



Hartford
OPPORTUNITY YOUTH
Collaborative

Collaborative Meeting
December 12, 2013



Reconnecting Youth to Success

A background image showing several hands of different skin tones stacked together in a supportive gesture, with a watch visible on one of the wrists. The image is faded and serves as a backdrop for the text.

Mayor Pedro E. Segarra

WELCOME



Video

ASPEN OYN CONVENING

A background image showing several hands of different skin tones stacked together in a supportive gesture, with some wrists wearing watches. The image is faded and overlaid with a red gradient at the top and bottom.

Kim Oliver

PROGRESS TO DATE

Hartford Aspen OYN Team



Key Team Take-Aways

- Roles and models of youth leadership
- Core competencies for front-line staff
- Resolving barriers outside of education
- Supporting families of OY

Hartford's Shared Outcomes

Short-term

- Youth
 - Gain new career/ educational readiness competencies to attain post-secondary credentials/diploma and/or a job

Long-term

- Youth
 - Reconnect to education and employment
 - Gain credentials
- Collaborative/System
 - Develop and/or expands 3 effective pathways to education and employment success for opportunity youth
 - Resolve system barriers
 - Enable increased adoption, replication, and the scaling up of these approaches

Collaborate for Impact

- Build public will
- Include representatives from key sectors (education, youth development, workforce, juvenile justice, behavioral health, youth, employers, etc.)
- Include active participation by opportunity youth
- Write a comprehensive implementation plan

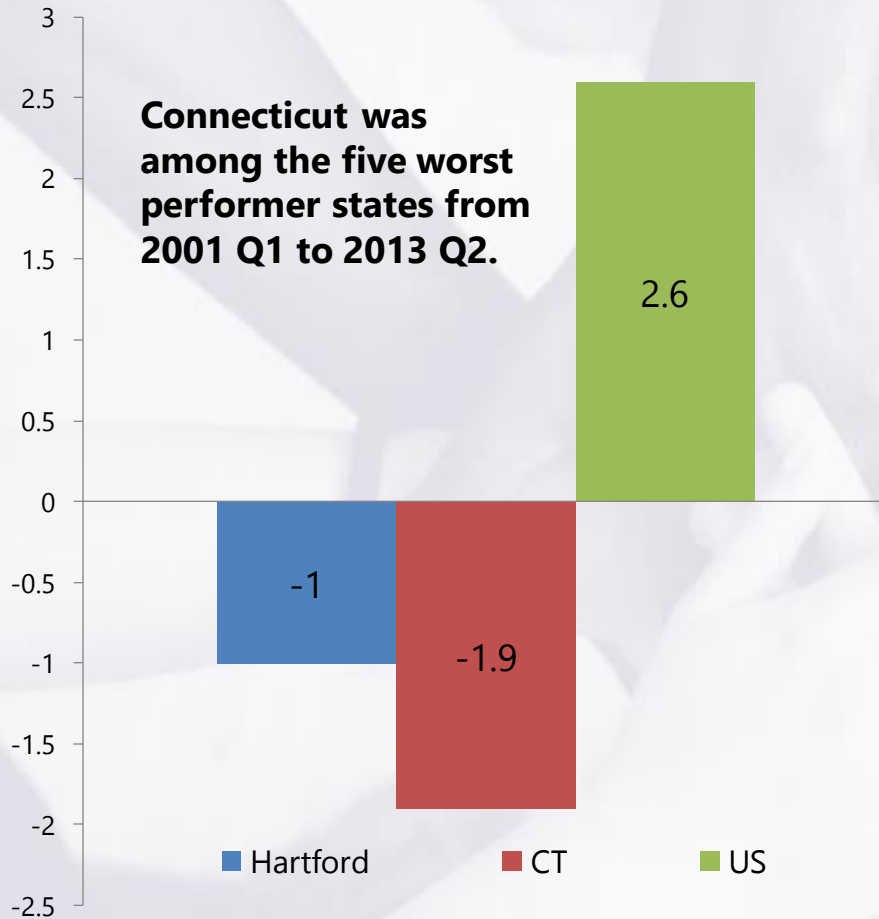
Formalize Youth Leadership

- Establish youth leadership group
- Target sub-populations
 - Justice-involved
 - Single Parents
 - DCF/Foster-Care

Use Data

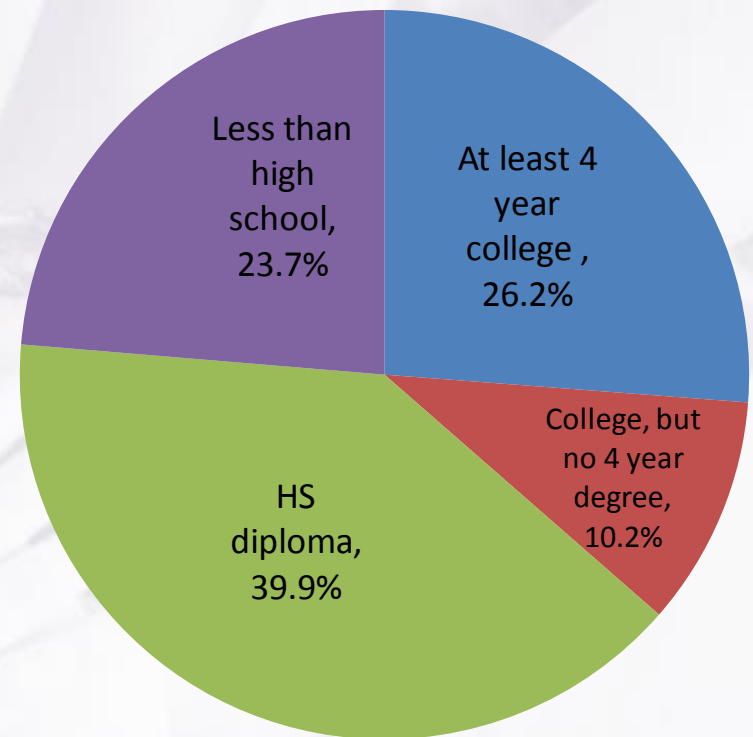
- Use RBA framework
 - Share data among key partners
 - Implement data system
- Dan Garewski, CWP
 - Vicki Gallon Clark, BHCA
 - Scott Gaul, HFPG
 - Alissa Johnston, CWP
 - Sean Seepersad, OPP
 - Kimberly Williams-Rivera, OPP

Jobs



Source: Current Employment Statistic (CES), U.S. Bureau of Labor Statistics, tabulations by Center for Labor Market Studies.

Hartford Area Jobs

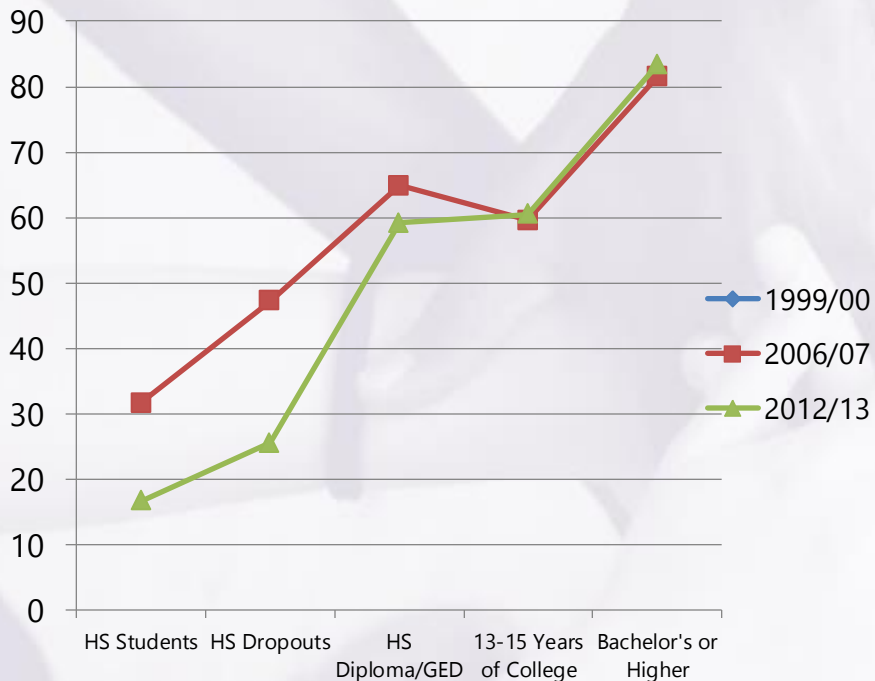


Source: BLS, Education and training categories by detailed occupation, 2010

HS Diploma or Higher

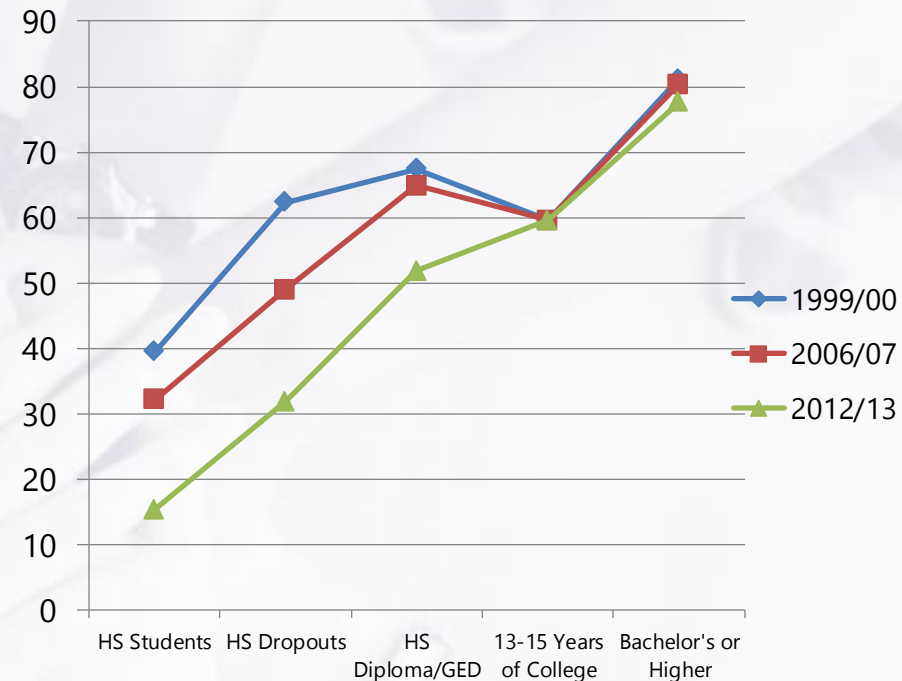
Education-Employment Ratio

Hartford Area



Source: Monthly CPS, January 2006 through December 2007 and January 2012 through October 2013, public use files, U.S. Census Bureau, tabulations by Center for Labor Market Studies, Northeastern University.
 Note: East/West Hartford Metro area definition was changed in 2005. For this reason CPS data for this area before 2005 are not comparable.

