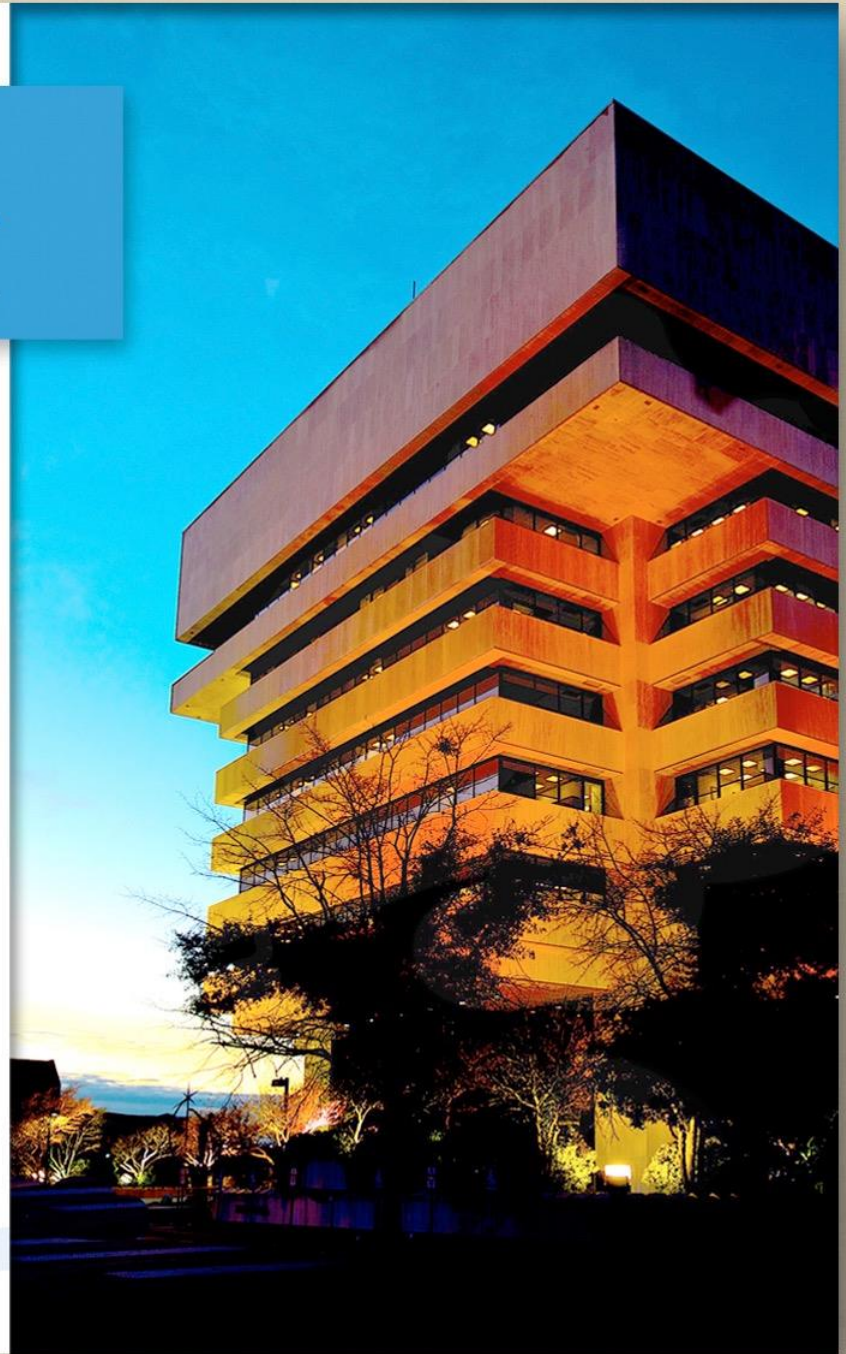


HAMPTON VA


Update on Government Employment Initiatives



Agenda

- Government Involvement
- Summer Youth Employment Program Update
- Exploration of extending programs to cover young men 18-24

Why?

- Youth Violence Prevention
 - Workforce Development with holistic support
 - Creating opportunity is more cost effective than reactive programs
- 

Summer Youth Employment Program History


Summer 2014

- Rising 11th and 12th grade
- 10 week program
- Economic opportunity
- Future employability
- Prevent youth violence

