

Youth and Young Adult Programming for First and Second Chances

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Work and learning



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MEET FHI 360



FHI 360 is a global humanitarian organization

OUR VISION

We are working to create a world where opportunity is within reach for all people.

OUR MISSION

FHI 360 advances equity, health and well-being through data-driven, locally led solutions — so that humanity thrives.

4,000 Employees

60 Countries

\$800
MILLION Revenue

Tessie SanMartin CEO





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- We focus on two key drivers of individual well-being – education and employment – to improve lives.
- Our programs focus on College and Career Readiness, Justice and Workforce Development, and Research and Evaluation.
- Our program recipients are youth and young adults 14 and older.

Dai'Brina completed our reentry program and is now a nurse's assistant in Arkansas.

In the US, we work closely with a wide range of funders and partners to deliver services to underserved and at-risk populations:

- Private sector businesses
- Foundations
- Non-profit organizations
- Faith-based organizations
- Schools and colleges
- School districts
- U.S. government agencies
- State and local governments
- Volunteers
- Tribal organizations



AMERICAN
UNIVERSITY
WASHINGTON, D.C.



We started our DOL affiliation in 2017 with Compass Rose

Grant Name	Period of Perf.	Description
Reentry Program I	2017-2020	Providing youth with 1) support services, including assistance obtaining housing, clothing, food, transportation and counseling; 2) legal services; 3) work readiness, preparation and job placement; and 4) educational services.
Reentry Program II	2018-2021	Creating community-based partnerships that empower young adults beyond their participation in the program.
Young Adult Reentry Partnership	2020-2023	Documenting and replicating effective practices in communities through peer-learning communities and the development of tools, resources and webinars.
Growth Opportunities	2021-2024	

- DOL Youth Employment Works Call to Action
- DOL Registered Apprenticeship
- DOL Apprenticeship Ambassador



A look at some numbers – demand for youth and reentry services is high



Sources: US Census Bureau, OJJDP, Aspen Institute, Re-entry Policy Council



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OUR COMPASS ROSE REENTRY MODEL



BACKGROUND

In 2000, the DOL Youth Opportunity Grants targeted 36 economically challenged communities with \$1 billion

- Characterized by high drop out rates, high youth unemployment, greater incidence of juvenile crime, violence, and gang activity.
- The innovation was to convene all services around the individual
- The outcomes shaped a services model we still have today
 - Youth development practitioner as a job category
 - A cadre of trained youth services professionals – grantees received training
 - An opportunity youth/community driven model that works
 - Communities Collaborating to Reconnect Youth (network of grantees) founded by CLASP and FHI 360 – persists today
 - Incorporating youth voice
 - Data for decision-making



FHI 360's Compass Rose reentry model takes it forward - we use the whole person approach

- Assistance obtaining housing, clothing, food
- Transportation
- Counseling
- Legal services
- Work readiness, preparation and job placement
- Educational services
- Child care
- Mental health
- Substance use
- Nutrition



DEPARTMENT OF LABOR (COMPASS ROSE I AND II)
REENTRY GRANT RESULTS
Highlights (2017-2021)

2%

Reincarceration rate

1147


Young adults served
through justice
programming

38

Project partners convened

76%

Percent of participants
gaining employment



**We work in urban,
rural, small city, and
indigenous areas
where we connect
local and regional
service providers
around youth**



Our current DOL Growth Opportunities and YARP partners

- Operation 2 Save Lives - Brockton, MA
- CommunityWorks - Denver, Colorado Springs, CO
- KentuckianaWorks - Louisville, KY
- Kinai 'Eha Kailua - Oahu, HI
- Phoenix Youth and Family Services - Southeast AR
- RISE for Youth - Richmond, VA
- Our Piece of the Pie - Hartford, CT
- The RightWay Foundation - Los Angeles, CA
- NCIA - Baltimore, MD

We take care around culturally appropriate services, activities, case workers and mentors

FHI 350 is working with National American Indian Court Judges Association to evaluate a program that focuses on supportive services outside the courtroom for Tribal members in OK, NV, and AK.

