

Building Better WIOA Youth Programs in Nebraska

From the Ground Up: Unpacking
Lessons and Models from the Field

Today's Presenter



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Our Mission

- ▶ JFF works to ensure that all lower-income young people and workers have the skills and credentials needed to succeed in our economy.

Our Vision

- ▶ The promise of education and economic mobility in America is achieved for everyone.



JOBS FOR THE FUTURE

Our Partners



Today's Agenda



1. Welcome and Introductions
2. Building Sustainable Youth Pathways at the Program, Community and Systems Level: Key Features, Models and Lessons from the Field
3. Table Talk: What's Working, Opportunities and Challenges for Nebraska
4. Report Outs and Q & A

Today's Objectives

- ✓ Share specific national pathways to education and career success models and lessons
- ✓ Review key program and systems change levers and success indicators
- ✓ Consider specific innovations, opportunities and challenges for our system – how might I use this information in my work and role?
- ✓ Ask questions and share your best thinking!



“

“It has been said that the best anti-poverty program is a job. A better anti-poverty program is a good job, or even better, a career – specifically, a career that can support a family and provides opportunities for advancement.”

”

~ National Skills Coalition

Questions for Consideration by Local Communities

- ▶ What are the unique characteristics of your local OY population (i.e., disaggregated by race, ethnicity, age, gender, background)?
- ▶ What are the challenges that OY in your community face?
- ▶ What do the education and career outcomes look like for OY in your community?
- ▶ Who are key stakeholders and influential champions who should be at the table?
- ▶ How will you engage youth in the work ahead?

For Whom Are We Building Better Programs?

Opportunity Youth Population by Segment:

- ▶ Young high school dropouts (aged 16-18)
- ▶ Older high school dropouts (aged 19-24)
- ▶ Youth with diploma or HSET (aged 19-24)

One Size Does Not Fit All!



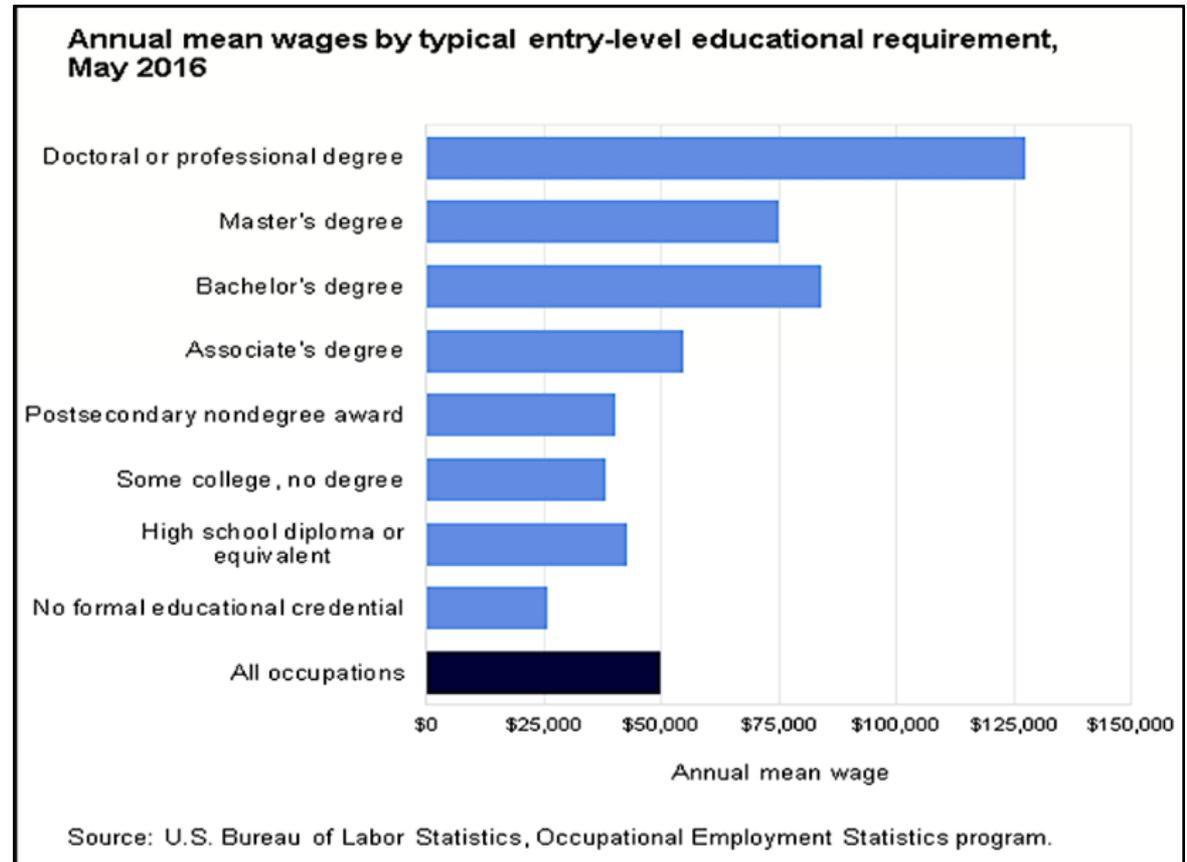
Challenges Facing Youth: Potential Loss Points

