Bridge to College and Career Success for Greater Houston’s Disconnected Youth

Information Workshop
February 2, 2017
Welcome and Why are We Here?
Welcome and Purpose of Today

• Review the key findings from the Kinder Institute’s study of the region’s disconnected youth

• Understand the next stage of work on behalf of disconnected in Houston, building on the Kinder Institute report

• Learn how pathways can be structured to optimize support for disconnected youth

• Understand the unique and important roles of colleges, employers and community-based organizations each play in those pathways

• Begin thinking about partnerships and design of new or existing programs to reconnect your community’s youth
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<td>Welcome/Introductions/Purpose of Meeting</td>
<td>9:00 – 9:15 am</td>
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<td>II.</td>
<td>Review of the OY Study</td>
<td>9:15 – 9:35 am</td>
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<td>III.</td>
<td>Youth Experience in Pathway to Postsecondary</td>
<td>9:35 – 9:55 am</td>
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<td>IV.</td>
<td>The <em>Bridge to College and Career Success</em> Initiative</td>
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<td>V.</td>
<td>Lessons from the Field</td>
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<td>VI.</td>
<td>Table Talk and Discussion</td>
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<td>VII.</td>
<td>Hearing from Promising Practices</td>
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<td>VIII.</td>
<td>Break and Get Lunch</td>
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<td>IX.</td>
<td>Discussion: Taking Stock of Local Assets and Opportunities</td>
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Opportunity Youth and Young Adults are individuals between the ages of 16 and 24 who are neither working nor attending school.
OYYA population in Houston Metro Area (1990-2014)

The OYYA Population in Houston Compared to the 100 Other Large Metro Areas (2012)

Number of Youth Aged 16 to 19 who are Not in School and are Unemployed, ACS 2010-2014
Number of Youth Aged 16 to 19 who are Not in School and are Unemployed, ACS 2010-2014

- Source: Kinder Houston Area Surveys (2005-2016), Harris County only.
Demographic Characteristics of the Houston OYYA Population (ACS 2010-14)

Opportunity Youth

- Other: 4
- Hispanic: 48
- Non-Hispanic black: 23
- Non-Hispanic white: 24

Source: American Community Survey (2010-2014), Houston Metropolitan Area.
Demographic Characteristics of the Houston OYYA Population (ACS 2010-14)

Source: American Community Survey (2010-2014), Houston Metropolitan Area.
Demographic Characteristics of the Houston OYYA Population (ACS 2010-14)

Gender
- Male: 46%
- Female: 54%

Age
- Older: 73%
- Younger: 27%

Source: American Community Survey (2010-2014), Houston Metropolitan Area.
Educational Attainment of 18-24 Year Olds by OYYA Status (KHAS 2005-2016)

Source: Kinder Houston Area Survey (2005-2016). Harris County.
Educational Attainment of 18-24 Year Olds by OYYA Status (KHAS 2005-2016)

Source: Kinder Houston Area Survey (2005-2016). Harris County.
Findings From Focus Groups and Stakeholder Interviews
Methods

Focus Groups with OYYA

N=25
Ages 18-24
Male & Female

Interviews with service providers

N=22
Representing education, non-profit, workforce & government
Roots of Disconnection

- The Strain of Poverty
- Systematic Failures in Education

Workforce Barriers & Service Gaps

Low Confidence & Disconnection
Recommendations
More effective outreach

• Provide regular staff training in the use of screening protocols.

• Get to know the young person’s assets and aspirations.

• Build on their strengths to reconnect OYYA youth with education and career pathways.
Wrap-around Services

• Disconnection is linked to multiple interrelated needs.

• Not just education and jobs, but also:
  – Housing
  – Health care
  – Affordable daycare
  – Financial literacy
  – Transportation

• Need to establish a network of collaborating local organizations to meet these multiple needs.
Innovative Approaches

• Develop alternative education and credential-earning pathways.

• Expand “earn and learn” programs that lead to sustainable career pathways, involving:
  ▪ internships and apprenticeships
  ▪ role models and mentors
Generously underwritten by

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Kim Williams
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Maryori Portillo: Lee College Student

Introduced by Pam Warford, Executive Director
Lee College Foundation
Re-engaging and Supporting Disconnected Youth Through College and Career Success

Next Steps
Overall Approach

College and Career Success for Houston’s Disconnected Youth

Funding
Thought Partner
Regional Knowledge
Global Presence

Statewide College Access/Success Expertise
State & Regional Policy Expertise
Sustainable Partnership Expertise

OY Success Strategies Expertise
RFP Development
National Field Building

Regional Practitioners and Partnerships

JPMorgan Chase & Co

Jobs for the Future

EDUCATE TEXAS
a public-private initiative of Communities Foundation of Texas
EdTx Strategic Roll Out to Launch and Support Bridge to College and Career Success