Summer 2015

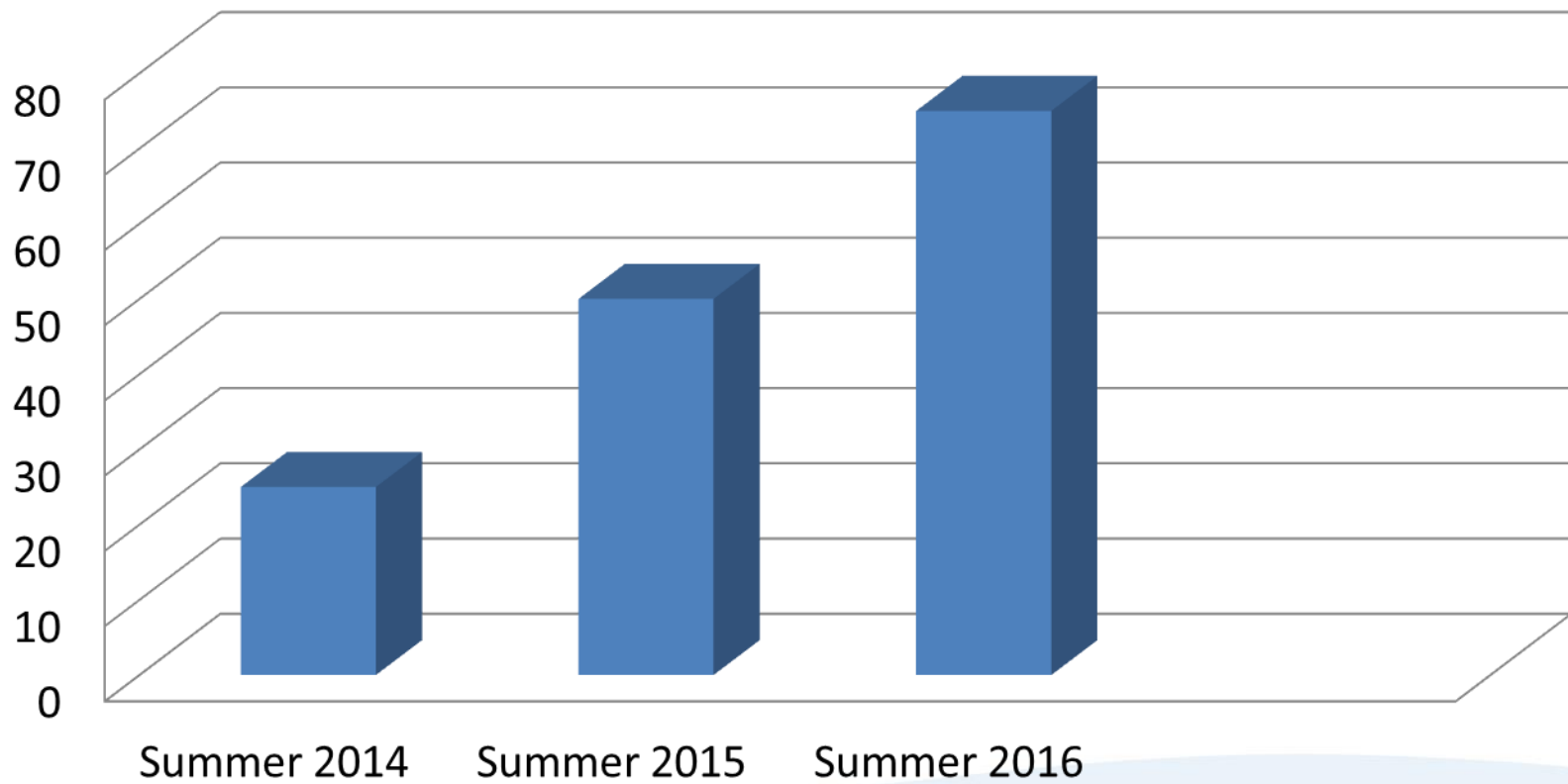
- 16 years of age
- 10 week program
- Supervisor Training
- Expanded Training
- Broaden recruitment criteria

2016 SYEP Program

- Applications more accessible
 - Public Safety Partnerships
 - Booster Sessions
 - Pre and Post Surveys
- 

SYEP Program Growth (Output)

Number of Youth in the Program



2015 SYEP Program Feedback

- Training Week
- Hiring
- Increased Training
 - Soft skills, customer service

Exploration of Expanded Efforts

- Proposed target audience:
 - Age: 18-24
 - Race/Ethnicity: Black/African-American
 - Gender: Males
 - Education: No educational requirements
 - History of anti-social behavior and/or adjudication in the criminal justice system

Why this target population?

- The race and age demographics were chosen based upon data gathered and reported in the *Cities United in Hampton, Virginia 2014* report and the Center for Disease Control.
- In 2013, the City of Hampton experienced a spike in homicides, with 22 homicide victims reported in that year and the victims were predominantly African-Americans (86%), most of whom were males.
- The majority of the above victims were between the ages of 14 and 30 (77%).
- Nationally, according to a 2011 Center for Disease Control (CDC) report on the leading cause of death amongst African-American males, homicide was the #1 cause of death, for this population, between the ages of 14 and 34.
- An intimate linkage exists between high school dropouts, criminal activity, and community violence.

General Concept

- Program Length: 6 months
- Format: Cohorts
- 40-hour work week (8 hours per day, 5 days per week)
- Paid Professional, Educational, and Personal Development Training
- Strengthening Families component
- Success Coaches
- 960 hours of employment and 40 hours of volunteerism for successful completion of the program
- Access to opportunities for educational advancement (GED, Vocational Training)
- 40 hours of community service

Expected outcomes

- Address the following individual and community challenges:
 - High poverty levels
 - Low family functioning
 - Low community engagement
 - Decreased opportunities for workforce development
 - Low opportunities for prosocial activities
 - Limited cultural awareness
 - Low literacy rates
 - Poor values-based thinking and reasoning

Conceptual Costs

- For each cohort of eighteen participants:
 - Program Budget: \$250,000 covers -
 - Compensation: \$10/hr.
 - New Employee Stipend
 - “Getting Started” Bonus
 - 50/50 LEE Match Incentive Program (living, education, entrepreneurship)
 - Strengthening Families Incentive Program

Next Steps

- Hampton United review:
 - How does this rank in priority as compared to other initiatives?
- Legal review:
 - Can we legally do all of this and if we cannot what partners can help us?
- Partner review (University; Faith; Business; Non-Profit):
 - Do they support the concept? What changes would they make? How can they assist - job sites, support, money, etc.?

Next Steps

- Partner solicitation:
 - Who will sign up to be part of the program, and when can they start?
- Financial development - grants and non-governmental fundraising
 - Who can help fund the effort so that the city money can be leveraged to serve more than eighteen people at a time?

Timeline

- Work on next steps over the next year
- Research from other successful programs suggest it is better to take the time to develop the program correctly upfront than to rush the services
- If partners agree to approach, plan to start effect no later than July 1, 2017