



YouthWorks Application/ RFP Information Session

December 17, 2019
10:30 am

Conference Line: 888-265-4641 Passcode: 705 686 4298
Please keep your phone on mute, when you are not speaking.

Format of the Webinar

- Eligibility & Timeline
- Overview of Major Changes!
- Closer Look at the Summer program
 - ? – Q&A BREAK
- Year-Round Staffing
- Closer Look at Year Round Funding Options
 - ? – Q&A BREAK
- Application Materials, TA, and Process
 - ? – Q&A BREAK

Eligibility & Timeline

- In order to preserve continuity and maximize opportunities for lasting program improvements, the lead applicant must be same lead agency from 2019 Summer YouthWorks programming.
- **Timeline for Applying**
 - December 23, 2019- Intent to apply form due
 - January 6, 2020 Online Application Portal Opens
 - February 3, 2020 Full application and proposals due

Contract Timelines

- **Summer Contracts**
April 1, 2020 – September 30, 2020
- **Year Round Contracts**
September 1, 2020- May 31, 2021
(can be extended into June)

Please note the intentional overlap!

Overview of Major Changes

- One application, new timeline, full-year funding
- Increased focus on outcomes and continuous improvement
- Tiered age stage and path program
- Increased focus on demand-driven career exploration and occupational skills training
- Stronger alignment to Connecting Activities and other strategic partnerships
- Statewide private sector employer engagement strategy

A Closer Look at the Summer- Allocations

Table 3: Summer 2020 YouthWorks Allocation Table

| Region (Eligible Cities) | 2020 Summer Allocation | 2020 Summer Enrollment Target | Sub-Category Enrollment Targets | | |
|-----------------------------------------------------------------------|------------------------|-------------------------------|----------------------------------|--------------------------------------|-----------------------------------|
| | | | Service & Project-Based Learning | Early & Career-Trajectory Employment | Career Pathway Training & Support |
| Berkshire (Pittsfield) | \$188,300 | 61 | 17 | 36 | 8 |
| Boston (Boston) | \$3,202,827 | 1,159 | 412 | 732 | 15 |
| Bristol (Fall River, Taunton) | \$704,276 | 244 | 74 | 158 | 12 |
| Cape & Islands (Barnstable) | \$132,476 | 41 | 12 | 21 | 8 |
| Central Mass (Worcester) | \$905,926 | 316 | 97 | 207 | 12 |
| Franklin Hampshire (Northampton) | \$101,882 | 30 | 8 | 14 | 8 |
| Greater Brockton (Brockton) | \$479,208 | 160 | 37 | 113 | 10 |
| Greater Lowell (Lowell) | \$581,422 | 197 | 49 | 138 | 10 |
| Greater New Bedford (New Bedford) | \$606,131 | 212 | 72 | 128 | 12 |
| Hampden County (Chicopee, Springfield, Holyoke, Westfield) | \$1,826,035 | 645 | 202 | 428 | 15 |
| Merrimack Valley (Lawrence, Haverhill) | \$869,025 | 301 | 87 | 202 | 12 |
| Metro North (Cambridge, Chelsea, Malden, Somerville, Revere, Everett) | \$1,051,405 | 374 | 130 | 232 | 12 |
| Metro South/West (Framingham) | \$228,616 | 73 | 13 | 52 | 8 |
| North Central (Leominster) | \$401,148 | 134 | 35 | 89 | 10 |
| North Shore (Lynn, Salem, Peabody) | \$748,345 | 248 | 47 | 189 | 12 |
| South Shore (Quincy, Plymouth, Weymouth) | \$442,724 | 149 | 39 | 100 | 10 |
| Statewide Totals | \$12,469,746 | 4,344 | 1,331 | 2,839 | 174 |

A Closer Look at the Summer- Allocations

- **Funding allocations** are based on an average of the last two years allocation rates with the 2019 rate of proportional need
- **Regional need** is defined by the total number of youth in need in target cities plus 20% of the youth in need from non-target cities
 - The number of youth in need is a combined measure of the number of students the DESE has identified as economically disadvantaged plus the estimated number of disconnected youth in given cities and regions from the American Community Survey (ACS).

