

Collaborative Meeting

MARCH 13, 2014 ▲ LYCEUM



CHARGE

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

GOALS

- ◆ Approve Results-Based Accountability framework.
- ◆ Provide feedback on proposed models for career pathway system and youth leadership.
- ◆ Review progress to date.

PRE-MEETING READING MATERIALS & HANDOUTS

- ◆ Minutes from previous meetings
- ◆ Work plan and timeline
- ◆ RBA Framework
- ◆ Career Pathway System Model
- ◆ Youth Leadership Model

AGENDA

- | | |
|----------------------------------|------------------------|
| I. Welcome | Mayor Pedro E. Segarra |
| 8:30 AM - 8:45 AM | |
| II. Results-Based Accountability | Ron Shack |
| 8:45 AM - 9:15 AM | Charter Oak Group |
| III. Progress to Date | Kim Oliver |
| 9:15 AM - 9:35 AM | |
| IV. Wrap Up & Final Thoughts | All |
| 9:35 AM - 9:55 AM | |
| V. Adjournment | Mayor Pedro E. Segarra |
| 9:55 AM - 10:00 AM | |

Collaborative Meeting Notes

DECEMBER 12, 2013

CHAIR PERSON: Mayor Pedro E. Segarra

MEMBERS

Asnuntuck Community College
Blue Hills Civic Association
Boys and Girls Club of Hartford
Capital Community College
Capital Workforce Partners
Capitol Region Education Council
Career Resources/STRIVE
Catholic Charities Archdiocese of Hartford
Center for Children's Advocacy
Center for Latino Progress
Charter Oak Group
City of Hartford
Compass
CT Association of Human Services
CT Central State University
CT Department of Children and Families
CT Department of Corrections
CT Judicial Branch
(Court Support Services Division)
CT Juvenile Justice Alliance
CT State Colleges and Universities
Hartford Communities That Care

Hartford Consortium for Higher Education
Hartford Foundation for Public Giving
Hartford Job Corps
Hartford Police Department
Hartford Public Library
Hartford Public Schools
Hispanic Health Council
House Representative
Leadership Greater Hartford
- Third Age Initiative
Metro Hartford Alliance
Move Up!
Our Piece of the Pie
Project Longevity
The Village for Children and Families
United Way of Central and Northeastern CT
Urban League of Greater Hartford
Wheeler Clinic
Workforce Solutions Collaborative
of Metro Hartford
YMCA of Greater Hartford
YWCA Hartford Region

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

3:00 p.m.	Welcome & Networking
3:10 p.m.	Aspen OYN Convening Video
3:15 p.m.	Progress to Date
3:45 p.m.	Mapping Youth Services
4:15 p.m.	Wrap Up & Final Comments
4:30 p.m.	Adjourn

KEY OBSERVATIONS & CONCLUSIONS

1. Hartford attended Aspen Opportunity Network convening in November.
 - a. Lee Hunt, Blue Hills Civic Association
 - b. Alex Johnson, Capital Workforce Partners
 - c. Kim Oliver, HOYC Director
 - d. Eilen Peltier, Asnuntuck Community College
 - e. Hector Rivera, Our Piece of the Pie
 - f. Yanil Teron, Center for Latino Progress
 - g. Trish Torruella, City of Hartford
 - h. Andy Tyskewicz, Capitol Region Education Council
2. Career pathways
 - a. Make it holistic approach
 - b. Provide mentorship steady throughout the process
 - c. Map youth providers within the pathways
 - i. Need to assess capacity of programs
 - ii. Need to determine where employers should be and how they connect to HOYC
 - iii. Don't forget
 1. Hartford Public Schools
 2. Hartford Adult Ed
 3. Churches/Faith-based organizations
 4. Urban Alliance
 5. Volunteer opportunities (EITC/VITA, etc.)
3. Youth leadership
 - a. Focus groups with 37 youth
 - i. Willing to mentor others
 - ii. Value credentials
 - iii. Want to get their "foot in the door"
 - iv. Not always interested in the same career in the long-term
 - v. Want to do things that they are good at in a safe environment (with free WiFi)
 - vi. Sports and recreation may be an approach to (re)engaging youth
 - b. Provide opportunities for youth in current programs to become youth leaders
 - i. 14 youth already signed up to participate in HOYC
 - ii. Up to 100 youth in HOYC's foundation programs
 - c. Tap into existing youth groups and organizers
 - i. Front-line staff that work directly with youth
 - ii. Staff that work with the Summer Youth Employment Program
 - d. Create ad hoc workgroup to develop leadership plan

NEXT MEETING: The next meeting will be held in March 2014.

Collaborative Work Plan & Timeline

MARCH 13, 2013

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 Youth¹ in the region.

HOYC proposes an integrated two-track approach: (1) develop and implement four college and career pathways for OY and (2) build and better align the system and infrastructure for achieving collective impact. Key strategies and activities are listed below.