Connecticut



Source: Monthly CPS, January 1999 through December 2000, January 2006 through December 2007, and January 2012 through October 2013, public use files, U.S. Census Bureau, Tabulations by Center for Labor Market Studies, Northeastern University.

Job Readiness

(18 – 24 year olds)

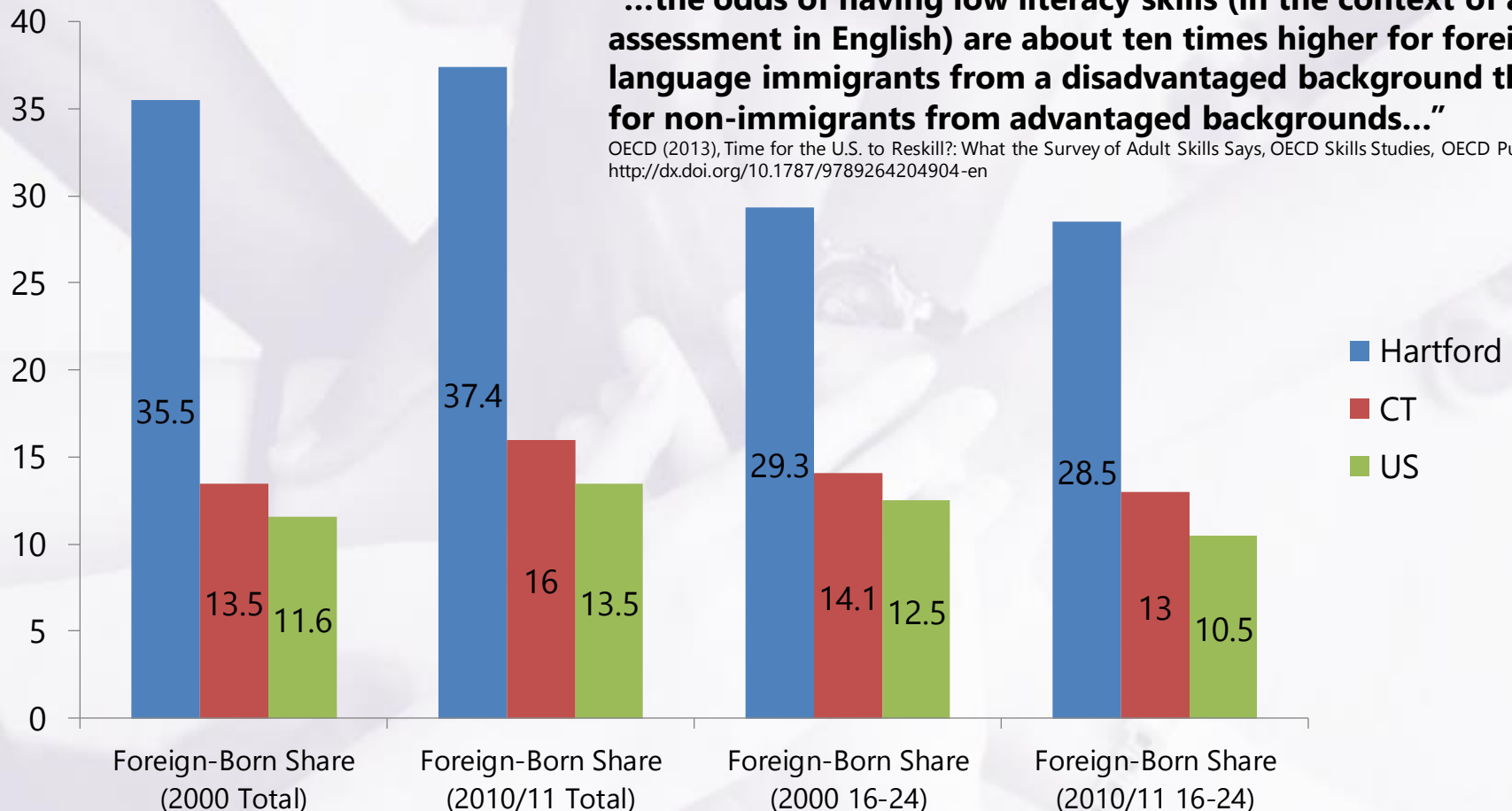
- Job ready
 - High school diploma
 - Working
 - Not justice involved
- Almost job ready
 - No high school diploma
 - High school diploma but not in school or working
 - Not justice involved
- Not job ready
 - No high school diploma
 - No previous work experience
 - Justice involved



Foreign Immigration

“...the odds of having low literacy skills (in the context of an assessment in English) are about ten times higher for foreign language immigrants from a disadvantaged background than for non-immigrants from advantaged backgrounds...”

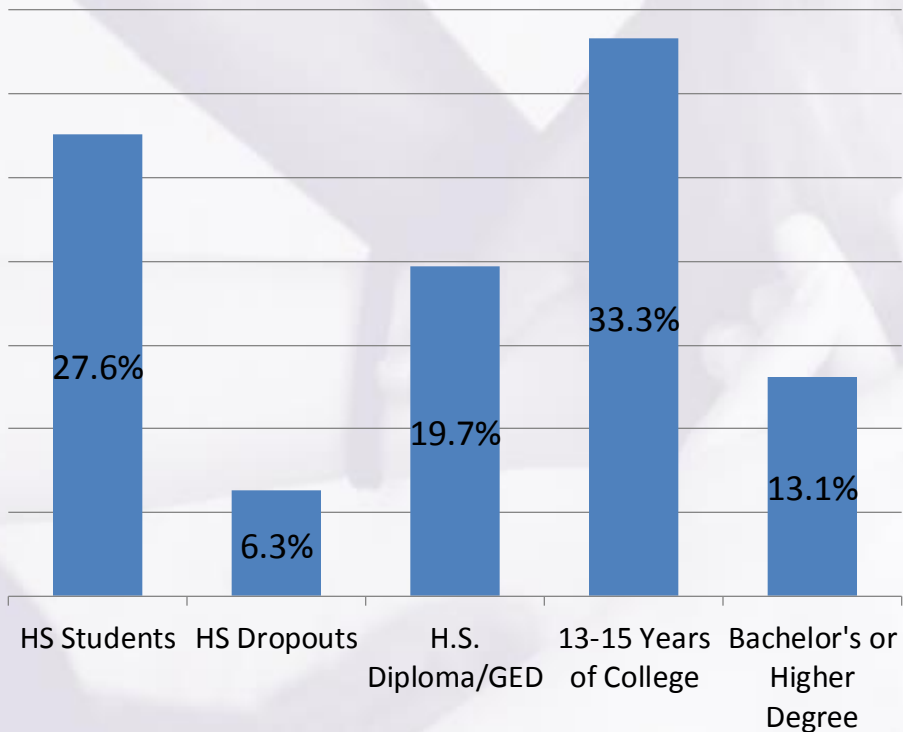
OECD (2013), Time for the U.S. to Reskill?: What the Survey of Adult Skills Says, OECD Skills Studies, OECD Publishing.
<http://dx.doi.org/10.1787/9789264204904-en>



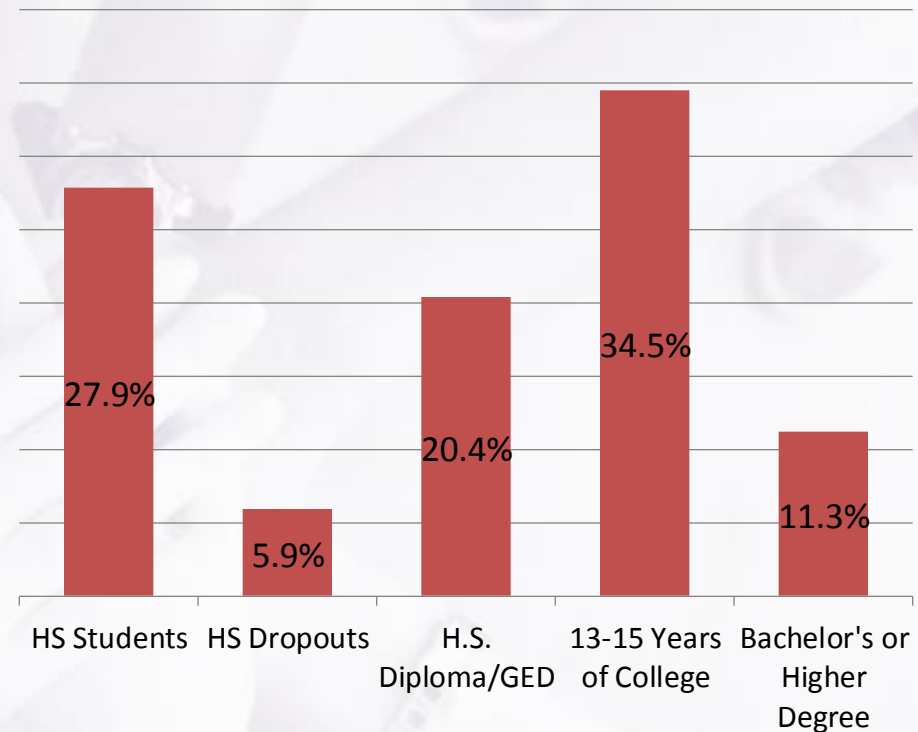
Educational Attainment

(16 – 24 year olds in 2012/13)