- Create **Planning Teams** based on partnerships
- Provide **assessments and technical assistance**
- Design implementation **application**
- Provide learning community for implementation awardees and partnerships
- Identify policy implications for region and state
Phases of Work for Bridge to College and Career Success

Data Collection and Planning
February-May
- Community College and Community-Based Organization Surveys
- Disconnected Youth Focus Group
- Bidder’s Conference and Planning Application Release
- Planning Partnership Selection

Implementation Design
June-November
- Partnership Site Assessments and Reports
- Technical Assistance Webinars
- Implementation RFP Release and Applications Due

Program Build Out and Launch
December 2017-March 2018
- Implementation Awardee Selection
- Implementation Kick Off
- Program launches
LESSONS FROM THE FIELD:
PARTNERSHIPS BETWEEN COMMUNITY-BASED ORGANIZATIONS AND COMMUNITY COLLEGES FOR DISCONNECTED YOUTH

Lili Allen
Associate Vice President
Jobs for the Future
College and Career Prep:
- Help youth develop foundational academic and metacognitive (thinking) skills
- Support youth in gaining navigational knowledge ("know how to go")
- Conduct career exploration and planning with youth
- Help youth develop professional skills and attributes for career success

Stabilization and Supports:
- Ensure that each youth has a core relationship with at least one staff
- Provide wraparound social-emotional supports
- Offer and/or refer youth to critical support services - housing, counseling, health and others
ROLES OF COMMUNITY-BASED ORGANIZATIONS

> Technical Training:

– Provide opportunity for youth to develop specific occupational/technical skills needed for selected career pathway(s)

– Where possible, arrange for young people to simultaneously earn college credits and/or complete a first “stackable” credential in a career ladder

> Internship/Employment:

– Connect youth with internship, mentorship and employment opportunities with partnering employers
ROLES OF COMMUNITY COLLEGES

Preparation for Postsecondary Training Program:

- Help CBOs understand the skills necessary for entry into technical training programs
- Consider offering credits for “College 101” course or first-stage training offered by CBO instructors
- Partner with CBOs to prepare youth for TSI assessment
- Enroll youth in accelerated developmental education

Supports for Youth:

- Provide space on campus for CBO to provide academic and other supports
- Enroll youth in “College 101” to gain college success skills
Redesign Technical Training Program:

- Partner with CBOs that provide first stage technical training
- Allow youth who complete first stage training to enroll at next level of training at college
Preparation for Training Program:
- Help CBOs understand skills necessary for training program
- Partner with CBOs to create initial experiences that mirror training
- Gain understanding from CBOs re assets that youth bring and challenges they face

Supports for Youth in Training Program:
- Collaborate with CBOs for retention supports
- Offer stipend for training
- Assess youth and provide regular growth-oriented feedback
Supported Employment:
- Connect youth to company’s employment support services
- Identify an on-site mentor
- Partner with CBO for ongoing retention supports
- Train supervisors on supports/supervision of opportunity youth
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JOBS FOR THE FUTURE

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505 14th Street, Suite 900, Oakland, CA 94612
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Table Talk: Lessons from the Field

• Please talk to your neighbor about the following questions.
• We will want to share your considerations and observations:

What resonated for you in hearing about the examples from other parts of the country?

What do you see as the opportunities and challenges of doing these pathways in Houston?
Houston’s Promising Practices

Capturing Lessons Learned

EDUCATE TEXAS
a public-private initiative of Communities Foundation of Texas
Panel Discussion

- Listen to the panelists and write down your questions on the index cards.
- After the last presentation, Peter will begin with a couple of questions.
- Raise your hand and someone will come to you with a mic so you can ask your question.
- If we don’t get to you, please leave us your questions, so we know what you wanted to learn.
Hearing from Promising Practices

• Peter Beard  
  Greater Houston Partnership

• Daniel Zendejas and Karen Bailey  
  Workforce Solutions Gulf Coast

• Tamara Atkinson  
  Workforce Solutions Capital Area

• Nory Angel  
  SER Houston

• Ann Stiles  
  Project GRAD
Houston’s Middle Skills Blueprint

• **UPSKILL HOUSTON**: The Region’s Blueprint to build a quality regional workforce and talent pipeline
  
  – Key Industry sectors that drive Houston’s regional economy
  
  – Demand Driven—to meet the needs of employers
  
  – Supply Quality—to help residents become aware of, connect to training, and obtain good-paying jobs
  
