Hartford
OPPORTUNITY YOUTH
Collaborative

Steering Committee Meeting

September 1, 2016

12:00 noon – 1:30 pm

AGENDA

1. Introductions	Tom Phillips All	12:00 noon
2. Welcome from the Chair	Mayor Bronin	12:15 pm
3. Tracking Progress for Opportunity Youth	Dave Bechtel Ron Schack All (discussion)	12:25 pm
4. Update on Career Pathways Committee Recommendations	Dave Bechtel	1:20 pm
5. Review & Summary	Dave Bechtel	1:25 pm
6. Adjournment	Mayor Bronin	1:30 pm

Collaborative Meeting

SEPTEMBER 1, 2016

Hartford OPPORTUNITY YOUTH Collaborative

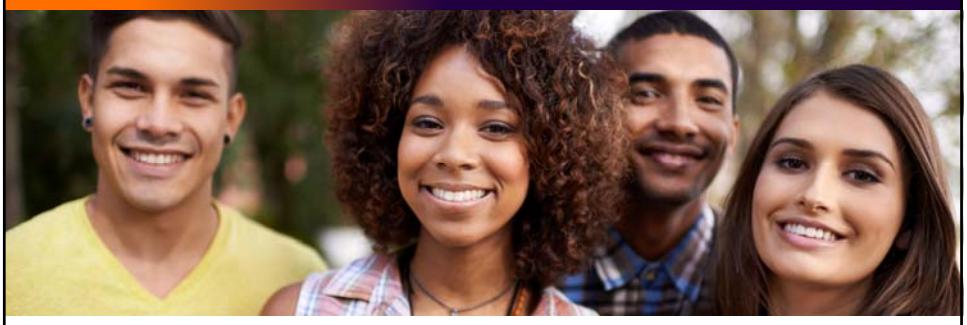
CHAIR PERSON: Mayor Luke Bronin

MEMBERS

Achieve Hartford!
ANT/Value in You
Asnuntuck Community College
Billings Forge Community Works
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
City of Hartford
Compass / Peacebuilders
CT Association of Human Services
CT Central State University
CT Department of Children and Families
CT Department of Corrections
CT Judicial Branch (CSSD)
CT Juvenile Justice Alliance
CT State Colleges and Universities
Hartford Adult Education
Hartford Behavioral Health
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
JAG Connecticut
Leadership Greater Hartford – Third Age Initiative
Metro Hartford Alliance
Move Up!
Our Piece of the Pie
Project Longevity
STRIVE Hartford
The Village for Children and Families
United Way of Central and Northeastern CT
Urban League of Greater Hartford
URISE
Wheeler Clinic
Workforce Solutions Collaborative of Metro Hartford
YMCA of Greater Hartford
YWCA Hartford Region

BACKGROUND

Hartford Opportunity Youth Collaborative is chaired by the Mayor of Hartford and made up of leaders in education, youth development, and workforce development committed to addressing the needs of Opportunity Youth. This collective impact effort will help these youth obtain their high school diploma, continue their education, and find employment.



Tracking Progress

Steering Committee Meeting
September 1, 2016

Today's Agenda

- Welcome and Introductions
- Tracking Progress for Opportunity Youth
  - Compiling and sharing data
  - Discussion and next steps
- Update on Career Pathways Committee Recommendations
- Review and Summary
- Adjournment

