

thrivechicago

CHICAGO'S OPPORTUNITY FOR YOUTH

MAY 2019 | ANNUAL IMPACT REPORT

THRIVE'S

THRIVE CHICAGO CREATES COLLABORATIVE NETWORKS OF PEOPLE AND DATA THAT ACCELERATE INNOVATION AND HELP US FUNCTION AS A BETTER SYSTEM FOR CHICAGO'S YOUTH.

MISSION

DEAR PARTNERS,

Young people in Chicago are the city's most important asset and when we give youth access to jobs and continued education, all of Chicago thrives.

At today's 2019 Opportunity for Youth Summit, we're excited to elevate the voices of youth and the voices of youth sector leaders from different neighborhoods, nonprofits, government agencies, philanthropic institutions and businesses to share some of the collective progress to make Chicago's youth sector stronger and more innovative.

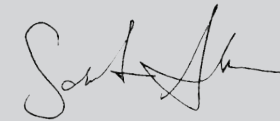
Today we are also excited to share two key reports: Thrive's annual *Opportunity for Youth Report* and Chicago's *My Brother's Keeper Action Plan*. The first highlights some of the key collaborative solutions Thrive has been supporting with public and private partners to address systemic barriers in both the in-school and out-of-school space. It also shines a light on work that, though not as directly involved with, Thrive wants to elevate as important citywide contributions. Today we also share new data on Opportunity Youth (OY), defined as 16-24 year-olds who are out of work and out of school, in Chicago. This data is intended to help us all work smarter as a city to reconnect OY to employment and education.

In partnership with community based organizations and the Obama Foundation, Thrive has led the co-development of Chicago's My Brother's Keeper Action Plan to drive collective action to maximize supports for boys and young men of color. In order to ensure this plan was designed by and for the individuals it seeks to support, Thrive and ChiByDesign held design thinking sessions, in depth 1-1 interviews and workshopped ideas with 200+ young boys and men of color from across

the city. Today we will be able to share these findings with you and begin to take the next steps to collectively commit ourselves to what youth have told us directly they need.

We are thrilled that you are joining Thrive Chicago to be a part of the collective momentum to change the future of Chicago's youth.

SINCERELY,



**SANDRA ABREVAYA
PRESIDENT AND CHIEF IMPACT OFFICER
THRIVE CHICAGO**

TABLE OF

06	WHY COLLECTIVE IMPACT
07	HOW WE DO COLLECTIVE IMPACT
10	COLLECTIVE IMPACT HIGHLIGHTS: EQUITY
14	COLLECTIVE IMPACT HIGHLIGHTS: POSTSECONDARY

18	COLLECTIVE IMPACT HIGHLIGHTS: OPPORTUNITY YOUTH
24	LOOKING AHEAD
32	SPECIAL REPORT: STATE OF OPPORTUNITY YOUTH

CONTENTS

CHICAGO'S SYSTEMIC CHALLENGES



WHAT BURDENS YOU MOST ABOUT YOUTH DEVELOPMENT IN CHICAGO?

- 01** We've been working at this for over 30 years, yet youth nonprofits collectively service only ~15-30% of Chicago's youth through programs.
- 02** It's both risky and costly for individual organizations to test innovations on their own.
- 03** Organizations often don't have the capacity or support to access and use data to drive their decisions.
- 04** \$2 billion is invested annually in over 300 youth-serving nonprofits, but very little coordination exists to ensure maximum impact. We believe that it's possible to leverage a greater return on this investment.

WHY COLLECTIVE IMPACT?

The Chicago landscape of youth-serving nonprofits, community-based organizations, government agencies, philanthropic institutions and researchers is vast and complex. Chicago (Thrive) is a central point of connection that works closely with 300+ public and private partners serving youth. We understand the ecosystem, and strive to support ecosystem partners so that the needs of every young person in Chicago are being met and they can thrive.

HOW DO WE DO COLLECTIVE IMPACT?

The best way to build sustainable progress is from the ground up. Thrive elevates youth and community leaders to design innovative solutions. These solutions focus on alignment of goals among partners, better coordination on the ground of services for youth and scaling innovative practices.



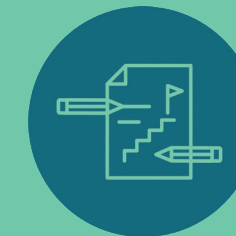
CONVENE AND CONNECT

We start by bringing together the public and private partners that focus on these issues. This includes youth and community leaders in the nonprofit, government, philanthropic, employment and research sectors.



ACTIVATE DATA & RESEARCH

We then look at the data and research to point to our greatest challenges and where there could be innovative solutions if we work more collaboratively and strategically as a system.



CO-DESIGN SOLUTIONS

We then facilitate design thinking sessions to develop strategies driven by the voices of youth and community leaders. Thrive is very focused on voices that don't regularly get included in designing strategies – organizations that are trusted in their neighborhoods but have limited capacity to engage in citywide efforts.



IDENTIFY SEED AND SUSTAINABLE FUNDING

Thrive raises resources from local and national funders for Chicago's Youth sector. In 2018-19, Thrive raised \$2.4 million that it put out the door to other organizations to drive solutions generated by Chicago youth and community leaders.



COLLECTIVE IMPACT HIGHLIGHTS



EQUITY

“I WAS SEARCHING FOR MYSELF. I DIDN'T HAVE THE SUPPORT I NEEDED TO FIGURE MYSELF OUT... I DISCOVERED PURPOSE. I DISCOVERED I HAVE PURPOSE.”

PUTTING YOUTH AT THE CENTER

Since its inception, Thrive has worked with stakeholders to shine a light on equity gaps and how we need to work collectively to address them. In October 2018, Thrive launched a new partnership with Youth Guidance and the Obama Foundation's My Brother's Keeper (MBK) initiative to ask how we as a city elevate the voices of boys and young men of color to create more equity for them.

WHAT THE DATA TELLS US



1 IN 5 BOYS AND YOUNG MEN OF COLOR ARE DISCONNECTED

That's 21% of all 16-24 year-old males of color in Chicago.

HOW WE ELEVATE THE VOICES OF YOUTH AND COMMUNITY LEADERS TO DESIGN SOLUTIONS

In partnership with community-based organizations and the Obama Foundation, Thrive has led the co-development of Chicago's MBK Action Plan to drive collective action to maximize supports for boys and young men of color. In order to ensure this plan was designed by boys and young men of color, for boys and young men of color, Thrive held design thinking sessions, in-depth 1-1 interviews and workshopped ideas with 200+ young boys and men of color from across the city.



THE COLLECTIVE IMPACT STRATEGY: MY BROTHER'S KEEPER ACTION PLAN

01

WE WILL **OFFER COMMUNITY LEVEL TRAININGS** ON POSITIVE YOUTH DEVELOPMENT AND RESOURCES AND TOOLS TO BEST SUPPORT BOYS AND YOUNG MEN OF COLOR

02

WE WILL **ENCOURAGE 'MENTORSHIP AT ANY MOMENT'** BY CREATING **FUNDING STREAMS** THAT ACKNOWLEDGE AND SUPPORT THE EXISTING RELATIONSHIPS IN YOUNG PEOPLES LIVES

03

WE WILL **CREATE IN-SCHOOL CLASSES** DEVOTED TO HELPING BOYS AND YOUNG MEN OF COLOR FIND AND PURSUE THEIR PURPOSE IN LIFE

04

WE WILL **NO LONGER USE** THE LABEL "AT RISK" AND **TURN AWAY** YOUTH LOOKING FOR HELP

05

WE WILL CREATE **DIGITAL TOOLS** THAT HELP BOYS AND YOUNG MEN EASILY FIND THE INFORMATION THEY NEED TO GET HELP

06

WE WILL **CELEBRATE** BOYS AND YOUNG MEN OF COLOR **IN THE MEDIA AND PUBLIC SPACES**

07

WE WILL BETTER **COMPENSATE AND SUPPORT FRONTLINE STAFF** WHO WORK WITH BOYS AND YOUNG MEN OF COLOR

08

WE WILL **CREATE LONG-TERM INVESTMENTS** IN PROGRAMS TARGETED FOR BOYS AND YOUNG MEN OF COLOR

09

WE WILL **MEASURE THE OUTCOMES** THAT CAPTURE THE FULL EXPERIENCE OF BOYS AND YOUNG MEN OF COLOR

10

WE WILL **HOLD OURSELVES COLLECTIVELY ACCOUNTABLE** TO THE ABOVE AND THE FOLLOWING OVERALL MILESTONE GOALS:

- INCREASE THE COLLEGE GRADUATION RATE OF BOYS AND YOUNG MEN OF COLOR BY 25% IN FIVE YEARS
- DECREASE THE NUMBER OF DISCONNECTED BOYS AND YOUNG MEN OF COLOR BY 15%

IMPACT

That is up to you. As we launch Chicago's MBK plan today, tell us how you see your role in furthering these insights generated by Chicago's youth. Thrive, in partnership with Youth Guidance, and all supporting CBOs are committed to supporting these strategies, identifying resources for them and holding us collectively accountable as a city to this work.



POST-

SECONDARY

PUTTING YOUTH AT THE CENTER

Ensure youth have the right supports at the right time to get to college.

WHAT THE DATA TELLS US

When examining enrollment for both 2 and 4 year colleges, we see that we are still far from closing racial and gender gaps. *Black and Latinx youth enroll in 4 year colleges at two-thirds the rate of their White and Asian peers.*

What's more, every year, 30% of Chicago Public Schools (CPS) graduates who intend to go to college do not enroll – they “melt.” *That's nearly 5,000 students annually.*

Finally, of the over 76 percent of CPS freshmen who aspire to earn a college degree, it is estimated that only *18 percent* will do so within 10 years of starting high school¹.