- ▶ School based factors
- ▶ Lack of academic or career ready skills
- ▶ Lack of work experience, clear pathways or connections to internships or workforce opportunities
- ▶ Involvement with systems (e.g., foster care, criminal/juvenile justice)
- ▶ Lack of social capital or relationships
- ▶ Other life circumstances

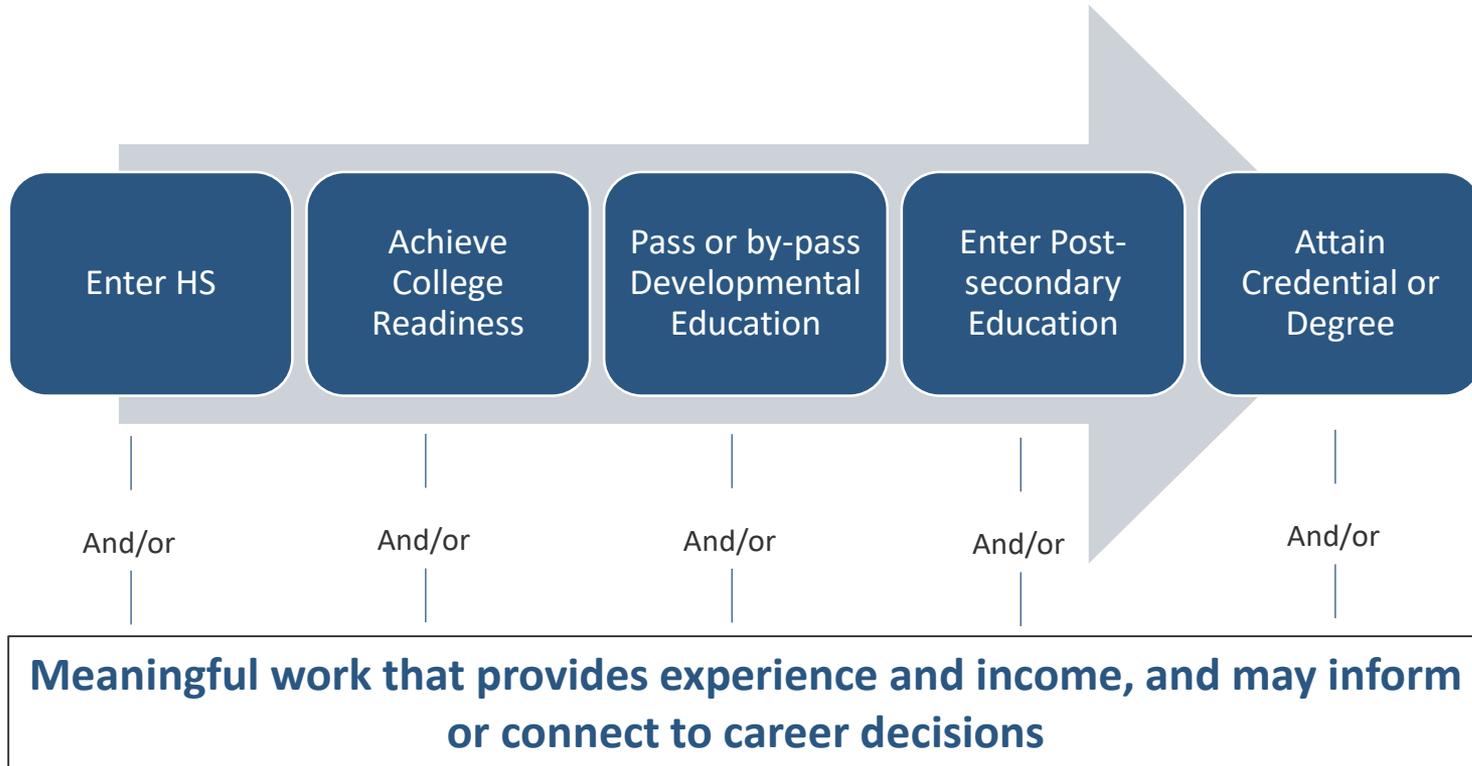


The Challenge Young People Face

- ▶ A high school degree or equivalent is no longer enough to enter a family-sustaining career.
- ▶ The Future of Work will exacerbate the gap in wages even more. For example, as many as 83% of jobs paying less than \$20 per hour will be impacted by automation by 2030. (Source: US Council of Economic Advisors)



Pathways to Education and Career Opportunities



Momentum Builders: Key Levers and Stakeholders

- ▶ Re-engagement
- ▶ Education Momentum
- ▶ Connection to Career
- ▶ Youth Development



Sample Indicators by Pathway Component

▶ Re-Engagement

- ▶ OY reached
- ▶ Youth connected to programs
- ▶ Number of high quality seats
- ▶ Youth connected to other services



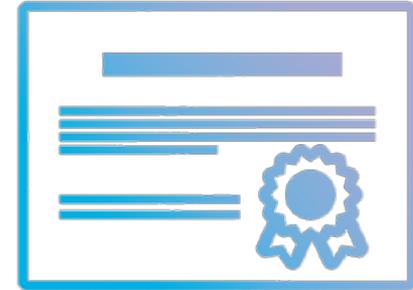
▶ Educational Momentum

- ▶ Academic performance/credits earned
- ▶ Diploma/HSET
- ▶ Enrollment in college classes/programs of study
- ▶ Literacy/numeracy skills
- ▶ Number/type of high quality pathways offered

Sample Indicators by Pathway Component

▶ Connection to Career

- ▶ Placements in internships/work opportunities
- ▶ Retention at 12 months
- ▶ Training credentials
- ▶ Employer satisfaction
- ▶ Identification of clear career pathways leading to credential with value in local/regional LM



▶ Youth Development

- ▶ Frequency of engagement with mentors or advisors
- ▶ Development of peer networks of support
- ▶ Feelings of self-confidence/self-efficacy
- ▶ Frequency of engagement with community through service
- ▶ Availability/use of supportive services – childcare, transportation, mental health and substance abuse counseling, emergency funds, etc.

BACK ON TRACK:

Frameworks for Out-of-School Youth Programming



BACK ON TRACK: Postsecondary Success

Enriched Preparation

Integrates high-quality college/career-ready instruction with strong academic and social supports



