

Hartford Opportunity Youth Collaborative (HOYC)

Mapping Programs for Opportunity Youth

1. Organizations Surveyed

- 19 organizations participating in HOYC contacted.
- 18 organizations completed (or partially completed) surveys / interviews.
- Organizations discussed a total of 21 programs that either directly serve OY, or may be able to engage / recruit OY for career pathway programs.
- We did not survey programs geared toward adults that may also serve OY (e.g., adult literacy programs), or organizations that are not participating in HOYC.

2. Overall Results

Populations Served by Organizations	# Organizations
Wide range of ages and groups (children, youth, adults)	12
Primarily children and youth (under age 25)	3
Primarily youth ages 16-24 (not just OY)	1
Primarily OY	2

Neighborhoods Served:

- All but one organization serve youth throughout the City of Hartford.

Number of Youth (ages 16-24) Served:

- For their most recent program year, most organizations were able to provide data on the total number of youth served.
 - Approximately 1,700 youth served
- 12 programs served OY, broadly defined to include youth who were at high risk of dropping out if not for the program (e.g., Opportunity High School). This does not include programs that may serve a few OY but generally target in-school youth.
 - Approximately 1,000 OY served
- Most organizations do not track participation by OY status (e.g., no HS diploma; out of school and not working).
 - Where data was available approximately 80% of OY served were high school dropouts.
- 9 programs reported participation by age (16, 17, 18, etc.) and 3 programs can track by age range. Where individual age data is available:
 - 50% ages 16-18
 - 32% ages 19-20
 - 18% ages 21-24
- 10 programs reported participation by race/ethnicity, with all but one reporting race/ethnicity as a single category (i.e., participant listed as Hispanic or African-American, vs. White Hispanic, Black Hispanic, etc.). Approximate percentages are:
 - 50% Black or African-American
 - 40% Hispanic

Hartford Opportunity Youth Collaborative (HOYC) Mapping Programs for Opportunity Youth

Placing Programs on the HOYC Career Pathway:

- Organizations placed their programs on the career pathway framework, with programs in some cases spanning several phases.
- Recruitment and Engagement includes organizations / programs that *could serve* as recruitment and engagement sites for OY, even if their program or organization did not target OY.
- Enriched Preparation and Career Bridging includes 6 programs that primarily serve in-school youth.
- Primary program partners include: community colleges, Hartford Public Schools, employers, and service providers (to address specific needs including health, housing and employment).

Phase / Services	# Programs	Approximate # Youth Served	Approximate # OY Served
Recruitment and Engagement	13	1,556	597
• Identification of OY	10		
• Personalized guidance and support	9		
Enriched Preparation	14	1,402	989
• Education	11		
• Employment	12		
• Personalized guidance and support	14		
Career Bridging	7	654	639
• Education	6		
• Employment	6		
• Personalized guidance and support	7		
Retention Support	3	339	339
• Education	1		
• Employment	2		
• Personalized guidance and support	3		

Outcomes Tracked:

- Programs tracked a wide range of outcomes, depending on their phase and primary goals (e.g., education, violence reduction).

Outcome	# Programs Tracking
Program completion	17
Educational attainment	14
Employment	12
Completion of work experience	8
Enrollment in a career pathway program / college	7
Resolution of barriers	3
Education retention (college)	3
Job retention	3
Other outcomes (e.g., recidivism, academic)	9

Hartford Opportunity Youth Collaborative (HOYC) Mapping Programs for Opportunity Youth

Data Tracking:

- 5 programs use ETO (either part of CWP system or a stand-alone version), 4 use a state or federal system (i.e., CARS, DCF, Job Corps), 4 use another standard data system, and 1 uses MS Excel.
- Nearly all programs use their data system for reporting. 9 also use for program evaluation / program improvement, and 7 for case management.
- Nearly all programs can produce standardized reports, but only 6 can produce customized reports or specific data queries in-house.

System Challenges and Opportunities:

- **On-Ramps.** How can we develop the system to help potential *Recruitment and Engagement* sites connect OY to career pathway programs? How can we support OY that are not ready to engage in pathway programs (e.g., resistance, need to address barriers first)?
- **OY Hubs.** How can we capitalize on programs and organizations that serve a large number of OY each year? Are there opportunities to connect OY completing these programs to other career pathway programs (e.g., after earning their GED)?
- **Sustained Support.** It takes time to develop trusting relationships with youth. How can programs and organizations connect youth to needed services over time, when youth may resist “starting over” with a new program and new staff? How can we structure programs and/or the system to ensure consistent and sustained *Personalized Guidance and Support* for a youth across the entire career pathway system?
- **Re-engagement.** How do we support re-engagement of youth who drop out or “stop out” of programs?
- **Programming Instability.** For many programs, year-to-year programming depends on grant funding. For example, the WIA Youth Programs are ending in June 2015. How do we develop the system in an environment where programs may come and go?
- **Quality.** How can we support capacity building for programs to ensure quality and utilization of best practices (e.g., youth development, contextualized learning, case management, college transition)? To what extent can HOYC help programs develop partnerships that capitalize on each program’s strengths / expertise (e.g., education, employment, personalized guidance)?