We conducted an evaluation of the Tiwahe pilot initiative for the Dept of Interior that resulted in 3 issue briefs on justice topics



Family services



Truancy



Recidivism



“Meaningful youth engagement views youth as equal partners with adults in the decision-making process. Programs and activities are developed with youth, rather than for youth.”

– Youth.Gov

FHI 360 YOUTH ACTIVITIES

Activity – Young Adult Leadership Council



Council framework

- Competitive application
- Programs and activities
- Monthly meetings
- Roles and Responsibilities
- Meeting Management
- Ongoing feedback and co-creation
- Positive youth development principles



Skill development

- Leadership skills
- Communication skills
- Time management
- Shared accountability
- Teamwork
- Networking
- Problem solving





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APPRENTICESHIP EMPLOYMENT SOLUTIONS

The vision for Youth Development Practitioner Apprenticeship, a DOL Registered Apprenticeship

YDPA was born from our Department of Labor re-entry program which provides counseling and mentorship to youth re-entering their communities. These participants told us they wanted a way to give back to the youth coming after them.



FHI 360 also joined the first cohort of DOL Apprenticeship Ambassadors

As Ambassadors, we partner with DOL to

- Promote and expand awareness of the benefits of Registered Apprenticeship
- Identify and scale innovative practices and partnerships
- Increase access and support for underrepresented and underserved populations



The Ambassadors are a network of:

- employers
- labor organizations
- industry associations
- program sponsors
- educators
- workforce intermediaries
- minority serving organizations
- CBOs

YOUTH DEVELOPMENT PRACTITIONER APPRENTICESHIP

FHI 360's Apprenticeship Design Features



YOUTH VOICE

Youth participation in
program design



GIVING BACK

Youth helping youth
through lived experience



CONNECTED

Serving in their own
communities



TRANSFORM

Learning experience
where participants earn
wages while obtaining
industry certification

YDPA Career Pathways

- Integrated learning trainer
- Supervisor of youth businesses
- Workforce development service supervisor
- Recreation specialist
- Social worker
- Community service manager
- Youth worker
- Youth engagement specialist
- Case manager
- Intake officer
- Workforce development specialist
- Program director and coordinator
- Outreach worker
- Street outreach supervisor



I have seen the YDPA give our apprentices the tools to better support our participants. In addition, our apprentices making closer to a livable wage has provided the ability for them to show up more present than before the YDPA started.

– Talilo M., Supervisor, Portland, OR

I'm discovering that I like helping people beyond financial, job, or support reasons. We all have our flaws, but we are able to fix them. Bridges take a long time to build and the process has been enjoyable to build toward a career where I can help more people become their best selves.

