

LOCAL PARTNERSHIP DESCRIPTIONS GENERATION WORK

Cleveland, Ohio

Overview

TalentNEO is a joint initiative led by Towards Employment in partnership with Cuyahoga County; OhioMeansJobs|Cleveland-Cuyahoga County, and the Fund for Our Economic Future. TalentNEO connects employers and job seekers through demand-driven skills-based hiring. The partnership will leverage and expand TalentNEO to increase and improve employment opportunities of young adults ages 18-29 by using skill scores, and better align the public, private, and philanthropic partner networks to scale and sustain a skills based approach for young adults.

Expected Results

In Northeast Ohio, the Generation Work Initiative will increase/improve the employment opportunities and earnings of young adults ages 18-29 by connecting them to workforce services that are both demand driven and incorporate proven positive youth development practice, and to companies who endorse/accept/adopt TalentNEO's skills based approach to workforce management.

During year one, we expect to:

- Establish a strategy for integrating positive youth development strategies into the TalentNEO model;
- Outline a vision for the integration of a skills based approach into TANF, WIOA, and philanthropically funded workforce programs for young adults ages 18-29;
- Develop a cohesive and proactive approach to building the business community's adoption of skills scores for hiring and advancing young workers; and
- Integrate the TalentNEO and Generation Work evaluation plans. This work will be incorporated into a Strategic Plan that captures a shared vision, metrics and accountability measures and is endorsed by all members of the GWPC.

First Year Activities

- Establish a Generation Work Planning Committee (GWPC), including members of the TalentNEO Steering Committee, Cuyahoga County Administration, Philanthropy, and a current Workforce Investment Act (WIA) youth provider, and schedule monthly calls and quarterly face-to-face meetings;
- Craft the GWPC vision, outline the role of a Generation Work Coordinator, establish the most appropriate home organization, and hire for the position;
- Create a Generation Work system change plan that shares learning from the planning phase and identifies opportunities for better connecting positive youth development to demand driven strategies through TalentNEO; a plan for

evaluating the impact of TalentNEO on young adults; and a vision for scaling and sustaining the work;

- Liaise with Generation Work Initiative national partners, participate in all Generation Work data collection and assessment activities, share resources on the TalentNEO website, and present promising practices at quarterly meeting of the GWPC;
- Communicate learnings to TalentNEO providers and other partners at monthly meetings of the TalentNEO Learning Network (Ohio Means Jobs, Youth Opportunities Unlimited, New Bridge, Cleveland Housing Network, and The Literacy Cooperative of Greater Cleveland);
- Equip TalentNEO organizational leads (COSE, MAGNET, RITE Board) with tools needed to promote the use of skills scores in hiring and advancing young workers within partner businesses and consider the addition of sector leads in healthcare and hospitality; and
- Use data from early adopters of TalentNEO to demonstrate the value of skill assessments and their impact on programming for young adults to County Leadership and OhioMeansJobs|Cleveland-Cuyahoga County (OMJ|CC) Youth council; and
- Support the alignment of philanthropic and public funding strategies around shared outcomes.

Hartford, Connecticut

Overview

United Way of Central and Northeastern Connecticut and its partners – Capital Workforce Partners, Hartford Foundation for Public Giving, Hartford Opportunity Youth Collaborative, Our Piece of the Pie, and Workforce Solutions Collaborative of Metro Hartford – will continue to build the capacity of area employers, community organizations, and education and training providers to respond to the unique needs of urban young adults. Using a model that combines proven industry-driven employment strategies with relationship centered youth development practices, the partnership will expand current efforts of employer-led manufacturing and health care training initiatives to increase the number of self-sustaining employment opportunities available to Hartford young adults.

Expected Results

Build upon existing cross-sector efforts and coordinate current initiatives so that the collective public/private system ensures young adults in Hartford have pathways to employment and the supports required to be successful as they transition into adulthood.

During year one, we expect to:

- Improve service coordination between key partners, demonstrating how a more seamless pathway improves outcomes for young adults ages 18 to 29;

- Identify key components and design a program to build the capacity of youth serving organizations and education and training providers to better serve young, disconnect adults.
- Identify three education and training organizations and three youth serving organizations in Hartford for the first capacity building cohort.
- Engage healthcare employers, in collaboration with other stakeholders, in identifying hiring needs and developing training for young adults.