HOW WE ELEVATE THE VOICES OF YOUTH AND COMMUNITY LEADERS TO DESIGN SOLUTIONS

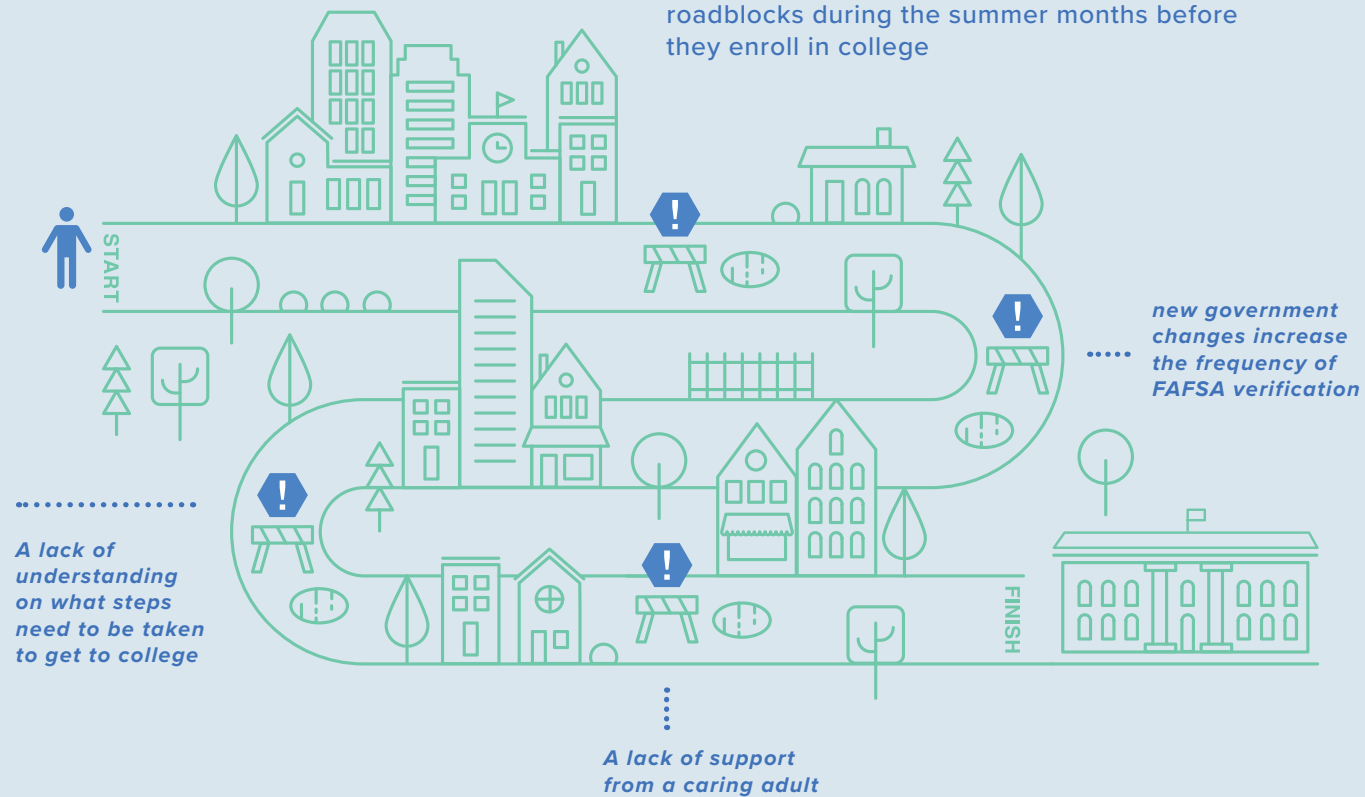
Deeply committed to a systemic approach in increasing Chicago students' postsecondary enrollment and persistence, Thrive regularly convenes 30+ public and private partners known as the Thrive Postsecondary Action Team including, CPS, College Possible, Chicago Scholars, OneGoal, Embarc, iMentor, Youth Guidance and others, *to solve these challenges as a coalition.*

In addition to the focus on college enrollment, Thrive's partners are now working together on collective strategies to address college persistence. Key emerging levers for change include earlier career exposure, course-to-career linkages, social-emotional skill development, and improved financial advising seeking to dramatically increase the number of students who persist to a degree.



THE COLLECTIVE IMPACT STRATEGY

BEFORE Students experience various roadblocks during the summer months before they enroll in college



AFTER Thrive facilitated design sessions with youth and community leaders to implement some key strategies to change the game



IMPACT

Since 2017, the Postsecondary Action Team drove breakthroughs in Chicago's college enrollment rates, including contributing to an additional 1,000 students successfully matriculating to college - **the highest ever one year increase in college enrollment² in Chicago**. This breakthrough was nationally recognized by at the 2019 SXSW EDU Conference where Thrive and CPS presented this year as a model for other cities.

The Chicago Community Trust and The Joyce Foundation invested the catalytic innovation dollars in 2017 and 2018 to test these solutions youth and community leaders designed. This investment created a proof point that led to more sustainable funding. In 2019, CPS allocated this investment in their budget to fund this summer melt strategy.



OPPORTUNITY

THE SUPPORT I GET FROM THE HUB IS SO DIFFERENT. ANY PROBLEM I HAVE, THEY GOT ME. IT'S LIKE I'M NEVER REALLY ALONE.

- Ray'Von, 18

YOUTH

PUTTING YOUTH AT THE CENTER

Opportunity Youth (OY) need an easier way to navigate an often siloed ecosystem of services that offer critical services including housing, to comprehensive academic enrichment, trauma care, social-emotional learning, health, etc. These comprehensive services are critical to get *and stay* reconnected.

WHAT THE DATA TELLS US

Thrive's Opportunity Youth (OY) Working Group has unearthed critical data that has changed the narrative about OY in Chicago and deeply informed citywide strategies.

THERE ARE ~47K OPPORTUNITY YOUTH IN CHICAGO. NO ONE ORGANIZATION CAN SOLVE THIS ALONE

3 in 20 youth, ages 16-24, are out of school and work



55% Male	45% Female	> 72% Have a High School diploma or more
18% 16-19	82% 20-24	> 43% Have been disconnected for >12 months
53% Black	30% Latinx	> 60% Are low-income (<200 FPL)

💰 For an annual total cost of ~\$2 billion



HOW WE ELEVATE THE VOICES OF YOUTH AND COMMUNITY LEADERS TO DESIGN SOLUTIONS

Since 2017, Thrive's Opportunity Youth (OY) Working Group has driven strategies to reconnect Chicago's nearly 50,000 disconnected youth, including the idea of a Reconnection Hub. The innovative Hub model that was co-designed by members of the Working Group includes navigators and technology that support youth in achieving their goals to get back to school or get a meaningful job. Once this idea was announced at the 2017 Thrive OY Summit, Thrive launched a Reconnection Hub Action Team driven by key youth and neighborhood leaders to make this vision a reality.

MEMBERS OF RECONNECTION HUB ACTION TEAM

ROSELAND

Reconnection Hub Team
@ Phalanx Family Service
Metropolitan Family
Services Calumet
Center
CPS SOAR Center

LITTLE VILLAGE

Reconnection Hub Team
@ Central States SER
Enlace
New Life Centers
CPS SOAR Center

AUSTIN

Austin Coming Together
Westside Health
Authority

AUBURN GRESHAM

ARK of St. Sabina
Greater Auburn
Gresham Development
Corporation

ENGLEWOOD

Teamwork Englewood

INVESTORS

Chicago Department of
Family & Support Services
Microsoft Corporation
Robert R. McCormick
Foundation
Aspen Institute Forum
for Community Solutions

CITYWIDE PARTNERS

Catholic Charities
Chicago Cook Workforce
Partnership
Chicago CRED
Chicago Public Schools
Demoiselle 2 Femme

Get IN Chicago

I.C. Stars
Illinois Criminal Justice
Information Authority
Illinois Division of Probation
and Juvenile Detention
Metropolitan Family
Services CP4P
NowPow
READI Chicago
Skills For Chicagoland's
Future
University of Chicago
Urban Labs
Year Up

COMMUNITIES COMMITTED TO HUBS SUPPORTED BY CITYWIDE LEADERS



LISA MORRISON BUTLER

Commissioner, Chicago Dept. of
Family & Support Services

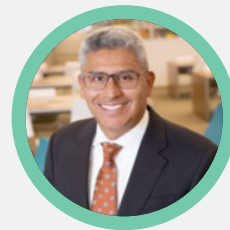
"Working with our city's youth to navigate existing systems in their own communities is a key component in helping them thrive. Hubs are a powerful tool to aid in this very important work."



KARIN NORINGTON-REAVES

CEO, Chicago Cook
Workforce Partnership

"Hubs offer a rich set of community-based integrated resources to empower young adults and improve their employment prospects."



JUAN SALGADO

Chancellor, City
Colleges of Chicago

"All of our young people deserve a pathway to upward mobility. The strategy will help connect Chicagoans with our community colleges, earn a college credential, and find career success."

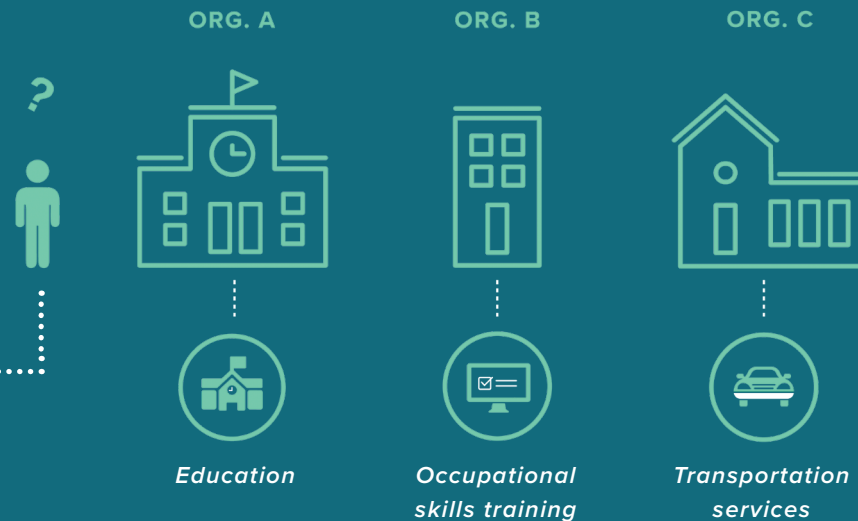


THE COLLECTIVE IMPACT STRATEGY

Thrive, the City of Chicago's Department of Family and Support Services (DFSS), NowPow, and its partners across several neighborhoods have successfully built Reconnection Hubs for disconnected youth (16-24-year-olds who are out of work and out of school), an effort that should continue to scale. The first Hub - the Roseland Reconnection Hub - launched in partnership with Phalanx Family Services in 2018 and is jointly funded by DFSS and private philanthropy to test the model of coordinating currently fragmented services for disconnected youth. A new Hub is launching now in 2019 in Little Village with a wide range of local partners.

BEFORE There was no infrastructure in Chicago to support Opportunity Youth.

A fragmented landscape of services that is challenging to navigate made it hard for opportunity youth to be reconnected to employment or education.