Postsecondary Bridging

Builds college/career-ready skills and provides informed transition counseling

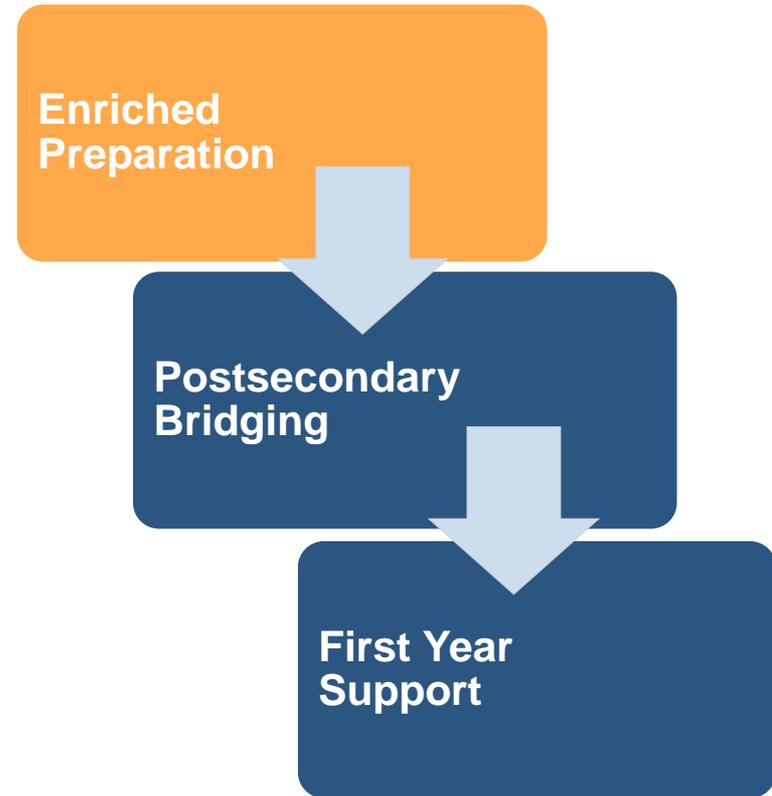


First Year Support and Beyond

Offers appropriate supports to ensure postsecondary persistence and career success

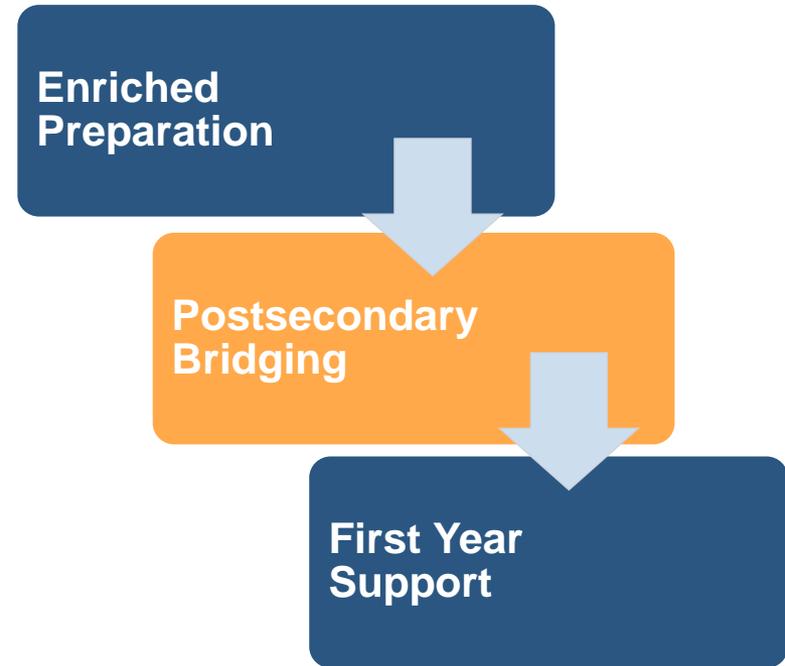
PHASE ONE: Enriched Preparation

- ▶ College- and Career-Ready Culture
- ▶ College- and Career-Ready Curriculum and Instruction
- ▶ Intentional Use of Time, Technology, and Assessment to Customize Instruction and Accelerate Learning
- ▶ Personalized Guidance and Support



