

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 |

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STANDARDIZED PROGRAM COMPONENTS AND DELIVERY

Funded providers will deliver key services consistently across the continuum as applicable to their program:

Recruitment, Intake and Assessment

- A collaborative network of service providers that ensures participants are recruited and assessed according to their needs, interests and skill level and connected to appropriate programming

Coordination and Resource Linkage

- Collaborative relationships with education, business, human service and re-entry systems
- Coordination among providers allowing youth and adults to progress from program to program
- Alignment among youth providers with MMSD's Personalized Pathways initiative
- Linkage to supportive services to address barriers

Curriculum

- Evidence based, culturally and developmentally appropriate strategies
- Emphasis on soft skills such as communication and self-management
- Emphasis on life skills such as financial capability and career guidance
- Recognized industry informed curriculum leading to industry recognized credentials in fields with jobs available for adults

Work Experience Opportunities

- Supervised and supported work crews
- Paid or unpaid internships, apprenticeships
- Supervised training and/or employment with subsidized or employer payment

Ongoing and Workplace Support

- Programmatic relationships with employers to provide cultural sensitivity and retention guidance
- Personal outreach and support to supervisors to support youth and adults on the job
- Support for participants on the job for 3 – 12 months
 - Job related coaching and mediation
 - Supportive services to address barriers
 - Referral to continued training and education or employment