Opportunity Youth and Juvenile Justice: Maryland as a Case Study in Reconnection to Education and Work.

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Objectives

• Participants will understand:
  – Maryland’s Youth Policy Structure
  – How data informs planning around children and youth
  – How Governor Hogan and the Children’s Cabinet set a “strategic goal” for Opportunity Youth
  – Opportunity Youth in Maryland – who and why

• Next:
  – Review how juvenile services reconnects youth to education and keeps youth connected after release
  – Discuss specific strategies used
Maryland’s Youth Policy Structure

- Governor’s Office for Children
- Children’s Cabinet
- Joint Committee on Children, Youth, and Families
- Local Management Boards
Governor’s Office for Children

• A unit of the Governor’s Executive Department

• Staff to the Children’s Cabinet
  – Inform and support collective and specific work

• Promotes the values, policies and practices that advance the well-being of Maryland’s children and families; and

• Assists the Children’s Cabinet in the allocation of funds assigned to the Children’s Cabinet for distribution as grants.
VISION: All Maryland children and families will live and prosper in healthy, safe, and thriving communities.

MISSION: The Governor's Office for Children promotes the well-being of Maryland's children, youth, and families through data-driven policies and collective solutions.
The Children’s Cabinet coordinates the child and family focused service delivery system for all children and families.

The Executive Director of the Governor’s Office for Children chairs the Children’s Cabinet.
Children’s Cabinet

Chair, Arlene F. Lee
Office for Children

Sec. Sam Abed
Juvenile Services

Acting Sec. Greg James
Human Resources

Sec. David Brinkley
Budget and Management

Sec. Carol Beatty
Disabilities

Sec. Van Mitchell
Health and Mental Hygiene

Sec. Stephen Moyer
Public Safety and Corrections

Sec. Kelly Schulz
Labor and Licensing

Sup. Karen Salmon
Education

Dir. Glenn Fueston
Crime Control and Prevention
Children’s Cabinet Fund

- Established by § 8-501 - 506 of the Human Service Article.
- Provides for disbursements to Local Management Boards from the Children’s Cabinet to serve Governor’s priorities.
- Funding applications come out in Winter; grants are made in June.
Local Management Boards

- Local Management Boards are **local hubs** for planning, coordination, and influencing allocation of state resources for **children, youth, and families**.

- There are **24 LMBs** in Maryland – one for each county and Baltimore City.

- The role of the LMB is to:
  - Convene stakeholders and strengthen decision-making capacity at the local level;
  - Develop a 5-year strategic plan;
  - Use Results Based Accountability to track local progress;
  - Coordinate services to fill gaps and avoid duplication.
How Priorities Are Set: Results and Indicators

Results Based Accountability framework

• Used across local jurisdictions and across state agencies.

• Collectively working toward **eight Results** for Child Well-Being.

• **29 indicators** associated with these Results.

• Progress or regression tracked, reported, discussed.

• **Clear Impact scorecard**: Live, instant updates on GOC website.
How Priorities Are Set: Results and Indicators

Results Based Accountability
Framework used across local jurisdictions and across state agencies.

- “Results” and “Indicators” are shared measures to track progress.
- Results drive decisions about policies, programs, and taxpayer dollars.
- A “Result” is what we aspire to. Ends, rather than the means.
- An “Indicator” is the data that measures progress toward the Result.

Children are Successful in School = RESULT
High School Graduation Rate = INDICATOR
Maryland’s Results for Child Well-Being

- Babies Born Healthy
- Healthy Children
- Children Enter School Ready to Learn
- Children are Successful in School
- Youth will Complete School
- Youth have Opportunities for Employment or Career Readiness
- Families are Safe and Economically Stable
- Communities are Safe for Children, Youth and Families
Four Strategic Goals

1. Reduce the impact of incarceration on children, families and communities
2. Reduce the number of 16- to 24-year-olds who are “disconnected” from work and school
3. Reduce childhood hunger
4. Reduce youth homelessness
Reduce the number of 16- to 24-year-olds who are “disconnected” from work and school

• How this is implemented:
  – Children’s Cabinet agencies expand or create programming;
  – State policy analysis and change re: barriers;
  – Interagency plan for collaborative work;
  – Children’s Cabinet Fund designated for local programming
  – Technical assistance on best practices
Disconnected or “Opportunity” Youth

“Youth 16 to 24 years old who are not working and not in school.”
- Children’s Cabinet definition
• Almost six million youth ages 16-24 are out of school and work.

• Reached peak during 2007-2008 and has mostly stayed static.

• Impacts every State, in rural, suburban, and urban areas.