Hartford Area

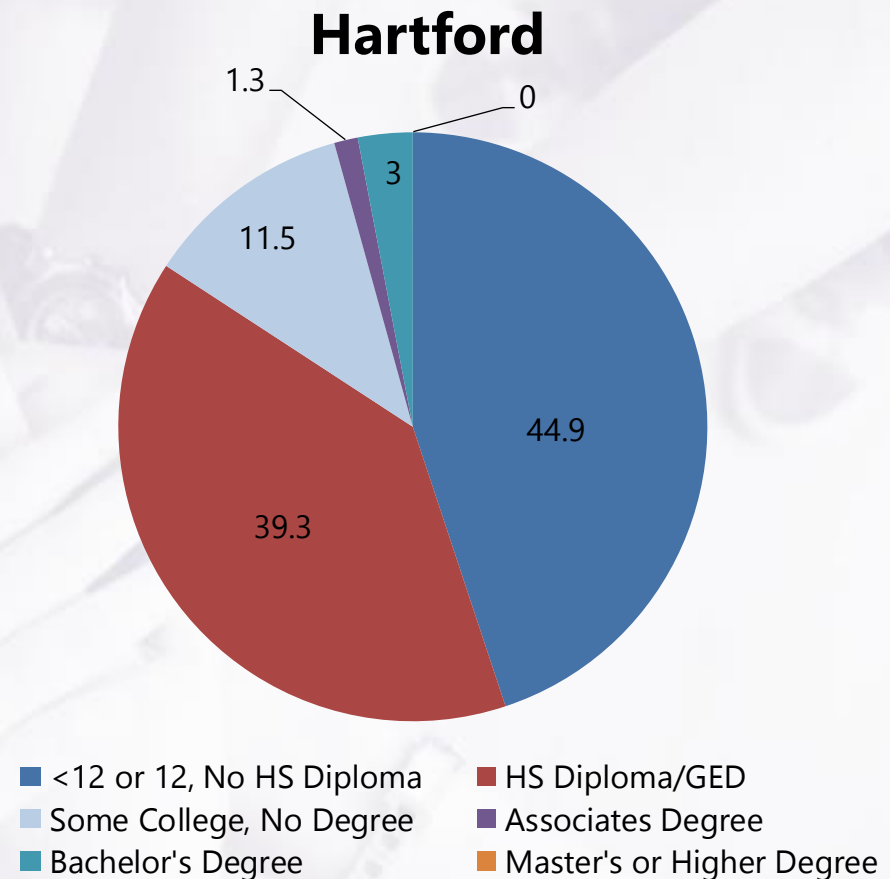


Connecticut



Out-of-School and Out-of-Work

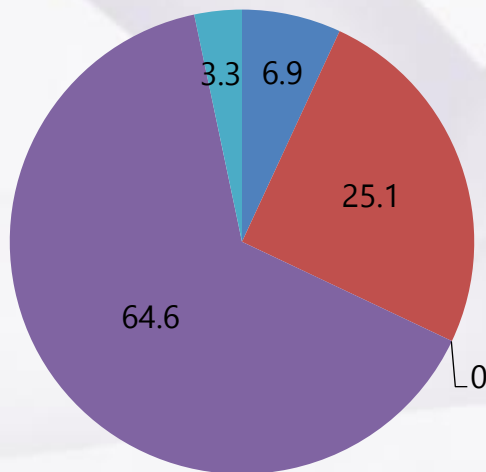
(16 – 24 year olds)



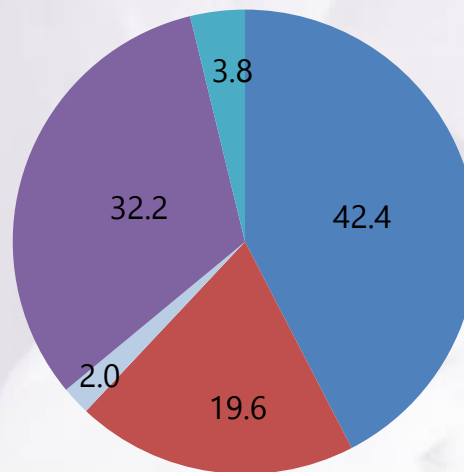
Out-of-School and Out-of-Work

Race/Ethnicity

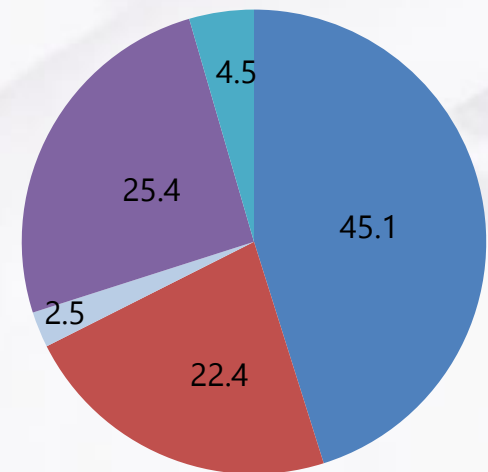
Hartford



Connecticut



U.S.

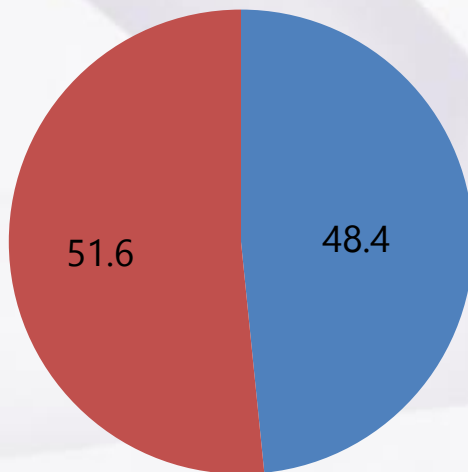


■ White ■ Black ■ Asian
■ Hispanic ■ Other

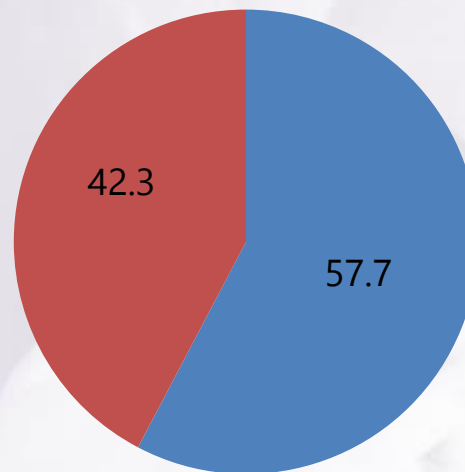
Out-of-School and Out-of-Work

Gender

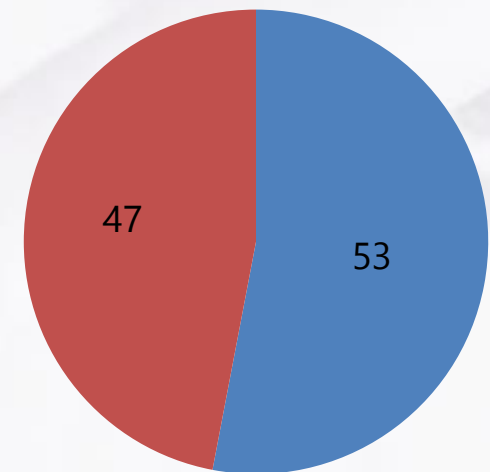
Hartford



Connecticut



U.S.