Welcome

COLLABORATIVE CHAIR

Mayor Luke Bronin

Updates

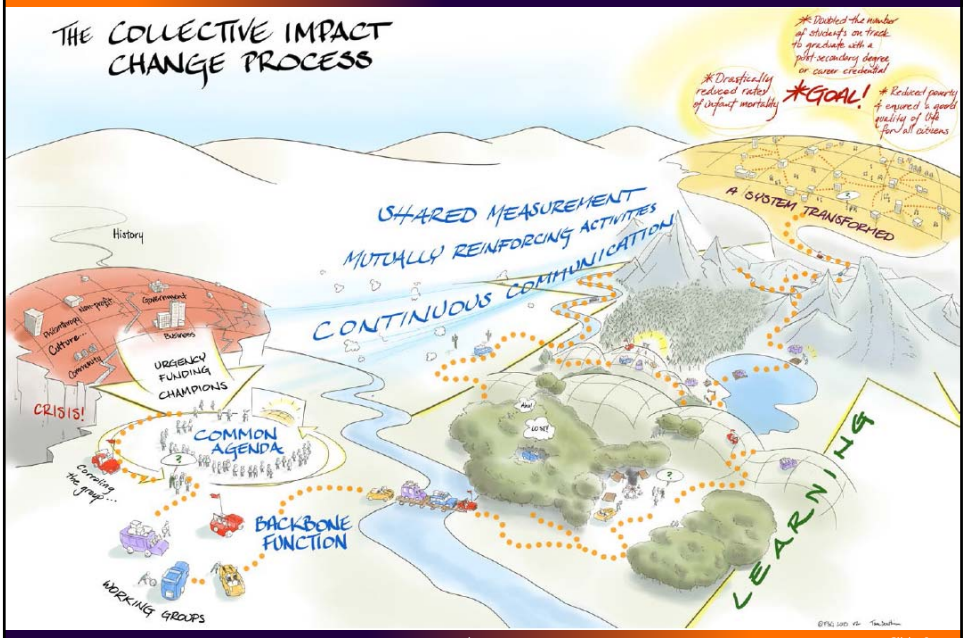
- Kim Oliver has joined the City of Hartford as Director of the Department of Families, Children, Youth & Recreation (DFCYR)
- Pamela Tonello (CWP), as Director of Special Programs, will oversee the Hartford Opportunity Youth Collaborative
- Dave Bechtel (Cross Sector Consulting) will be staffing the Steering Committee until new dedicated staff is hired
- As discussed in June, the HOYC Steering Committee will begin meeting monthly

OPPORTUNITY YOUTH

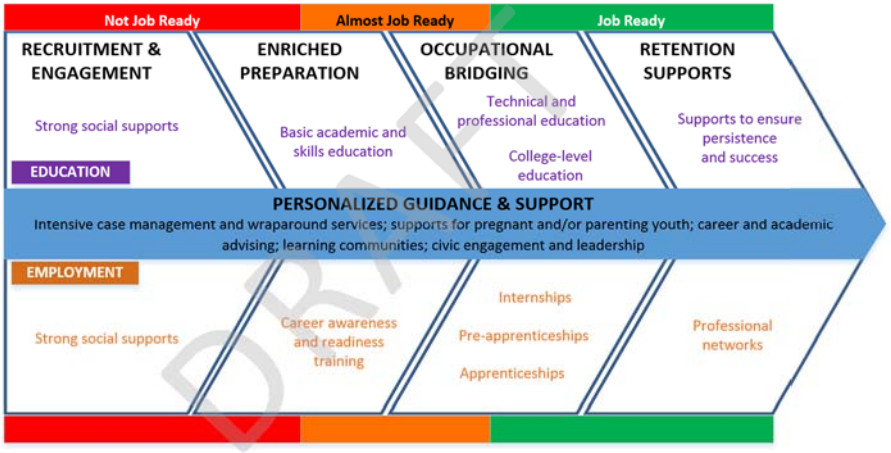
Tracking Progress for Opportunity Youth

COLLECTIVE IMPACT FORUM

OPPORTUNITY YOUTH



Career Pathway Framework



Background

- At the June meeting, Mayor Bronin charged the group with compiling data on what youth are being served, what services are being delivered, and the outcomes of these services
- HOYC compiled data in Spring 2015 on participation in pathway programs by component
- HOYC staff and partners did additional work over the summer to address these questions:
  - Information on summer youth programs
  - Data analyses for youth in CWP-funded programs
- Given staffing changes, there was no formal request to all HOYC partners for updated aggregate data (yet)

Why Share and Track Data?

