



## **Opportunity Youth 201:**

**A Deeper Dive Into Reconnecting Youth to Work and School**

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# *Today's Agenda*

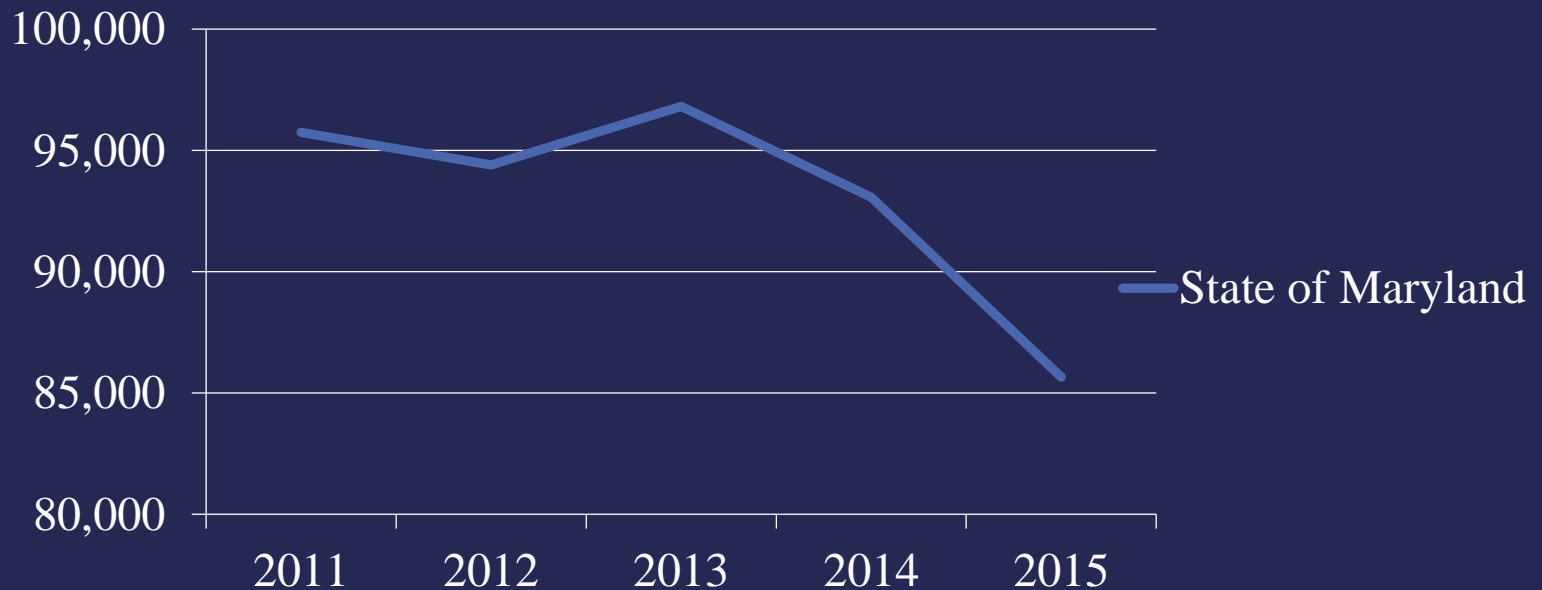
- Welcome
- Update on Data
- Update on State Agency Efforts
- New Developments in Research and Trends in Programs
- Building Pathways: Examples of Programs that Work
- *Activity*: Peer Learning (1 hour)



# *The State of Opportunity*

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- 85,000 Opportunity Youth in Maryland
  - 5.5 million nationally – a 4.8% drop since 2011
- Opportunity Youth data for the last five years is now available on the Results Scorecard by jurisdiction



# *Updates on State Agency Efforts*

## **Children's Cabinet 3-Year Plan to be completed Dec 2016**

- Will include agency efforts, cross-agency collaboration
- Some highlights:
  - DHR: Ready by 21/Transitional Services
  - MDOD: Maryland PROMISE (14- to 16-year-olds), Disability Employment Initiative (with DLLR – Anne Arundel, Montgomery)
  - DLLR: Apprentice Maryland pilots (Washington, Frederick, IS youth)