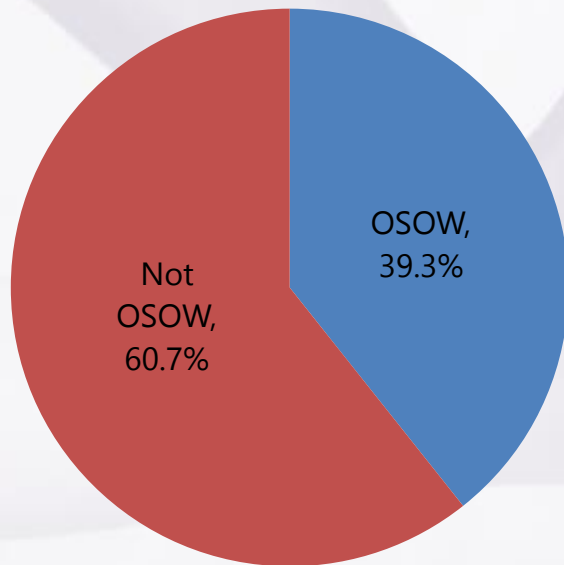
■ Male

■ Female

Out-of-School and Out-of-Work

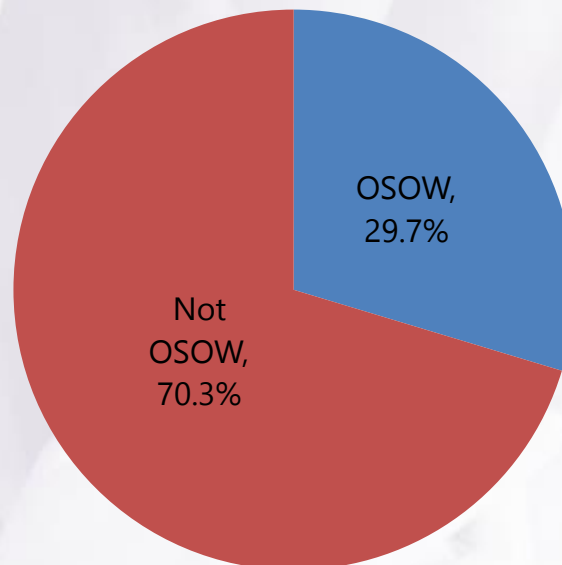
Single Mothers (15 – 24 year olds)

Hartford



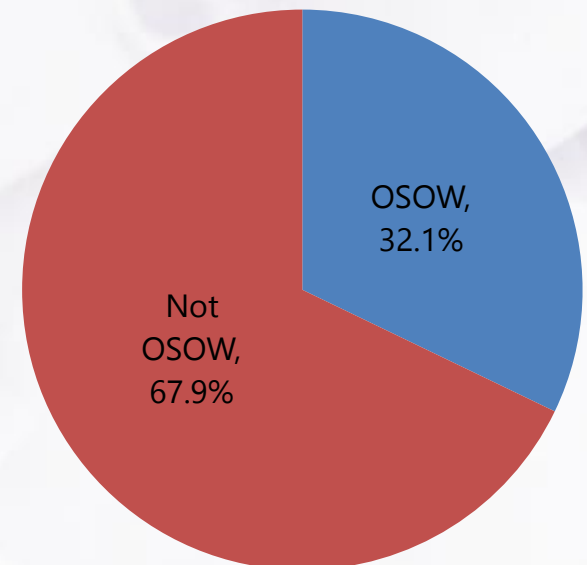
In Hartford, 29.6% of OSOW were single mothers versus 9.6% for those not OSOW.

Connecticut



In CT, 16.6% of OSOW were single mothers versus 4.0% for those not OSOW.

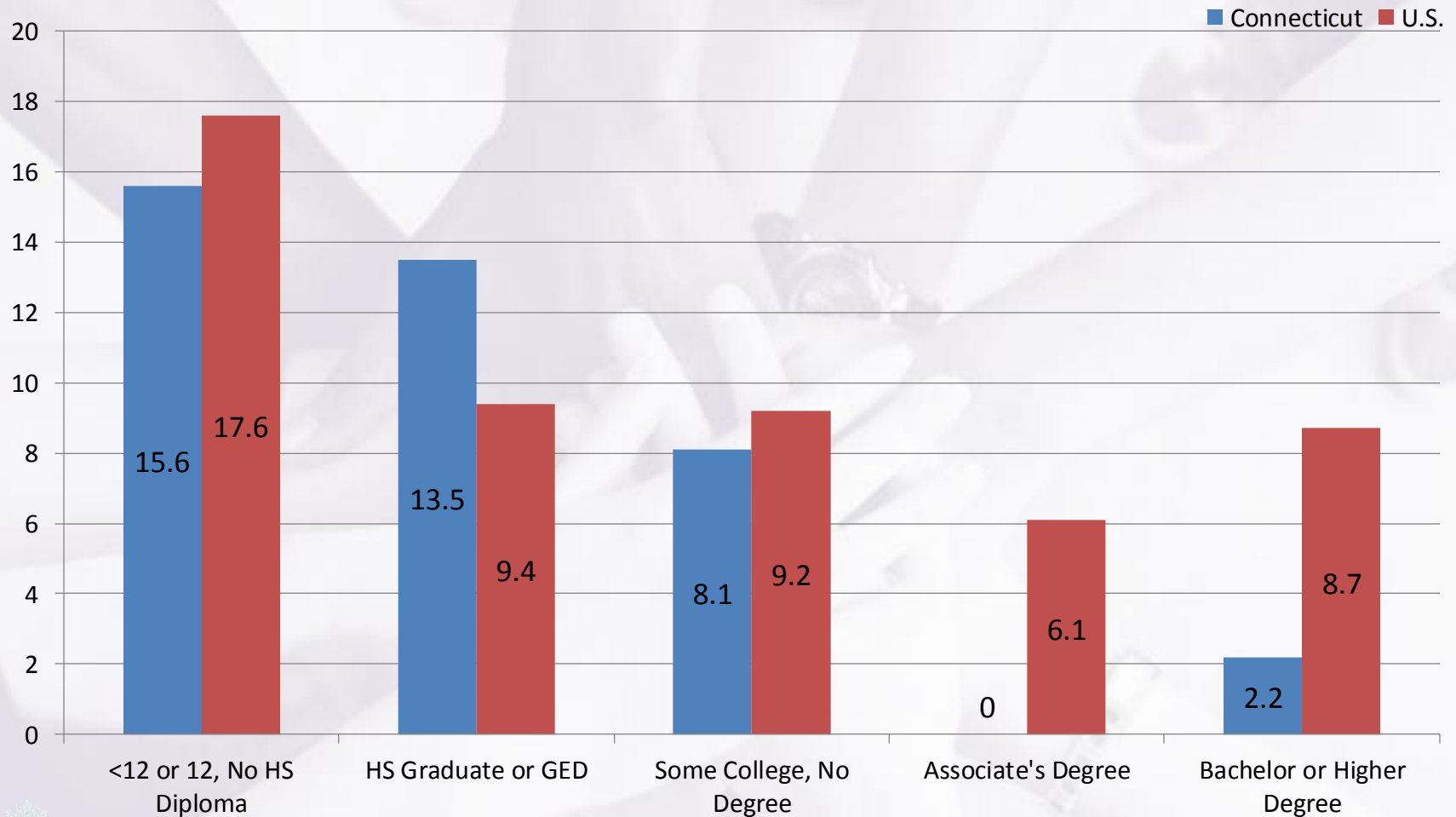
U.S.



In U.S., 15.0% of OSOW were single mothers versus 4.7% for those not OSOW.

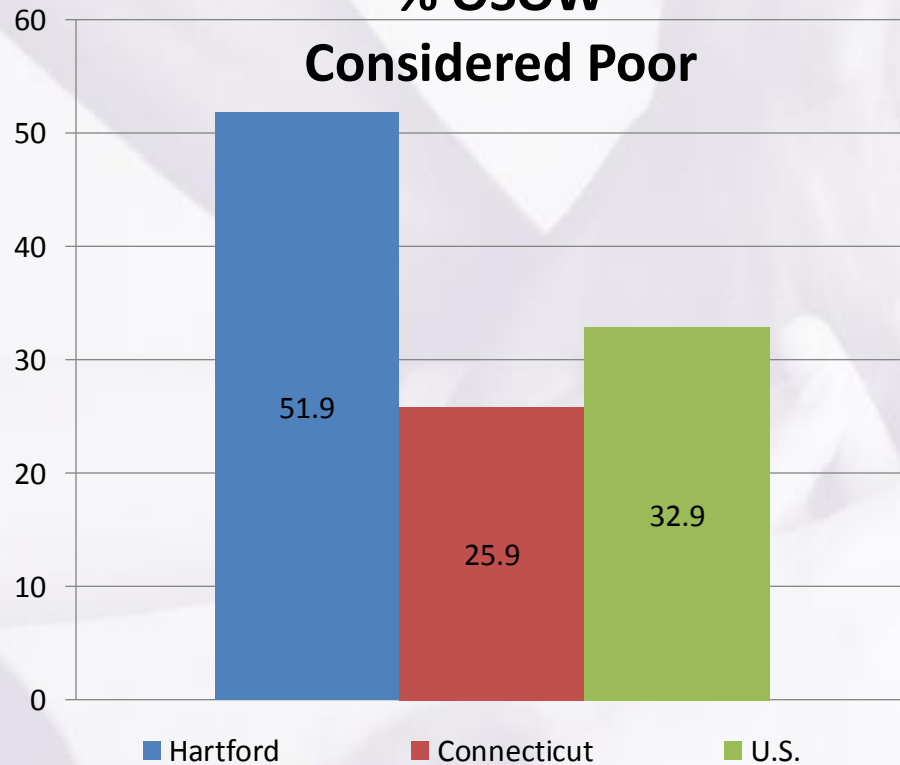
Out-of-School and Out-of-Work

Institutionalized, Native-born Males (16 – 24 year olds)