- Assess the effectiveness of the career pathway system
- Promote shared accountability for results
- Data sharing at the individual level can improve coordination and effectiveness of services across organizations and programs
- Align with our Results-Based Accountability (RBA) framework

RBA Framework

RESULT: **Hartford Youth achieve educational success, are employed, and are self-sufficient.**

	Educational Success	Employment	Self Sufficiency
Primary Indicators	• % with an Associates[1] degree or better	• Unemployment Rate	• % at or above 200% of Poverty Level
Secondary Indicators	• % at or above goal on 3rd grade CMT • 4 year graduation rate • % requiring remedial or developmental coursework in college	• % employed • Unemployment Rate (18-24 years old) • Labor Force Participation Rates	• % students on free and reduced lunch
Additional Indicators	• % opportunity youth (% youth 16-24 that are not in school or working) • % youth that[2]: – Do not have stable housing – Are parents – Are justice involved – Have a behavioral or mental health issue – Have a history of substance abuse		

STRATEGIES TO TURN THE CURVE ON THE ABOVE INDICATORS:

Strategies	System Performance Measures (Cross program)[3]
Youth Recruitment and Engagement	• Number and % of opportunity youth served • % of youth with identified case manager
Enriched Preparation	• % opportunity youth with employment plan • % opportunity youth needing GED/HS Diploma receiving GED or high school diploma
Occupational Bridging	• % of opportunity youth with work experience • % of opportunity youth moving to training, college[4] • % of those that move to credit-bearing college coursework • % of opportunity youth completing long-term training/apprenticeships • % of opportunity youth placed in permanent jobs
Retention Supports	• % of youth served that remain enrolled in college or remain employed

Community Partners including the City, CWP, HFPG, BHCA, CREC, OPP, School Districts, Move Up!, etc. → **Partner programs implementing above strategies**

[1] Please note that these measures may not be readily available and may require additional systems building.
[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] Please note that these measures may not be readily available and may require additional systems building.

Result and Indicators

OPPORTUNITY YOUTH

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System Performance Measures

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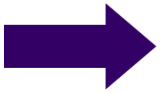
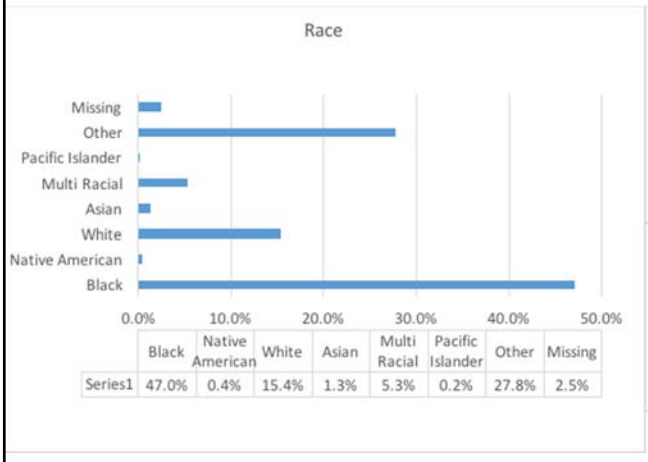


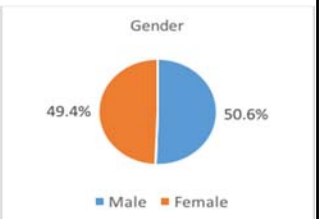
Partner programs implementing above strategies

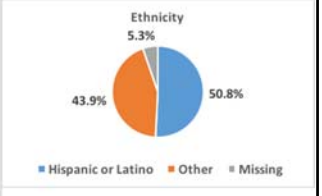
How Are We Doing? CWP Program Data

- Sample data from all CWP-funded youth programs in the greater Hartford region
- 474 youth participants for July 1, 2015 through April 1, 2016
- Can use this approach for Hartford youth programs