Deliverable	One-Year Objectives	Next Steps	Timeline		Lead	Status
Collaborate for impact	Build public will	<ul style="list-style-type: none"> Create a communication strategy Launch website 	7/1/2013	6/30/2014	Sandy Rodriguez	In Progress
	Include representatives from key sectors (education, youth development, workforce, juvenile justice, behavioral health, youth, employers, etc.)	<ul style="list-style-type: none"> Review current membership and review opportunities for expansion and growth Meet individually with collaborative members 	11/1/13	2/28/14	Kim Oliver	Ongoing
	Include active participation by opportunity youth	<ul style="list-style-type: none"> Invite Youth Leaders to Collaborative meeting or event 	7/1/2013	6/30/2014	Youth Leadership Workgroup	In Progress
	Write a comprehensive implementation plan	<ul style="list-style-type: none"> Develop outline in preparation of Aspen RFP 	4/1/2014	4/18/2014	Kim Oliver	Not Started
Formalize youth leadership	Research youth leadership strategies	<ul style="list-style-type: none"> Review expectations/goals of youth Identify existing youth groups accessible to participants in foundation programs Learn about best and promising practices from peer Aspen sites 	7/1/2013	2/28/2014	Youth Leadership Workgroup	Completed
	Target sub-populations	<ul style="list-style-type: none"> Identify potential pipelines from existing youth groups and partners to target key sub-populations Create a nomination/referral system to refer youth to leadership training 	2/1/2014	3/31/2014	Youth Leadership Workgroup	In Progress
	Design a learning plan that builds	<ul style="list-style-type: none"> Map existing training accessible to 	3/1/2014	4/18/2014	Kim Oliver	In Progress

¹ Opportunity Youth are youth ages 16 to 24 years old that either (1) do not have a high school diploma or (2) have a high school diploma but are not in school and not working.

Deliverable	One-Year Objectives	Next Steps	Timeline		Lead	Status
	the capacity of youth to take a leadership role in addressing OY issues	participants in foundation programs <ul style="list-style-type: none"> Identify training opportunities to build leadership skills Provide training to a cohort of youth leaders 				
Use data to guide decisions and assess impact	Implement OY data platform (Hartford Connects ETO)	<ul style="list-style-type: none"> Partners are trained and enter data on services and outcomes Generate standard reports on common measures 	7/1/2013	12/31/2013	Alissa Johnston	Completed
	Use CT's Results-Based Accountability (RBA) framework	<ul style="list-style-type: none"> Find areas of intersection with outcome and indicators projects Create quality standards for youth services and delivery 	1/1/2014	3/31/2014	Data Workgroup	In Progress
	Share data among key partners	<ul style="list-style-type: none"> Research best-practices Determine data collection needs Draft and distribute data-sharing MOU 	1/1/2014	4/18/2014	Kim Oliver	In Progress
Build effective pathways	Support youth complete career pathway program	<ul style="list-style-type: none"> Identify students for pilot 	7/1/2013	11/30/2013	BHCA, CREC, OPP	Completed
	Complete asset mapping of partner organizations and programs in the OY system	<ul style="list-style-type: none"> Meet with community partners 	7/1/2013	12/31/2013	Dave Bechtel	Completed
		<ul style="list-style-type: none"> Review City of Hartford's mapping of post-secondary services Develop baseline criteria, goals, and key outcomes 	11/1/2013	1/31/2014	Kim Oliver	Deferred Due to YMCA-CSSD Inventory Project
	Enhance partnerships and service agreements in selected pathways	<ul style="list-style-type: none"> Provide information on City of Hartford's Youth practitioners academy Review core competencies for front-line staff 	7/1/2013	12/31/2013	Kim Oliver	Completed
		<ul style="list-style-type: none"> Share and review detailed curriculum from education providers (beyond commitments to common core) Inventory detailed curriculum from education providers 	1/1/2014	2/28/2014	Kim Oliver	Deferred to Move Up!

Deliverable	One-Year Objectives	Next Steps	Timeline		Lead	Status
	Complete a gap analysis	<ul style="list-style-type: none"> Map community resources Review existing public funding Review existing public funding 	9/1/2013	12/31/2013	Dave Bechtel	Completed
	Determine strategies for address "at risk" youth	<ul style="list-style-type: none"> Research Boston's re-engagement model for 16 and 17 year-olds Review existing initiatives to re-engage Hartford Youth 	11/1/2013	1/31/2014	Kim Oliver	Completed
	Strengthen supports for families	<ul style="list-style-type: none"> Define engagement and support of families in 3 ways: (1) providing supports for pregnant and/or parenting youth, (2) engaging a caring adult that supports the youth, and (3) providing supports to the parents of OY. Include "supports for pregnant and/or parenting youth" to Personalized Guidance & Support 	11/1/2013	2/28/2014	Kim Oliver	Completed
		<ul style="list-style-type: none"> Map existing support services for pregnant and/or parenting youth Distribute mapping of support services for pregnant and/or parenting youth Map existing engagement strategies targeted to caring adult(s) of youth Share best and promising practices of engaging caring adult(s) of youth Determine how to scale up best and promising practices of engaging caring adult(s) of youth Identify any gaps in engaging caring adult(s) of youth. Identify new strategies that close gaps in engaging caring adult(s) of youth Determine how to sustain new 	3/1/2014	7/31/2014	Pathways Workgroup	In Progress