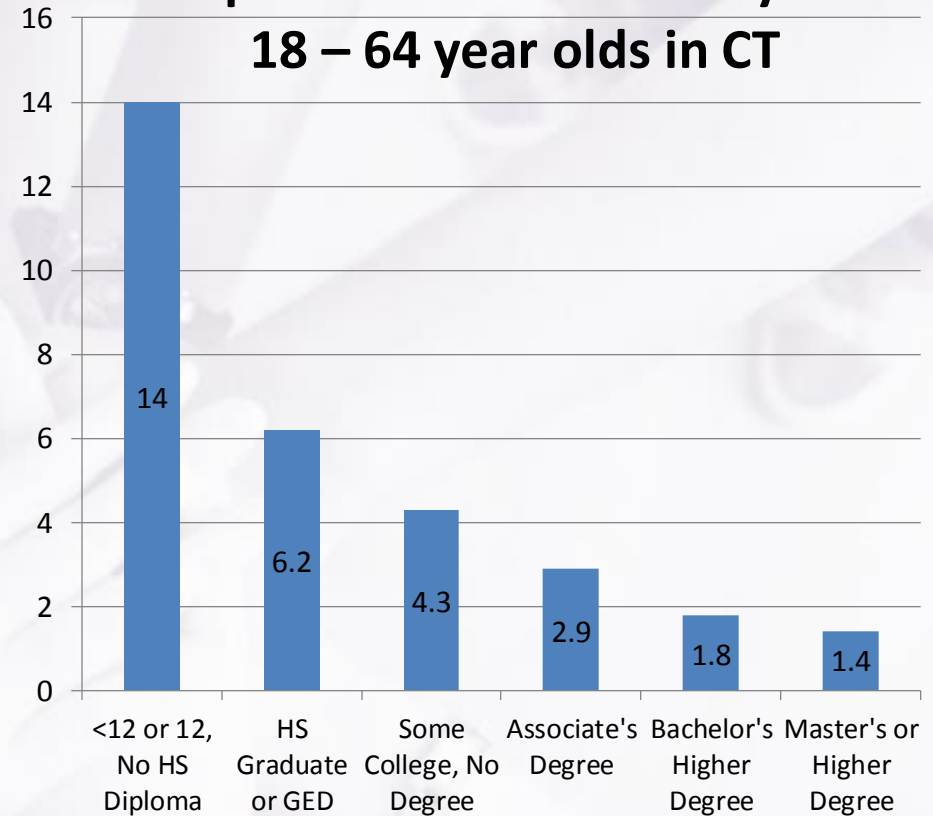


Poverty

**% OSOW
Considered Poor**



**Expected Years in Poverty for
18 – 64 year olds in CT**



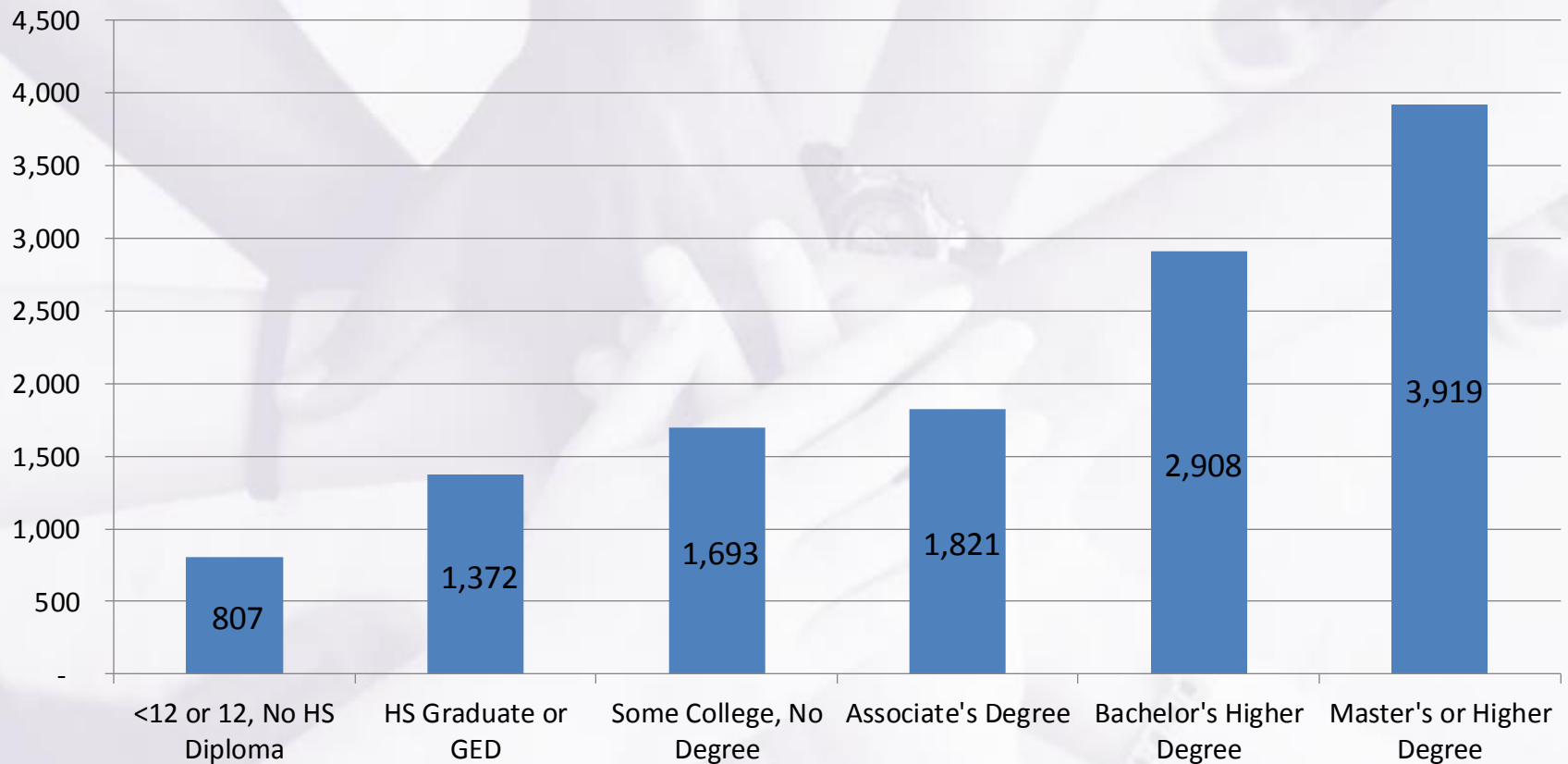
Source: 2010 and 2011 American Community Surveys, public use files, tabulations by Center for Labor Market Studies, Northeastern University.

Source: 2007 through 2011 American Community Surveys, public use files, tabulations by Center for Labor Market Studies, Northeastern University. Note: (1) Expected lifetime years in poverty/near poverty of are ignored for all students ages 18-to-22. Poor/near poor persons are those whose family incomes are below 125% of the poverty threshold defined by the government.

Lifetime Earnings

18 – 64 year olds (in thousands)

Connecticut



Build Effective Pathways

- Support 100 youth complete their pathway program
 - Complete asset mapping of partner organizations and programs in the OY system
 - Enhance partnerships and service agreements in selected pathways
 - Complete a gap analysis
 - Determine strategies to address "at risk" youth
 - Strengthen supports for families
- Anne Carr, Career Resources
 - Adrienne Cochrane, ULGH
 - Tiana Hercules, Project Longevity
 - Alex Johnson, CWP
 - Judy McBride, HFPG
 - Iran Nozario, Peacebuilders
 - Sharon O'Meara, HFPG
 - Hector Rivera, OPP
 - John Shemo, MHA
 - Andy Tyskiewicz, CREC
 - Jane Williams, ConnSCU

Build Effective Pathways

- Enhance existing effective pathways and programs for opportunity youth
- Create effective pathways for opportunity youth to succeed in school and careers
- Build on-ramps to pathways
- Provide supports within pathways

Build Effective Pathways

- Supports within pathways
 - Case management
 - Literacy and/or numeracy education
 - Language/ESOL education
 - Behavioral/mental health services
 - Income supports
 - College bridge and/or college retention support

Leverage Resources

- Resource development
 - Secure \$500,000 Aspen OYIF grant for implementation
 - Secure \$500,000 in matching funds for implementation plan
- Align existing resources
 - Align \$700,000 in WIA funds to support implementation plan
 - Identify and leverage existing youth programs and services to the plan

JFF Site Visit

12/16 & 12/17

- Two-day visit to each community
- Two members of the Aspen/JFF team will visit each community
- Purpose
 - Give feedback on our key assets, challenges, and potential next steps
 - Inform the content of Aspen OYN
 - Identify areas of need for technical assistance and possible strategies for securing it
- Structure
 - Collaborative members
 - Backbone organization and staff
 - Programs

Develop Supportive Policies

- Agree on top priorities for state and local policy changes
- Take specific actions to advocate for policy change agenda

For More Information

- **Kimberly Oliver, MBA**

Hartford Opportunity Youth Collaborative,
Project Director

Capital Workforce Partners

One Union Place

Hartford, CT 06103

Phone: 860.899.3474

Fax: 860.722.2486

E-mail: koliver@capitalworkforce.org



Dave Bechtel & Michael Nogelo

MAPPING YOUTH SERVICES

A background image showing a group of hands of various skin tones stacked together in a huddle, symbolizing teamwork and unity. The image is faded and serves as a backdrop for the text.

WRAP UP & FINAL COMMENTS



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Reconnecting Youth to Success

HARTFORD OPPORTUNITY YOUTH (OY) COLLABORATIVE

Data from Youth Focus Groups and Surveys

December 12, 2013

Learning More from OY

- Focus groups with opportunity youth in 3 programs
 - CREC Construction (WIA Youth)
 - OPP-Asnuntuck Pre-Manufacturing
 - Blue Hills-Capital Community College program (WIA Youth)
- Surveys of youth in programs that primarily serve opportunity youth

Youth Focus Groups

- 3 focus groups with a total of 37 youth
- 14 youth signed up to learn more about participating on the Hartford OY Committee
- Youth provided feedback on an early draft of the youth survey
- Described their goals, what makes an effective program, needed services, and ways to organize the Youth Committee

Effective Programs

- Programs as a second chance
- Staff who are caring, empathetic, respectful, motivating, devoted, determined, knowledgeable
- A quicker path to career / college / good paying job
- Work experience / internships
- Help with basic needs / transportation
- Long term follow-up services

Youth Voices

I messed up in high school. This was my last chance.