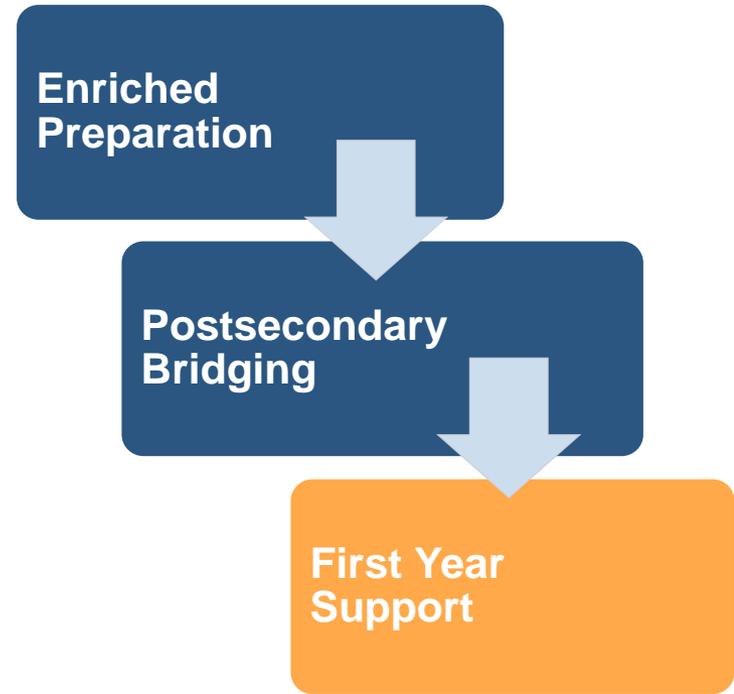
PHASE TWO: Postsecondary Bridging

- ▶ Supported Dual Enrollment/First Technical Courses
- ▶ A Focus on College Knowledge and Success Strategies, and Employment Readiness
- ▶ Personalized Guidance on Connection to Best Bets



PHASE THREE: First Year Support

- ▶ Support for Students to Earn Credits Predictive of Completion
- ▶ Just-in-Time Support to Ensure Persistence
- ▶ Building Attachment to Postsecondary Education and Careers



BACK ON TRACK: CareerNext

PHASE ONE:

On-Ramps

PURPOSE: To provide the skills and knowledge required for occupational training.

PHASE TWO:

Employer-Driven Training

PURPOSE: To ensure student success in attaining the training and credentials required for entry into career-track employment with adequate starting salaries.

PHASE THREE:

Career-Track Employment in In-Demand Occupations (Post-Placement Support)

PURPOSE: To ensure success of youth in first employment and reduce turn-over.

PHASE ONE: On-Ramps

- ▶ Purpose: To provide the skills and knowledge required for occupational training
 - ▶ Preparation for Technical Training
 - ▶ Personalized Guidance and Supports
 - ▶ Support in Selection of Training Program



PHASE TWO: Employer-Driven Training

- ▶ Purpose: To ensure young adults succeed in attaining the training and credentials required for entry into career-track employment with adequate starting salary
 - ▶ Attachment to Training Program
 - ▶ Demand-Driven Training Program
 - ▶ Support to Complete Training Program



PHASE THREE: Career-Track Employment in In-demand Occupations

- ▶ Purpose: To ensure success of youth in first post-training employment and reduce turnover
 - ▶ Assistance with Attachment to Employment
 - ▶ Support for Advancement



Austin, TX: Operationalizing Back on Track for OSY

Enriched Preparation

- GED and HS diploma options on-site at Goodwill and other providers
- Career Academy access on-site
- Staff who build long-term relationship with OSY

Postsecondary Bridging

- Expanded access to College Prep at community college
- Removed significant barrier to post-secondary access: financial holds

First Year Support and Beyond

- Barrier Busting funds (private philanthropy)
- Early-warning and persistence tracking (private philanthropy)

Austin Metro Master Community Workforce Plan: Austin's "Hire Local" Initiative

10,000 local residents living at or below 200% of poverty will secure middle-skill jobs by 2021