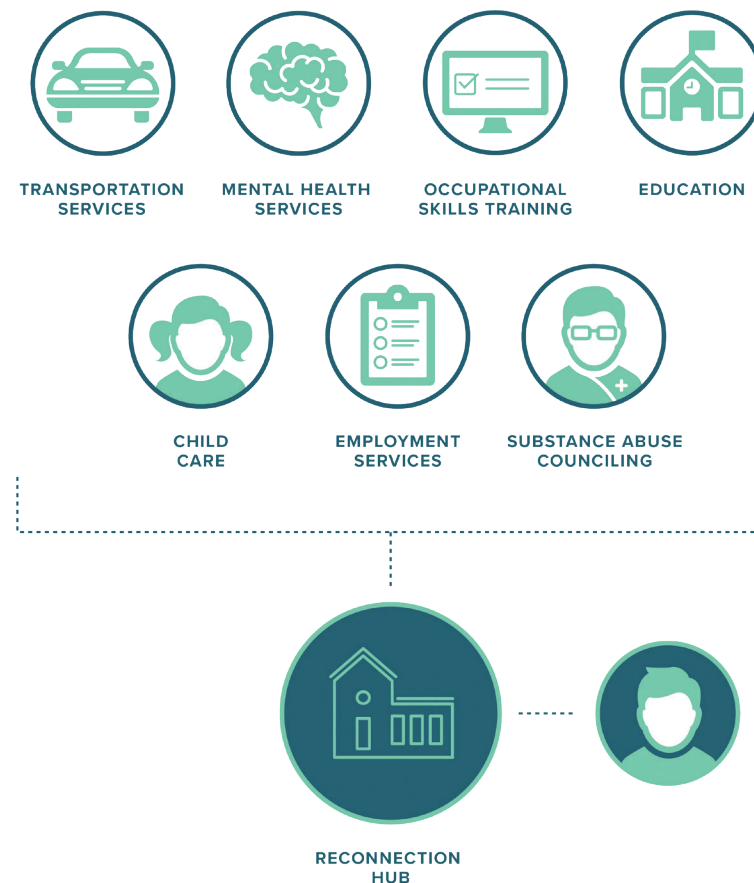
AFTER

PRIMARY OUTCOME: On Track to reconnect 700 youth to school and jobs annually at each hub location.

- Youth find a safe, and welcoming environment in Hub and is connected to a caring adult
- Needs are diagnosed, and then youth are linked to services with warm hand-offs and follow-ups, supported by digital platform
- Reconnection to school or work achieved, outcomes tracked and analyzed along the way

SECONDARY OUTCOMES:

- Decrease in arrests
- Increase in earned income
- Improved family outcomes



IMPACT

This innovative approach is driving down the number of disconnected youth in Chicago by making it easier for young people who are not in any system to navigate everything from homelessness to mental health supports to employment and education. When we improve the way in which existing organizations in our neighborhoods work together on behalf of youth, we can have a greater impact and also make our dollars go further.



LOOKING AHEAD



Everyone Can Code in Chicago

01

VISION

In five years, Everyone Can Code (ECC) in Chicago will create a workforce pathway across CPS, City Colleges of Chicago, and the City of Chicago, reaching over 500,000 students and instructors to maintain sustainable coding and computer science education.

CHALLENGE

- To create meaningful pathways in technology for our youth to:
- Meet employer demand
 - Represent the diversity of the city in tech community
 - Scale college and career pathways with work-based learning
 - Develop and retain talent in Chicago neighborhoods

“My experience with Everyone Can Code was like no other. Over the course of the program, I experienced growth and restored hope. Being a very active and involved person, I often had to travel far for access to technology like this. I was born and raised on the West Side, but for some reason I had never heard of Westside Health Authority, let alone them being a place that teaches coding! Joining this gave me hope in my community, knowing that resources are closer than I think.”

2018 App Development Training Program Participant and Columbia College Scholarship Winner

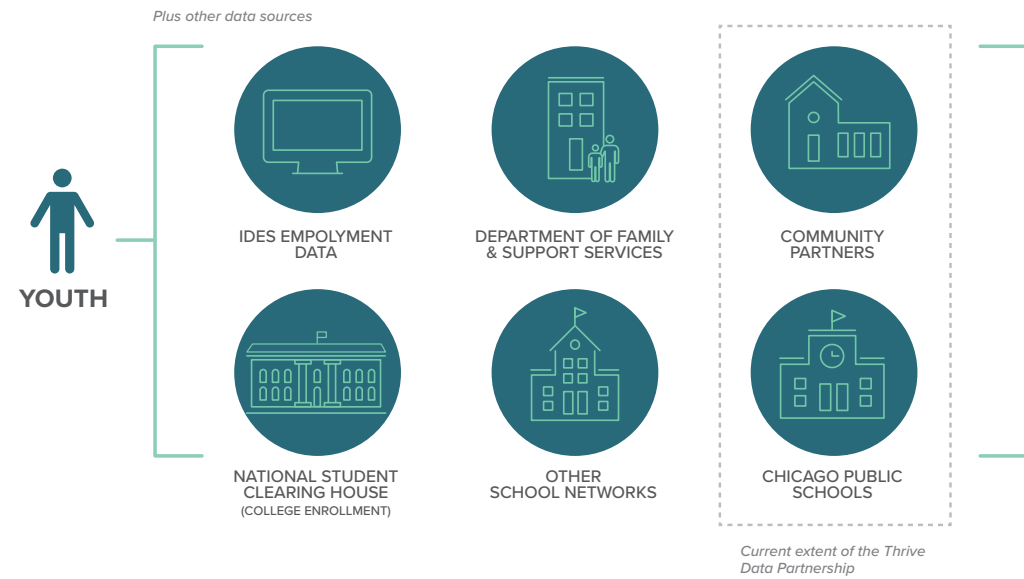


Thrive Data Partnership

02

THRIVE HAS BUILT THE FOUNDATION FOR THE MOST COMPREHENSIVE DATA SET AROUND CHICAGO YOUTH.

Thrive, in partnership with CPS, developed the Thrive Data Partnership (TDP) to give Chicago’s community partners unprecedented, real-time access to academic data that inform program decisions and ease their funder reporting processes. The TDP will provide unparalleled access to data for youth-serving organizations, lowering barriers and costs to make better data-driven decisions.



PARTNERS INCLUDE

- | | | |
|------------------------------------|------------------------------|-----------------------------|
| After School Matters | Chicago Youth Centers | Phalanx Family Services |
| Boys & Girls Club of Chicago | City Year Chicago | Project Exploration |
| Brighton Park Neighborhood Council | DFSS | Project SYNCERE |
| BUILD Chicago | Erie Neighborhood House | SGA Youth & Family Services |
| Chicago Housing Authority | Gary Comer Youth Center | Spark Program |
| Chicago Public Library | Girls in the Game | UCAN |
| Chicago Public Schools | Heartland Alliance | Urban Initiatives |
| Chicago Urban League | Metropolitan Family Services | YMCA of Metro Chicago |
| | OneGoal | Youth Guidance |

Thrive aims to onboard 100 partners to create the most robust source of youth-focused data. Additionally, Thrive is breaking down data silos between downtown and neighborhoods. With the generous support of the MacArthur Foundation, Thrive is working with key neighborhoods leaders to unlock real-time access to 50 metrics for program improvement, to ease funder reporting processes and disseminate new data and research in a way that is meaningful and useful to neighborhood collaboratives in Austin, Brighton Park, Englewood, Little Village, and Roseland.

Social Emotional Learning

03

Thrive, in partnership with CPS and Communities In Schools of Chicago (CIS of Chicago), has received a \$750,000 grant through the Together for Students initiative to implement a student-centered blueprint for learning. Together for Students is a joint partnership among Coalition for Community Schools, Communities In Schools and StriveTogether, with support from the Chan Zuckerberg Initiative. The collective goal is to showcase how collaborative decision making among families, educators and partners can create better outcomes for nearly 100,000 youth.

In May 2018, Chicago was selected as one of ten communities, from a pool of 86 national applicants, to receive a \$150,000 planning grant. Over the course of six months, Thrive, CPS, and CIS of Chicago engaged more than 70 stakeholders to develop a vision for putting Chicago students at the center of their learning. What resulted from this planning process was the following shared vision from the perspective of Chicago’s young people:

We, Chicago’s youth, have access to engaging learning opportunities both in and outside the classroom that demonstrably develop our social emotional learning that will help us succeed in college, career and life.

Thrive, CPS, and CIS of Chicago are honored to have been selected as one of four communities to receive implementation funding to make this vision a reality. Over the course of three years, Thrive, CPS, CIS of Chicago and additional Thrive partners will create, test, and widely disseminate a first-of-its-kind professional development model for integrating social-emotional learning into and outside the classroom. The goal of this effort is to build an ecosystem of educators, nonprofit partners, youth, and their families who are better equipped to support Chicago students’ social-emotional skill development. Through this ecosystem, we will support close to 40,000 Chicago youth over three years.



Community Hubs

04

While there are many nonprofits working in school buildings, we need more dedicated capacity to manage partners, ensure that students are connected to the right multi-sector supports including trauma-informed care and career pathway services, and identify what supports are lacking.

Together with our partners, our vision is for more Community Hubs across CPS that give students and families 1) coordinated supports; 2) convenient access to wrap-around supports they need to grow academically, socially, and emotionally; and 3) leverages under-enrolled school buildings by bringing in service providers.

Thrive and its partners across several neighborhoods have already successfully built Reconnection Hubs for OY, an effort that should continue to scale. This innovative approach is driving down the number of OY in Chicago by making it easier for young people who are not in any system to navigate everything from homelessness supports to mental health supports to employment and education supports. When we improve the way in which existing organizations in our neighborhoods work together on behalf of youth, we can have a greater impact and also make our dollars go further.

The multi-neighborhood effort to build Community Hubs for youth who are currently in school has emerged as another ground-up solution on the South and West Sides.

THESE COMMUNITY HUBS SEEK TO ADDRESS TWO CHALLENGES:

1. Today, many students and their families across the South and West Sides have to navigate an often siloed ecosystem of community partners to be connected to comprehensive academic enrichment, trauma care, social-emotional learning, health, and other supports they need to thrive in school.
2. Many schools on Chicago's South and West Sides are underutilized and face declining enrollment, leading to a lack of funding required to offer a range of supports their students need to succeed.

A Community Hub would bring multiple supports together in a school building, especially leveraging underutilized space in several under-enrolled CPS schools, to ensure that schools and their community partners are seamlessly coordinated in identifying student needs, delivering necessary supports, and tracking impact. This initiative is already underway in two separate but complementary efforts that Thrive is supporting: the West Side United (WSU) Education Steering Committee and the South Side Education Alliance (SSEA) -- a pilot of the World Class Schools initiative. This works involves a range of public and private partners including, among others, West Side United, Civic Consulting Alliance, Kids First Chicago, The Chicago Public Education Fund and Stand for Children.