## **Working with state agency program managers**

- Understanding the four strategic goals and how your work contributes
- Identifying Opportunity Youth in existing programs
- Importance of connecting with LMBs
- Library branch managers, DLLR Youth Programs, DHMH TCM managers



# *Updates on State Agency Efforts*

## **Joint letter to LMBs/WDBs**

- December 2015
- Urging workforce and LMBs to engage in joint planning
- Included names and contact information for each region/jurisdiction

## **2Gen Interagency Efforts**

- Joint application from DHR, DLLR, and GOC to align early childhood interventions with workforce and education activities for parents
- Innovate + Educate grant to DLLR to integrate workforce and early childhood

## **P-TECH**

- Planning grants for six early college programs



# Updates on State Agency Efforts

## WIOA State Combined Workforce Plan

- Governor Hogan opted to designate Maryland as a combined plan state under the new WIOA, which means that state agencies will work collaboratively to deliver efficient workforce programming.
- DLLR, MSDE, and DHR working cooperatively.
- Plan approved in July 2016 and highlighted by National Skills Coalition as model.

WIOA State Plan Program	Core WIOA Program <i>as determined by law</i>	Additional WIOA Program <i>as determined by Governor</i>	MD State Agency Responsible for Oversight
Adult Program	•		DLLR
Dislocated Workforce Program	•		DLLR
Youth Program	•		DLLR
Wagner-Peyser Act Program	•		DLLR
Adult Education & Family Literacy Act Program	•		DLLR
Vocational Rehabilitation Program	•		MSDE
Temporary Assistance for Needy Families Program		•	DHR
Trade Adjustment Assistance for Workers Program		•	DLLR
Jobs for Veterans State Grant Program		•	DLLR
Reintegration of Ex-Offenders Program		•	N/A



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# *New Developments*

## Research and Analysis

- Encouraging Evidence on Sector-Based Job Training, MDRC
  - Two year impact study of EBP Work Advance
  - Increased earnings, including among the long-term unemployed.
- Employment and Disconnection among teens and young adults, Brookings
  - Analysis of national data on race, place, and education
  - While most youth of color have lower connection than do white youth, connection rates tend to get better with age – except for black youth.
  - In metro areas, the most educated populations have the lowest disconnection rates.



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# *New Developments*

## Research and Analysis

- Providing True Opportunity, Heartland Alliance
  - A survey of research and interviews with experts
  - Provides recommendations for designing programs for OY – paid work, positive youth development, emphasis on trusting relationships, employer education
- Industries are starting to request reports on Opportunity Youth:
  - Retail, restaurant industries both saw reports published this year on using Opportunity Youth as a business strategy
  - Reports looked at the costs of employee turnover, retraining, failure to offer a pathway from entry-level to higher-skilled work





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# *New Developments*

## Trends

- Libraries as hubs for re-engagement, ELL programming
- Preference for OY in national service programs
  - AmeriCorps, City Year, JobCorps, Youth Build
  - Mixed results – paid work subsidized by federal govt, but OY need more supportive services, higher salary than typical participants
- On-campus postsecondary support, like Single Stop
  - 40% of college students attend part-time; 2/3rds juggle family, jobs, and/or a commute with college
  - Postsecondary support can be combined with reconnection programs like Gateway to College

## 100k Opportunities

- ROI so great that hiring OY is good business, not charity

# New Developments

## National Interest in Maryland's "Metro Areas:"

- Interactive data tools available at Brookings
- Kresge Foundation supporting long-term Metro Index data collection