First Year Activities

- Document lessons learned from experience training and placing young adults in manufacturing, and identify opportunities to apply these lessons in health care;
- Map programs, efforts, and resources within Hartford that provide career pathway services to young adults to identify opportunities for greater collaboration as well as gaps in systems, services and programs;
- Design the infrastructure required to fill gaps, and bridge and establish links between multiple systems, services and programs to offer seamless career pathways to young adults through age 29, and work with core direct service partners to pilot efforts to better coordinate services;
- Develop a plan for enhancing the integration of demand-driven and positive youth development approaches in manufacturing, health care and other industries, advance systems change, and scale services;
- Review existing data and performances measures used by key partners to align strategic priorities, outcomes and indicators, and develop mechanisms for further data sharing;
- Launch the initial capacity building cohort and build a community of practice to engage key partners and collaboratives in the development of a shared agenda and effectuate an extended model for young adults through age 29; and
- Participate in all related Generation Work data collection and assessment activities.

Indianapolis, Indiana

Overview

Goodwill of Central Indiana and its partners EmployIndy, the Indiana Department of Workforce Development, Conexus Indiana, the Office of Family and Social Services Administration and Ivy Tech Community College will work with area leaders to better support young adults as they obtain the education and skills necessary to meet the employment needs of high-demand industries in Indiana. The partnership will seek to modify policies and public assistance programs to ensure young adults are supported throughout their education and training, and are able to simultaneously enroll in secondary education, industry-recognized certification programs articulating to college credit, and internship opportunities. Additionally, through The Excel Center, the partnership will develop new high demand career pathways that include in-demand certifications and work-based learning opportunities.

Expected Results

Excel Center students, ages 18-29, are supported through state public assistance systems aligned to promote in-demand certifications and work-based learning opportunities that develop the skills needed to be successfully employed and lead to work in high demand career pathways and economic self-sufficiency.

By the end of year one, the Excel Center partners will have developed new high demand career pathways, all Excel Center students will have access to in-demand certifications and work-based learning opportunities that help develop the skills needed to be successfully employed, and will begin implementing new measures for assessing student and graduate progress along a continuum toward economic self-sufficiency.

First Year Activities

- Engage regional Workforce Development Boards, state public assistance leaders, community colleges, and employer partners to plan for expansion of funding for high demand certifications in economic growth regions where they are not currently;
- Convene discussions with the Family and Social Services Administration, Department of Workforce Development and other organizations around structuring public assistance systems like Temporary Assistance for Needy Families (TANF) and Women, Infants, and Children (WIC) to better serve Indiana 18-29 year olds entering the workforce;
- Develop training to scale coaching and self-efficacy support services provided to young adults by The Excel Center and other agencies across Indiana;
- Create strategies with employers to increase the provision of internship and skill building opportunities for young adults and modify policies, such as aligning shift starting times with public transportation schedules and creating partnerships with high-quality child care providers, to better fit the needs of young adults;
- Develop data tracking and reporting structures to capture the rate of success graduates who had work-based learning opportunities have in accessing public supports available and finding, keeping, and excelling in high-demand jobs;
- Develop MOUs with state agencies to exchange aggregate data needed to measure long-term outcomes such as reduction in public assistance use, employment and earnings progression, and contributions to tax base; and
- Participate in all related Generation Work data collection and assessment activities, including develop a strategic plan for systems change and scale that embodies the goals of the partners and the work projected over the next three to five years in pursuit of these goals.

Philadelphia, Pennsylvania

Overview

Job Opportunity Investment Network and its partners District 1199C Training & Upgrading Fund, Youth Build Philadelphia Charter School and Philadelphia Youth Network will organize and coordinate sector work-based learning activities to scale best

practices for the recruitment, training and retention of young adult workers. The partnership will enhance young adults' access to career-pathway jobs through increased quality and quantity of work-based learning, “earn-and-learn” and apprenticeship program models. Employers, funders and service providers convened through this effort will develop and codify a set of core performance measures to be shared across sectors, breaking down barriers to funding and implementing impactful employer-led, positive youth development infused, workforce development programming at significant scale.

Expected Results

High-quality, employer-driven work-based learning is available and accessible to all young adults in Philadelphia.

