

Expanding NFJP's Capacity to Include Youth Programming For Educational and Career Opportunities for Farmworker Youth

Looking at NFJP and YouthBuild Together

Integrating a Youth Component within NFJP

In 2016 DOL added a Youth Component to NFJP
Service Model Included:

- * Youth 16 – 24 years of age
- * Farmwork dependent or on their own
- * Low Income (70% LLSIL)
- * In School and Out-of-school youth
- * Educational training to include (GED) or High School Diploma
- * Post Secondary Training in career pathways and sectors partnerships (6 in AZ)
- * Credentials and certifications
- * Performance Measures for education, credentials, job placement and retention
- * Placement in full time work (Job or college)
- * Follow up for a 1 year period
- * Co-enrollment with other programs to leverage services
- * Counseling services when needed



OVERLAP

The overlap between elements of a YouthBuild program and a NFJP model

YOUTHBUILD

- * 16 – 24 years of age
- * Farmwork and non-farmwork
- * Low Income (70% LLSIL)
- * Out of school youth
- * Education in GED or High School diploma
- * Training (construction and rehab)
- * Credentials and certifications
- * Career Pathway Opportunities
- * Placement (Job or college)
- * Retention and follow up
- * Counseling
- * Co-enrollment to leverage services
- * Staff Mentoring
- * Performance Measures

NFJP

- * 16 -24 years of age
- * Farmworker
- * Low income
- * Out of school youth
- * Educational Goals (GED, HSD, ESL)
- * Training (variety of occupations)
- * Credentials & certifications
- * Career Pathway Opportunities
- * Placement in full time work or college
- * Retention and Follow up
- * Counseling
- * Co-enrollment to leverage services
- * Staff Mentoring
- * Performance Measures

PPEP's Youth Model for All Youth Development

Staff Development is the critical component for all youth development and ensuring that barriers and issues are addressed from the beginning to ensure positive outcomes. Training in specific areas helps staff to develop realistic goals with youth and to implement a youth centered model.

Training Includes:

- ▶ Mental Toughness Orientation
- ▶ Training in Resiliency
- ▶ Training in Trauma Based Behaviors
- ▶ Training in Cognitive Development
- ▶ Job Development
- ▶ Comprehensive Case Management and a Client Centered Design
- ▶ Youth Council Development
- ▶ Motivational Interviewing
- ▶ Behavioral Health First Aid
- ▶ Drug and Alcohol Screening

PPEP Youth Program Assessments

- ▶ Whether YB, NFJP, or WIOA, programs are looking at employability skills required by local employers or education levels for college, vocational, or other technical training that leads to a career pathway and preferably in a high demand or sector job.
- ▶ Assessments are given to assess those most at risk of long-term dependency and addressing those with the lowest levels of education and employability skills;
- ▶ All use a variety of different assessments, such as TABE, CASAS, Career Interest Inventory, Pics Assessment and others materials. Information is then assessed to address education, skill levels and interests; therefore, enabling practitioners to create a client centered design that will address different needs of individuals and develop comprehensive goals and steps to meet objectives .
- ▶ Testing that specifically addresses reading and math levels also allows program operators to develop appropriate curricula and program designs to meet different levels of need, and allows targeting and planning decisions to be made with more precision for a holistic case management plan.

Working to Build a Bridge

Developing Career Pathways for Farmworker Youth Through

- * Identifying Co-Enrollment opportunities to leverage programs and services that offer diversification in employment and training fields
- * Identifying IEP goals and objectives that coincide with other programs, such as WIOA, NFJP and YB
- * Identifying Farmworker Youth ready for next steps to employment
- * Leveraging staff competencies
- * Identifying compatibility among Common Measures
- * Ensuring Placements and Retention are priority
- * Seeking to identify Occupations with Career Ladders
- * Seeking programs that offer Credentialing and certifications (GED, HD, OSHA NCCER, 10/first aid & CPR, forklift, etc.)
- * Work with Programs have the ability to leverage services and offer other funding to provide additional services to enrolling participants.

Co-Enrollment Requirements

What We're Looking For In Program Partners

- ❖ Offer Career Pathway Approaches
- ❖ Offer Construction Training Opportunities
- ❖ Work with Older Youth and OSY
- ❖ Offer Additional training opportunities
- ❖ Offer Client Centered Case management Design
- ❖ Offer GED Training
- ❖ Offer ESL is Training
- ❖ Offers OJT Opportunities
- ❖ Offer Credentialing and Certification opportunities
- ❖ Offer Placement assistance for a win win for programs co-enrolling
- ❖ Work to meet program Goals and Objective for all involved
- ❖ Assist with required follow up and retention documentation if necessary
- ❖ Provide Tutoring and other needed youth services
- ❖ Provide Post-Secondary Opportunities
- ❖ Willingness to invest in the mission
- ❖ Program Buy-In and Investment
- ❖ Common Goals developed and documented

Current Youth Partners

- ▶ AmeriCorps for Post-Secondary Opportunities
- ▶ CSBG
- ▶ HEP
- ▶ CAMP programs
- ▶ Behavior Health Counseling
- ▶ Housing and Construction Partners
- ▶ Local Colleges and Graduate Students
- ▶ Employers
- ▶ Other Training Providers (HDS, Goodwill, Campesinos, etc.)
- ▶ One Stops Centers
- ▶ Other Youth Serving Programs for homelessness and other services
- ▶ City Governments
- ▶ National Associations
- ▶ Other granting organizations with related visions
- ▶ Senior Organizations
- ▶ Volunteer organizations
- ▶ Juvenile Justice and Probation



Outreach and Recruitment

- ▶ Local Schools (dropouts)
- ▶ Parent Organizations
- ▶ Craig's List
- ▶ One Stop Centers
- ▶ Other Youth Serving Programs
- ▶ Local Employers
- ▶ Advertisements (Radio and Flyers)
- ▶ Word of Mouth
- ▶ Youth Program Graduates

Questions & Answers