Deliverable	One-Year Objectives	Next Steps	Timeline		Lead	Status
		efforts related to engaging caring adult(s) of youth <ul style="list-style-type: none"> Determine if providing supports to the parents of OY is in HOYC's scope. 				
Leverage resources	Align public funds to support the implementation plan	<ul style="list-style-type: none"> Align \$700,000 in WIA funds Support college-CBO partnerships Support bridge programs 	7/1/2013	12/31/2013	Alex Johnson	Completed
	Secure \$500,000 in matching funds for implementation plan	<ul style="list-style-type: none"> Refine priorities for 2014 funding Create resource development plan 	10/1/2013	6/30/2014	Kim Oliver	In Progress
	Secure \$500,000 Aspen OYIF grant for implementation	<ul style="list-style-type: none"> Host site visit for Aspen Inventory Mapping Project 	12/16/2013	7/31/2014	Kim Oliver	Completed
		<ul style="list-style-type: none"> Review proposal with key contributors Distribute proposal to Collaborative membership Submit proposal to Aspen providing clarifications, enhancements, etc. as requested 	4/28/2014	6/2/2014	Kim Oliver	Not Started
Develop supportive policies	Agree on top priorities for administrative and legislative policy changes	<ul style="list-style-type: none"> Review proposed issues for consideration Develop a common agenda based on key issues that arise during planning phase 	7/1/2013	4/18/2014	Kim Oliver	In Progress
	Take specific actions to advocate for policy change agenda	<ul style="list-style-type: none"> TBD 	5/1/2014	6/30/2014	Kim Oliver	Not Started

Timeline

Week Ending	Milestone	Deliverables
March 14, 2014	Collaborative meeting (3/13)	Present workgroup recommendations
March 21, 2014		Receive Collaborative feedback
March 28, 2014		
April 4, 2014	Workgroup meetings (tentative)	
April 11, 2014	Workgroup meetings (tentative)	
April 18, 2014		Plan outline completed in time for the Aspen RFP/report
April 25, 2014	Aspen OYN Convening	
May 2, 2014	Aspen OYIF RFP Released (4/28)	
May 9, 2014		
May 16, 2014		Draft implementation proposal sent to Collaborative
May 23, 2014	Collaborative meeting (tentative)	
May 30, 2014		Final proposal sent to Collaborative membership
June 6, 2014	Aspen OYIF Proposal Due (6/2)	
July 4, 2014	Implementation Begins	HOYC moves into implementation phase
July 18, 2014	Aspen OYIF Revised Proposal Due	Aspen staff may ask for revisions to the proposal for resubmission
July 25, 2014	Aspen OYIF Implementation Grantees Announced	

Youth Results-Based Accountability Framework

MARCH 13, 2014

Result: All Capital Region Youth are self-sufficient, employed, and achieve educational success.

	Employment	Educational Success	Self Sufficiency
Primary Indicators	Unemployment Rate	% with an Associates ¹ degree or better	% at or above 300% of Poverty Level
Secondary Indicators	<ul style="list-style-type: none"> ◆ % employed ◆ Unemployment Rate (18-24 years old) ◆ Labor Force Participation Rates 	<ul style="list-style-type: none"> ◆ % at or above goal on 3rd grade CMT ◆ 4 year graduation rate ◆ % requiring remedial or developmental coursework in college 	<ul style="list-style-type: none"> ◆ % students on free and reduced lunch
Additional Indicators	<ul style="list-style-type: none"> ◆ % opportunity youth (% youth 16-24 that are not in school or working) ◆ % youth that²: <ul style="list-style-type: none"> – Do not have stable housing – Are parents – Are justice involved – Have a behavioral or mental health issue – Have a history of substance abuse 		

The following strategies are designed to turn the curve on the above indicators:

Strategies	System Performance Measures (Cross program) ³
Youth Recruitment and Engagement	<ul style="list-style-type: none"> ◆ Number and % of opportunity youth served ◆ % of youth with identified case manager
Enriched Preparation	<ul style="list-style-type: none"> ◆ % opportunity youth with employment plan ◆ % opportunity youth needing GED/HS Diploma receiving GED or high school diploma
Occupational Bridging	<ul style="list-style-type: none"> ◆ % of opportunity youth with a work experience before age 24 ◆ % of opportunity youth moving to training, college⁴ ◆ % of those that move to credit-bearing college coursework
Retention Supports	<ul style="list-style-type: none"> ◆ % of youth served that remain enrolled in college or remain employed

Community Partners including the City, CWP, HFGP, BHCA, CREC, OPP, School Districts, Move Up!, etc.