– Brian C., Apprentice, San Diego, CA

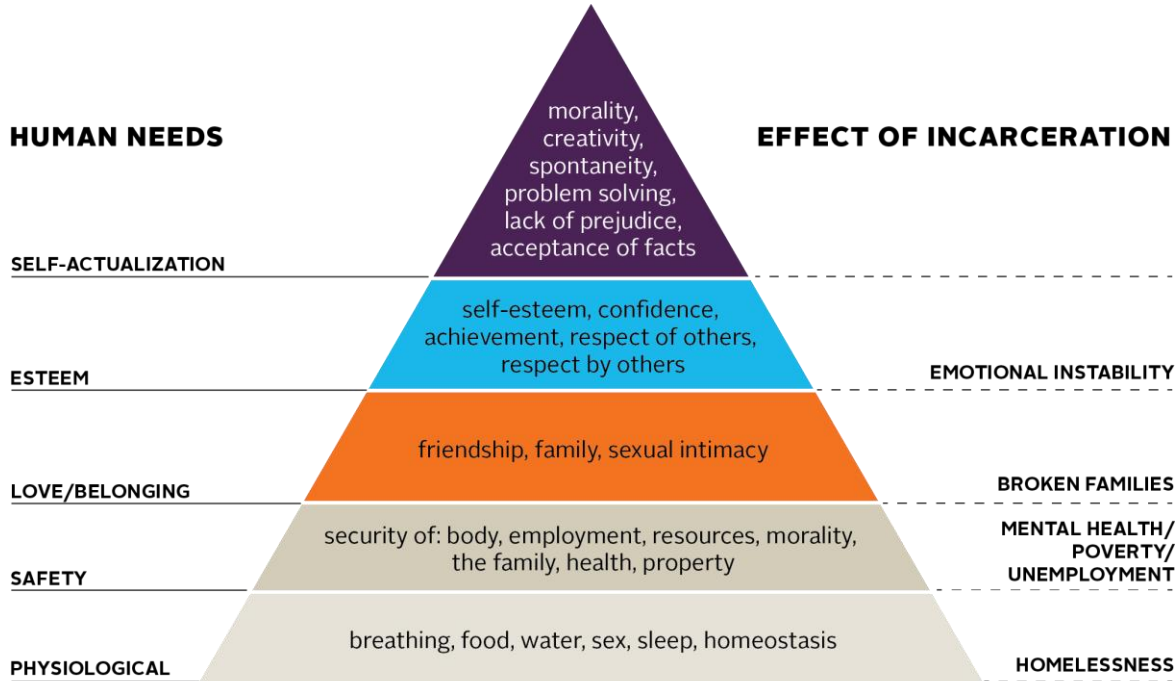


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LEARNINGS FROM THE FIELD



Maslow got it right – without basic needs met, advancement can not occur



Source: Opportunities Industrialization Center (OIC) of America, based on Maslow's Hierarchy of Needs. Adapted with permission from OIC



“We have students who come and sit in a daze...The automotive instructor came to me and said, ‘we have to get food for these kids.’ They don’t eat.

They are more than likely living in a house with a lot of people, or couch surfing.

We have one student who came into my office and said, ‘Yeah I was at my abandominium last night’ [an abandoned house where he was squatting]. How can you focus like that?”

—Khayla D., Baltimore, MD



LEARNINGS FROM THE FIELD

To achieve a new paradigm of care

Housing has to come first – biggest unmet need

- **POLICY:**
Decriminalize homelessness
- **POLICY:**
Remove public subsidized housing restrictions on people with a background
- **PROGRAM:**
Invest in and collocate housing with supportive service hubs
- **PRACTICE:**
Increase connections between Depts of Corrections and local housing authorities -> Example: Burlington, VT
- **PRACTICE:**
Improve “First Week Out” planning inside the walls to include housing placement -> Example: Project 180, Sarasota, FL

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A New Justice Paradigm

Collaborative Approaches
for an Equitable System

LEARNINGS FROM THE FIELD

To achieve a new paradigm of care

Increase food security - It's an equity issue

- **POLICY:**
Incentivize the elimination of food deserts
- **POLICY:**
Allow families to live together in subsidized housing
- **POLICY:**
Allow food purchases in reentry grants
- **PRACTICE:**
Teach nutrition and healthy eating in youth programs



FOR YOUTH

Offering services in person and virtually help identify strengths and interests, and provide structure and goals



FOR ADULTS SERVING YOUTH

It is also critical to give professional development to all those in the circle of care

A learning portal can be effective in skill development; it is online and self-paced. We have had interest and success with topics such as:

- Adolescent brain development
- Communication skills
- Being an effective role model
- Working with youth
- Using positive youth development principles
- Motivational interviewing
- Mentoring
- Giving and receiving effective feedback

**Reentry is more
successful with
trauma
informed
services –**

Case workers
Instructors
Employers

RECAP

Elements of a successful young adult program

- **PRACTICES**

- Programs must be locally led, community led, and culturally competent
- Recruit from the community being served – take advantage of lived experience
- Incorporate youth voice
- Blend funding streams to offer a seamless array of local services

- **PROGRAMS**

- Invest in professional development for youth facing staff
- Provide access to comprehensive, supportive services addressing the whole individual
 - Meet participants' basic needs first
 - Be trauma informed and healing centered
- Infuse cultural awareness into community needs assessment



THANK YOU

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