Metro Austin Master Community Workforce Plan: Strategic Framework

AWARENESS & ENROLLMENT: Cultivate interest in high-demand, middle-skill careers

30,000
enroll in
middle-skill
training



TRAINING: Equip workers with the skills they need to succeed

12,000
earn
middle-
skill
credentials



PLACEMENT:
Connect employers
with local talent to fill
middle-skill jobs

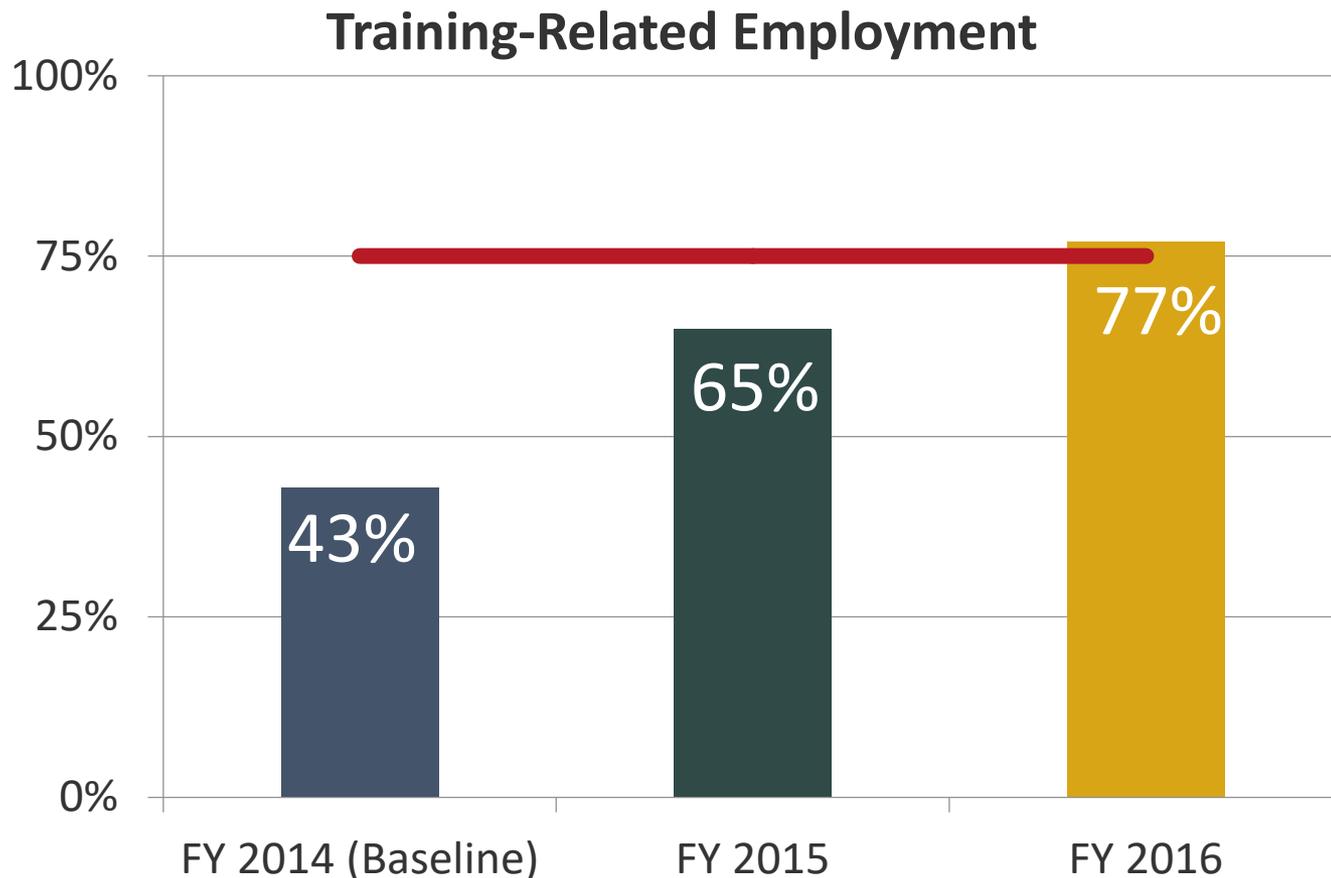
8,000 placed



ADVANCEMENT:
Assist frontline workers
in acquiring skills to
advance into middle-
skill jobs

2,000 upskilled

Metro Austin Master Community Workforce Plan: The Quality Improvement Outcomes for “75x20”



Only includes participants in WIOA Adult, WIOA Dislocated Worker and WERC Workforce-funded training programs