SPECIAL REPORT:

STATE OF OPPORTUNITY YOUTH

OVERVIEW

In the spring of 2017, Thrive launched a city-wide campaign with its partners to drive down the number of OY in Chicago. At the 2018 Summit, we shared the collective efforts of Thrive partners in advancing that city-wide campaign and that the overall number of OY in Chicago had decreased from 58,400 to 48,500. Thrive's analysis elevated that much of this decrease was explained by the decrease of Chicago's overall

population through migration. This year, Thrive has new data that shows the number of OY in Chicago is 47,500. But our analysis did not stop there. We further disaggregate the data by race and gender to identify and learned that not all populations of OY are reconnecting at the same rates--in fact, some OY are seeing increases in disconnection rates.

NEW DATA HIGHLIGHTS

OPPORTUNITY YOUTH (OY), DEFINED AS 16-24 YEAR-OLDS OUT OF WORK AND OUT OF SCHOOL:

- **One in every five (21%)** Black and Latinx male youth are disconnected.
- **One in every four (25%) of Black youth are OY** from school and work, compared to 13% of Latinx youth and 5% of White youth.
- The **percentage of Black OY increased from 24% to 26%**. That increase is entirely driven by Black male OY whose disconnection rate increased from 28% to 30%.
- Despite having fewer programmatic supports, **the percentage of female OY is decreasing** from 48% to 45% while the percentage of male OY is increasing from 52% to 55%.

Having a population-level goal is not enough—we need to break it down by race and gender. Latinx youth disconnection rates are lower than black youth and female OY disconnect rates are lower than males. And even though the overall youth disconnection rate remained relatively flat from 2016 to 2017. We cannot have a one-size fits-all approach and that's why we developed specific goals to address these specific populations.

See Notes 1 and 2



OVERALL TRENDS & DEMOGRAPHICS

The 47,500 disconnected youth represent around **15% of all Chicago youth** — well above the national average of 11.5% and the state average of 11.3%. Reaching our collective goal of under 12% by 2020 - set by the OY Working Group, means reaching nearly 9,000 more young people and connecting them to meaningful education and employment pathways. Looking closely at the data and using it to inform our collective actions is necessary if we're going to make progress toward our goal.

See Notes 3-6

This year's data shows that Chicago's OY:

- **Skew older** - 82% were age 20-24
- Are **disproportionately Black and Latinx** - 83%
- Have a **high school diploma or higher** - 72%
- Have been disconnected for over a year - 4%
- Live at or below 200% of the Federal Poverty Line (FPL) - just over **two-thirds**
- Continue to live in **deep poverty** - 25%



As this visual shows, OY are not a monolithic group. They are young people with diverse lived experiences, backgrounds and interests. There is not a one-sized solution that fits all. Young people across Chicago's communities, no matter their race and gender deserve equitable access. With this charge, Thrive re-convened the OY Working Group which re-examined data, disaggregated by race and gender, to set equity targets towards our overall goal of cutting youth disconnection in Chicago to under **12% by 2020**.

EDUCATION



RACE



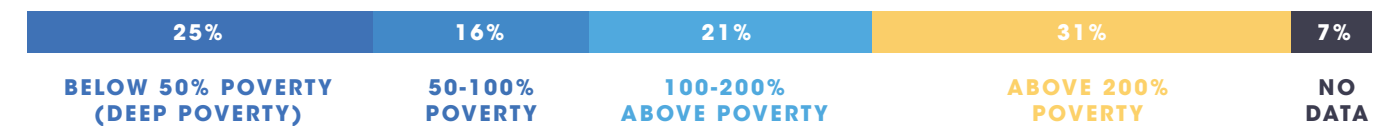
SEX



AGE



POVERTY



DISCONNECTION LENGTH



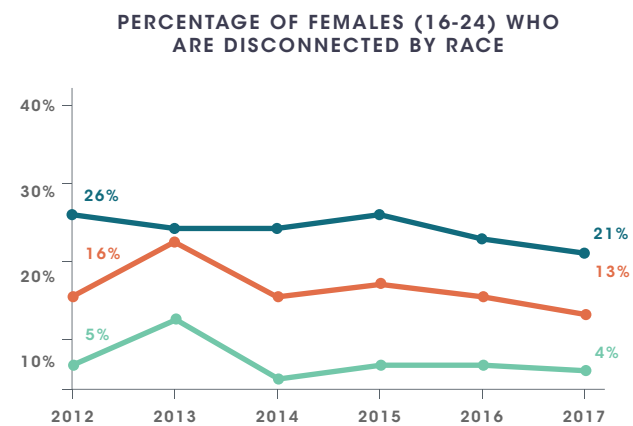
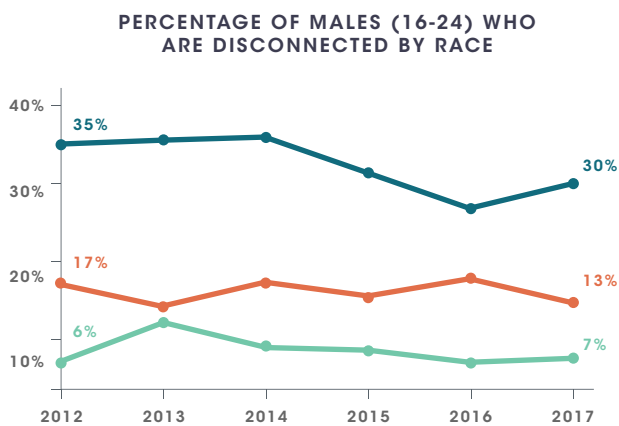
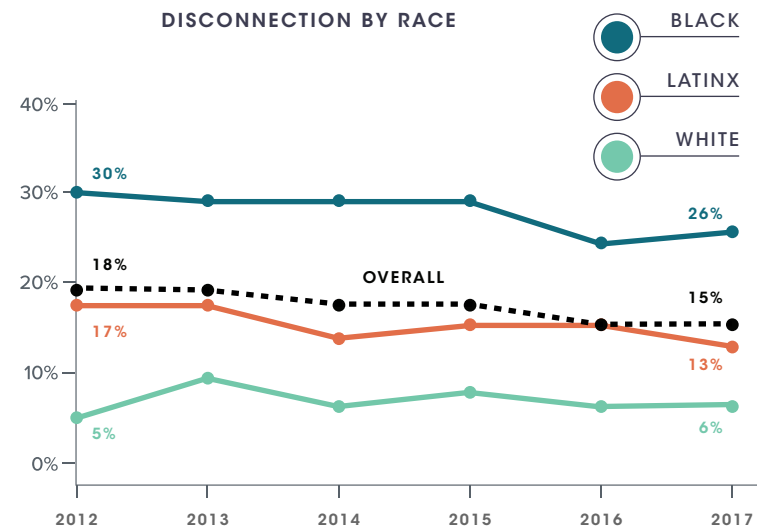
EXAMINING DATA BY RACE & GENDER

WHILE WE SEE PROGRESS IN SOME GROUPS, INEQUITIES CONTINUE TO PERSIST ACROSS EDUCATIONAL ATTAINMENT, RACE, AND ECONOMIC STATUS.

TRENDS IN THE CHICAGO DISCONNECTION RATE

Similar to the previous year, Chicago's Black and Latinx youth were disproportionately disconnected in 2017. The percentage of Black OY increased from 24% to 26%. That increase is entirely driven by Black male OY whose disconnection rate increased from 28% to 30%. Every other group of OY decreased or remained flat.

EVEN THOUGH THE OVERALL YOUTH DISCONNECTION RATE REMAINED RELATIVELY FLAT FROM 2016 TO 2017, THE PREVIOUS GAINS IN RECONNECTING BLACK MALES IN CHICAGO HAVE DISSIPATED.



RACE



BLACK



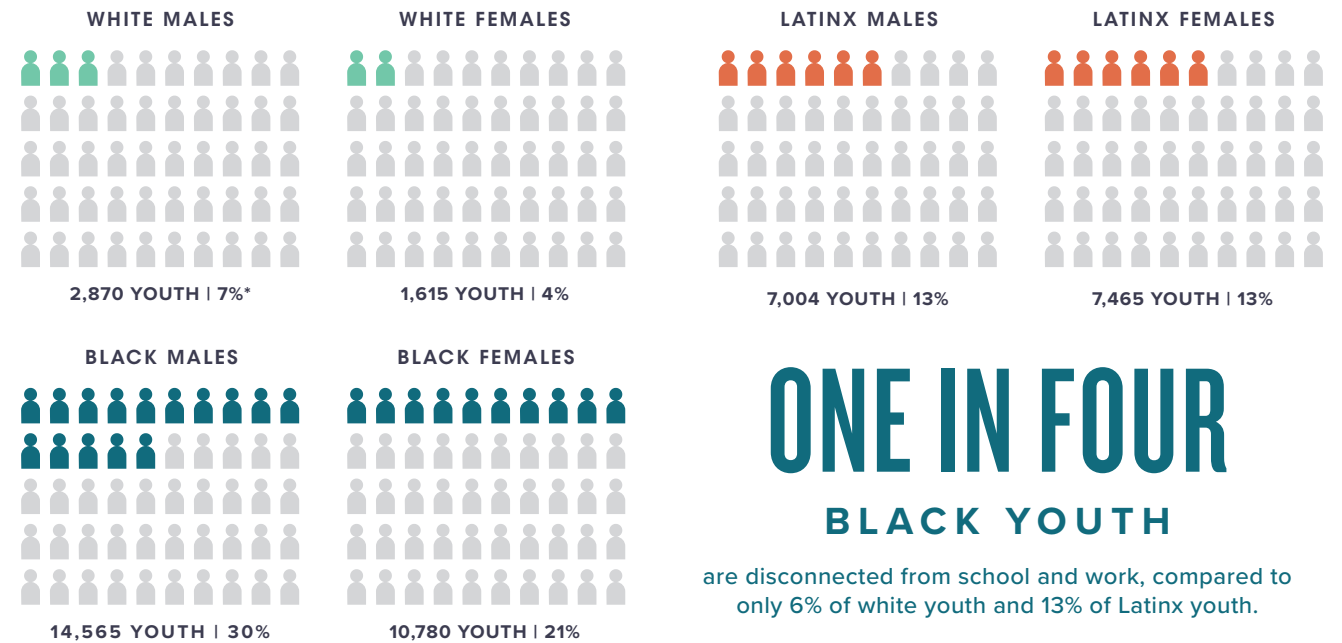
LATINX



WHITE

DISCONNECTION RATES

THE CURRENT DATA SHOWS THAT NEARLY 1 IN 5 YOUTH OF COLOR ARE DISCONNECTED — 21% OF ALL 16-24 YEAR-OLD MALES OF COLOR AND 17% OF ALL FEMALES.



