Hartford OPPORTUNITY YOUTH Collaborative

December 17, 2020

HOYC Work Group: 9th Graders				
TIME FRAME	**9th GRADE RECOMMENDATIONS**	**RATIONALE**	**POLICY & RESOUCE IMPLICATIONS**	**COMMUNITYWIDE IMPACT CROSSCUTTING**
School Year 2021-2022	**High school preparatory course, orientation series, etc.** In order to better prepare youth for transition into High School, they may greatly benefit from being more informed on the greater need for autonomy; how to remain task-oriented; developing time-management skills; and balancing the varying aspects of student-life.	Students experience difficulty acclimating to the increased rigor of high school workloads and the need for greater autonomy & independence.	Implementation would occur at the middle school level and/or at some point during the summer.	Service providers may aide in implementing additional programming to include time management, life skills, etc.
January – June 2021	**Enhance Parent involvement to include more positive communications (i.e. student successes, improved**	Accustomed to predominantly or only receiving communication which is negative in	Practice should begin in earlier grade levels via direct teacher contacts,	Parent Support networks & organizations may be better integrated into

	behavior, etc.) Parents may be more inclined to actively participate in their children's learning if they receive communication which offers praise and positive reinforcements; not just negative communication regarding poor performance, behavior issues, and other concerns.	nature may adversely prime parents to avoid interacting with schools; and decrease the likelihood of their involvement in their child's education.	auto messaging and PowerSchool notifications.	school systems & collaboratives
January – June 2021	**Promoting active involvement & engagement in additional programs, activities, etc.** Participation in various activities which may not be directly correlated with academics and core courses may assist youth with alleviating student stress and developing additional outlets.	Students benefit greatly from additional programming. This not only reduces the amount of unstructured time, but also increases the likelihood of them connecting with a positive adult.	Schools/providers may increase active & focused promotion of programs offered.	Promotion of youth-programs & participation to be more actively encouraged by schools & providers.
January – June 2021	**Connect youth with positive peer networks, including virtual forums** Peer-to-peer support may greatly aide youth in navigating various issues; along with promoting positive peer pressure and building social skills, fostering better student & life outcomes.	Peer support networks provide additional buffers while also enhancing student abilities to network and problem-solve.	Promote and establish peer support networks with school guidance/oversight if needed.	Enhance& develop more Youth Leadership groups such as Youth Service Corps, Young Legends, etc.
April – June 2021	**Develop incentive-based system of support (stipends, gift cards, equipment, etc.)**	Due to additional demands and/or pressures present in their lives, students may	Secure funding and/or sponsorships from local, state, and federal sources.	Approach local foundations, philanthropic entities, and other funders

	When and if funding allows, rewards for academic achievements can provide increased motivation for students to perform well; along with enhancing and reinforcing foresight & future planning.	require additional incentives to help build delayed gratification skills.		

HOYC Work Group: 12th Grade Graduates			
Timeline	**Top FIVE Recommendations**	**Rationale**	**Policy or Resource Implication**
January - February	**District-level Partnership:** Ask HPS central office to produce a list of ALL seniors who after Semester one are OFF-track for on-time graduation and then partner with HOYC to conduct outreach to those students via call/email/door knock/text. (Perhaps even consider doing a paid survey to disengaged students to understand exactly WHY they're not attending and WHAT they need.)	Getting at OFF-track seniors BEFORE they graduate can help get them back on track	HPS MOU willingness is needed, while funding for providers may or may not be needed
February - June	**Open the high school doors:** Ask HPS to direct the principals at the three comprehensive high schools to allow HOYC providers to come into the school and present what services are available to seniors with the school attendance teams promoting those days to the seniors most absent.	Providers right now forced to approach schools individually and WAIT for a response (too long)	None, but principals need to know what is allowed
February - June	**Provider tag team:** Ask any provider with an agreement with one of the comprehensive high schools (eg. BHCA, Compass, ULGH) to market other HOYC providers that offer different services and that have open seats for youth.	Providers can do more with students but can't get access, so find a backdoor	None
January - March	**Collaborative Provider Marketing:** Have the providers come together to ideally shoot a video compilation of all HOYC providers with open seats for youth and promote that video far and wide to seniors via a multi-channel communications campaign. (At minimum, create a hard copy flyer of all "open" HOYC programs that gets mailed and emails to seniors and their families.)	This would saves providers time and energy and make more students aware of services	Yes, resources needed to coordinate providers and produce video and/or flyer
April – June	**End of Year Incentives:** Raise money for HOYC to offer pre-graduation incentives to any senior who is off track to enroll in any HOYC program before graduation that can help the senior avoid dropping out of the talent pipeline.	Engaging OFF-track seniors right when their mental "switch" happens is an opp'ty	Yes, resources needed

