

Roundtable on Employment Training For Disconnected Youth

National TANF State Directors' Meeting

September 19, 2019

Agenda

- ▶ Purpose of roundtable
- ▶ Introduction to ASPIRE
- ▶ Who are disconnected youth
- ▶ What is sector-based employment training
- ▶ Structure of roundtable discussion
- ▶ Discussion

Roundtable Participants

- ▶ Dr. Harry Holzer, Georgetown University
- ▶ Gerrie Cotter, Ohio Department of Job and Family Services
- ▶ Joy King-Pike, Per Scholas
- ▶ Rachel Sokol, Per Scholas Alumni

The ASPIRE Project

- ▶ Insight Policy Research conducted a needs assessment of disconnected youth under the Assisting Special Populations to Improve Readiness and Engagement (ASPIRE) contract
- ▶ Conducted semi-structured interviews with State, county, and service provider personnel in 4 States
- ▶ Interview topics included:
 - Needs of disconnected youth
 - Services provided
 - Challenges to serving the population

Who are Disconnected Youth?

- ▶ Broadly defined, disconnected youth are 16 – 24 years old and not engaged in education or the workforce
- ▶ Compared to all youth, the population of disconnected youth are*:
 - Disproportionately minority or from low-income households, especially in rural and economically depressed areas
 - More likely to have a disability, including mental illness
 - At increased risk of exposure to the criminal justice system

*Sources: Fernandes-Alcantara, 2015; Mendelson et al., 2018; Burd-Sharps & Lewis, 2018; Ross & Bateman, 2018

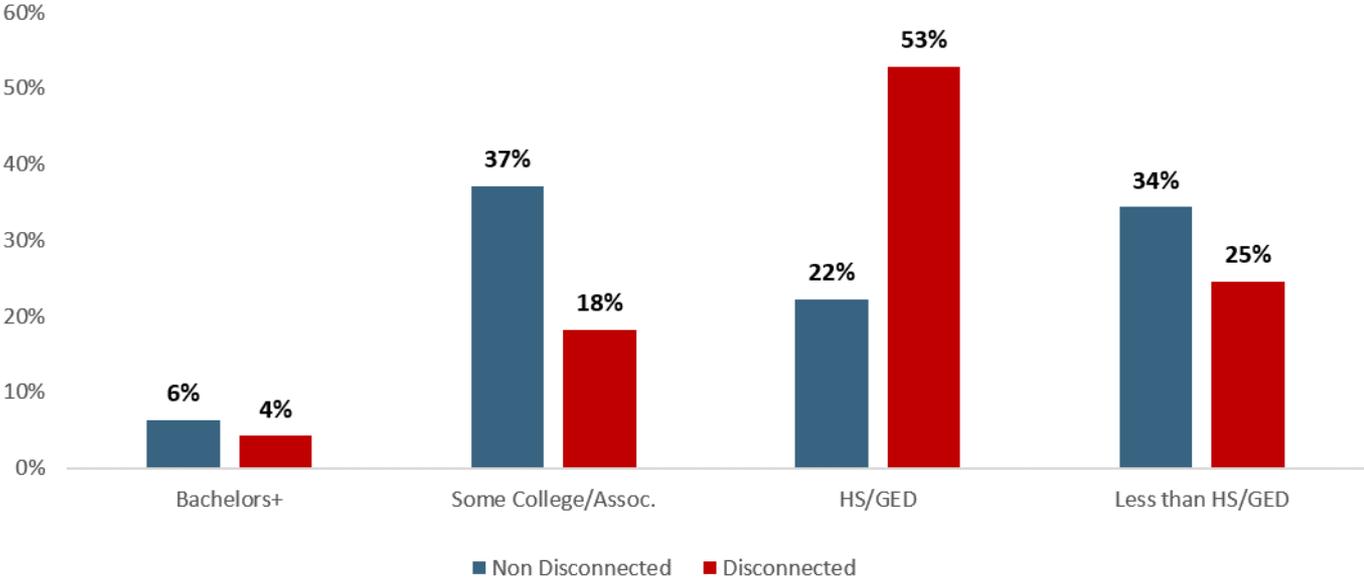
Who are Disconnected Youth? (Contd. 1)

- ▶ Common barriers include*:
 - Lack of educational attainment
 - Little-to-no employment experience
 - Limited exposure to adult role models
 - Delayed social development

