



Personalized and Career-Focused Strategies for Engaging Justice System Involved Youth

Arizona Transition Conference August 24-26, 2015

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Agenda

- Who are We?
Who are You?
Why Get Personal?
RAMP & Right Turn Overview
Planning Tools
Resources & Free Stuff



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Presenters



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Who Are You?

⚙️ **Role:** Educator, Other Service Provider, Administrator, Employer, Family,...

⚙️ **Setting:** Home, School, Work, Facility, Community-Based Organization,...

⚙️ **Goals/Purpose:** Work, Education, Training, Youth Leadership, Reentry, Independent Living, Other,...

⚙️ **Time:** Weekly, Daily, Hourly, During School, After School, Evenings, Weekends,...

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Who Are We?

Institute for Educational Leadership

⚙️ **Mission:** to build the capacity of individuals, organizations, systems, and communities to work together to prepare all children and youth for post-secondary education, careers, and Citizenship

Center for Workforce Development

⚙️ **Mission:** Promote career readiness and successful transitions to adulthood for all youth
⚙️ Special focus on youth with disabilities and other disconnected youth

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Who Are We?



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National Collaborative on Workforce and Disability for Youth

NCWD/Youth assists state/local workforce systems to better serve all youth, including youth with disabilities by:



- ✦ informing state & local policies,
- ✦ building system & organizational capacity, and
- ✦ increasing competencies of youth service professionals to effectively prepare all youth for transition to adulthood

Funded by the Department of Labor's Office of Disability Employment Policy

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Youth with Disabilities in School, Work, and Juvenile Corrections

✦ Almost ¼ of secondary students with emotional disturbance (ED) have been suspended or expelled: a rate four times that of peers (Wagner, Kutash, Duchnowski, Epstein, & Sumi, 2005)

✦ Youth who drop out of school are: 72% more likely to be unemployed; and earn 27% less than HS graduates (u.s. DoL, 2003)

✦ Educational failure and unemployment are both related to law-violating behavior (Snyder & Stickmund, 2006)

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Youth with Disabilities in School, Work, and Juvenile Corrections

✦ In juvenile corrections, an average of 30-44% of youth receive special education services and, in some states, the rate exceeds 75%, which is 3-4 times the public school rate (Gagnon, Barber, Van Loan, 2008; Quinn, Rutherford, Leone, Osher, & Poirier, 2005)

✦ Excluding Conduct Disorder, 2/3 (male) and ¼ (female) met diagnostic criteria for one or more psychiatric disorders (Skowvra & Cocozza, 2006; Teplin et al., 2002)

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Guideposts for Success

All Youth Need:

- ◊ School-Based Preparatory Experiences
- ◊ Career Preparation & Work-Based Learning
- ◊ Youth Development & Leadership
- ◊ Connecting Activities
- ◊ Family Involvement & Supports



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Resources for Serving Youth involved in the JJ System

◊ *Guideposts for Success for Youth Involved in the Juvenile Corrections System*

<http://www.ncwd-youth.info/guideposts/juvenile-justice>

◊ *GUIDE – Making the Right Turn: A Guide About Improving Transition Outcomes for Youth Involved in the Juvenile Corrections System*

<http://www.ncwd-youth.info/juvenile-justice-guide>



◊ *INFO BRIEF – Improving Transition Outcomes for Youth Involved in the Juvenile Justice System: Practical Considerations*

<http://www.ncwd-youth.info/information-brief-25>

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Mentoring Resources

◊ *Paving the way to Work: A Guide to Career-Focused Mentoring for Youth with Disabilities*

◊ *Mentoring: Strategies to Support Expansion of Diversity in the Workforce*

◊ *Plotting a course for Success: An Individualized Mentoring Program for Youth with Disabilities*

◊ *Individualized Mentoring Plan*

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Foundations of RAMP & Right Turn

Our work is based on the following **5 publications**:

- ⚙ *Guideposts for Success Transition Framework*
- ⚙ *Paving the Way to Work: A Guide to Career-Focused Mentoring for Youth with Disabilities*
- ⚙ *High School/High Tech Program Guide*
- ⚙ *Making the Right Turn: A Guide About Improving Transition Outcomes for Youth in the Juvenile Corrections System*
- ⚙ *Plotting the Course for Success: An Individualized Mentoring Program for Youth with Disabilities*