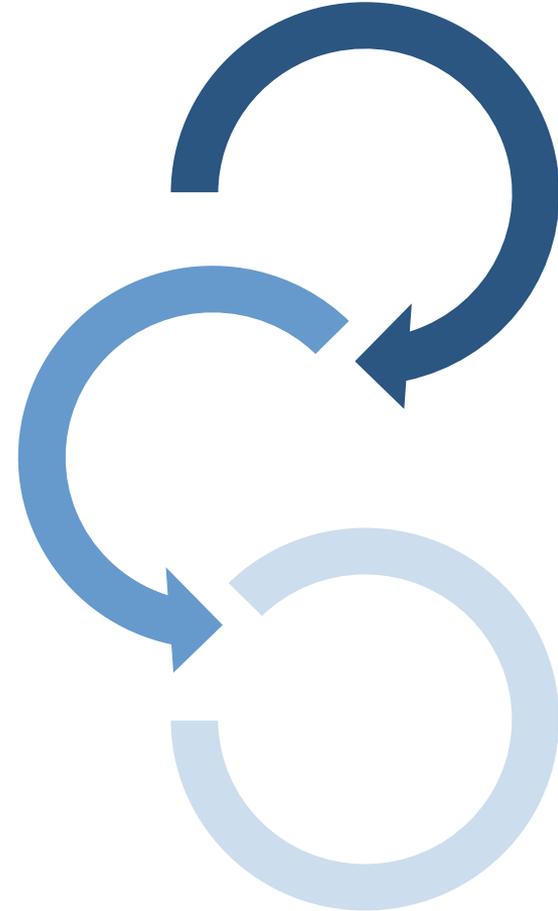
Metro Austin Master Community Workforce Plan and Opportunity Youth: Challenges

- Promote young adults as valuable sources of talent
- Targeted industry sectors have promise of long-term growth
- “Youth Voice” has power
- Employers tell us that they care less about the age category of the worker; it’s about employability for job
- Young adults have a hard time seeing themselves in IT and Advanced Manufacturing
- Consistent youth leadership development is difficult to fund/sustain

It Takes a (Systems) Village

▷ Because...

- ▶ Systemic Barriers Hinder Reconnections and Success for OY
- ▶ Systems are fragmented and difficult to navigate
- ▶ Quality and availability of existing programs are insufficient



How Back on Track is Developing in Nebraska: The LEAP Initiative

Nebraska Connected Youth Initiative (CYI)

- **Goal of CYI:** to use a community-based, collective impact approach to improve outcomes for unconnected youth in Nebraska.
- **Unconnected Youth:** ages 14-25 and “unconnected” because they transitioned from foster care, exiting the juvenile justice system, are homeless or near homeless, and lack family support to transition to adulthood.

Theoretical Frameworks: Youth Thrive™, Families Thrive and Collective Impact

CYI Model Components:

- ✓ Central Navigation
- ✓ Youth Leadership & Engagement
- ✓ Coaching
- ✓ Financial Capability

CYI Outcome Areas: Permanence, Education, Employment, Housing & Transportation, Physical & Mental Health, Personal & Community Engagement, Economic Stability

Learn and Earn to Achieve Potential (LEAP)

Opportunity provide by Annie E. Casey Foundation, (Social Innovation Fund)

LEAP Goal: to improve education and employment outcomes for 400 young adults involved in the child welfare and juvenile justice systems, or who are homeless, utilizing phases 2 & 3 of the Back on Track™ framework.

➤ **CYI Model Components implemented via LEAP**

- COACHING
- FINANCIAL CAPABILITY
- YOUTH LEADERSHIP & ENGAGEMENT

➤ **LEAP Core Components**

- BOT Phase 2: Postsecondary bridging
- BOT Phase 3: First-year support
- Ambassadors & youth leadership

Learn and Earn to Achieve Potential (LEAP): Keys to Early Milestones

- ✓ **Key partners:** Avenue Scholars Foundation, Central Plains Center for Services PALS, The Hub
 - ✓ LEAP coaching & wraparound support
 - ✓ Youth engagement and retention

