

Building Human Capital: 2017 Youth and Adult Employment Funding Overview

The 2017 funding process introduces new objectives and strategic priorities for the City of Madison’s Community Development Division. Informed by the Forward Community Investments study conducted in 2016, Adult and youth employment programming are now considered priorities under a shared goal area: *Building Human Capital*. CDD will issue a joint request for both adult and youth employment proposals, constituting the first RFP for adult employment since 2013.

SIGNIFICANT CHANGES

- **Focus on residents experiencing multiple barriers** to ensure access for those with the most need.
- **Joint release** of RFP’s upholds common priorities, procedures and timelines, and proposals will be reviewed in light of their contribution to a continuum of services.
- **A service continuum** is introduced to ensure services are available for all developmental stages and skill levels and that pathways between them are built.
- **Collaborative proposals** are encouraged to strengthen coordination along this continuum.
- **3-5 Year contract commitments** are recommended to support the development of a collaborative approach. Goals and outcomes will be reviewed and adjusted within the annual contract review process.
- **Standardized outcomes** are expected at each stage of the continuum with focus on job retention, wage increase, and consistent tracking of this data over time.
- **Wanda Fullmore and the Construction Employment Initiative** are included and highlighted as special projects within youth and adult employment respectively.

THE CONTINUUM: IDENTIFYING SERVICE POPULATIONS AND TARGETED STRATEGIES

Youth Service Population	Targeted Strategies
14-15 Years	Highly supported community work crews
15-21 Years	Supported work crews providing additional skill development
15-17 Years	Placement in a supported environment providing jobs or paid internships
High Risk 16-21 Years	Combined employment and social/emotional support
16-21 Years	Placement in a private business committed to supporting youth with barriers

∨ Coordinated referral from youth programs into appropriate adult trainings ∨

Adult Service Population	Targeted Strategies
Low-skill with multiple barriers	Supportive services, employment readiness support, entry level job placement/work experience
Some skills and work readiness, basic household stability	Supportive services, employment readiness support, industry specific training, living wage job placement/work experience
Reliable work history, household stability, ready to increase earning potential	Supportive services, employment readiness support, industry credential training, skilled employment/work experience