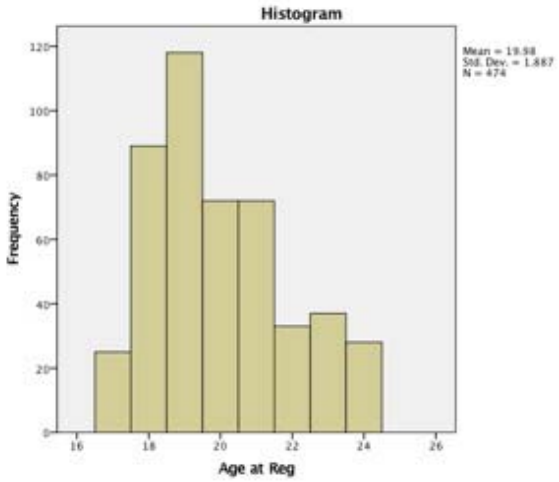
CWP Program Data







CWP Program Data



90% of these youth were determined to be basic skills deficient

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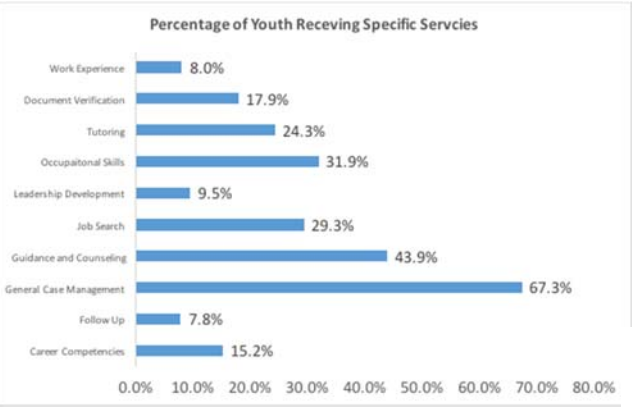
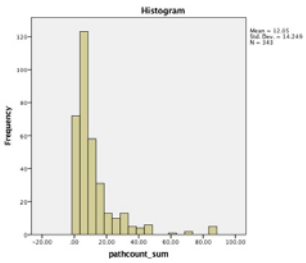
CWP Program Data



Average Number of Services Per Individual



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CWP Program Data

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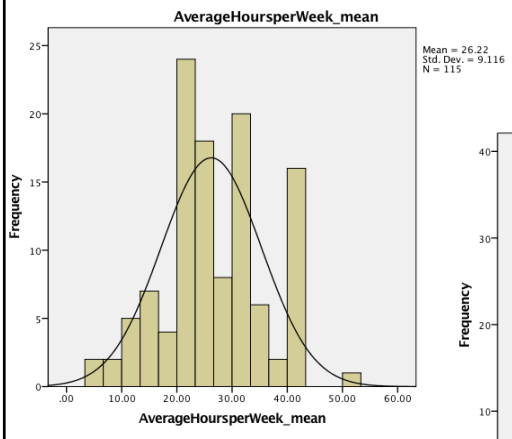
Number of Individuals Employed

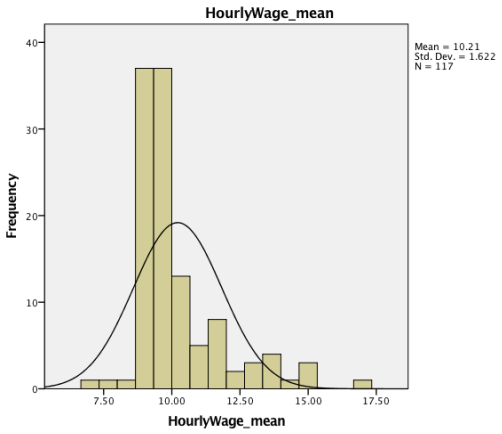
Number of Employment Entries		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	81	69.2	69.8	69.8
	2.00	29	24.8	25.0	94.8
	3.00	5	4.3	4.3	99.1
	4.00	1	.9	.9	100.0
	Total	116	99.1	100.0	
Missing	System	1	.9		
Total		117	100.0		

