etc.

Outcomes:

- Increase family engagement
- Decrease youth homelessness
- Increase engagement in healthy social structures
- Increase positive social, professional, interpersonal interactions
- Data-driven

Guiding Principles

- Services are individualized and tailored for communities
- Youth are empowered to make decisions about youth
- The office is accessible and useful for everyone
- The office serves the youth population effectively and appropriately
- Resources are provided equitably

Vision Statement (drafts)

- Our vision is that TAY will be liberated. The YIT office will be culturally inclusive and ensure all TAY are empowered to have a leading role in developing, implementing, and influencing policies that impact them (throughout the state, systems, community, etc).
- The office will collaborate with agencies and the community to achieve its goals and ensure open access to care for all. TAY will be liberated and have autonomy to make decisions that impact them.
- We envision a world in which YIT have a voice. The YIT office will be inclusive, accessible, and collaborative. It will ensure that all TAY are given agency/autonomy and are empowered to have a leading role in developing, implementing, and influencing policies that impact them.
- We envision a world in which TAY enter adulthood in an empowered, culturally inclusive, supportive environment as a result of collaborative supports and equal access to care.
- We envision a world in which TAY have a voice in the YIT office, will be inclusive, collaborative, accessible to empower all youth the succeed

Core Functions

During the November site visit, through a three-step facilitation process, participants decided on the following functions for the Youth in transition office:

1. Lead policy collaboration across youth serving systems
2. Clarify the role of youth peer support specialists and manage related training
3. Help to build shared definitions across child and adult serving systems

4. Model and innovate around adult allyship and family engagement for youth in transition
5. Trauma- Informed Care
6. Integrated Physical/ Behavioral Health
7. Facilitate collaboration among youth- serving systems
8. Youth Peer support Specialist (Youth Voice)
9. Comprehensive state-wide Youth needs assessment
10. Support youth with life and transitioning skills
11. Provide opportunities for social engagement
12. Provide resources and access to different opportunities in Utah
13. Youth in Transition Council

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18-month Goals

6 months		
By June of 2020, Utah's Youth in Transition office will...		
Goal 1: Finish the office strategic plan		
<u>Activity</u>	<u>Time Frame</u>	<u>Responsible</u>
<ul style="list-style-type: none"> Develop Budget 		
<ul style="list-style-type: none"> Develop Staffing Structure 		
<ul style="list-style-type: none"> Identify possible funding sources 		
<ul style="list-style-type: none"> Plan for statewide structure (urban/rural, regional) 		
Goal 2: Build buy-in for the youth in transition office		
<u>Activity</u>	<u>Time Frame</u>	<u>Responsible</u>
<ul style="list-style-type: none"> Identify and cultivate a champion with clout 		
<ul style="list-style-type: none"> Make the case (share data, needs assessment) 		
<ul style="list-style-type: none"> Make sure that youth are aware/provide input 		
<ul style="list-style-type: none"> Build collaborative relationship with key agencies 		
Goal 3: Youth panel engaged and integrated into meeting structure/planning process		
<u>Activity</u>	<u>Time Frame</u>	<u>Responsible</u>

12 months		
By December 2020, Utah's Youth in Transition Office will...		
Goal 1: Enhance the service array available to transition age youth to include: education, employment, housing, flex funding, and data collection		
<u>Activity</u>	<u>Time Frame</u>	<u>Responsible</u>
Goal 2: Build the profile of the existing TAY team and TAY work in the state		
<u>Activity</u>	<u>Time Frame</u>	<u>Responsible</u>

18 months		
By June 2021, Utah's Youth in Transition Office will...		
Goal 1: Be functional and open		
<u>Activity</u>	<u>Time Frame</u>	<u>Responsible</u>
Goal 2: Be fully staffed		
<u>Activity</u>	<u>Time Frame</u>	<u>Responsible</u>
Goal 3: Be sustainably funded		
<u>Activity</u>	<u>Time Frame</u>	<u>Responsible</u>

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