ONE IN FOUR

BLACK YOUTH

are disconnected from school and work, compared to only 6% of white youth and 13% of Latinx youth.

See Note 8



RACE AND GENDER EQUITY TARGETS

As we mark our second year in our citywide OY campaign, Thrive asked our OY stakeholders to revisit our original collective goal with an eye towards racial and gender equity. Alongside our collaboration with the Obama Foundation to revitalize a new MBK Chicago Action Plan, Thrive deepened its commitment to young men and women of color and facilitated a goal-setting process to set equity targets.

Over the course of three sessions in 2019 with the OY Working Group, and through additional engagement with community partners, Thrive guided a process whereby stakeholders reflected on new insights uncovered from the following sources:

- The MBK Chicago Action Plan development process,
- Thrive’s latest combined research report on assets and gaps of service,
- Analysis of new Census data on OY as captured in the “State of Opportunity Youth” section,
- Interviews with community partners, and
- New analysis from the University of Chicago Poverty Lab on youth migration trends

At the end of the three sessions, members developed and agreed upon new targets for four specific demographic groups of Chicago OY: Black males, Black females, Latinx males, and Latinx females. While these new goals are broken down by race and gender, collectively they will assist in achieving the overall goal to drive our citywide disconnection rate to under 12% by 2020.



2019 EQUITY TARGETS

30% → 20%

21% → 15%

13% → 12%

13% → 9%

Black Males

Aim to reduce the disconnection rate from 30% in 2017 to 20% by 2020

Black Females

Aim to reduce the disconnection rate from 21% in 2017 to 15% by 2020

Latinx Males

Aim to reduce the disconnection rate from 13% to 12% by 2020

Latinx Females

Aim to reduce the disconnection rate from 13% to 9% by 2020

KEY FACTORS

In addition to setting new equity targets, the OY Working Group also generated a list of key drivers to achieve the equity targets for each of the above four target demographic groups. These factors should inform strategies and initiatives undertaken across the ten recommendations originally announced by the OY Working Group in 2017.

BLACK MALES

- Tuition assistance
- Increase versatility and diversity of funding to support population
- Increase tax incentives to reinvest in south and west side communities
- Increase community-based navigation and coaching supports
- Increased on-the-ground outreach
- Shared carpooling options
- “Ban the Box” on job applications
- Curriculum based on real-world experiences

BLACK FEMALES

- More disaggregated data/research
- Pathways to success as defined by Black Females themselves
- Increased employer engagement
- Comprehensive wraparound services
- Enhanced child care supports
- Gender-responsive programming, training & curriculum
- Alternative transportation supports

LATINX FEMALES

- Increased collaboration between Chicago Public Schools and City Colleges of Chicago
- Comprehensive wrap-around services
- Dedicated funding for effective recruitment of this population
- Increased awareness of the diversity of career pathways available
- Increased immigrations services

LATINX MALES

- Transportation assistance
- Measurement of collaboration efforts
- Increased understanding by employers to variety of needs
- More affordable housing options
- More resources for training and reducing barriers
- Promote employer practices to increase retention of this population

OUR COMMITMENT TO GIRLS AND YOUNG WOMEN OF COLOR

One of the critical gaps is that organizations are serving fewer women. We know from the OY Provider Landscape Scan⁹, conducted in partnership with the University of Chicago Poverty Lab and DFSS, that nearly 60% of OY served are male despite women comprising nearly half of the OY population.

We have seen substantial gains among girls and young women in Chicago over the last few years. For instance, Thrive’s “2017 Snapshot of Youth Outcomes” highlights the higher rates of high school graduation and 4-year college completion among women. In addition to this, women’s labor force participation, increased from 89% of men’s level in 2015 to 90% of men’s levels in 2016. Despite this larger pool of skilled workers among women, men continue to dominate executive leadership and pay parity is still not a reality.

Across Chicago, there are numerous women-driven initiatives to advance better outcomes for our girls and young women. For instance, the City Clerk of Chicago has a coalition of over 120 female leaders who are working

with the City Clerk’s office to identify citywide policies and initiatives that will make Chicago a safer, more equitable place for girls and women.

The Coalition on Urban Girls-Chicago is another prime example of women “deciding what needs to be done to allow young women and girls in Chicago to thrive.”¹⁴ The coalition has been working since 2010 to provide capacity building and training opportunities to strengthen girl-serving organizations. Recently, they released a report to “better understand the multiple needs of girls, along with strategies to meet those needs.” They explore various areas of girls’ (specifically 13-18 year olds’) lives, including health, violence & justice, social emotional learning & trauma, educational & economic equity and leadership development.

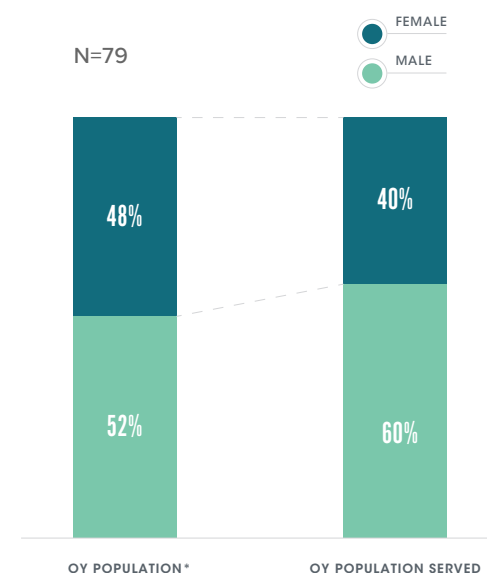
As we continue to explore racial and gender disparities among Chicago’s youth populations, Thrive is committed to advancing pathways for girls and young women in all neighborhoods across the city of Chicago.

OUR COMMITMENT TO BOYS AND YOUNG MEN OF COLOR

As outlined throughout this report, in partnership with the Obama Foundation and the MBK initiative, Thrive talked with 200+ young boys and men of color from across the city. We conducted focus groups and in-depth one on one interviews with young men to hear their stories, wants, and needs. In order to understand the holistic needs of boys and young men of color we also convened and interviewed CBOs as well as civic and business leaders. Through this work, we are striving to change the narrative around boys and young men of color in Chicago, as well as recommend additional supports and steps that everyone in Chicago can take to help all of our youth thrive.

You can learn more about the commitments that all Chicagoans are making by checking out the My Brother’s Keeper Chicago Action Plan at thrivechi.org, being released concurrently with this report.

See Notes 9-13



See Note 14

ADDITIONAL BARRIERS FOR CHICAGO WOMEN OF COLOR NOTED BY EXPERTS INCLUDE:

- Caregiving (to siblings and other family members)
- Household financial responsibilities
- Childcare (for parenting youth)
- Implicit gender & sexual bias and equity, (i.e. gender gaps in STEM education, career gaps, social norms in the workplace, sexual orientation, etc.)
- Violence (interpersonal & sexual) & Safety
- Lack of gender responsive approaches (relational, trauma-informed, strengths-based, holistic, culturally competent)



PROGRESS ON



CITYWIDE RECOMMENDATIONS

PROGRESS ON CITYWIDE RECOMMENDATIONS

As we reflect on the first two years of Chicago's 10,000 Reconnected Campaign – a coordinated, citywide effort to reconnect OY - we want to highlight and celebrate a few of the key efforts against each of the ten OY Working Group Recommendations. While this is a small subset of the work that is in motion in Chicago to support this effort, these are powerful examples of our ability to work collectively to reconnect out of work and out of school youth.

OPPORTUNITY YOUTH WORKING GROUP RECOMMENDATIONS

- 1 Build a data infrastructure to better understand the needs and trends of OY
- 2 Launch community-based "Reconnection Hubs" for OY to better navigate existing resources from one centralized location
- 3 Invest in unified referral structures and tools that create better hand-offs between and across system providers
- 4 Identify existing resources to under-served OY; expand funding for actual programmatic capacity where gaps exist
- 5 Offer more opportunities to build skills towards a career, whether it is through job skills training or apprentices, that provide OY with a stipend or paid work
- 6 Scale up investments in housing, childcare, transportation, substance abuse, and justice system barrier supports for OY
- 7 Create better outreach tools, technologies and online resources to reach and engage the most disconnected youth
- 8 Partner with employers to better understand the "demand" for local talent and then create the "supply" pipeline of qualified youth
- 9 Invest in programming that incorporates a strengths-based, positive approach to working with youth that is trauma-informed and is knowledgeable on adolescent development
- 10 Invest in programming that provides higher "dosage" rates and case management supports for OY

01

Build a data infrastructure to better understand the needs and trends of OY

HIGHLIGHT OPPORTUNITY YOUTH DATA INFRASTRUCTURE

GOAL

With support from the Laura and John Arnold Foundation, Thrive and the University of Chicago Urban Labs are partnering to build a data infrastructure that will provide a more accurate picture of OY, their needs, the barriers they face, and the services available to them in Chicago currently.

POPULATION SERVED

All Opportunity Youth

DESCRIPTION

In 2016 the University of Chicago Poverty Lab and Thrive Chicago teamed up to use collective action and rigorous research to shed light on the challenges facing Chicago's OY and identify promising approaches to improve their outcomes. This includes:

- Linking administrative data sets to better understand when youth become disconnected
- A landscape scan to better understand who currently serves Opportunity Youth
- A segmentation analysis that follows OY through their reconnection journey to better understand supports for the various segments of OY

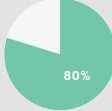




RESULTS

To date, we have made progress towards building a data infrastructure to better identify the overall population and needs of the city's OY, completing a landscape scan of OY serving organizations in the city, and developing a data informed view of the unique needs and experiences of the critical subgroups within Chicago's overall OY population. This work is summarized in a report published in the fall of 2018, "A Brief on Assets and Gaps" which aims to grow the collective understanding of OY and the supports available to them.

FUNDING SOURCE(S)

Laura and John Arnold Foundation

EARLY LEARNINGS

	CURRENT STATE	EXISTING GAPS
	82% of Chicago's OY are 20-24 and an estimated 43% of OY have been disconnected for more than a year.	Most publicly funded programming is geared towards youth under 18. The youth served by Chicago OY organizations are primarily 16-19 and have been disconnected less than one year.
	45% of Chicago's OY population are women.	Organizations report only 40% of the OY they serve are women.
	At least 84 organizations in Chicago support OY.	Only ~60% of those organizations reported dedicated funding to support OY and most of those organizations receive less than \$200K to do so.
	Youth that have disconnected for long time periods often require more active recruitment to connect to services. Organizations that employ active recruitment techniques (e.g. street outreach) are more likely to have a waiting list than those that do not.	Lack of dedicated investment in and capacity for active recruitment and outreach at organizations.
	OY tend to require various combinations of services to reconnect to school and work.	Public OY funding streams tend to be allocated to specific programs or services rather than to serve youth comprehensively.