**Baltimore-Columbia-Towson**

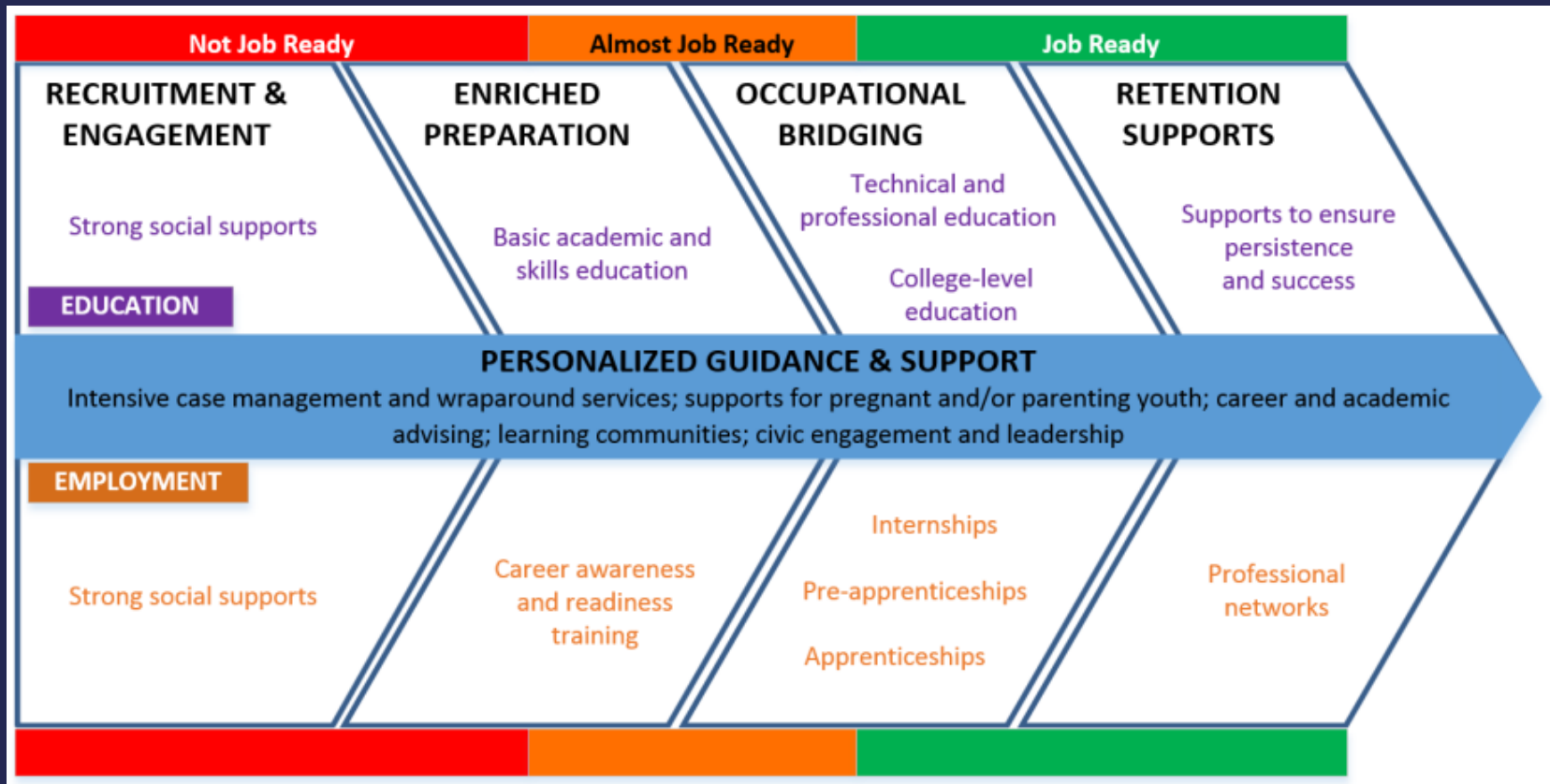


**D.C. Metro**



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# Building Pathways: Examples of Programs That Work



*Credit: Hartford Opportunity Youth Collaborative*

# *Building Pathways: Examples of Programs That Work*

## Not Job Ready

Program:	Re-Engage Dubuque (Dubuque, IA)
Who it serves:	Youth without a HS diploma
Goal:	Move from 91% graduation rate to 100% through dropout recovery
How it works:	Home visits; outreach specialists; drop-in center located in community college (visible from street) with on-site assessment; success coaches through postsec; community partners offer housing, childcare.