During the first year of the grant, anticipated results that contribute to this population-level result include:

- A landscape analysis capturing current workforce development outputs and providing the basis from which to establish targets for increased youth and young adult participation in high-performing workforce development programs, job placement, and retention in career pathway jobs in high-demand industry sectors;
- Establishment of a cross-sector partnership that engages employers (in our three target sectors of early childhood, healthcare and customer service), workforce development practitioners, educational practitioners, and funders to develop strategies for demand-driven employment and training initiatives; and***
- Agreement on a set of core performance measures to be tracked and shared across sectors and stakeholders (including policymakers and funders).

First Year Activities

- Gather and analyze data to inform the initiative including the number and demographics of young adults currently engaging in the labor market and with Philadelphia's workforce practitioners and systems, the size and scope of employment opportunities in each of the three initial targeted industry sectors, and the number of employers currently engaging with workforce stakeholders from those sectors;
- Engage employers in the targeted sectors of healthcare, early childhood education and customer service to identify successful recruitment and training practices, track their participation in public and privately supported workforce programming (including internships, work based learning and apprenticeships), and distill a set of resources and supports to more effectively scale and/or replicate successful work-based learning or earn and learn models;
- Convene stakeholder employers, funders, practitioners and government officials to develop a set of performance measures that will be tracked and assessed across sectors;
- Convene funders, including decision-making representatives from Philadelphia and Pennsylvania's public workforce entities, to develop policy recommendations

that support expanded investment in demand driven, positive youth focused workforce development;

- Develop a strategic plan for systems change and scale; and
- Participate in all related Generation Work data collection and assessment activities.

Seattle, Washington

Overview

SkillUp Washington and its partners – the Community Center for Education Results, Port Jobs, South Seattle College, the Puget Sound Educational Service District, King County, Seattle Education Access, the Workforce Development Council of Seattle-King County, and United Way of King County – will work together to strategically align the services of and leverage the resources supporting dropout recovery education providers and demand-driven industry partnerships to increase access to training and employment for at-risk young adults ages 18-29 in Seattle-King County. Specifically, the partnership will identify and document lessons learned from two different programmatic interventions: (1) on-ramp to apprenticeship opportunities in aviation, maritime, construction, and advanced manufacturing provided through the South Seattle Community College; and (2) entry-level trades and logistics employment and contextualized education opportunities for young adult job seekers through Port Jobs' Airport University.

Expected Results

Strategically align services and resources supporting dropout recovery education providers and demand-driven industry partnerships serving multiple sectors and employers, thereby increasing access to multiple pathways to employment for at-risk young adults ages 18-29 in Seattle-King County.

In year one the number of re-engagement pathway opportunities will increase to include new re-engagement programs designed to support young adults currently involved in (or seeking to enter) entry-level jobs. Greater alignment between dropout recovery programs and demand-driven industry partnerships will result in increases in transferrable skills and income for young adults who are working to earn a secondary credential and enter and/or advance along a career pathway.

First Year Activities

- Establish a young adult employment sub-committee of the Roadmap Project's Opportunity Youth Advisory Group and convene regularly to identify lessons learned, raise key questions, outline next steps related to delivery of demand-driven and positive youth development strategies, and develop a strategic plan for systems change and scale;
- Establish referral and recruitment protocols for connecting young adults from Open Doors and High School 21+ educational programs to pre-apprenticeship opportunities in aviation, manufacturing, and maritime;

- Establish an Open Doors funded partnership at the airport, designed to connect young adults to entry-level port-related employment and contextualized to support their educational and career pathway needs;
- Engage and support young adults as they move from Open Doors and/or High School 21+ educational providers to SSC and Port Jobs to access employment and next step training;
- Participate in all related Generation Work data collection and assessment activities;
- Document work of two pilot strategies, including guidance for planning, implementing, and evaluating demand-driven young adult re-engagement strategies, and make improvements in project model and protocols incorporating results of effective practice and learning documentation;
- Interview 50+ employers currently partnering with existing re-engagement programs and partnerships and establish employer feedback loops to inform and improve program design, service and funding integration approaches; and
- Develop a Generation Work communications strategy, and communicate results to employers, other providers, and funders in support of systems change and scale goals identified.