24.5% of CWP opportunity youth enter employment after receiving some service

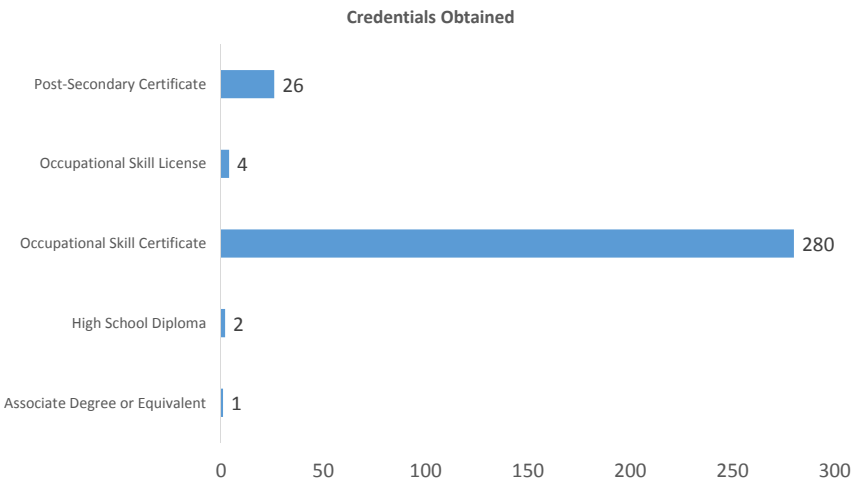
CWP Program Data

OPPORTUNITY YOUTH





CWP Program Data



216, or 45%, of CWP opportunity youth obtained at least 1 credential

Personally Identifiable Information (PII)

Personally Identifiable Information (PII) can be used to distinguish or trace an individual's identity, either alone or when combined with other information that is linked or linkable to a specific individual. Examples include, but are not limited to:

- social security number
- bank account number
- home telephone number
- age and/or birthdate
- marital status and spouse name
- educational history
- biometric identifiers (fingerprints, voiceprints, iris scans, etc.)
- medical history
- computer passwords

Federal laws protect the privacy of education and health records

Ways to protect PII include:

- Limit access to PII to staff with programmatic or administrative responsibility for the program
- Store electronic forms of PII on in directories and folders accessible by staff responsible for the program
- Prohibit transmission of PII by email, either in message text or attachments
- Prohibit storage of PII on mobile devices.
- Keep paper documents containing PII in locked file cabinets.
- Shred paper documents containing PII when they are no longer needed.

Cross Program / Cross Partner Data Collection Challenges

- Protection of PII (need for adequate safeguards, release forms, data sharing agreements)
- FERPA and HIPAA constraints
- Lack of common data definitions; differing program reporting requirements
- Lack of common data collection approaches (Paper, Excel, Access, proprietary data collection systems)
- Snapshot vs. cohort / exiter measurement

Lessons from 2015 Aggregate Data

- It is difficult to aggregate data on who is being served given differences in data across agencies (e.g., OY status, age, race/ethnicity, barriers to employment, specific sub-populations)
- Agencies can report the number of OY served by Career Pathway Framework categories, but may define services differently
- It may be difficult to aggregate outcome data given differences in definitions, timing and outcomes tracked across agencies

Proposed Approach

PHASE	STEPS
I. Fall 2016	✓ Request aggregate data from HOYC members (drawing on 2015 study and RBA systems measures) ✓ Compile aggregate data on youth engaged in pathway programs: ❖ Who is being served? Are we reaching the most vulnerable youth? ❖ What services are being delivered? ❖ What outcomes are being achieved to date? ✓ Review and discuss data with Steering Committee to assess the system and identify needed improvements
II. Fall – Winter 2016	✓ Expand the Data Committee to develop process and system for sharing data at the individual level ✓ Develop a common release form ✓ Explore technology solutions for sharing data across programs and organizations
III. Spring – Summer 2017	✓ Begin implementation of data sharing process developed by Data Committee

Group Discussion

- What are key lessons learned from past efforts to share data?
- What successful models should we investigate and/or adapt for this effort?
- What data can partners aggregate on:
  - Who is being served?
  - Services delivered?
  - RBA system performance measures?
  - Program outcomes?

Data Request

- HOYC will send each organization a data request survey that reflects today's discussion (i.e., Phase I aggregate data)
- Organizations asked to complete the survey within 2 weeks for career pathway programs for Opportunity Youth
- Steering Committee will review the aggregate data at the October meeting

Update on Career Pathways Committee Recommendations

Pathways Committee Report

- The Committee met 6 times in 2015-16 to discuss ways to strengthen the career pathway system
- The draft report includes recommendations and sample tools (emailed 8/29)
- Key recommendations include:
  - Continue to develop integrated **youth-adult** system
  - Continue to **engage youth** through a Youth Committee
  - Develop tools to help staff and young people **navigate** the system
  - Support ongoing **quality improvement** via Move Up!'s community of practice
- Please review the report in advance of the October meeting

The next collaborative meeting will be on October 20, 2016