Effective Pathways Workgroup June Meetings:

- **Building Connections.** Connect HOYC and Workforce Solutions collaboratives – go beyond referrals. Leverage new Pathways Navigator at Move Up – visit OY organizations to better understand programs and pathways. Present to American Job Center on youth programs.
- **On Ramps.** Engage public schools to address youth barriers to higher education (e.g., financial, career planning, academic).
- **Sustained Support.** Develop team approach to engaging and guiding OY. Cultivate family or community members to provide continuity and long-term support to youth (caring, trusted adult).
- **Quality.** Research and identify best practices by topic, including for professional development. Bring youth organizations together to learn about and share best practices. Enlist SIF coach to support capacity building efforts.
- **Data.** Create an ad hoc committee to investigate options for sharing data, including “digital badges”, ETO, and Kid Trax (Boys and Girls Club database) – in collaboration with Move Up.

Hartford Opportunity Youth Collaborative (HOYC) Mapping Programs for Opportunity Youth

3. Data Tables

Table 1: Organizations Completing Surveys

Organization Name	Program(s) Discussed
Adult Education Center Hartford	Adult Education
ANT Business Concepts	The Value In You (VIY)
Blue Hills Civic Association	Blue Hills Employment and Skills Training (BHEST) CWEALF Allied Health Program
Boys & Girls Clubs of Hartford (BGCH)	Boys Club at CJTS
Capital Region Education Council (CREC)	WIA Youth GED / Construction Program Adult Education
Career Resources Inc. (CRI)	STRIVE
Catholic Charities	F.R.E.E. (Fostering Responsibility, Education and Employment)
Center for Latino Progress	Escalara
COMPASS Youth Collaborative Inc.*	Peacebuilders
Hartford Job Corps Academy	Hartford Job Corps Academy
Hartford Public Library	YOUmedia (and other programs that may reach OY)
Our Piece of the Pie	Pathways to Careers Initiative (PCI), formerly PMI Penn Foster - High School Diploma Program Opportunity High School
Project Longevity	Project Longevity
Urban League of Greater Hartford	Community Education Program
URISE	Play Day 2 Pay Day!
YMCA of Greater Hartford	Y-TIP
YWCA Hartford Region	Young Women's Leadership Corps (YWLC)

* Partially completed survey

Hartford Opportunity Youth Collaborative (HOYC) Mapping Programs for Opportunity Youth

Table 2: Number of Youth Served in Most Recent Program Year

Program Name	Approximate # Youth Served (16-24)	Approximate # OY Served
Adult Education Center (Hartford AE)	250	250
Hartford Job Corps Academy	240	240
COMPASS Peacebuilders	504	TBD
Opportunity High School	111	111
Community Education Program (Urban League)	85	85
Pathways to Careers Initiative (PCI)	69	69
Boys Club at CJTS	156 (statewide)	TBD
CWEALF Allied Health	35	35
Adult Education (CREC)	30	30
Blue Hills Employment and Skills Training (BHEST)	30	30
Penn Foster - High School Diploma Program	27	27
GED / Construction Program (CREC)	15	15
Project Longevity	41	NA
F.R.E.E.	19	6
STRIVE	NA	NA
YOUmedia	365	Primarily in-school
Young Women's Leadership Corps (YWLC)	20	Primarily in-school
The Value In You (VIY)	20	Depends on contract
Play Day 2 Pay Day!	15	Primarily in-school
Escalara	15	Primarily in-school
Y-TIP	14	Primarily in-school

Hartford Opportunity Youth Collaborative (HOYC) Mapping Programs for Opportunity Youth

Table 3: HOYC Career Pathway

Program / Organization Name	Recruitment & Engagement*	Enriched Preparation	Career Bridging	Retention Support
COMPASS Peacebuilders	✓			
Project Longevity	✓			
Young Women's Leadership Corps / YWCA	✓			
Y-TIP / YMCA	✓			
Escalera / Center for Latino Progress	✓	✓		
Penn Foster - HS Diploma Program	✓	✓		
Opportunity High School	✓	✓		
Community Education Program	✓	✓		
YOUmedia / Hartford Public Library	✓	✓		
CWEALF Allied Health	✓		✓	
BHEST	✓		✓	✓
Pathways to Careers Initiative (PCI)	✓	✓	✓	✓
Hartford Job Corps Academy	✓	✓	✓	✓
Hartford Adult Education		✓	✓	
Adult Education (CREC)		✓		
Boys Club at CJTS		✓		
F.R.E.E.		✓		
STRIVE		✓		
The Value In You (VIY)		✓		
GED / Construction Program (CREC)		✓	✓	
Play Day 2 Pay Day!			✓	

* Includes organizations like the Hartford Public Library, YMCA, YWCA and Center for Latino Progress that may connect with OY in their role as place-based institutions.

Hartford Opportunity Youth Collaborative (HOYC)

Mapping Programs for Opportunity Youth

4. Other Options for Presenting Data

- Map of program locations by primary type (recruitment, enriched preparation) and number of OY engaged (larger icons for larger programs).

- PowerPoint of Career Pathway Framework with links to programs (prelude to website):
 - Name of Organization
 - Name of Program
 - Program Description
 - Approximate number OY served
 - Services offered (i.e., education, employment, guidance)
 - Include programs that are ending?
 - Include contact information?
 - Only programs that serve OY (i.e., not programs primarily for in-school youth)?