Program Model and Desired Outcomes

| Service and Project-Based Learning | Early and Career-Trajectory Employment | Career Pathway Training and Support |
|--------------------------------------------------------------------|-------------------------------------------------------------------------------|-------------------------------------------------------------------------------|
| 14-15-year-old participants summer only 75-115 program hours | 16-21-year-old participants summer and year-round 140-195 program hours | 17-21-year-old participants summer and year-round 125-200 program hours |

See pages 5, 13-16

- Programming that supports a strong emerging workforce.
- High-quality and engaging work and learning experiences.
- Increased participant awareness of skill, careers and industries.
- Development of key soft skills
- Cohesive and progressive career development services by aligning with local Connecting Activities and Innovation Pathways programming.
- Additional supports for younger participants
- Subsidized employment opportunities that foster transferable skills.
- Growth placements for returning participants
- Skills, exposure and experience to obtain entry-level positions in high-demand fields



Service and Project-Based Learning

Key Programmatic Features and Reminders

Participants ages 14-15

Cost model- up to \$2,000 per participant

Service and Project-Based Learning in cohort settings or supportive small group/ individual placements

60-100 work/service hours across at least 5 weeks

Mentorship and support

Ongoing assessment and reflection to build a stronger self-awareness practice

Signal Success: Starting off Strong

Early and Career-Trajectory Employment Experiences

Key Programmatic Features and Reminders

Participants ages 16-21

Cost model- about \$3,150 per participant

125-180 hours of subsidized employment

Placement match and worksite support

MA Work Based Learning Plan used to

assess development and growth at the
worksite

Signal Success: Building a Professional Self

Career Pathway Training and Support

Key Programmatic Features and Reminders

Participants ages 17-21

Cost model- up to \$5,000 per participant

Singular sector or occupational focus

At least 110 hours of career pathway
program services

Informed by employer partners

Built in competency-based assessment

Signal Success: Crafting a Career Path

Changes to *Signal Success*

Three versions o help facilitate a consistent and progressive YouthWorks experiences in three tiers of the YouthWorks program

- **Signal Success: Starting off Strong**
- ***Signal Success: Build a Professional Self***
- **Signal Success: Crafting a Career Path**

- **15 hours required in the summer**
- **25 hours required in year round**

- **No more that 7.5 hours of Signal Success should be frontloaded** prior to other core programming.
- **Maximum session length of three hours**

Curriculum Maps for all three versions available by **end of January**

Full release in March

Facilitator training to begin in April

Wages and Stipends

All subsidized placements in the YouthWorks program must include all hourly wages no less than the Massachusetts minimum wage of \$12.75 in 2020 and \$13.50 in 2021. Hourly wages above the minimum wage must be indicated and approved in the program budget.

When should you use a wage versus a stipend?

| Program Element | |
|-----------------------------------------------------------------------------------------------|---------------------------|
| Signal Success (hosted at a worksite or conducted concurrently with the subsidized placement) | WAGE |
| Signal Success (professional development-style implementation prior to program) | Stipend, incentives, wage |
| Cohort-based learning projects | Stipend or Wage |
| Career exploration activities (job shadow, job fair, company tour, industry panel) | Stipend, incentives, wage |
| Occupational training course | Stipend, incentives, wage |
| Individual Work Placements | WAGE |

Increased Focus on Data and Outcomes

Table 6- Data Points/Tools

| Required Across all Tiers |
|----------------------------------------------------------------------------------------------------------|
| Participant Social Security Numbers (CommCorp conducted wage record match) |
| Participant-level demographic information, wage and hours of core program services |
| End of program survey (paper and online versions available) |
| Participant Case Study questionnaire (to be completed with a small strategic subset) |
| Required in Select Tiers |
| Massachusetts Work Based Learning Plan ² |
| Certification pass or completion status for a program-sponsored credential ³ |
| Programs Should Select at Least 2 for each Tier |
| Signal Success Competency-Based Portfolio |
| Employment status upon completion of program |
| Returning Participant Analysis Protocol ⁴ |
| 20% Vulnerable Youth Analysis Protocol ⁴ |
| Program Connection Analysis Protocol (tracks progression to WIOA and Connecting Activities) ⁴ |
| Employer Satisfaction Survey |

Making It Work! Youth PD Convenings

All Regions should plan to participate this summer!