They listen and help you find a reason why you want to take the program.

I want a program that sets you up to get a good job.

It's a short cut to a degree and job.

I'd like an orientation before you start that gives you a clear picture of what the program is.

The teacher here encourages you. Even if you're having a bad day and giving her a hard time, she'll just ignore it and continue to encourage you.

Staff listen and care about you.

We need opportunities to get things that strengthen your resume, like certificates.

Organizing a Youth Committee

- Provide a variety of food
- Central location / downtown
- Bus tokens / help with transportation
- No consensus on time (lunch, weekends, evenings)

Youth Survey

- Focused on programs that primarily serve OY
- 269 youth completed surveys
 - Hartford Job Corps (84)
 - Opportunity High School (82)
 - Community Partners in Action (32)
 - OPP programs (28)
 - Blue Hills Civic Association, Peacebuilders, Hartford Adult Education, CREC (8-10 for each)

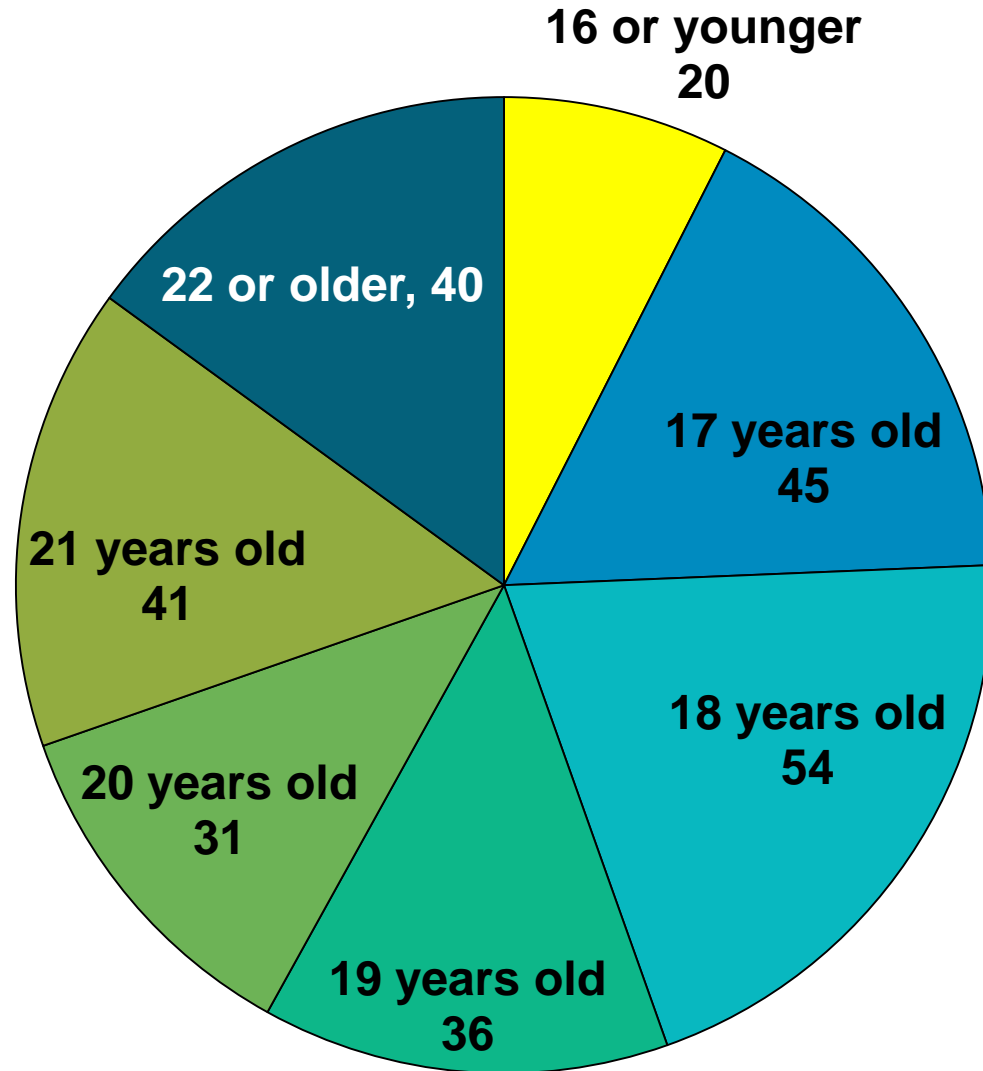
Survey Limitations

- Builds on youth meetings held in the spring, not intended as research
- Issues with data quality:
 - 31 youth (12%) did not check their current program when asked what programs they have participated in [where known]
 - 49 youth (18%) checked more than 3 answers for the two questions which asked for the TOP 3 choices

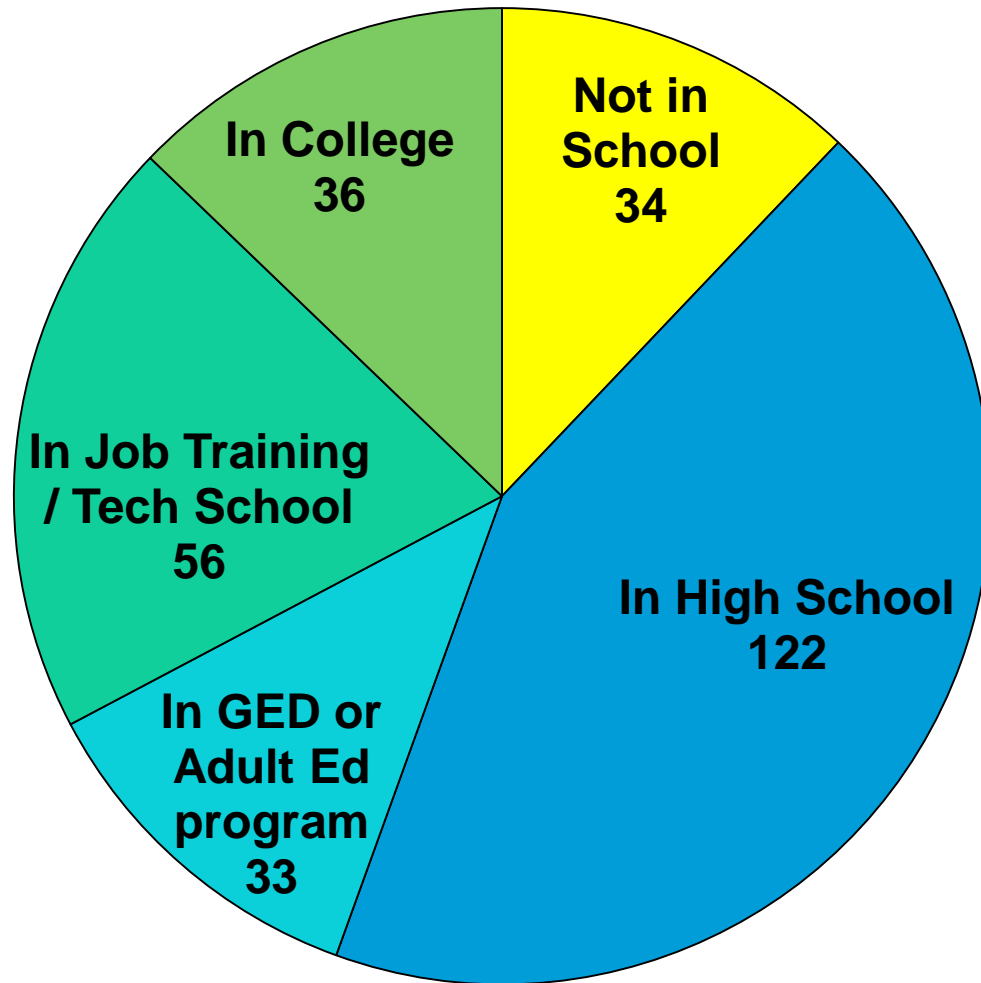
Youth Respondents

- Most (84%) were age 21 or younger
- Nearly half (45%) were in high school, 21% in a job training program, 13% in college, 12% in adult education program
- Most (72%) did not have a job and were looking for work
- Most (61%) were living with parent(s) or guardian(s)