  – Collective action and impact to address the challenge
Our Objectives

ATTRACT
Career Awareness
Career Exploration
Career Readiness

TRAIN
Career Readiness
Pre-Employment Training
Work Experience and Recruiting

PLACE
Recruiting and Hiring
Onboarding and Full Productivity
Retention and Development
No Single Solution

• The Regional/System Challenges Cannot be Solved Alone

• Address Awareness and Perception Challenges

• Improve the level of Employability Skills

• Coordinate and Align the work of multiple partners that touch our various talent pipelines:
  – Emerging Talent (our youth)
  – Un- and Under-Employed adults
  – Incumbent Talent
Key Learnings

• Approach the challenge as a supply chain issue

• Go to where Employer Leaders already meet

• Develop a Collective Mindset: We Share a Workforce

• Foster Collective Seeing: Connect the Dots

• Facilitate Collective Learning: Help Institutions Translate How Employers Think

• Support Collective Doing: Prototype efforts to address a meaningful challenge and get into action
Demo: Young Aspiring Professionals

• 24/7 worksite-based cohort comprehensive service model for 18-29 y.o. OYYA

• Aligned with MBK feeder patterns and population

• Four parts:
  – **Immediate Reintegration** including 24 hr turnaround from orientation to placement in work and/or education
  – **Integrated Education and Training** AEL (secondary + skills)
  – **Subsidized Employment and Training**
  – **24/7 Mentor + College and Career Counseling**
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<th>Works Well</th>
<th>Needs Improvement</th>
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<td>Rapid reintegration</td>
<td>Worksite-based Cohorts</td>
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<td>Earn-and-Learn model</td>
<td>Do not limit to specific industries</td>
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<td>Upskill current workers as incentive to train new entry-level workers</td>
<td>Missing mental health component</td>
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<td>Focus on career pathways that have a next step</td>
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<td>Grassroots recruiting</td>
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<td>24/7 mentors</td>
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Rapid reintegration mandated a need for a “one stop” data collection and assessment form for intake

Focuses on most critical information
Malleable document for ongoing assessment
Encourages discussion
Integrates data collection

In a “second chance” model, how does one establish accountability? → Progressive Discipline Action Plan
Austin Opportunity Youth Collaborative

AOYC is funded by the Aspen Institute Forum for Community Solutions and is an initiative administered by Workforce Solutions Capital Area.
Austin’s Opportunity Youth

The Greater Austin region is home to an estimated 27,000 young people not in school, college or formal work.

Who We Are
• The Austin Opportunity Youth Collaborative is a cross-sector alliance of youth, service providers, community groups, funders, business leaders, and policy makers working to reconnect disengaged young adults to higher education and meaningful employment.

What We Do
• We amplify Youth Voice, dismantle barriers, and align systems to create clear and supported pathways to ensure that Austin's young people achieve their dreams.

AOYC represents a commitment of over 40 organizations dedicated to providing coordinated services to thousands of Austin’s emerging adults. Our partners are working together to improve the lives of Austin’s opportunity youth.
Collective Impact for Lasting Social Change

- We eliminate barriers that opportunity youth experience in connecting to education, career-based jobs, and service to the community

- We increase the number of opportunity youth graduating high school or achieving a GED with industry-recognized credentials

- We increase the number of opportunity youth completing foundational, market-valued postsecondary credentials

- We increase the number of opportunity youth connecting to targeted industries and achieving meaningful employment

Workforce Solutions Capital Area serves at the “Backbone” coordinating the work of partners and stewarding efforts toward AOYC goals
Creating Policy and Systems Alignment: Key Outcomes of ACC Partnership

AOYC piloted a 2015 summer bridge program that supported 20 opportunity youth into and through one year of academic courses at Austin Community College

- ACC now prioritizes the enrollment of direct referrals from Collaborative partners into future bridge program classes at no continued cost to AOYC

- ACC absorbed the full cost of enrollment and instruction, to include the cost of all testing fees, textbooks, and required math software for opportunity youth accepted into College Prep classes

- ACC agreed to key policy changes including lowering the enrollment age to college bridge programs from 18 to 16 and delaying summer start

AOYC was awarded a collaborative grant from TG Philanthropy in partnership with the Austin College Access Network and Austin Community College entitled "Central Texas: Fortifying the College Success Pipeline"

- Grant participants defined shared measures to track and provide regular reports on program participant progress

- AOYC has established student authorization ‘FERPA waivers’ that allow access to student academic records in order to track matriculation and retention, as well as identify potential barriers to success

- AOYC continues to work with ACC to streamline referrals, institute customized remediation courses, and to review protocols related to financial aid and residency holds
Most importantly, **AOYC’s success relies on involving youth in every aspect of our work**, empowering Youth Voice to guide our mission and change the narrative of their immediate reality.

- AOYC empowers opportunity youth to participate in planning, so that committee members make **better informed decisions** that impact youth.

