

Hartford
OPPORTUNITY YOUTH
 Collaborative
 MARCH 24, 2015 ♦ LYCEUM

WORKGROUP CHARGE

The collaborative develops a shared vision among partners, builds public will to address overarching issues, and informs the implementation of a full-scale, multi-year, comprehensive plan for Hartford's Opportunity Youth.

GOALS

- ◆ Learn about city initiatives and how the work intersects with HOYC.
- ◆ Review updates from national partners and other progress to date.
- ◆ Share opportunities to intersect and interconnect with partner activities.

PRE-MEETING READING MATERIALS & HANDOUTS

- ◆ Minutes from the previous meeting
- ◆ Hartford My Brother's Keeper Initiative
- ◆ Hartford Hires (website)
- ◆ Hartford Demographic Report (website)
- ◆ Youth Leadership Overview
- ◆ Collaborative work plan
- ◆ Aspen Convening Agenda (website)

AGENDA

I. Welcome and Introductions

12:00 PM - 12:10 PM

II. Message from Mayor Segarra

12:10 PM - 12:20 PM

III. My Brother's Keeper

12:20 PM - 12:35 PM

IV. Hartford Hires

12:35 PM - 12:50 PM

V. Group Discussion

12:35 PM 12:45 PM

VI. Youth Leaders

12:50 PM - 1:05 PM

VII. Progress to Date

1:05 PM - 1:15 PM

VIII. Partner Updates

1:15 PM - 1:20 PM

IX. Wrap Up & Final Thoughts

1:20 PM - 1:30 PM

X. Adjournment

1:30 PM

Collaborative Meeting Notes

DECEMBER 11, 2014

Hartford
OPPORTUNITY YOUTH
 Collaborative

CHAIR PERSON: Mayor Pedro E. Segarra

MEMBERS

Achieve Hartford!	Hartford Consortium for Higher Education
Asnuntuck Community College	Hartford Foundation for Public Giving
Blue Hills Civic Association	Hartford Job Corps
Boys and Girls Club of Hartford	Hartford Police Department
Capital Community College	Hartford Public Library
Capital Workforce Partners	Hartford Public Schools
Capitol Region Education Council	Hispanic Health Council
Career Resources/STRIVE	JAG Connecticut
Catholic Charities Archdiocese of Hartford	Leadership Greater Hartford – Third Age Initiative
Center for Children’s Advocacy	Metro Hartford Alliance
Center for Latino Progress	Move Up!
City of Hartford	Our Piece of the Pie
Compass / Peacebuilders	Project Longevity
CT Association of Human Services	STRIVE Hartford
CT Central State University	The Village for Children and Families
CT Department of Children and Families	United Way of Central and Northeastern CT
CT Department of Corrections	Urban League of Greater Hartford
CT Judicial Branch	URISE
(Court Support Services Division)	Wheeler Clinic
CT Juvenile Justice Alliance	Workforce Solutions Collaborative of Metro
CT State Colleges and Universities	Hartford
Hartford Adult Education	YMCA of Greater Hartford
Hartford Behavioral Health	YWCA Hartford Region
Hartford Communities That Care	

BACKGROUND

Hartford Opportunity Youth Collaborative (HOYC) chaired by Mayor Pedro E. Segarra, is a member of The Aspen Institute’s Opportunity Youth Network, and is comprised of leaders in youth and workforce development committed to the planning and implementation of a full-scale, multi-year, comprehensive plan to address the needs of Opportunity Youth in the region.