# *Building Pathways: Examples of Programs That Work*

## Almost Job Ready

Program:

Climb Café (Gulfport, MS)

Who it serves:

16- to 24-year-olds with a HS diploma

Goal:

To train OY for jobs in the region's largest industry and increase postsecondary enrollment

How it works:

YouthBuild program; classroom training prior to starting work; certifications and four credit hours toward postsec degree; stipends for work and add'l paychecks for obtaining certification.

# *Building Pathways: Examples of Programs That Work*

## Job Ready

Program:

School-to-Work (Louisville, KY)

Who it serves:

Youth ready for long-term work

Goal:

Create talent pipeline for UPS, which had high rates of employee turnover

How it works:

Collective impact; backbone refers youth to company for part-time work; company pays for support coaches, postsec books and fees, and achievement bonuses.

# *Building Pathways: Examples of Programs That Work*

## Using RBA to Develop Your Program

Which RESULT do you want to achieve?



**Youth will Complete  
School**



**Youth have Opportunities for  
Employment or Career  
Readiness**



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# Building Pathways: Examples of Programs That Work

## Examples of Indicators

	Educational Success	Employment	Self Sufficiency
Primary Indicators	<ul style="list-style-type: none"> <li>• % with an Associates<sup>1</sup> degree or better</li> </ul>	<ul style="list-style-type: none"> <li>• Unemployment Rate</li> </ul>	<ul style="list-style-type: none"> <li>• % at or above 200% of Poverty Level</li> </ul>
Secondary Indicators	<ul style="list-style-type: none"> <li>• % at or above goal on 3rd grade CMT</li> <li>• 4 year graduation rate</li> <li>• % requiring remedial or developmental coursework in college</li> </ul>	<ul style="list-style-type: none"> <li>• % employed</li> <li>• Unemployment Rate (18-24 years old)</li> <li>• Labor Force Participation Rates</li> </ul>	<ul style="list-style-type: none"> <li>• % students on free and reduced lunch</li> </ul>
Additional Indicators	<ul style="list-style-type: none"> <li>• % opportunity youth (% youth 16-24 that are not in school or working)</li> <li>• % youth that<sup>2</sup>:               <ul style="list-style-type: none"> <li>– Do not have stable housing</li> <li>– Are parents</li> <li>– Are justice involved</li> <li>– Have a behavioral or mental health issue</li> <li>– Have a history of substance abuse</li> </ul> </li> </ul>		





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# Building Pathways: Examples of Programs That Work

## Examples of Performance Measures

Strategies	System Performance Measures (Cross program) <sup>3</sup>
Youth Recruitment and Engagement	<ul style="list-style-type: none"> <li>• Number and % of opportunity youth served</li> <li>• % of youth with identified case manager</li> </ul>
Enriched Preparation	<ul style="list-style-type: none"> <li>• % opportunity youth with employment plan</li> <li>• % opportunity youth needing GED/HS Diploma receiving GED or high school diploma</li> </ul>
Occupational Bridging	<ul style="list-style-type: none"> <li>• % of opportunity youth with work experience</li> <li>• % of opportunity youth moving to training, college<sup>4</sup></li> <li>• % of those that move to credit-bearing college coursework</li> <li>• % of opportunity youth completing long-term training/apprenticeships</li> <li>• % of opportunity youth placed in permanent jobs</li> </ul>
Retention Supports	<ul style="list-style-type: none"> <li>• % of youth served that remain enrolled in college or remain employed</li> </ul>

*Cf. Hartford Opp Youth Collaborative*



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***BREAK!***

See you in 15 minutes!



# *Facilitated Peer Learning*

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Where are you with the work?

If you have not started yet, why would you say that you have not started?



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# *Facilitated Peer Learning*

Describe some challenges or barriers that you have faced in your work.



# *Facilitated Peer Learning*

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What excites you about this work?



# *Facilitated Peer Learning*

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Free for all: What would you like to ask each other or the Office for Children?