

**Region IX 2012 TANF Innovations in Action Forum:
Work-oriented Programs for Vulnerable Populations and Youth**

Hire Up @ Larkin Street

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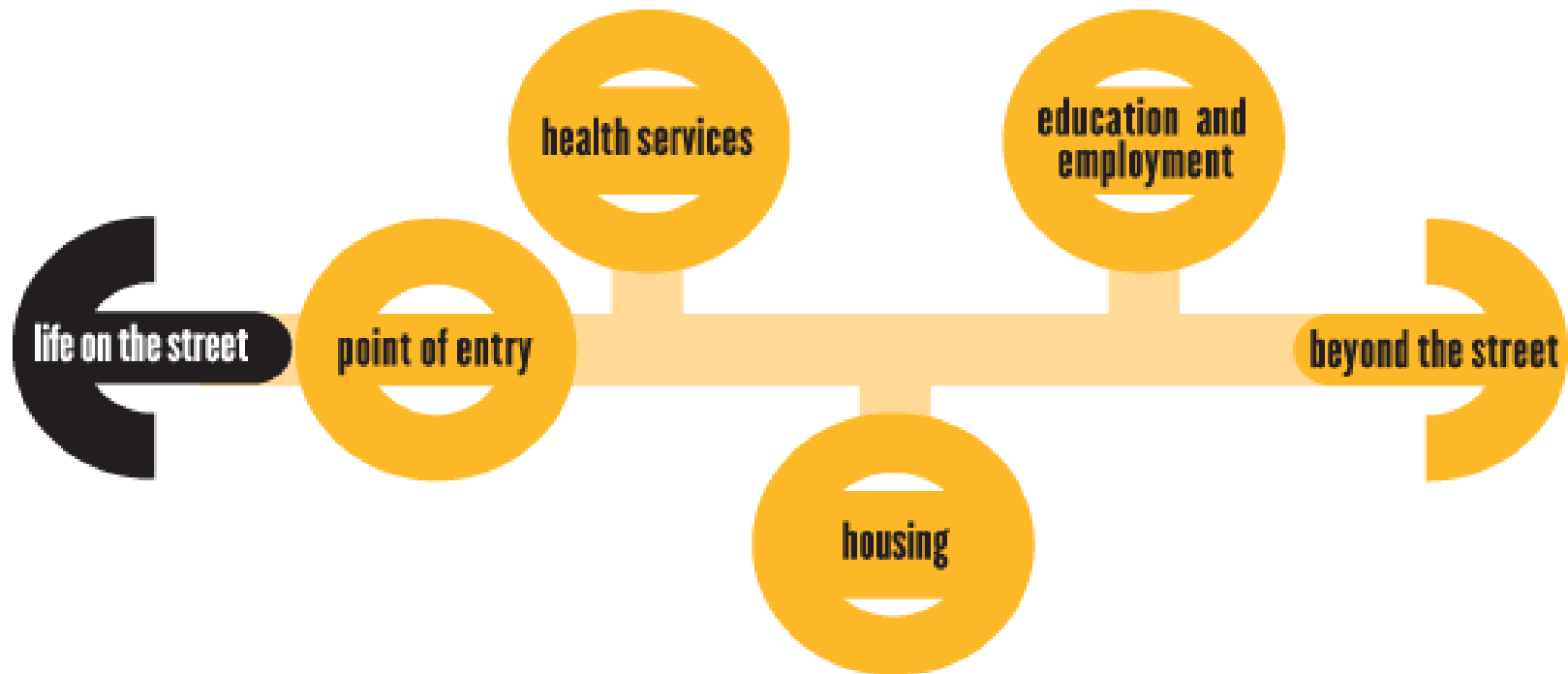
YOUTH SERVICES