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Getting Personal

⚙ **Personalized Strategies**

- Individualized plans: starts with self-exploration & assessment in 5 domains of youth development
 1. Learning
 2. Working
 3. Connecting
 4. Leading
 5. Thriving
- Youth set own personal goals
- Services match individual needs & goals
- Personalized support from case manager, mentor, peers

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Getting Career Focused

⚙ **Career-Focused Strategies**

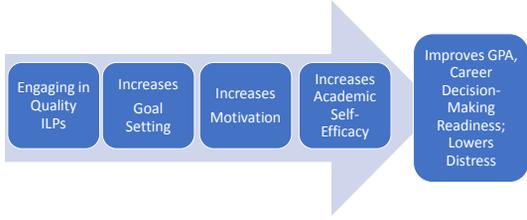
- Comprehensive career development process
 - Self-exploration to identify career interests
 - Hands-on career exploration
 - Career planning & management skills building



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How Quality Plans Benefit Youth

Findings from a National Research Study on Individualized Learning Plans (ILPs)



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Why Mentoring?

Studies have found mentoring improves various youth outcomes:

- ✪ **Psychological** – Higher self-esteem & life satisfaction
- ✪ **School** – Fewer school absences; better school attitudes & behavior; higher high school completion
- ✪ **College & Career** – Higher college attendance; higher employment
- ✪ **Reduced Delinquency** – Lower recidivism; lower offending; less aggressive behaviors; less drug use
- ✪ **Social** – More positive attitude towards helping; Improved parental relationships & support from peers.

(Tolan et al., 2008; Dubois & Silverthorn, 2005; Jekielek, Moore, & Hair, 2002) 17

Ready to Achieve Mentoring Program

- ✪ A high-tech, career-focused mentoring program for youth involved with or at-risk of involvement with the juvenile justice system, including those with disabilities
- ✪ Utilizes group, peer, and one-to-one mentoring to promote the successful transition to employment, continued learning opportunities and independent living
- ✪ Funded by the Department of Justice’s Office of Juvenile Justice and Delinquency Prevention



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9 + 1 RAMP Sites

RAMP Multi-State Mentoring Grant

California

- ✧ Kern High School District Career Resource Department (Bakersfield)

Colorado

- ✧ Ability Connection Colorado (Denver)

Florida

- ✧ Independent Living Center of NE Florida (Clay & Duval Counties)

Maryland

- ✧ Humanim, Inc (Baltimore)

Michigan

- ✧ Peckham, Inc (Lansing)



9 + 1 RAMP Sites Continued

New York

- ✧ YOUTH POWER! (Albany)
- ✧ Regional Center for Independent Living (Wayne County)

Texas

- ✧ Easter Seals Greater Houston

Vermont

- ✧ Youth Services, Inc (Brattleboro)

RAMP- DC Second Chance Act Mentoring Grant

- ✧ District of Columbia – Department of Youth Rehabilitation Services (Washington)



The Results: Year 5 Outcomes

In the first 6 years, RAMP enrolled 2008 youth & recruited 630 mentors. In addition, the RAMP sites developed over 300 partnerships with schools, employers, justice agencies, & community groups. Some of the outcomes included:

- ✧ 96% stayed in school
- ✧ 91% completed program
- ✧ 75% improved school attendance
- ✧ 80% increased social support
- ✧ 91% non-offense rate



How It Works:

- ⦿ **Group Mentoring:** Youth participate in weekly career-focused meetings
- ⦿ **Peer Mentoring:** Youth set weekly goals and receive peer support to reach them
- ⦿ **One-to-One Mentoring:** Youth create individualized mentoring plans and work with their mentor to update them regularly



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RAMP Components

- ⦿ Specific Youth Population
- ⦿ Employer Partnerships
- ⦿ Education Partnerships
- ⦿ Community Partnerships
- ⦿ Family Engagement
- ⦿ Enrolling and Engaging Youth
- ⦿ Training and Retaining Mentors
- ⦿ Weekly Career-Focused Meetings
- ⦿ Individualized Mentoring Plans and Weekly Goal Setting
- ⦿ Transition Planning, Follow-Up, and Support
- ⦿ Administrative: Marketing, Data Management, & Professional Development



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RAMP: Individualized Planning