Partner programs implementing above strategies

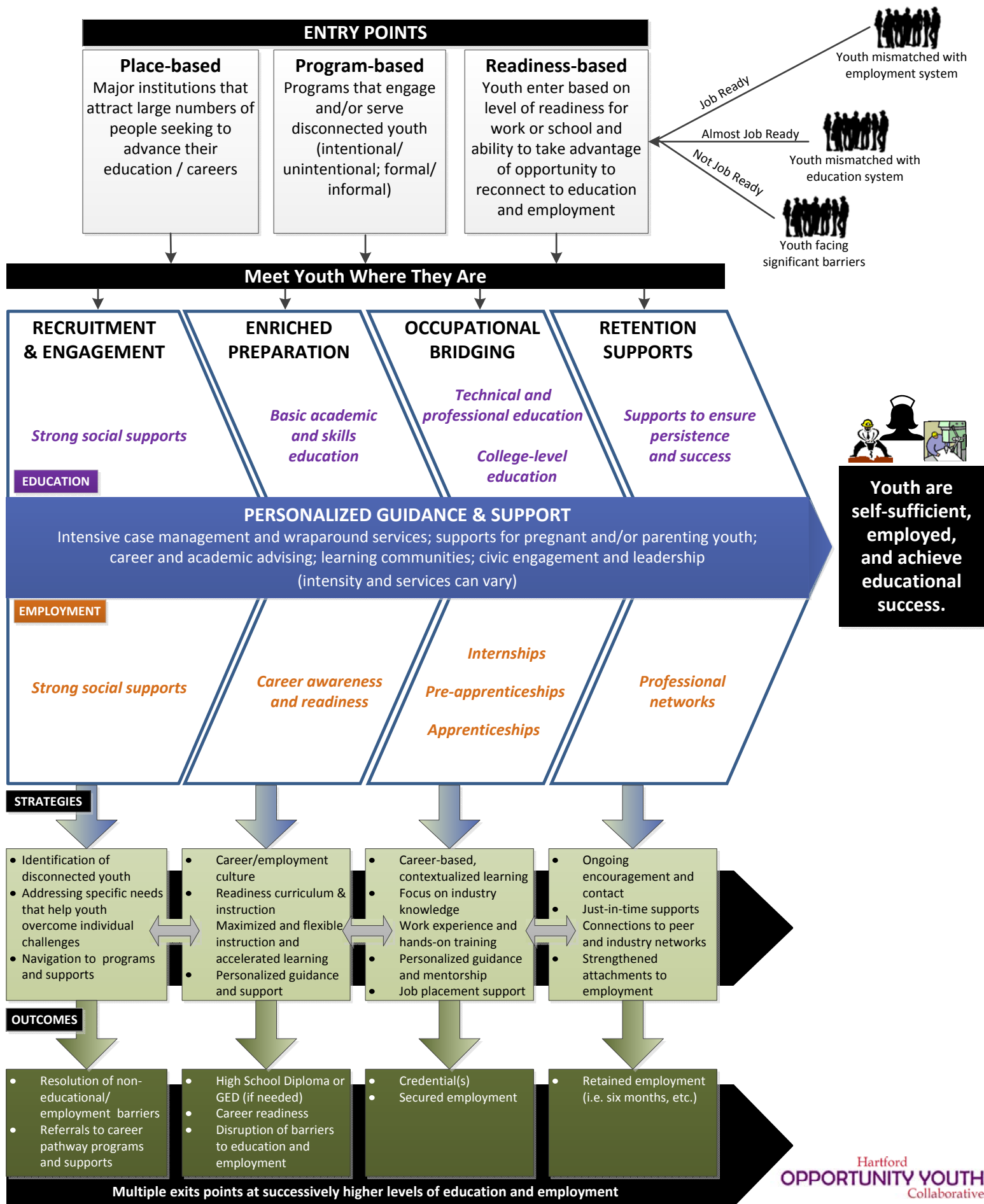
¹ Eventually will include long term training and apprenticeship opportunities

² Please note that these measures may not be available for opportunity youth, we may have to use youth population as a whole as the proxy universe for these measures.

³ Please note that these are cross-program measures, and are for the system as a whole. Each program supporting /implementing these would have program specific performance measures, aligned with the cross-system measures.

⁴ Eventually may include long-term training and apprenticeship opportunities

Career Pathway System Model



Youth Leadership Program