Dates and Host Regions:

Tuesday, July 28th- Central

Thursday, July 30th- North Shore

Thursday, August 6th – Hampden

Tuesday, August 11th- Greater New Bedford



Questions about Eligibility, Timeline & Summer Programming

Year Round Staffing

Table 5- Year-Round Staffing Funds to Support Program Improvement

| Available Funding Level | Regions |
|-------------------------|-------------------------------------------------------------------|
| \$10,000 | Berkshire, Cape and Islands, Franklin Hampshire, Metro South/West |
| \$20,000 | North Central, South Shore |
| \$25,000 | Greater Brockton |
| \$30,000 | Greater Lowell, Greater New Bedford |
| \$35,000 | Bristol, North Shore |
| \$45,000 | Central Mass, Merrimack Valley |
| \$55,000 | Metro North |
| \$60,000 | Boston, Hampden County |

Year Round Funding Opportunities

- Anticipated \$1 million in year-round funding. This does not include the staffing allocations.

Table 4- Year-Round 2020-2021 Competitive Funding Options

| Option Description | Acceptable range of per participant costs | Acceptable range of target number of participants | Maximum Funding Request |
|-------------------------------------------------------------------------------------------------------------|-------------------------------------------|---------------------------------------------------|-------------------------|
| Option A- Career Pathway Training and Support | \$3,000-\$5,000 | 8 to 25 | \$90,000 |
| Option B- Early and Career-Trajectory Employment Experiences (with additional career exploration) | \$2,700-\$3,700 | 10 to 28 | \$80,000 |

- Regions can apply for and receive **multiple grants across multiple options in any configuration** that honors the quality of the proposals and the capacity of the program.

Preference will be given to Option A proposals that include

- The inclusion of regional labor market data
- Strategic pairing of summer and year-round YW participants
- Strategic blending of work-related experiences
- Defined and thorough recruitment, case management, and retention plans
- The ability to support participants in attaining work experience, credentials and/or certificates that enhance their marketability in high-demand fields

Preference will be given to Option B proposals that include

- Strategic pairing of summer and year-round participants
- Demonstrated ability to effectively recruit and retain the number of youth proposed to serve
- A clear and inclusive plan for participant recruitment and retention
- The ability to deliver a Signal Success in a manner that supports personal motivation and diverse learning needs
- A clear outline of the type of career exploration activities and a rationale as to which industries will be prioritized

Also, across A and B proposals

- Additional consideration will be made for proposals that seek not only to support strong execution of the given program model, but also to expand the degree to which more vulnerable populations (proven-risk young adults, participants with significant disabilities, English language learners, participants in foster care, etc.) are served and supported by the YouthWorks Year-Round Program.



Questions about Year-Round Staffing or Competitive Grants

Application Process

- Please use the narrative proposal forms and budget forms provided
- **You will need to complete separate online applications for summer and each year round proposal**
- We may reach out with additional questions and requests to revise summer proposals from mid-February- early March.
- We are aiming to be able to inform programs about the status of competitive year round funding by mid-March.

Application Process

- Please avoid trying to recycle large portions of pervious applications.
- Enough has changed that a fresh approach is warranted.
- If you need any support at all, please reach out to me by email or phone.

Technical Assistance

All programs will receive a dedicated lead technical assistance staff support from CommCorp.

Consistent participation in statewide, regional and local technical assistance is a requirement of the YouthWorks grant.

- **Two statewide convenings (April and October)**
- **A fiscal and grant management session** in mid-April of 2020
- **Regional group-based technical assistance meetings** in April-May of 2020 and October-November of 2021
 - covering a range of topics, including support on **developing sector-based programming for youth, structuring effective cohort learning, using the new YouthWorks database**
- **Training capacity for implementing Signal Success** is available in April, early May and October through regional group trainings. For seasonal staff, late May and June.
- **Individualized technical assistance via meetings and calls** will support grantees in effective program design, implementation and assessment.



Final Q & A

Please note a written copy of all questions and answers will be posted to the website next week and sent out to the webinar participants.