Reconnect OY to employment or education pathways

02

HIGHLIGHT RECONNECTION HUBS

GOAL

Reconnect OY to employment or education pathways

POPULATION SERVED

All Opportunity Youth

DESCRIPTION

Reconnection Hubs are a neighborhood-based physical asset that centralizes an array of supportive services to assist OY on their reconnection back to jobs or school. With a staff of coaches, navigators and a Hub director, assistance is provided to young adults by helping them navigate existing resources from one centralized location supported by a network of community partners. For the first time, young people served by these Hub partners will be tracked in a unified fashion through NowPow, a digital referral platform that will also enable consistent data collection across partners including Thrive for reporting, monitoring, and outcome tracking. Each Hub launched has a goal of serving 300 OY in its pilot year and scaling to serve 700 in subsequent years.

RESULTS

- 99 Young people recruited (44 were walk in)
- 95 matched with coach (82 were looking for employment)
- 95 placed on-track back to reconnection (43 needed wrap-around supports)
- 21 successful reconnected
- 17 employment 4 education

EARLY LEARNINGS

The vast majority of OY are coming in, seeking employment, however only 25% of those youth are job ready. The remainder require a wide range of wrap around supports including 40% who need housing support, before they can turn to employment opportunities.

FUNDING SOURCE(S)

City of Chicago (DFSS), McCormick Foundation, Microsoft Corporation, Aspen Institute Forum for Community Solutions

Invest in unified referral structures and tools that create better handoffs between and across system providers

03

HIGHLIGHT NOWPOW

GOAL

Streamline resource referrals and allow community-based organizations and interventions like OY Reconnection Hubs to coordinate care within a unified referral platform, which contributes to seamless connections between system providers.

POPULATION SERVED

Community-based organizations

DESCRIPTION

NowPow is used by over 50 organizations across Chicagoland, including the lead partner operating the Roseland Reconnection Hubs, to serve patients, clients and residents in accessing the information they need to get well and stay well. Additionally, NowPow is in nine states and provides access to over 16,000 care professional users. Many NowPow partners utilize NowPow to assess for social needs using the screening functionality and then identify, match, and share relevant, well-matched resources. Tracked referrals and the ability to “nudge” (text or email) clients directly from the NowPow platform have shown to increase the likelihood of an individual attending an appointment.

RESULTS

In addition to our increased community partnerships, a new partnership with Rush University Medical Center has expanded their tracked referrals to local home visiting agencies. Participating agencies are set up with access to the free tool, CommRx+, allowing users to “close the loop”. In NowPow both users and community agencies can communicate through a secure bi-directional messaging system to better understand outcomes of the referrals that were sent. Home visiting agencies also have access to NowPow’s resource directory and can share relevant resources to patients.

EARLY LEARNINGS

Early findings from Chicago and Minnesota show the use of NowPow has increased patient follow-through on internal food procurement from 20% to over 80%. This demonstrates the value of closed-loop referrals and coordinating care on one platform

FUNDING SOURCE(S)

A variety of funders

4. Identify existing resources for under-served OY; expand funding for actual programmatic capacity where gaps exist

04

HIGHLIGHT FISCAL SCAN

POPULATION SERVED All Opportunity Youth

GOAL

Identify the public funding streams at the federal, state, and local levels that could be leveraged to support opportunity youth in Chicago.

DESCRIPTION

This fiscal scan aims to identify, for the first time, the various funding sources that support Chicago's OY population. In particular, this fiscal scan seeks to document not just the traditional OY funding sources but also some broader funding streams to raise awareness of what other public dollars could be leveraged to address OY needs. In doing so, this elevates the need for discussion on how various funding streams can be more effectively combined to reach the OY population, as no one funding stream will likely be sufficient to fully serve Chicago's OY population (estimated to be nearly 50,000).

EARLY LEARNINGS

FUNDING IS FRAGMENTED

Funding streams tend to be allocated to specific programs rather than to the individual youth, meaning that they may not be flexible enough to follow youth across all of the services they need (particularly if they need services from multiple agencies). OY who do not have access to the full set of services they need to be fully reconnected end up "swirling" in and out of programs.

FUNDING IS REACHING FEWER OLDER, MORE DISCONNECTED YOUTH

More programming supported by public dollars is allocated to younger, less disconnected youth, yet 80% of Chicago's OY are 20 to 24 and a greater share have been chronically disconnected. While it is critical to maintain funding to reconnect younger, more recently disconnected OY before they become more disconnected, it is important that sufficient funding is in place to support OY across the spectrum.

FUNDING IS NOT SPECIFIC TO OY NEEDS

Many of the funding streams identified that can support OY are not specifically structured for this population. While these funding streams may incidentally serve many OY, many programs serving OY lack dedicated funding to holistically address the unique needs and circumstances of OY.

RESULTS

The full findings of the fiscal scan were released in Thrive Chicago's 2018 report *Reconnecting Chicago's Youth: A Brief on Assets and Gaps*.

~\$44M IN PUBLIC DOLLARS GO TO OR CAN SUPPORT OY IN CHICAGO

There are several local, state, and federal funding streams that are or can be leveraged in Chicago to reconnect Opportunity Youth to school and work. For some programs that serve a larger population beyond just OY, the estimated amount represents a percentage of the total funding. Please see endnotes for more detail.

EDUCATION	WORKFORCE DEVELOPMENT	WRAPAROUND/SUPPORTIVE SERVICES
<p>US DEPARTMENT OF EDUCATION:</p> <p>\$700K TITLE I DELINQUENT (CHICAGO PUBLIC SCHOOLS⁶)</p> <p>\$240K TRIO TALENT SEARCH (CHICAGO PUBLIC SCHOOLS)</p> <hr/> <p>US DEPARTMENT OF HOUSING & URBAN DEVELOPMENT:</p> <p>\$57K PROJECT SOAR</p> <hr/> <p>ILLINOIS STATE BOARD OF EDUCATION:</p> <p>\$2.6M TRUANTS ALTERNATIVE AND OPTIONAL EDUCATION PROGRAM (TAOEP) (CHICAGO PUBLIC SCHOOLS' SOAR CENTERS)</p>	<p>US DEPARTMENT OF LABOR</p> <p>\$8.9M WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA⁷)</p> <p>\$2M YOUTHBUILD⁹</p> <p>\$2M SUMMER JOBS AND BEYOND¹⁰</p> <p>\$850K CHICAGO YOUNG PARENTS PROJECT⁸</p> <hr/> <p>US DEPARTMENT OF AGRICULTURE:</p> <p>\$750K SUPPLEMENTAL NUTRITION ASSISTANCE PROGRAM (SNAP¹¹) EMPLOYMENT & TRAINING</p> <hr/> <p>US DEPARTMENT OF HEALTH & HUMAN SERVICES:</p> <p>\$1M TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)</p> <hr/> <p>US DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT:</p> <p>\$1.1M CHA JOBS PLUS PILOT</p> <p>\$331K CHICAGO HOUSING AUTHORITY ONE SUMMER CHICAGO¹²</p> <hr/> <p>ILLINOIS DEPARTMENT OF HUMAN SERVICES:</p> <p>\$5.4M COMMUNITY YOUTH EMPLOYMENT PROGRAM</p>	<p>US DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT:</p> <p>\$3.3M FAMILY WORKS</p> <hr/> <p>ILLINOIS DEPARTMENT OF HUMAN SERVICES:</p> <p>\$6M COMPREHENSIVE COMMUNITY BASED YOUTH SERVICES</p> <p>\$2M HOMELESS YOUTH¹³</p> <p>\$550K EMERGENCY AND TRANSITIONAL HOUSING</p> <p>\$355K SUPPORTIVE HOUSING¹⁴</p> <hr/> <p>CHICAGO DEPARTMENT OF FAMILY AND SUPPORT SERVICES¹⁵:</p> <p>\$1.6M OTHER OY SERVICES (INCLUDING JISC, JISC RISE, AND THE MAYOR'S MENTORING INITIATIVE)</p> <p>\$1M STRONG FUTURES</p> <p>\$1M LEGAL AID</p> <p>\$720K BEHAVIORAL HEALTH SUPPORT</p> <p>\$700K BRIDGES TO PATHWAYS</p> <p>\$500K CITY OF CHICAGO 2018 OY INVESTMENT (\$500K)</p>

EDUCATION WORKFORCE DEVELOPMENT WRAPAROUND/SUPPORTIVE SERVICES



05

Offer more opportunities to build skills towards a career, whether it is through job skills training or apprenticeships, that provide OY with a stipend or paid work

HIGHLIGHT #1 OPPORTUNITY WORKS (CHICAGO COOK WORKFORCE PARTNERSHIP)

POPULATION SERVED

Unemployed adults in Suburban Cook County

GOAL

Provide sector-driven internships that develop talent for businesses and get young adults excited about career opportunities in high growth, high demand industries.

DESCRIPTION

More than 33,000 young adults are disconnected from both work and school, in suburban Cook County. At the same time, many employers report a shortage of skilled workers. Opportunity Works trains young adults in suburban Cook County and connects them with businesses that are looking for new employees. The program involves foundational skills training, career exploration, paid internships, and ongoing career mentoring that exposes youth to exciting careers that they may not have thought about before. After the internship, Opportunity Works connects participants to the next step on their career path, depending on the individual, this might be education, training, or employment. The program targets southern and western suburbs, but is open to all of suburban Cook County, offering sector-specific training in Manufacturing, Information Technology, and Transportation, Distribution, and Logistics.

EARLY LEARNINGS

Flexible funding braided together from multiple sources has allowed the program to pivot and be nimble in taking advantage of unique opportunities like placing interns with Metra, and in specialized career tracks related to high demand positions like intermodal mechanics. This flexibility also allowed for an exciting earn and learn pilot that prepared 20 people for careers in live event production. We also have benefited from low participant to staff ratio and have learned the value of paid work experience.

RESULTS

In the first 18 months of programing, Opportunity Works provided training and career exploration to 592 young adults, and 543 participated in internships. 81% of participants completed their internships and the program is on track for over 80% of participants to connect to the next step on their career pathway. 80+ businesses have hosted interns including Ford Motor Company, Metra, Union Pacific Railroad, Borg Warner, and Ardmore Roderick. Most businesses have hosted interns from multiple cohorts and continue to engage with the program, often by hiring the interns placed with them.

FUNDING SOURCE(S)

Cook County, Illinois Department of Commerce and Economic Opportunity, My Brothers' Keeper initiative of the Obama Foundation, the Chicago White Sox, the Alphawood Foundation, and many other private foundations and donors.