- ✓ **Key postsecondary partners:** MCC, SCC, IWCC, UNO, UNL & College of Saint Mary
 - ✓ Specified Academic Advisors & Financial Aid Counselors
 - ✓ Regular use of space on campus for LEAP Coaches and students to meet
 - ✓ Cohort “College Success 101” course
 - ✓ Some tuition reduction & housing options

- ✓ **Cross-training of LEAP Coaches and education partners**
 - ✓ CFPB Your Money, Your Goals toolkit
 - ✓ Youth Thrive™

- ✓ **Cross-sector partnerships**
 - ✓ Project Harmony Connections
 - ✓ Department of Health and Human Services/PromiseShip
 - ✓ Vocational Rehabilitation
 - ✓ WIOA/Heartland Workforce Solutions
 - ✓ The Opportunity Passport™

LEAP Nebraska: Early Milestones

- 238 youth began LEAP programming since June 2016
- 66% of youth enrolled in LEAP have entered college
- 36% of youth have received specific job training, job placement or other skill development services

91% of LEAP participants who started college persisted through their first year

22% of LEAP participants are co-enrolled in Opportunity Passport™ and are working towards an asset purchase and **14%** have completed this program

96% of LEAP participants remain engagement with their Coach

Table Talk

▶ From where you sit...

- ▶ What resonates most?
- ▶ What policies, programs and practices are your momentum builders?
- ▶ What challenges do you face?

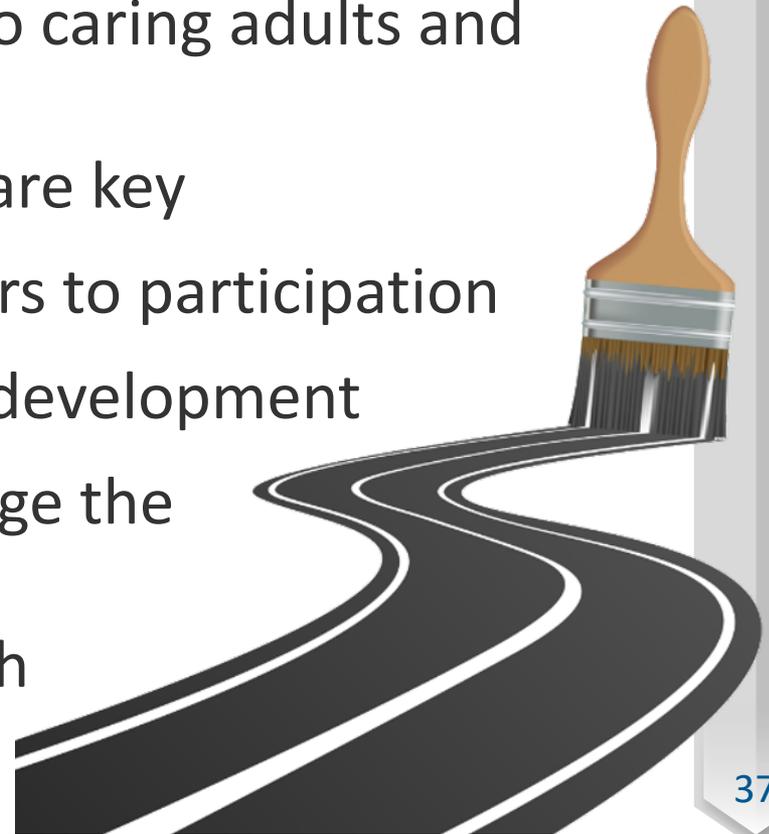


▶ Activity Instructions:

- ▶ Take 15 minutes to introduce yourselves and discuss the 3 questions above at your table
- ▶ Be prepared to share 1-2 highlights from your conversation with the larger group

Final Thoughts

- ▶ Catch at-risk youth before they disconnect
- ▶ Incentives and stipends are a key form of positive reinforcement to sustain motivation
- ▶ Create opportunities to connect to caring adults and community
- ▶ Staff retention and development are key
- ▶ Provide supports to reduce barriers to participation
- ▶ Pay attention to socio-emotional development
- ▶ Be flexible and innovative to engage the most vulnerable youth
- ▶ Adopt a career pathways approach



Thank You!



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Thank You!



JOBS FOR THE FUTURE



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