

# Transitional Jobs for Youth: Pave a Pathway of Opportunity

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[www.transitionaljobs.net](http://www.transitionaljobs.net)

# About the NTJN

- A coalition of policy makers, workforce organizations, nonprofit service providers, and advocacy organizations
- Advocates for policies that address barriers to employment for *the hardest to serve*.
- Raises public understanding of Transitional Jobs (TJ) programs.
- Provides resources and technical assistance to existing and start up programs.
- Hosts an annual conference - April 1-2, 2008 in Oakland, California - USA

# The Transitional Jobs Strategy

Transitional Jobs (TJ) is a workforce strategy designed to help people with **significant barriers** to employment.

Provides **time-limited, wage paying jobs** that combine

- **real work**
- **supportive services**
- **skill development**

to transition participants successfully to permanent jobs!

# The Transitional Jobs Strategy

*Youth considered to have significant barriers to employment include:*

- Youth who are not in school & not working
- Former foster youth
- Court-involved youth
- Young parents
- Homeless youth

# Real Work

## Transitional Job

*Goal is to provide real work experience supported with wages:*

- Lasts 3-12 months, with 6 months the average
- Work 20-35 hours per week
- Wage is usually state or Federal minimum wage
- TJ employers can be non-profit, government, or for-profit employers

# Real Work

## Examples of Transitional Jobs

- Individual placement
- Work crews
- Social enterprise

Many programs combine the above models for a more layered approach!

# Examples of Transitional Jobs

## Individual Placement Model

- TJ participants are placed at an individual worksite.
- Former youth participants can serve as mentors
- Types of placement often include clerical work, radio & theatre production, PC repair, medical billing, maintenance, food service, childcare or after school programs

# Examples of Transitional Jobs

## Work Crew Model

- TJ participants work in crews with 5-7 members under the direction of a supervisor.
- Former youth participants can serve as work crew supervisors
- Types of placement often include parks, schools, and government facilities.
- Jobs skills often include construction, landscaping, painting, etc.

# Examples of Transitional Jobs

## Social Enterprise Model

- Non-profit owned business designates employee positions for youth TJ participants.
- Businesses include (but are not limited to): food service, landscaping, or retail stores.
- Youth can play roles in interviewing potential youth workers, making work schedules, conducting peer reviews and determining raises.

# Supportive Services

## Orientation and Assessment – Youth Driven!

*Youth & program providers partner to assess his/her needs & strengths in the following areas:*

- Academic skills & strengths
- Vocational goals & interests
- Past employment experience
- Current barriers to employment
- Mental & physical health issues
- Non-employment system commitments
- Drug testing – to identify not exclude

# Supportive Services

## Case Management – Youth Driven!

*Youth & program provider partner to manage barriers and support life skills development and challenges of youth in these areas:*

- Education
- Childcare
- Substance abuse/mental health support
- Healthcare
- Stable housing
- Transportation
- Review on the job performance.

# Skill Development

## Job Readiness

*Goal is to prepare youth for success in transitional jobs & permanent employments:*

- Resume writing
- Employment application
- Interview skills
- Budgeting a paycheck
- Review income supports
- Basic financial literacy
- Goals/next steps

# Moving from Transitional Jobs to Permanent Employment

## Unsubsidized Job Placement

*A major goal of TJ programs is to assist the youth in graduating from the transitional job and moving on to permanent employment.*

- Work with job development staff while in TJ
- Job retention services
- For-profit employers typically agree to hire participants once the TJ is complete

# Transitional Jobs Work!

## Evaluation Outcomes

- Increased length in permanent employment
- Higher earnings
- Education attainment

# Youth TJ & Microenterprise

## Why it works

### **For youth:**

- Earn wages and work experience
- Gain leadership & entrepreneurial skills
- Work towards other life goals
- Receive peer & adult support
- Connect to community resources

### **For providers:**

- New revenue streams
- Greater control of work experience & skill development

# Roca, Inc. – The Key Program

## Overview

- Target Population - youth on the verge of leaving high school or involved with gangs
- Funding – family foundations, Tacos Unidos, State of Massachusetts
- Four program components

# Roca, Inc. – The Key Program

## Program Components

- Bench Slot -- newly referred youth work for 2 weeks without pay & perform basic grounds maintenance
- Work Crew -- youth who were on the “bench” move onto a work crew. Works on municipal contracts for grounds maintenance & graffiti removal. Also works at Tacos Unidos
- Development Days -- youth work to achieve education goals or strengthen job readiness competencies and life skills
- Job placement & retention

# Roca, Inc. – The Key Program

## Taco Unidos

- Based on theory of Transformational Change
- Catering business
- Youth act as servers, cooks, site coordinators, mentors, etc.
- Currently in an evaluation phase
- Growth opportunities – product innovations & merchandizing



# Thank you!

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