HOYC Work Group: Older Youth/Young Adults				
Time Frame	Recommendations (in order of priority)	Rationale (why important)	Policy & Resource Implications (How and $$)	Community Wide Impact *Crosscutting*
Priorities/ Immediate Recommendations: (Goal: to complete within the next 6 months)	Have an updated detailed program description for 30-40 HOYC organizations incorporated into *the **HOYC (CT-211) Employment and Training Navigation Tool*** by the end of the first quarter of 2021; and also publish this on the HOYC Website for access and downloadable capabilities. There needs to be a lead career navigator/ you development specialist from each of the 30-40 agencies who is accountable to the youth for lead case management support and referral and is trained to use and understand the ***HOYC Employment and Training Navigation Tool.*** Each organization should have a strong mentoring component where all staff have person-centered capabilities to help youth navigate through multiple challenges; requiring additional professional development/training. *(Consider how this connects to the HOYC/Hartford Working Cities Career Pathways/Employment Training Work Group)* Significant legislative leaders and funders need to participate in a meaningful way in HOYC meetings. There needs to be a focus agreement with the legislative leaders on the HOYC strategic priorities (1st Quarter of 2021)	**Resource Information and Resource Sharing:** Availability and access to provider information in order to understand which provider services best meet youth needs, especially because many programs have too many requirements or restrictions and need to be simplified for youth to know/understand when looking for services. HOYC as a body of organizations should be able to have a better 'sign off' where anyone at the HOYC table should share information on youth. **Net of Support:** There are many survival issues occurring at this time: housing, food, income, health, jobs, childcare and more. Need better assurance of a net of support that can sustain youth, young adults with consistency of follow up. Furthermore, how do we ensure quality personal and career plans to be successful that they can	Work is already underway to launch the navigation tool as phase 1, this recommendation would require a phase 2, which includes additional marketing, youth outreach workers, and enhancements. This will also help to illustrate where there are gaps in services which will then need to be addressed. The Navigation Tool is currently in progress to help address the person-centered asset-based approach by ensuring youth have access to	Immediate real-time response to youth needs. Addressing service gaps that become more readily recognized. Improved efficacy around youth needs. Improved resources to support additional opportunity youth achieving high quality career pathways. Deepening and broadening of youth leadership in order to establish a deeper connection and

	Increased resources for comprehensive employment/training and support programs (i.e: non-profit training, community colleges, adult education, etc.) for Opportunity Youth in growth sectors (Healthcare, Manufacturing, IT, Financial, Construction, etc.). Need to assure collaboration on stackable credentials between various providers, also utilizing paid work experiences (i.e. internships (that directly link to employer talent needs)). Utilize Hartford Data Collaborative Gap Analysis to better match resources to unmet needs. *(Consider how this connects to the HOYC/Hartford Working Cities Career Pathways/Employment Training Work Group)*	execute with some guidance. Transitions from services serving one group to another to frequently breakdown with a need for a better coordinated systems of care help. Ultimately need, a longer-term service support for individuals in need until youth adults are in a more stable life situation. **Legislative Change:** Need for bigger systems responses: a better resourced system in order for programs to meet long term needs. Coordinated systems of care here as well.	all programs which meet the needs they describe in real-time. Furthermore, there is a focus on helping to support youth organizations in their building capacity and integration of youth mentoring in order to effectively engage youth services. While legislative leaders acknowledge the opportunity youth issues, they have not been fully engaged with youth leaders and organizations in planning and executing a more strategic set of action steps. The COVID Pandemic has	understanding of youth needs.

		doubled the number of opportunity youth, yet resources remain scarce.	
Other Recommendations: (Goal: to complete within the next year)	HOYC organizations need to provide up to date guidance on what are the most significant job openings that offer quality jobs by employers. *(CWP will provide regular LMI Data for HOYC)* Outreach and mobilize employers to provide job fairs and employment opportunities to Opportunity Youth. HOYC needs to further strengthen an updated youth leadership framework so that each of the HOYC organizations should assure that there is active youth involvement in program development and ongoing organizational activities; and should include an active youth leadership development program. *(Strengthen existing youth leadership initiatives)* Support the technology needs to provide hot spots and technology resources to all older youth/young adults in the community; and to effectively be able to refer any individuals with technology needs to a resource person who could immediately respond at the City of Hartford.*(Build on Mayor Bronin/HPS technology initiatives)* Ensure that all HOYC program offerings have access to mental health resources, or	**Training & Employment Services:** Training and employment should be more focused on good quality jobs and employers who are hiring. **Youth Communication & Transparency:** Improved communications and transparency between providers and the youth they serve. **Youth Voice:** Youth voice and engagement needs more attention so their concerns are heard. **COVID-19 and Access to Technology:** Importance of remote, virtual training during the COVID Pandemic is critical (hot spots). **COVID-19 and Mental Health:** COVID has increased mental health challenges.	There is a need to deliver more real-time labor market information to the youth providers in order to gauge the amount of quality jobs available to youth. Use Labor-LMI information to better engage employers in various opportunity youth strategies. Greater strengthening and support of youth leadership structures and efforts in order to engage youth in all facets of opportunity youth strategy.	Increased number of employers hiring opportunity youth. Technology and mental health, increased access by opportunity youth to critical support services such as technology and mental health resources in order to ensure youth are in stable positions to succeed.

| | referred to a citywide agency (i.e.: Village for Families and Children, My People's Clinic, Wheeler Clinic, etc.); and build this into the Navigation Tool. *(Model after the Summer Youth Mental Health initiatives)*

Support increase in Youth Outreach Workers to connect youth to services, using the Navigation Tool and Program Directory. Extension/expansion of Youth Corps to a Community Public Service and Health Corps. *(Working on follow-up between the Navigation Tool and Youth Leadership initiatives)*

Strengthen the overall opportunity youth coordinated systems of care (i.e. justice involved, foster care, adult education, post-secondary pathways, workforce development, human services, etc.,). (Updated HOYC Strategic Plan) | | Technology should be supported as an essential provider for all opportunity youth employment and training programs.

Mental health services should be available to all youth who are in need of it.

For all of these policy strategies additional resources and system development are needed in order to strengthen opportunity youth outcomes.* | |