



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

Y-ACHIEVERS: WORKFORCE DEVELOPMENT PROGRAM FOR YOUTH

VALLEY OF THE SUN YMCA
COMMUNITY INITIATIVES

December 5, 2014





ACHIEVERS WORKFORCE DEVELOPMENT PROGRAM HISTORY/OVERVIEW



- Began in 2008 as a program of our Community Initiatives branch
- Funding sources include:
 - City of Phoenix Work Investment Act (WIA)
 - Valley of the Sun United Way
 - BBVA Compass Bank
 - Executive Council Charities
- 1200 youth served
- Locations
 - Maryvale (Indian School/51st Ave.)
 - South Phoenix (George B. Brooks, Sr. Community School, 3146 East Wier St.)



GOAL:

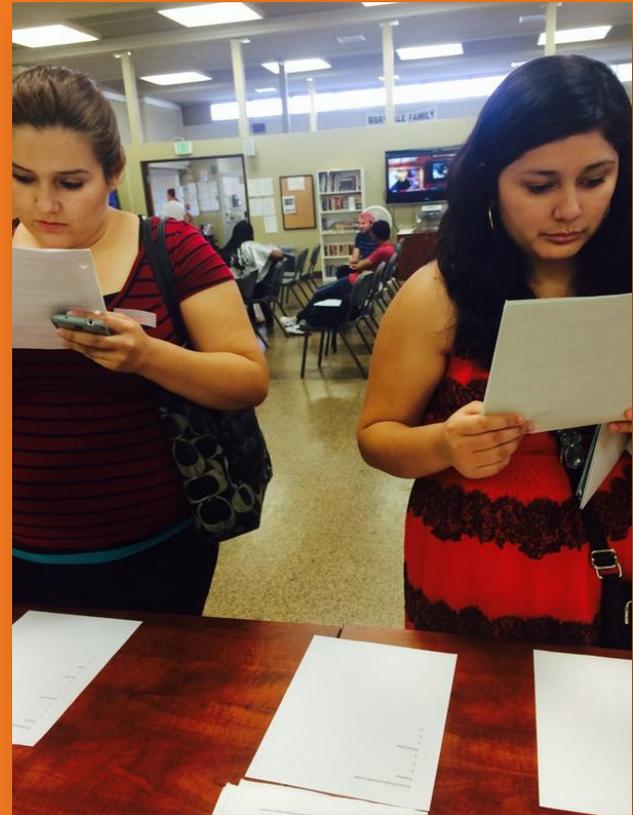
TO HELP AT-RISK YOUTH GAIN THE SKILLS AND SUPPORT THEY NEED TO OBTAIN A HIGH SCHOOL DIPLOMA OR GED, ENTER POST-SECONDARY EDUCATION, AND GAIN SATISFYING AND FINANCIALLY SUSTAINING EMPLOYMENT





Populations Served Include:

- Dropouts
- Pregnant and Parenting Teens
- General Population
- Disabilities (added in 2013)





ACHIEVERS PROGRAM OVERVIEW



Program Components (National Model)

- iLive** to model positive decision making, to demonstrate integrity, and to develop healthy relationships (one session per week)
- iLearn** to enhance academic performance, to graduate from high school or earn GED, to attain post-secondary education (Monday through Thursday)
- iWork** to explore, experience and pursue viable career opportunities (one session per week)
- iServe** to improve the conditions of my world (twice per month)
- iPlay** to promote health and wellness (YMCA memberships provided)
- iCan** to achieve college success (2 sessions per week)



Achievers Programs Nationally





- Case Management Model
- Positive Youth Development Approach: “meet youth where they are”
- Basic Needs Assistance (e.g. transportation, housing, childcare, food, clothing)
- Goal Setting: College and Career Blueprint
- Open Entry/Exit, Year Round Program (M-Th)



Demographics

- Less than 70% Lower Living Standard Income Level (LLSIL)
- Ages 16-21
- 42% of Hispanic origin
- Majority from Maryvale and South Phoenix
- Developmental disabilities include but not limited to: learning disabilities, autism, emotional or behavioral disorders, mild-retardation, physical disabilities
- In school, dropouts, or high school graduates with inadequate skills for sustainable wage employment or post-secondary school
- Many served are out of school youth who are not part of the workforce



Outcomes:

- 72 youth with disabilities were served in FY13/14
- 72% had literacy/numeracy gains*
- 66% were placed in post-secondary education*
- 61% attained a degree or certification*
- 88% entered employment**
- 89% retained employment**
- 94% reported an increase in protective factors (developmental assets/resiliency)
- 98% developed positive adult relationships
- 100% set and achieved identified goals

*as reported at the end of the second quarter of City of Phoenix contract

**as reported at the end of the third quarter of City of Phoenix contract





Specific services for youth with developmental disabilities:

- Facilitating communication between secondary and post-secondary schools to ensure IEPs are transitioned and ADA accommodations are met
- Facilitating family support for the youths' career goals—parents and other family members are often reluctant for youth to reach for independence, fearing failure, hurt or loss of benefits





“Y Knot”

- Opportunity to build hand-on entrepreneurial skills through a pallet furniture making venture
- Earn an entrepreneurial credential (Kauffman “Fast Trac-New Venture”)
- Includes basic OSHA training
- Participants design, construct, market, sell pallet furniture
- 20 hour per week commitment for 10-week period
- Participants receive minimum wage along with gift cards for furniture sales
- Popular work experience component for our youth with disabilities—helping to develop work readiness skills as well as basic academic skills





We have seen an increased need in the Maryvale and South Mountain communities to serve youth with the following characteristics:

- Low income
- Hispanic
- Out of school and not in the workforce
- Developmental disabilities

We are seeking additional investors to assist these youth enter the workforce through our Y-Achievers model.