05

Offer more opportunities to build skills towards a career, whether it is through job skills training or apprenticeships, that provide OY with a stipend or paid work

HIGHLIGHT #2 | APPRENTICESHIP 2020

GOAL

Partner with the Chicago Apprentice Network and other key stakeholders to accelerate and scale employer adoption of high-quality apprenticeship models and strengthen the work-based learning ecosystem in and around Chicago.

POPULATION SERVED

All young adults, including many OY

DESCRIPTION

Apprenticeship 2020 (A2020) is a collaborative effort between employers, the philanthropic community, and other stakeholders that will test new solutions and develop structure and capacity to scale non-traditional apprenticeships in Chicago. It is a philanthropic investment partner with the Chicago Apprentice Network, which is an employer-led, peer-to-peer, regional apprenticeship promotion initiative. A2020 aligns, pools and invests philanthropic resources in consultation with employer leaders to advance their shared goals.

RESULTS

In 2018, A2020 raised \$3.2 million in aligned and pooled funding. It also started executing its investments, principally in City Colleges of Chicago (City Colleges), One Million Degrees and in an external evaluation. City Colleges is using its investment to build out a new Office of Apprenticeship and Workforce Solutions, One Million Degrees will be providing support services to apprentices, and the evaluation will be conducted by The Aspen Institute.

EARLY LEARNINGS

The evaluation is just underway, but one of the early insights from the Chicago Apprentice Network, and one of the motivations for A2020, is the fact that employer receptivity to the apprentice model has never been greater.

FUNDING SOURCE(S)

The Chicago Community Trust, The Chicagoland Workforce Funder Alliance (CWFA), The Joyce Foundation, JP Morgan Chase, The John D. and Catherine T. MacArthur Foundation, The Pritzker Traubert Foundation, the Robert R. McCormick Foundation, Salesforce.org, and an anonymous foundation.

05

Offer more opportunities to build skills towards a career, whether it is through job skills training or apprenticeships, that provide OY with a stipend or paid work

HIGHLIGHT #3 PIVOT TO SUCCESS

POPULATION SERVED

All OY, Underemployed young adults

GOAL

Place youth into career pathways that lead to self-sustaining careers that build upon a college degree or credential for continued long-term success.

DESCRIPTION

Skills for Chicagoland’s Future’s Pivot to Success programs serve OY ages 18-26, and in some cases up to 29, with varied work experience. Youth are dually placed into career and academic pathways earning an associate’s degree or industry recognized certification paid in full by their employer. Skills collaborates with 7 employer partners in various industries including hospitality, medical, manufacturing, retail and Information Technology to provide employment opportunities to youth. Throughout the program, career planning, professional development and mentoring supports are provided to each participant. Strong partnerships with community based organizations provide mentoring and support services to youth participants. Skills coordinates weekly meetings between program participants and mentors from partner nonprofit organizations to discuss career mapping, educational progress and resources needed to persist in the program. Skills also ensures that candidates are linked to internal mentors at employer sites to aid candidates in navigating the workplace.

EARLY LEARNINGS

Key learnings from Skills’ ongoing evaluation of its Pivot to Success programs include a focus on continuing to strengthen relationships with organizations working with OY caseloads, adapting support services to address participants’ varied and changing needs.

FUNDING SOURCE(S)

Variety of public and private funders

RESULTS

In 2018, 9,800 youth were served by Skills staff. Skills has piloted Pivot to Success programs with 7 businesses which has resulted in over 60 placements. Each pilot is going through rigorous ongoing evaluation and refinement to create the best possible outcomes for the youth participants and the employers. Implemented International Youth Foundation - Passport to Success Training to aid Pivot to Success candidates in developing soft skills. Implemented Tableau Mapping Software to match Beacon candidates to accessible employer locations.

05

Offer more opportunities to build skills towards a career, whether it is through job skills training or apprenticeships, that provide OY with a stipend or paid work

HIGHLIGHT #4 OPPORTUNITY WORKS (CHICAGO URBAN LEAGUE)

POPULATION SERVED

All OY

GOAL

Help youth overcome their obstacles and successfully transition to self-sufficient adulthood.

DESCRIPTION

The Opportunity Works Youth Jobs Initiative (Opportunity Works) assists economically disadvantaged young people between the ages of 18-24, who are out of school and out of work, and face significant barriers to education and workforce success, with year-round employment and training services. The Chicago Urban League (the League) accomplishes this by assessing the youth’s skills, interests, needs and personal goals; creating customized service plans in collaboration with the youth; and expanding the youth’s connection to the local economic, educational and occupational training opportunities, and community resources. This process is organized and coordinated around five (5) program phases; all participants must complete each phase.

EARLY LEARNINGS

We incorporated social emotional learning and cognitive behavior therapy component.

RESULTS

In 2018, the League enrolled 120 youth in Opportunity Works. We measure the success of Opportunity Works through the following program outcomes: 90% increased understanding of career possibilities and educational options based on interests, increased job readiness skills, increased digital literacy and financial literacy skills and increased their motivation to pursue post-secondary education or advanced vocational training. Over the last year 80% obtained employment and 70% retained their employment position at 90-days post-placement.

FUNDING SOURCE(S)

Variety of public and private funders

Scale up investments in housing, child-care, transportation, substance abuse, and justice system barrier supports for OY



HIGHLIGHT #1 | COMMUNITIES PARTNERING 4 PEACE

GOAL

Create a comprehensive, long-term approach to reduce violence by bringing together a collaboration of community-based organizations to intervene with individuals at the highest risk of driving the violence while working to empower the overall resident population in their communities.

POPULATION SERVED

Individuals likely to be victims or perpetrators of violence

DESCRIPTION

While each community will have its own individual culture, participating community-based organizations in Communities Partnering 4 Peace (CP4P) led by Metropolitan Family Services each deliver the following components: (1) Ongoing Street Outreach Services to High Risk Individuals and Situations; (2) Proactive, Prevention Services to Individuals who are not currently at Imminent Risk, considered High Risk; (3) Cultivate and Reclaim Safe Spaces through Light in the Night Events; and (4) Participate in the Metropolitan Peace Academy (MPA)

EARLY LEARNINGS

The Metropolitan Peace Academy is working to create a curriculum for case managers to standardized the focus on the work and expectations for outcomes from the roles. CP4P has also created a Workforce Readiness program to address the needs of participants and will be expanding the program to offer GED attainment support. Finally, CP4P is creating a program to deliver behavioral health services to their communities.

RESULTS

In fiscal year 2018, CP4P connected approximately 180 OY to prevention services. Since the collaboration began, CP4P has served over 315 OY in providing them case management, re-entry services, victim assistance, legal and restorative justice, employment, trauma-informed mental health and substance abuse services.

FUNDING SOURCE(S)

Chicago Department of Public Health, various private funders

HIGHLIGHT #2

LYTE COLLECTIVE

POPULATION SERVED

Low-income and homeless youth, ages 18 to 25

GOAL

Provide Chicago youth in situations of poverty and homelessness with safe space, critical resources, and holistic support.

DESCRIPTION

The Lyte Collective --a group of former participants and directors of homeless youth organizations in Chicago --is currently preparing to open the LYTE Lounge, a community center for young people experiencing poverty and homelessness. At the Lounge, LYTE will support youth as they advance their education, secure employment, develop passions, meet basic needs and enhance their overall safety and well-being. The LYTE Lounge will house a music studio, art studio, basketball court, performance stage, teaching kitchen, computer lab, over 200 units of secure storage, meeting and gathering spaces as well as private offices for counseling, tutoring and employment support. At the Lounge, youth will be connected to both immediate and long-term housing options and will have access to transportation assistance, nutritious meals, private shower facilities, laundry facilities, professional and everyday clothing closet, hygiene supplies, physical healthcare services in our onsite clinic, mental health support provided by our staff clinicians, and on-site legal services.

RESULTS

While working to open the LYTE Lounge, the LYTE Collective team currently provides mobile support services to youth experiencing poverty and homelessness across the city of Chicago by going directly to where they are. Since 2017, LYTE Collective assisted 130 young people in the following: stabilization and crisis relief through providing basic needs such as food, transportation, clothing, etc.; securing emergency, short-term and long-term housing; enrolling in high school and college; gaining employment and increasing income; accessing public benefits; accessing physical and mental health resources; and obtaining childcare.

EARLY LEARNINGS

Dr. Casey Holtschneider, Executive Director of LYTE Collective and professor at Northeastern Illinois University conducted the first study in the U.S. on the long-term impacts of support services provided through transitional living programs. Grounded in the findings of this study, LYTE Programming: moves recreation, education and employment programming to the center of services for youth experiencing poverty and homelessness; creates a community-based hub that nurtures long-term relationships as opposed to time-limited, crisis-based support; and removes barriers to service access such as strict time and age limits, documentation of need, and common language that youth report to feel stigmatizing.

FUNDING SOURCE(S)

Knight Family Foundation, Pierce Family Foundation, Polk Bros. Foundation, The Owens Foundation, the Chicago Community Trust, Alvin H. Baum Fund, the Chicago Youth Storage Initiative, Conant Family Foundation, Julian Grace Foundation, Blowitz-Ridgeway Foundation, a Bigger World Foundation, and Prince Charitable Trusts, and from a variety of individuals, families, volunteers and community partners.

07

Create better outreach tools, technologies and online resources to reach and engage the most disconnected youth

HIGHLIGHT MICROSOFT CAREER TECH PILOT

GOAL

Provide OY with work-readiness and Microsoft Office skills important for entry-level employment.

POPULATION SERVED

JOBLESS YOUTH

DESCRIPTION

The mission of the Chicago Learning Exchange (CLX) is to inspire and support innovation that equips digital-age learners and leaders to close Chicago's opportunity gap. CLX envisions Chicago as a connected community where all learning counts. In 2018, CLX, One Summer Chicago, and Microsoft partnered to develop the Microsoft Career Tech Program - a six-week summer learn-and-earn program for a group of 20 Opportunity Youth. CLX, with expert guidance and consultation from MHA Labs - an organization committed to supporting 21st Century Skill development among youth - created a curriculum that combined work-readiness and Microsoft Office skills to support youth in obtaining entry-level job placements. Through hands-on activities that included LRNG Playlists and badges, participating youth gained Microsoft Office skills while they built their resumes, personal budgets, personal branding decks, and LinkedIn profiles. When youth earned digital badges for building Microsoft skills and work-readiness skills, they unlocked access to additional Microsoft training and certifications, paid for through this program. St Sabina piloted this program and it continues to be offered through Phalanx Family Services.

EARLY LEARNINGS

We knew that many youth participants were searching for jobs while in this program and, at any moment, might leave for employment. As such, we created a program with distinct modular components so that whether a youth participated for one week or six weeks, they would walk away with new skills and a clear understanding of how those skills could help them in the job market.