*Sources: Fernandes-Alcantara, 2015; Mendelson et al., 2018; Burd-Sharps & Lewis, 2018; Ross & Bateman, 2018

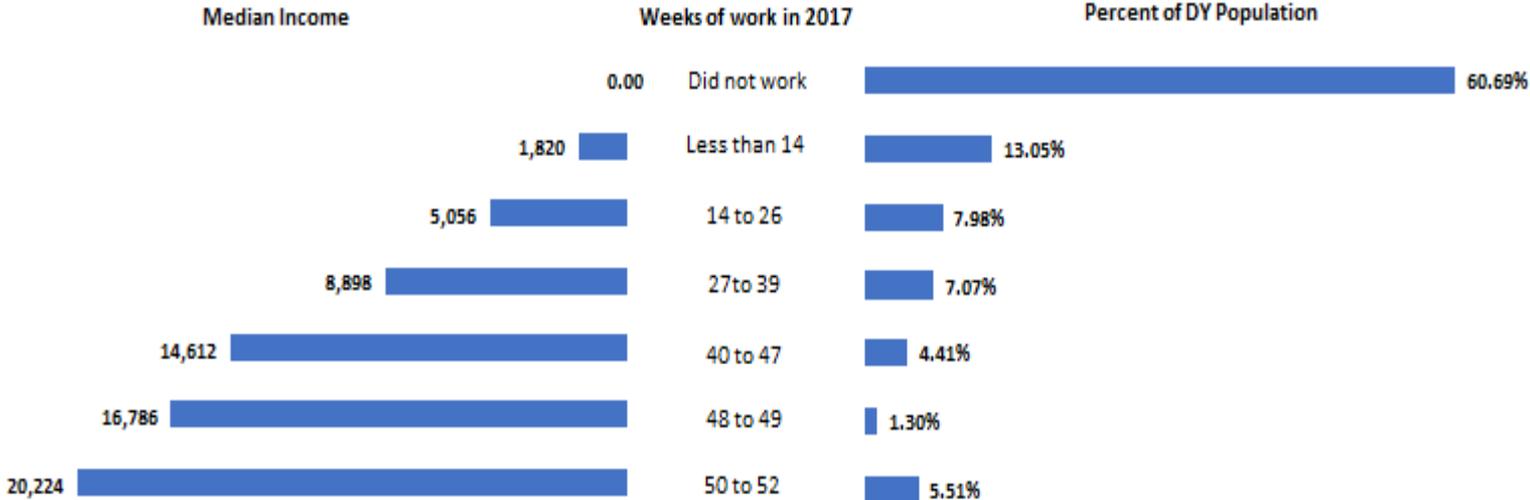
Who are Disconnected Youth? (Contd. 2)

- ▶ More than three quarters of disconnected youth do not have any postsecondary experience



Who are Disconnected Youth? (Contd. 3)

- ▶ On average, disconnected youth have limited work experience and low earnings



Who are Disconnected Youth? (Contd. 4)

- ▶ Only a portion of the disconnected youth population is TANF-Eligible

Categories of Disconnected Youth	2017 Pop. Size	Percent of DY population
Minor Children of Adult TANF Recipients	127,805	3.13%
Minors who are Parents	32,986	0.81%
Adults Between 19 and 24 with Children	1,726,732	42.25%
Not Eligible for TANF	2,199,483	53.82%

What is Sector-Based Employment

Sector-based employment approaches:

- ▶ pair organizations that provide employment training for low-skill workers with employers aiming to fill specific occupational vacancies
- ▶ have potential to increase employment outcomes, wages, overall earnings, and benefits retention for disconnected youth (Maguire et al., 2010; Hendra et. al., 2016)

Goal and Structure of Discussion

- ▶ The goal is to share a variety of perspectives on each discussion question
- ▶ Each question will receive approximately 15 minutes of discussion
 - Each panelist will have 1-2 minutes to respond to a discussion question
 - The audience and roundtable members will have 7-9 minutes for discussion
- ▶ The discussion will be recorded for a podcast illustrating salient points of the discussion

Roundtable Discussion Questions

1. What are the key components of successful sector-based approaches to employment training for DY?
2. What support do DY need to encourage participation and successful completion of employment training.
3. How can TANF funds support the creation and implementation of sector-based employment approaches?
4. What changes in policy or practice would ease the use of sector-based employment training for DY?