What’s Going On?
Two groups of youth are being left behind:

• Youth ready to work, but do not possess the skills that employers want

• Youth not ready to work because of individual and systemic barriers
Reconnecting youth to work and school presents tremendous opportunity:

**For youth:**
- Significantly less likely to live in poverty
- Increased physical and mental well-being
- Stronger social bonds/civic participation

**For communities:**
- Lower crime rates
- Decreased social services
- Increased tax revenue

*If the current cohort were working, the impact on our economy would be $4.7 trillion over their lifetime.*
Disconnected youth are a heterogeneous group made up of varied subpopulations with different needs.

**Educational Attainment**
- Dropped out of high school (31%)
- Have a high school diploma (47%)
- Earned a college degree (4%)

**Race**
- Black (21.6%)
- Native American (20.3%)
- Latino (16.3%)
- White (11.3%)
- Asian American (7.9%)

**Key Risk Factors**
- Living below poverty
- Parental unemployment
- Physical or mental disability
- Homelessness or insecure housing
- Transitioning from systems
- Living in racially segregated neighborhood (negative result unless white)

**Gender**
- Males (53%)
  - Black males (25%)
- Females (47%)
  - Mothers (33%)
Wide disparities exist among disconnected youth by race.

Nationally, Latino/Hispanic disconnection is starting to improve. Black or African-American disconnection is not.
Statewide

There are more than **85,000** disconnected youth in Maryland.

- Affects the entire state
- 11 juris. have higher rate than national average.
Anne Arundel, Baltimore, Prince George’s and Montgomery have the most per capita disconnection.
Males and females similarly likely to be disconnected:

<table>
<thead>
<tr>
<th></th>
<th>Males 16-19</th>
<th>Males 20-24</th>
<th>Females 16-19</th>
<th>Females 20-24</th>
</tr>
</thead>
<tbody>
<tr>
<td>United States</td>
<td>31.1%</td>
<td>17.7%</td>
<td>25.8%</td>
<td>14.5%</td>
</tr>
<tr>
<td>Maryland</td>
<td>29.8%</td>
<td>17.6%</td>
<td>24.4%</td>
<td>14.1%</td>
</tr>
</tbody>
</table>

But: rates of disconnection by gender can vary by jurisdiction, so it’s important to collect local data.
Wide disparities exist among disconnected youth by race.

One approach is to address the gap between black and white connectedness.

- Howard County cited in national study for large gap between black and white youth disconnection rates.
- Maryland ranks 10th out of 10 states with highest African American population for black male workforce participation.
- Baltimore is “the worst” among all metropolitan areas for economic mobility and future earnings.
Local Management Boards have conducted community needs assessments to identify where to find Opportunity Youth who are most in need of intervention:

- Home visiting programs for new mothers
- Youth shelters/independent living programs
- Siblings or children of patients at substance abuse clinics/programs
- Public library patrons
- Older siblings of children in afterschool programs
- Transitioning out of systems
The competition for acceptance into a promising workforce program is fierce. As a result, youth are often left behind if they exhibit one or more challenges:

- Lack of reliable child care
- Criminal history
- Reading and math skills below 9th grade
- Transitioning from foster care
- Homelessness or couch-surfing
- Lack of transportation

Funding for local programming prioritizes reconnecting populations that are the most in need.
Emphasizing Best Practices

- Children’s Cabinet promoting best practices in funded programming:
  - Collective impact
  - Earn and Learn (work-based learning)
  - Authentic youth engagement
  - Soft skills training
  - Stronger linkages between employers and job training, education
Local Efforts to Serve Opportunity Youth

- 23 out of 24 Local Management Boards plan to serve Opportunity Youth.
  - Most are in the planning/data collecting stage.
  - Focus on best practices, including paid work, strong peer and adult relationships, soft skills, and educational attainment.

- “Collective Impact” approach = building coalitions working toward same goal
  - Local government agencies, public libraries, schools
  - Local employers
  - Local nonprofits
Local Efforts to Serve Opportunity Youth

• Some examples of local efforts:

– Youth-friendly Re-Engagement Center for youth without a high school diploma.

– Employment services and job training for mothers served by home visiting program.

– Youth leadership development group that meets in rural setting with transportation, modules on soft skills and life skills, and culminates in paid work.

– Homeless services expanding to include employment and education assessment and referrals to partners.
Efforts Toward Equity

- Efforts to address racial disparities:
  - State funding for “Undoing Racism” workshops in local communities with participants from human services agencies, workforce.
  - 10 Local Management Boards selected by Annie E. Casey Foundation for Results Based Leadership sessions - focused on Opportunity Youth work with racial equity lens.
  - Grant applications from Children’s Cabinet now asking specifically about racial disparities and efforts toward equity.
Performance Partnership Pilot application

• Example of collective impact at State level
  – Governor’s Office for Children, State Dept of Education, and Labor, Licensing & Regulation

• Would start three pilots for homeless, disconnected youth in Baltimore City, Cecil, and Montgomery

• Programming would focus on re-engaging youth who have dropped out of high school, coaching/case management,

• Combined federal funding, shared planning, one set of outcomes around education/employment

• Notification comes out in Winter 2016.
Thank you!

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