RESULTS

Innovative curriculum launched, including the use of digital badges to recognize skills and unlock additional learning opportunities through Microsoft.

FUNDING SOURCE(S)

Microsoft Corporation



Partner with employers to better understand the “demand” for local talent and then create the “supply” pipeline of qualified youth



HIGHLIGHT #1 REIMAGINE RETAIL CHICAGOLAND

GOAL

Partner with the retail sector to improve the retention and advancement of frontline workers while changing the perception and future of retail.

POPULATION SERVED

Frontline retail employees

DESCRIPTION

Reimagine Retail Chicagoland is a workforce initiative hosted by the Chicagoland Workforce Funder Alliance helping to improve the quality of jobs for workers in entry-level positions, creating pathways for advancement in retail and related sectors, and increasing retention for employers. It is led by a collaborative group of partners including the Chicago Cook Workforce Partnership, Thrive Chicago, LISC Chicago, Youth Job Center, Women Employed, Instituto del Progreso Latino, Skills for Chicagoland’s Future and others. All together these partners offer a wide range of retail workforce services to job seekers, retail workers and retailers. Through collaboration with retail employers Reimagine Retail Chicagoland promotes the core idea that an entry-level retail job can and should be the doorway to many different career pathways.

EARLY LEARNINGS

Talent Rewire is just being launched in Chicago, but it has been run three previous times by FSG at a national level. The early learnings from the Lab’s previous iterations clearly reflect that while change for companies can be difficult and incremental, the payoffs and benefits to both companies and workers are real and significant, and worth the time and effort of engagement.

RESULTS

In 2019 Reimagine Retail Chicagoland, in partnership with FSG, is launching a signature service engagement with retail employers call Talent Rewire. This “Innovation Lab” is designed to support HR, Operations, and CSR retail leaders to articulate the business case for investing in increasingly diverse talent pools. The nine-month long experience will engage nine mid -to-large-sized retail employers and help them pilot changes in employment policy and practices that help the companies and help their workers.

FUNDING SOURCE(S)

Walmart, Aspen Institute, and Chicagoland Workforce Funder Alliance

Invest in programming that incorporates a strengths-based, positive approach to working with youth that is trauma-informed and is knowledgeable about adolescent development



HIGHLIGHT

WORKFORCE ADVANCEMENT FOR YOUTH (SWAY)

GOAL

To build a trauma informed care workforce system.

POPULATION SERVED

All OY, with a special focus on justice-involved, homeless, parenting, and youth in care populations.

DESCRIPTION

By working with a significant portion of the youth workforce organizations in Cook County, the Chicago Cook Workforce Partnership is in a unique position to influence the quality and comprehensiveness of programming provided to young adults who face multiple barriers to employment an education. With the understanding that workforce services are provided by a diverse group of organizations that have varying budgets and levels of sophistication, The Partnership seeks to create a standardized trauma informed, core competency framework and companion curriculum to ensure a consistent level of service quality across the network, in regards to both career planning and holistic, wraparound services. The growing complexity of the challenges facing our youth requires that organizations be equipped with certain skill sets.

RESULTS

The Chicago Cook Workforce Partnership facilitated a Community of Practice from 2018-2019 with a subset of youth delegate agencies, the vehicle to disseminate and implement the strategies and skills necessary to effectively serve youth involved in the juvenile and criminal justice systems and/or impacted by violence. The Partnership worked collaboratively with 9 workforce agencies to develop a collaborative model for improving workforce services through a trauma informed care lens. The Partnership convened the Community of Practice on a monthly to take part in formal trainings provided through contracted partners and leveraging the network’s existing expertise.

EARLY LEARNINGS

The complexity and scope to become a trauma informed system is much larger than originally anticipated. Partnering with a trauma informed expert, in this case the Illinois Collaboration on Youth, assisted The Partnership in defining reasonable goals and implementing a strategic plan, along with helpful tools, to reach those milestones.

FUNDING SOURCE(S)

JP Morgan Chase

Invest in programming that provides higher “dosage” rates and case management supports for OY

10

HIGHLIGHT READI CHICAGO

POPULATION SERVED

Men 18 years old and older, in five communities on Chicago’s South and West Sides, who are at highest risk of being involved in gun violence.

GOAL

Connect people most at risk of gun violence involvement with paid transitional jobs, cognitive behavioral therapy, and wrap-around supportive services to help them create a viable path for a different future, and to help reduce violence in the city’s most impacted neighborhoods.

DESCRIPTION

READI Chicago launched in fall 2017 in five community areas --North Lawndale, Austin, West Garfield Park, Englewood, and West Englewood --through a partnership between Heartland Alliance and six community partner organizations with the aim of connecting 500 individuals to the program by Summer 2019. READI Chicago is a two-year engagement --18 months of the program and six months of case management and support providing participants with a daily stipend. Participants then have access to an additional six months of case management and coaching support to help them successfully transition to unsubsidized employment. Given that the individuals we are trying to reach are hard to engage, READI Chicago allocates up to one year of community-based outreach services to enroll participants in the program, with the understanding that it might take time to persuade individuals to sign up and stay with READI Chicago. The University of Chicago Crime and Poverty Labs are evaluating READI Chicago in order to understand its impact and potential to expand if results are strong. READI Chicago has been designed specifically for a population with high rates of trauma. Additionally, READI Chicago provides access to legal services and supports through collaborative partnerships. READI Chicago is unique in its long-term, intensive approach. Through cognitive behavioral therapy (CBT), professional development, and transitional jobs, individuals spend up to 40 hours every week with READI Chicago staff who infuse principles of CBT and trauma-informed care into every aspect of the program. This allows participants to practice behavioral and professional skills in a safe work environment, in addition to support through individual case management.

EARLY LEARNINGS

In the first 18 months of program implementation, we have confirmed many previously untested program assumptions. First, it is possible to identify, locate, and engage men who are at the very highest risk of gun violence involvement. Second, if low-barrier, immediate job opportunities are offered, READI Chicago can engage high-risk individuals who are not seeking services. Finally, if a cognitive behavioral intervention is offered as a condition of employment, READI Chicago can engage individuals in mental health services. In addition, the program take-up rates and levels of participant engagement are higher than we anticipated given what we know about other transitional jobs efforts to reach individuals at high risk of violence involvement. Most of our participants were not engaged with social services before joining READI Chicago, and we are hoping to leverage the trust they are building in staff across READI Chicago social service partners in order to help them make the connections they need to essential wrap-around services and supports.

RESULTS

As of February 2019, 919 individuals have been referred to READI Chicago. 555 (60%) of these individuals have been engaged by an outreach worker. 418 (75%) of the individuals who have been engaged by an outreach worker decided to participate and started transitional employment. Over 55% of participants who started transitional employment are actively working.

FUNDING SOURCE(S)

A full list of funders is available at HeartlandAlliance.org/READI.

CHICAGO OY WORKING GROUP (2016-2019)

- Alternative Schools Network
- Boys & Girls Clubs of Chicago
- Chapin Hall at The University of Chicago
- Chicago Beyond
- Chicago Cook Workforce Partnership
- Chicago Department of Family & Support Services
- Chicago Public Schools
- Chicago Urban League
- Chicagoland Workforce Funders Alliance
- Cook County Justice Advisory Council
- Dovetail Project
- Emerson Collective / Chicago CRED
- Get IN Chicago
- McDonald’s Corporation
- Mercy Home for Boys & Girls
- Mikva Challenge
- National Youth Advocate Program, Inc.
- Office of the Mayor of Chicago
- Robert R. McCormick Foundation
- SGA Youth & Family Services
- Skills for Chicagoland’s Future
- Steans Family Foundation
- The Chicago Community Trust
- The Joyce Foundation
- The Resurrection Project
- University of Chicago Urban Labs
- Westside Health Authority
- Year Up
- Youth Connection Charter School



NOTES

[1] Analysis in this Annual Impact Report is based on the most recently available public data from the American Community Survey of the U.S. Census (PUMS data). 2018 data will be available in the late fall of 2019.

[2] For the purpose of this report, youth refers to 16 - 24 year olds.

[3] The national youth disconnection rate of 11.5% equates to approximately 4.59 million Opportunity Youth. The state disconnection rate of 11.3% equates to approximately 174,600 youth Opportunity Youth. From "Disconnected Youth." Measure of America - A Project of the Social Science Research Council, www.measureofamerica.org/disconnected-youth/.

[4] For a single individual, the federal poverty level in 2017 was \$12,060. For a family of four, the poverty level was \$24,600. U.S. Department of Health and Human Services, From Computations for the 2017 Poverty Guidelines. (2017, January 31). Retrieved from <https://aspe.hhs.gov/2017-poverty-guidelines>

[5] For research on what families need to earn to afford basic expenses, see: Measuring Poverty, National Center for Children in Poverty, from <http://www.nccp.org/topics/measuringpoverty.html>.

[6] For a single individual, the deep poverty level in 2017 was \$6,243. For a family of four, the deep poverty level was \$12,169.50. University of California Davis, Center for Poverty Research, From What is "deep poverty"? (n.d.). Retrieved from <https://poverty.ucdavis.edu/faq/what-deep-poverty>

[7] Analysis in this Annual Impact Report is based on the most recently available public data from the American Community Survey of the U.S. Census (PUMS data). 2018 data will be available in the late fall of 2019.

[8] The percentage of youth is the number of youth disconnected over the total youth population for the respective demographic group; i.e. 4% of white males are out of school and out of work

[9] "Reconnecting Chicago's Youth A Brief on Assets and Gaps." University of Chicago Urban Labs and Thrive Chicago. (2018).

[10] "Reconnecting Chicago's Youth A Brief on Assets and Gaps." University of Chicago Urban Labs and Thrive Chicago. (2018).

[11] "2017 Snapshot of Youth Outcomes" Thrive Chicago. (2017)

[12] "2018 Report on the Status of Chicago's Women and Girls." Chicago Foundation for Women. (October 2018). https://www.cfw.org/app/uploads/2018/10/GenderEquity2018_Report_Final.pdf

[13] Stevens, Heidi. "Chicago City Clerk Anna Valencia taps female power players to improve status of city's girls and women." Chicago Tribune. (October, 2018). <https://www.chicagotribune.com/lifestyles/stevens/ct-life-stevens-monday-status-women-girls-group-1022-story.html>

[14] "Reconnecting Chicago's Youth A Brief on Assets and Gaps." University of Chicago Urban Labs and Thrive Chicago. (2018).

thrivechicago

211 West Wacker Drive, Suite 1000, Chicago, IL 60606

773.904.2989 | thrivechi.org | @ThriveChi  