AGENDA

11:30 a.m.	Welcome & Introductions
11:45 a.m.	Welcome from Mayor Segarra
12:00 p.m.	Employment Opportunities for Opportunity Youth
12:25 p.m.	Progress to Date
12:40 a.m.	Partner Updates
12:50 p.m.	Wrap Up & Final Comments
1:00 p.m.	Adjournment

Collaborative Meeting Notes

DECEMBER 11, 2014

ACTIONS

- ✓ The Collaborative agreed that it will submit a proposal for a subgrant award from Jobs for the Future (JFF) in partnership with the Aspen Institute under the Social Innovation Fund to reconnect 170 young men of color and young parents to education and employment over 3 years using the Collaborative's education-career pathway model and the required Back-on-Track model developed by JFF.
- ✓ The Collaborative agreed that it would focus on three elements to build effective pathways through both systems and program building: (1) meet youth where they are, (2) provide ongoing, consistent personal guidance and support to youth, and (3) link on-ramps programs and services that assist youth in overcoming non-education and non-employment barriers to education and career pathway programs and services.
- ✓ The Collaborative accepted recommendations from the RBA & Data Committee to meet its data-sharing goals by exploring two strategies: (1) gathering data from existing providers and (2) building and/or leveraging a youth-centric data repository system (i.e. P20 WIN).

KEY OBSERVATIONS & CONCLUSIONS

- Mayor Pedro E. Segarra shared several updates including Hartford's participation in President Obama's My Brother's Keeper initiative, the Collaborative's submission of a proposal for a Social Innovation Fund subgrant and matching grant from the Hartford Foundation for Public Giving, and the City's Downtown North project.
- TJ Dubeansky of Capital Workforce Partners presented an analysis of the employment outlook for youth ages 19 to 24 in Hartford County.
- Kim Oliver reviewed the Collaborative's progress to date including fact-finding and listening efforts to establish knowledge base, leveraging that knowledge base to develop and launch resources, and continued efforts to build systems and programs to reconnect youth. She also shared a video on Collective Impact and noted the efforts by the subcommittees to build effective pathways to better serve Hartford's Opportunity Youth and use RBA and data to better understand the status of Hartford's Opportunity Youth.
- Collaborative members shared updates and program information.

FOLLOW-UPS

- Asset mapping for programs and services currently being offered by Collaborative members
- Proposal submission for JFF-Aspen SIF subgrant

NEXT MEETING: The next meeting will be held on March 24, 2015.

Youth Leadership

MARCH 23, 2015

STRATEGY & ACTIVITIES

HOYC is in initial stages of implementing a youth engagement strategy that involves providing a group of youth with leadership training to prepare them to participate in collaborative meetings and to co-lead, in partnership with adults, policy and advocacy activities. The youth leadership training program will provide youth with mentoring and support to develop confidence that they have the ability and means to influence decisions that affect them. Ultimately, HOYC envisions that program participants will be able to advocate for change to improve quality of outcomes for opportunity youth in Hartford, including increased public awareness of issues affecting opportunity youth and development of policy recommendations for improving accessibility and quality of employment and education pathways for opportunity youth.

HOYC collaborated with the City of Hartford and leading youth development providers to design a sequence of training and activities to support youth to take on leadership roles within the collaborative. HOYC partnered with Hartford Communities That Care to engage up to 15 opportunity youth in the program. The program will draw on core principles of youth development to support youth in building advocacy skills (including conference presentations and local and state legislative advocacy) and developing their career and educational goals.

In addition to one-on-one meetings with coaches, youth meet twice weekly as a group to participate in trainings and activities that will focus on leadership skills development; becoming a “change agent”; building partnerships through communication, collaboration, and commitment; public speaking and deliberate dialogue; mentoring; peer mentoring; data collection and research; and developing a survey and research project (youth participants will lead the discussions on peer mentoring and on data). Youth will also receive training towards certification in crisis prevention and peer mentoring.

Beginning in spring, youth will engage in a variety of advocacy activities, including:

- Organizing a listening session with peers to learn about barriers to accessing and persisting in education and employment and to solicit recommendations for potential solutions.
- Organizing a Town Hall meeting to raise awareness of education and employment issues experienced by opportunity youth and to share data and recommendations for potential solutions.
- Delivering school-based and community-based educational workshops on issues affecting opportunity youth for peers and adults.
- Educating local, state, and federal elected officials about issues affecting opportunity youth and advocating for policy and funding solutions.
- Creating articles and op-eds, radio and TV spots, and social media postings to increase community awareness of education and employment issues affecting opportunity youth.
- Attending local, state, regional, and national conferences to learn and educate peers and adults on issues affecting opportunity youth.