- ⦿ Individualized Mentoring Plan (IMP)
- ⦿ Is it a required document, a process, or a tool?
- ⦿ For a copy of the RAMP IMP, please visit: www.ramp.iej.org

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Right Turn Career-Focused Transition Initiative

- ◊ Career-focused youth initiative that provides a career development process for youth involved in (or at risk of becoming involved in) the juvenile justice system
- ◊ Provides individualized education, training, and workforce development opportunities by engaging youth in a three-phase career development process that includes self-exploration, career exploration, and career planning and management
- ◊ Youth meet regularly with program staff, mentors, and other caring adults to develop and implement an Individualized Career Development Plan (ICDP)
- ◊ Funded by the U.S. Department of Labor’s Employment and Training Administration and led by the Institute for Educational Leadership (IEL)

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Right Turn: 5 Sites

- ◊ Louisville, KY (KentuckianaWorks, the Greater Louisville Workforce Investment Board)
- ◊ Houston, TX (Goodwill Industries of Houston)
- ◊ Nashville, TN (Oasis Center)
- ◊ Lansing, MI (Peckham, Inc.)
- ◊ Los Angeles, CA (PVJOBS)



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Right Turn: Performance Measure Goals

- ◊ **Enrollment:** 200 Total per site/1000 total for grant
- ◊ **Placement Rate:** 60% of youth 18 & above
- ◊ **Retention Rate:** 50% of those placed (3 months)
- ◊ **Diploma/GED:** 50% of youth 17 or below
- ◊ **School Retention:** 60% who return to school (1 year)
- ◊ **Credentialing Rate:** 60% of youth 18 & above
- ◊ **Recidivism:** 20% or less

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Right Turn: Components

- ⚙ Workforce Development
- ⚙ Education & Training
- ⚙ Case Management
- ⚙ Mentoring
- ⚙ Restorative Justice
- ⚙ Community-Wide Violence Reduction Efforts
- ⚙ Post-Program Supports & Follow-Up



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Right Turn: Components

- ⚙ Workforce Development
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Right Turn: Performance Report

Performance Items	Program-to-Date				
	%	17 & Below		18 & Above	
		Numerator	Denominator	Numerator	Denominator
1. Received Tutoring, Academic Counseling, ESL	24%	94	390	33%	33
					99
2. Received Credit Retrieval Assistance	22%	85	390	43%	43
					99
3. Twilight, Continuation, or Alternative School	19%	74	390	14%	14
					99
4. GED Instruction	6%	23	390	7%	7
					99
5. Vocational/Occupational Skills Training	30%	118	390	21%	21
					99

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Career Development Practice Briefs

⚙ **Using Career Interest Inventories**, <http://www.ncwd-youth.info/innovative-strategies/practice-briefs/using-career-interest-inventories-to-inform-career-planning>

⚙ **Career Exploration in Action**, <http://www.ncwd-youth.info/innovative-strategies/practice-briefs/career-exploration-in-action>

⚙ **Engaging Youth in Work Experiences**, <http://www.ncwd-youth.info/innovative-strategies/practice-briefs/engaging-youth-in-work-experiences>

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Individualized Planning Resources

⚙ **Center for the Advancement of Mentoring** www.advancementmentoring.org
Provides training and technical assistance to the national and local mentoring program grantees of the Office of Juvenile Justice and Delinquency Prevention.

⚙ **MENTOR - National Mentoring Partnership** www.mentoring.org
Helps children by providing a public voice, developing and delivering resources to mentoring programs nationwide and promoting quality mentoring.

⚙ **National Collaborative on Workforce and Disability for Youth** www.ncwd-youth.info
Assists state and local workforce development systems to better serve all youth, including youth with disabilities and other disconnected youth.

⚙ **National Consortium on Leadership and Disability for Youth** www.ncl-d-youth.info
Serves as a national youth-led information, training, and resource center, focused on working on developing leaders, the capacity of centers for independent living and staff and supporting youth with disabilities-related organizations.

⚙ **National Mentoring Center at Education Northwest** www.educationnorthwest.org
The National Mentoring Center at Education Northwest is a training and technical assistance provider for youth mentoring programs and initiatives.

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Questions?

⚙ Are you working with justice system involved youth?

⚙ What types of personalized and/or career focused strategies do you use?

⚙ What challenges are you experiencing?

⚙ What are some successful strategies for engaging justice system involved youth?

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Presenter Contact Information

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