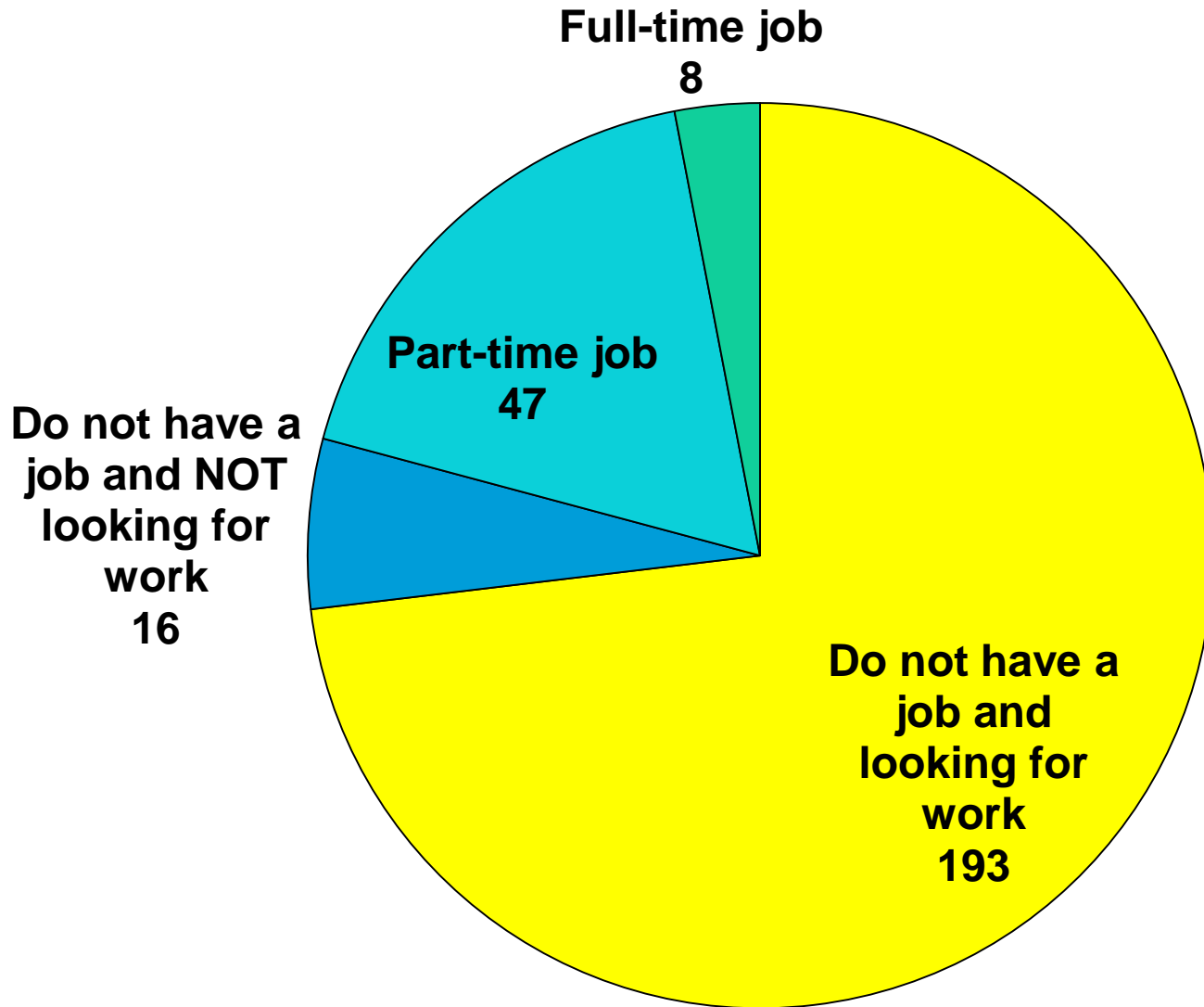
Ages of Respondents



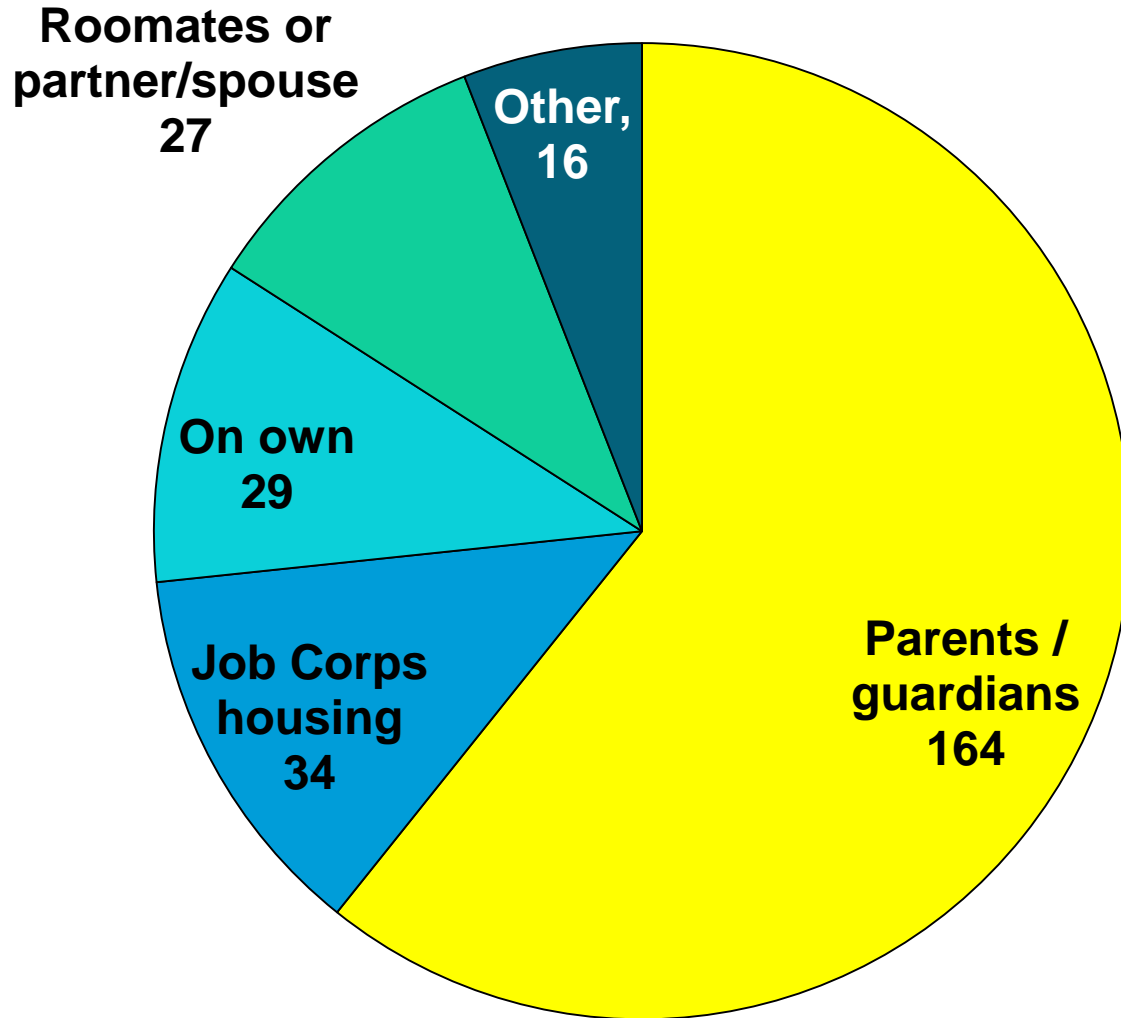
Education Status



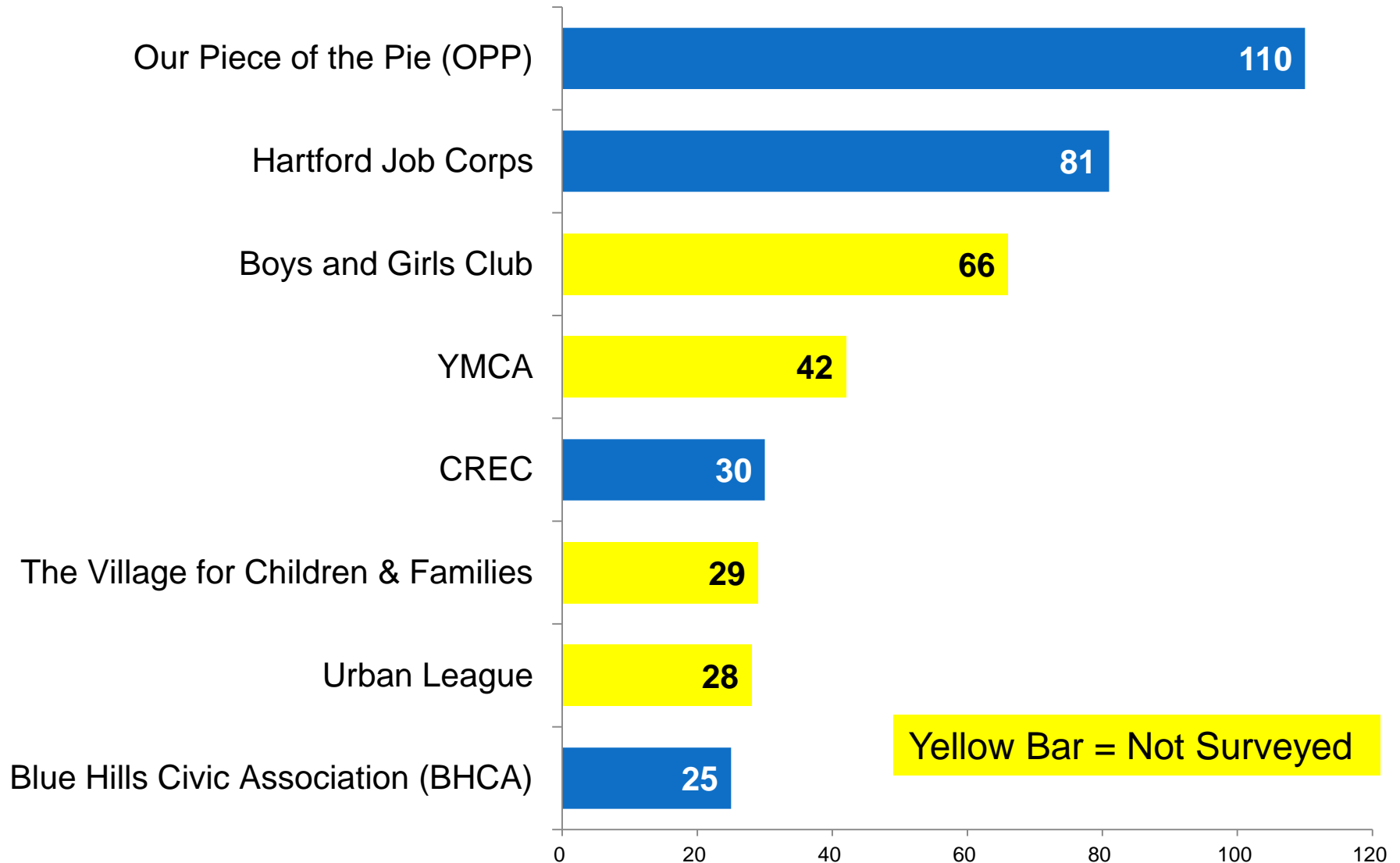
Employment Status



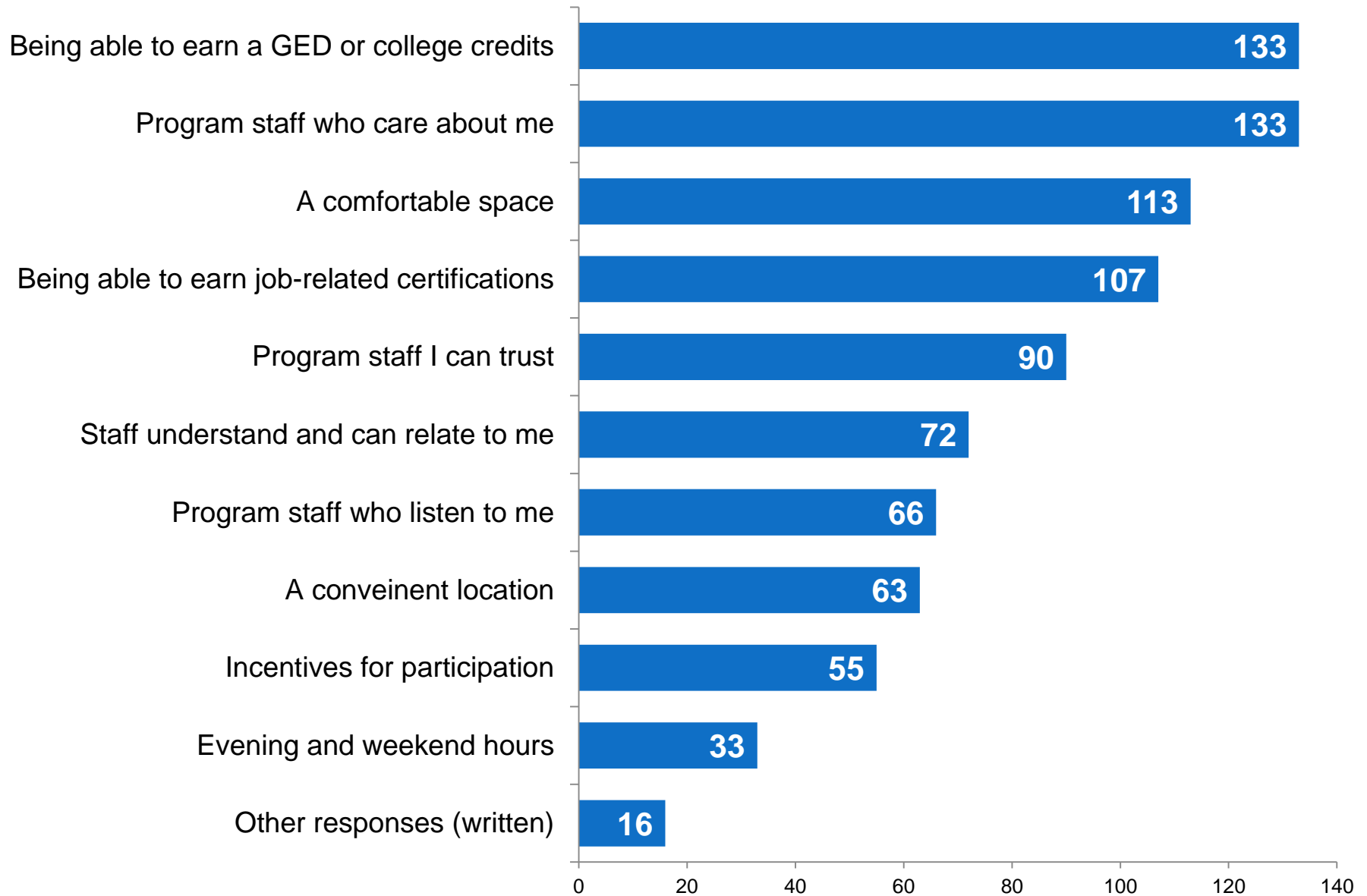
Living Situation



Youth Participation in Programs (cited by 25+ youth)



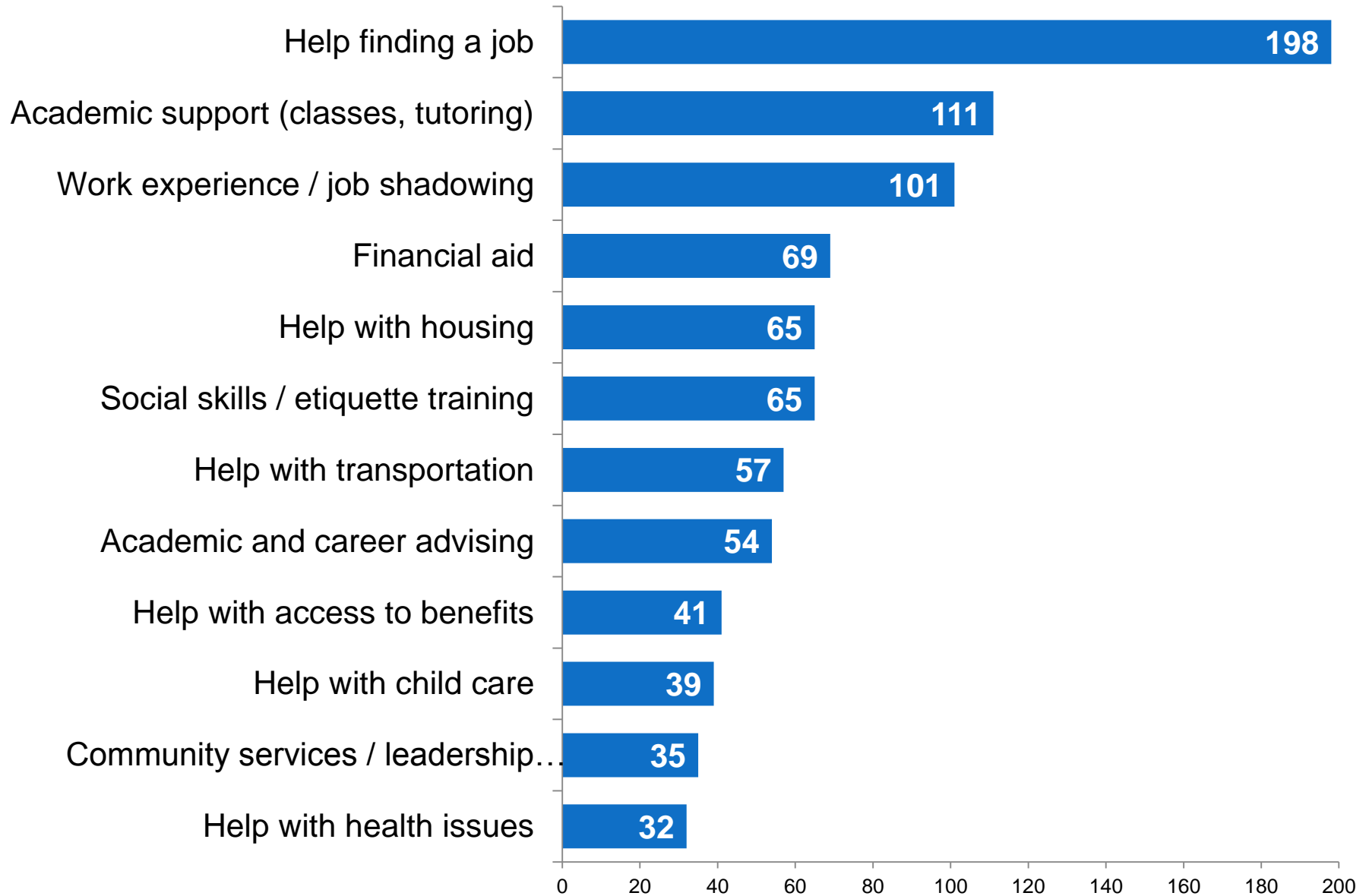
What Makes a Good Youth Program?



What makes a good program?

Program Characteristics	# Related Response Options	% of Youth Selecting One or More Option
Program staff	4	79%
Space / location / hours / incentives	4	71%
Credentials	2	67%

What Services Are Most Important to You?



What services are most important?

Type of Service	# Related Response Options	% of Youth Selecting One or More Option
Job services	2	87%
Education services	3	66%
Case management	5	59%
Other (social skills, leadership)	2	33%

What services are missing?

- 67 responses to open-ended question
- Sports, health and fitness, recreation (14)
- Job-related services (12)
- None / nothing missing (14)

Overarching Themes

- Jobs are the top priority
- Youth value relationships with program staff
- Youth recognize the need to earn credentials (degrees, certificates) to secure jobs
- Many youth recognize the need to learn “soft skills” to secure jobs
- Sports and recreation may be an avenue for re-engaging youth or connecting youth to programs and supports

Next Steps for Data Collection

- Compile information on programs that serve a substantial number of OY
 - Program descriptions
 - Services delivered directly and via referrals
 - Number of youth participating
- Data collection to include:
 - Survey of program staff (10 responses to date)
 - Basic information on youth programs
- **Request:** *Program staff who have not completed survey sign up for brief phone interviews*