LESSONS LEARNED

While the initiative is in the initial stage, staff observe that youth leadership programs need to provide stipends, and to be flexible in providing several levels of stipends to encourage leadership and engagement (ranging from \$25, \$50, and \$100 per week), as well as transportation assistance. Hartford Communities That Care staff found that many youth come to the program with significant needs and limited resources, and one of the greatest challenges is filling those gaps with referrals and supports to ensure that youth can remain engaged in the long-term. Although opportunity youth are often perceived as “difficult to serve,” staff emphasize that they also hold tremendous potential and have the expertise in their own experiences that needs to be heard in order to shape policy in ways that can improve outcomes for opportunity youth.

Work Plan

MARCH 24, 2015

COLLABORATING FOR IMPACT

Goals	Benchmarks
<p>Evolve from good information sharing and networking group to being a change agent for Opportunity Youth</p> <p>Empower youth with leadership training that addresses their challenges and provides opportunities to transform economic liabilities to economic opportunities</p>	<p>Relationship with new superintendent of Hartford Public Schools</p> <p>Commitment of engagement from HPS superintendent or deputy superintendent to become a member</p> <p>Review of the Collaborative's membership to ensure that we have the right people engaged (not just the right agencies) and outreach and build relationships as needed.</p> <p>Curriculum for youth leadership training with a focus on advocacy</p> <p>Leadership training for up to 15 youth</p>

BUILDING EFFECTIVE PATHWAYS

Goals	Benchmarks
<p>Build systems capacity to scale up best and promising practices</p> <p>Develop staff skills and capacity to better serve Opportunity Youth</p> <p>Increase penetration and participation of youth in key sub-populations</p>	<p>Increased number of youth in key sub-populations participating in foundation programs</p> <p>Recommend guidelines and protocol for determining the best entry points for youth based on criteria such as barriers, need, etc.</p>

USING DATA TO GUIDE DECISIONS AND ASSESS IMPACT

Goals	Benchmarks
<p>Increased systems capacity to capture the number of youth in pathways and onramps to pathways and programs</p> <p>Annual RBA benchmark reporting on the status of Hartford's Opportunity Youth</p>	<p>Benchmark RBA report and analysis</p> <p>Systems and staff training and development on HOYC's RBA framework</p>

Work Plan

MARCH 24, 2015

LEVERAGING FUNDING TO SUPPORT AND SUSTAIN INNOVATION

Goals	Benchmarks
<p>Raise \$1 million in new, unrestricted funding support systems building</p> <p>Create a funders collaborative to better serve Opportunity Youth</p> <p>Influence policymakers to create a line item in the State budget for Opportunity Youth</p>	<p>Raise a minimum of \$150,000 from local funders to support systems building</p> <p>Align WIA/WIOA funds to support Out-of-School/Opportunity Youth</p>

CREATING POLICY AND SYSTEMS ALIGNMENT

Goals	Benchmarks
<p>Promote coordinated approach to serving youth in multiple systems</p> <p>Encourage adoption of the education-career pathway system</p> <p>Increase community supports for youth</p> <p>Increase awareness of career-based, contextualized learning</p> <p>Align public and private funding</p>	<p>Plan in place to better coordinate systems and programs for Opportunity Youth in Hartford</p> <p>Systems partner meeting(s) on how to best serve targeted subpopulations</p> <p>Public report on contextualized learning strategies for Opportunity Youth in partnership with Move Up!, the region's partnership that identifies and implements opportunities to strengthen Greater Hartford's adult literacy system to ensure that adults of all ages are ready for success in college or employment</p>