Larkin Street Mission Statement

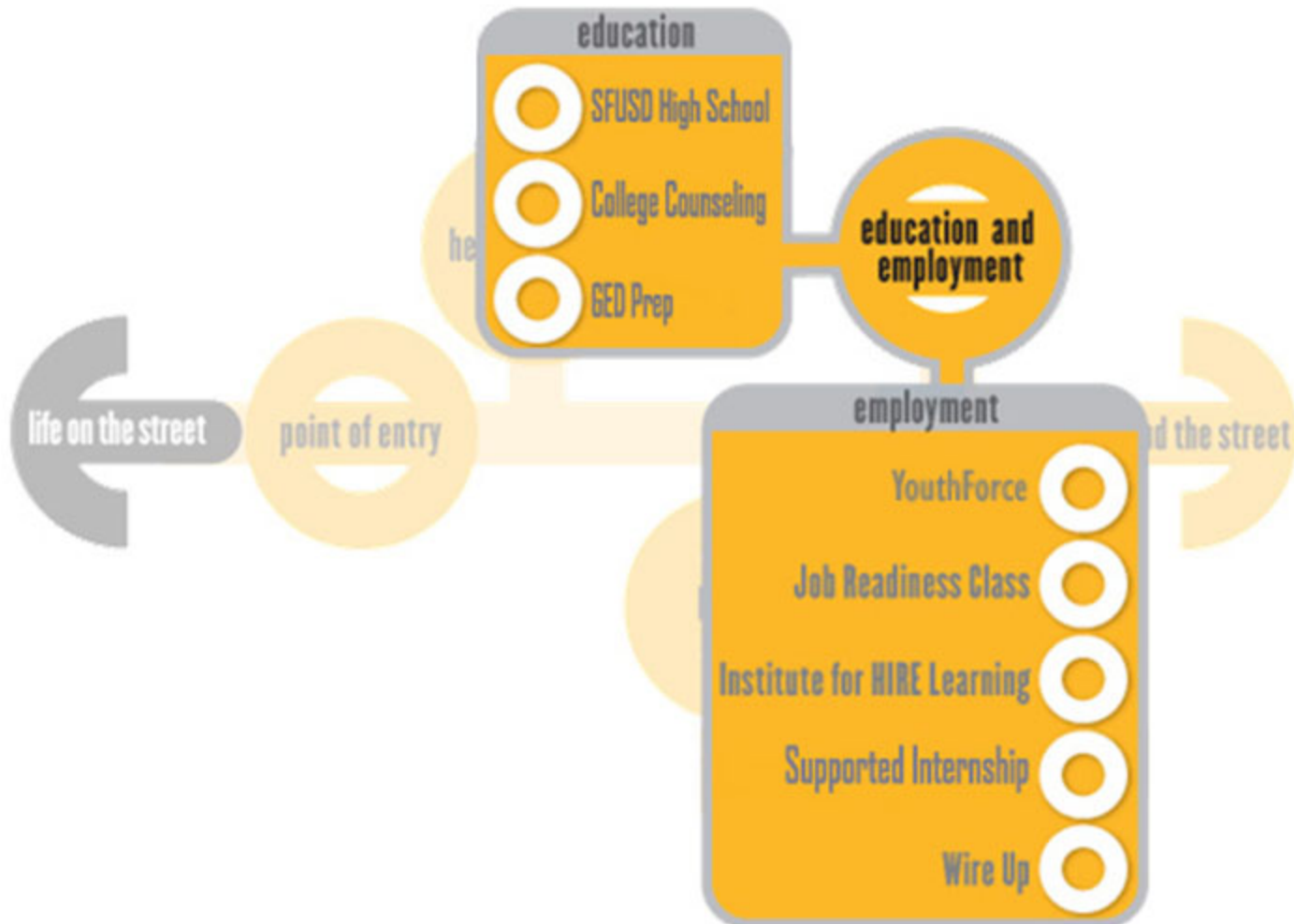
The mission of Larkin Street Youth Services is to create a continuum of services that inspires youth to move beyond the street. We will nurture potential, promote dignity, and support bold steps by all.



Continuum of Care



Support Services



Hire Up Program Philosophy

- Free services for youth ages 24 and under.
- Success has different meanings for each youth
- Education and employment services - part of a continuum
- Use Harm Reduction when moving youth toward employment

Youth Force

- **“Youth Force is a Test Run”**
 - ♦ Uniforms
 - ♦ Wages (**immediate paid work**)
 - ♦ Realistic Consequences
 - ♦ Experience for Resumes
 - ♦ Staff serve as Job References
- **Projects include:**
 - Trash pickups
 - Graffiti clean-up
 - Pressure washing
 - Landscaping
 - Light janitorial duties
- **Cross program collaboration**



Job Readiness Class (JRC)



- Monday – Friday from 9AM-12PM
- Clients earn \$200 over 4 weeks
- Interactive curriculum includes employment and life skill development, and strategies to work towards career goals

Institute for Hire Learning

- Internship program
 - ♦ 3 months for 20 hours per week
- Assistance to subsidize vocational/certificate programs
- Range of opportunities to engage interest
- Collaborative partnerships

Internal Internships

- Peer-facilitated program orientation
- Range of opportunities within agency
- Youth organized and led groups
- Youth Advisory Board internships



WHAT HAVE WE LEARNED...

Best Practices in Focus

Integrate Job Readiness and Post-Secondary

- Establish links between employment and education programming
- Include education groups in job readiness training
- Conduct college readiness courses
- Provide tutoring sessions or college readiness classes as part of the Internships



Build Strong Collaborations: YES Program (awarded 5 year contract)

Collaboration between Larkin Street, Youth Employment Services (YES), Human Services Agency (HSA), Personal Assisted Employment Services (PAES), and General Assistance.

- For Youth ages 18-24 who require additional support and services to successfully complete PAES programming
- Success Predictor is being housed by Larkin Street and actively participating in its Hire Up programming
- What was Larkin Street's success in the pilot YES program...?

YES Program Pilot with Larkin Street



**105
Youth**

**43%
Job
Placement**

- Almost double pre-Larkin Street rate
- More youth on track for long-term outcome of a Career

Implement Harm Reduction Strategies

- Meet youth where they are
- Conduct assessments using Motivational Interviewing
- Partner with youth to identify employment goals
- Create individualized employment workplans to meet the needs and skill-set for each youth

Cultivate Relationship-Oriented Culture

Case Management is a Welcoming Space

Failure \neq Chastise

Graduation is a BIG deal





Contact Information



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