- AOYC launched **100 Youth Voices initiative** - a community-wide campaign to **place 100 opportunity youth** at “tables of influence” in both public and private sectors.

- AOYC has partnered with **Leadership Austin** to provide professional development & leadership to **50 new opportunity youth ambassadors** in 2017.

- AOYC Youth Ambassadors invited to **present to key organizations**, including the Sooch Foundation, Austin Human Resources Management Association, AARO, the Aspen Institute, My Brother’s Keeper, Austin Community College, College Forward, & the City of Austin Mayor’s Office.

- AOYC Youth Ambassadors **recruited as paid consultants** to provide feedback on youth-serving grants and programs, including Goodwill’s new multi-million dollar D.O.L. grant to improve re-entry services in Travis County.
SER-Jobs for Progress

“Transforming lives...One job at a time.”
AGENCY IMPACT

FY 2015-2016

4,832 people served from low-income communities through community outreach, including job fairs and hiring events that link individuals to employers and resources that lead to employment opportunities.

- 1,081 youth (16-24 yrs) received education, occupational training, summer internships, job readiness, and employment services.
- 462 homeless clients received employment, occupational, and job readiness services.
- 709 youth and adult ex-offenders received occupational training, financial empowerment, employment services, and a second chance.
- 193 low-income seniors (55+) secured paid job training to update their skills.
- 574 youth hired for paid summer internships.
- 71% employment placement rate.

www.SERhouston.org
Youth (Ages 16-24)

Helping Young People Excel (HYPE)
- Out of school youth (16-24) with limited employment skills and education
- Youth have access to financial aid, education and paid work experience

YouthBuild Houston
- High School dropouts take contextualized GED classes while learning construction skills, earning a stipend, and participating in service learning projects in the community

Summer Jobs
- Ages 16-21
- 3 options: Bank of America (nonprofits & banking centers), City of Houston (various departments), and/or This Way Ahead (intern with Gap, Banana Republic or Old Navy)

8 Million Stories
- Youth involved in the juvenile justice system receive contextualized education, job training, mentoring and paid internships
- Program located onsite at Harris County Juvenile Probation Department
ENGAGING EMPLOYER PARTNERS

• SER develops industry focused employer consortiums in targeted industries

• Employer partners inform type of training and curricula SER offers including developing customized training based on their hiring needs

• Employer partners are integrated in SER’s process including: serving on interview panels, teaching training modules from soft to hard skills, participating in mock interviews and participating in hiring events

• SER leverages additional resources for employers including On the Job Training reimbursements (50% wage reimbursements), paid work experience/internships, and ongoing coaching support for new hires
Four things that matter:

1. Relationships
2. Experiences
3. Personal Plans
4. Community
Relationships matter:

1. Relationships
Experiences matter:

2. Experiences
3. Personal Plans
Community matters:

4. Community
Taking Stock of the Opportunity

Bringing Assets and Lessons Learned to Bear
Group Discussion Instructions

• Grab your lunch and find a table with the region in which your organization serves.  5 minutes 😊

• Introduce yourself to your neighbors. (name, organization, role you play, one example of the work for disconnected youth already underway in your organization) 10 minutes

• Designate one scribe to answer the questions in the YELLOW sheet for the table. You may also use the flip charts.

• Discuss the questions and write down the ideas that most resonated.  20 minutes

• Report back to the larger group.
**Table Talk: Taking Stock of Local Assets and Opportunities**

- What struck you as you read these profiles and listened to Maryori’s story? What were your impressions and initial thoughts?

- What did you see as the critical factors that enabled these young people to stay engaged and committed to the program and on a path to further education/training and careers?

- What similarities did you see in their journeys? What differences?

- If any of these young people entered your door, what could you offer them based on what you have in place right now?

- What additional programs, services, supports might you want to build out to support them? (In other words, what would you like to be able to offer them?)
Next Steps

• Survey Release – Please complete by February 28th

• Opportunity Youth Focus Group – February 17th

• Bidder’s Conference & Application Release – Early April

• Check here for more resources:
What You Can Do....

• **Complete the Survey!** This will give you some ideas about what we are looking for in the planning application.

• **Hold meet and greets.** You are sitting with some potential partners, find out more about them.

• **Read the Kinder Institute Study.** There are many recommendations and insights about Houston’s disconnected youth that may apply to your program.

• **Identify industry sectors or employers.** Explore local businesses that would benefit from connected to this potential talent pool.

• **Reach out to Educate Texas!** Natalie or Hannah would be happy to answer your questions.
Natalie Farinacci
nfarinacci@cftexas.org

Thank You!

Bridge to College and Career Success for Houston’s Disconnected Youth