



VILLA *of* HOPE

YOUTH & FAMILY SERVICES

rebuild. recover. renew.

YOU have made a difference!



**Rotary**

Club of Greece N.Y.



## Mission:

Villa of Hope helps families and communities Rebuild relationships, Recover from trauma, abuse, addiction and mental illness, and Renew Hope for the future.

## Vision:

Villa of Hope will transform the community-based system of care to address physical, emotional, social and economic needs of families and communities.

# Villa Programs & Services

- Outpatient Behavioral Health Clinic:
  - Mental Health Treatment
  - Substance Use Disorder Treatment
- Residential Treatment
- Community and Residential School
- Community-Based Programs
- Work Based Learning



# Work Based Learning - What is it?

- Comprehensive youth vocational education, job coaching and leadership development program that exposes youth to career training and employment opportunities
- An opportunity to explore career options and learn life skills while building a work portfolio to further the journey toward self sufficiency.



# Work Based Learning - What is it?

***The Villa Work Based Learning Program is unique.***

We work to overcome barriers to career exploration and pursuit with youth in a safe, accepting, therapeutic environment.

Gradually, we expose youth to external environments while increasing confidence and independence.



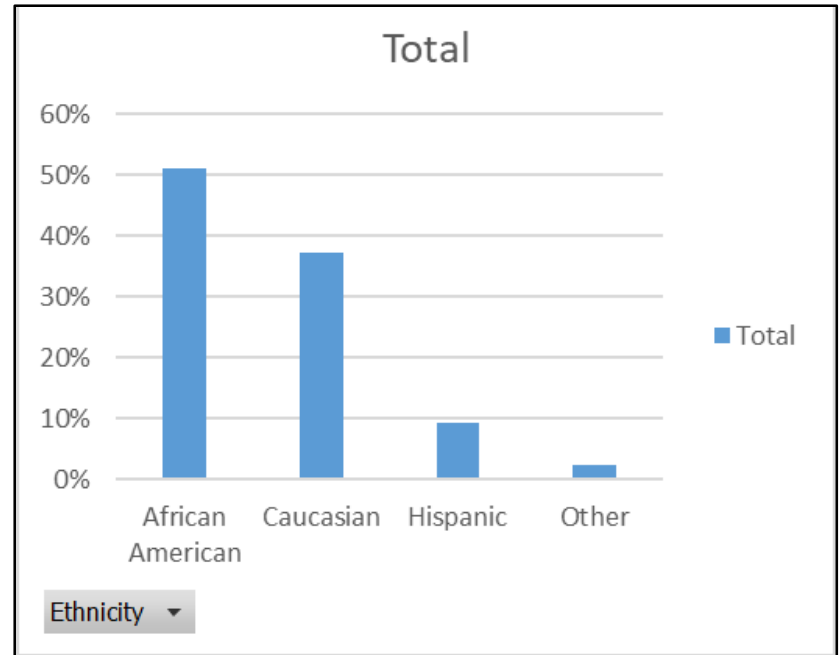
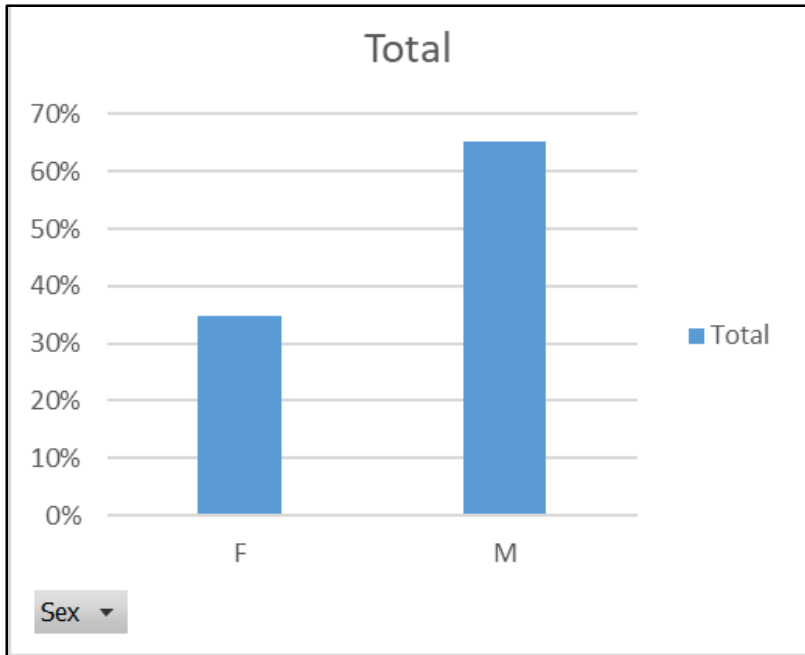
# Why was it needed?

- Youth did not understand what they were capable of achieving
- Youth were graduating missing the soft skills and without job experience
- Self-sufficiency and independence are critically linked to employment
- Talented, eager youth can help meet a community need
- Youth engaged in a future-focused program show lower rates of incidents and behavior issues such as AWOLs and property destruction.
- The nature of what brought youth to the Villa - trauma, poverty, addiction - can be a barrier to engaging in Work Based Learning programs offered elsewhere in the community.

# What do they earn in the program?

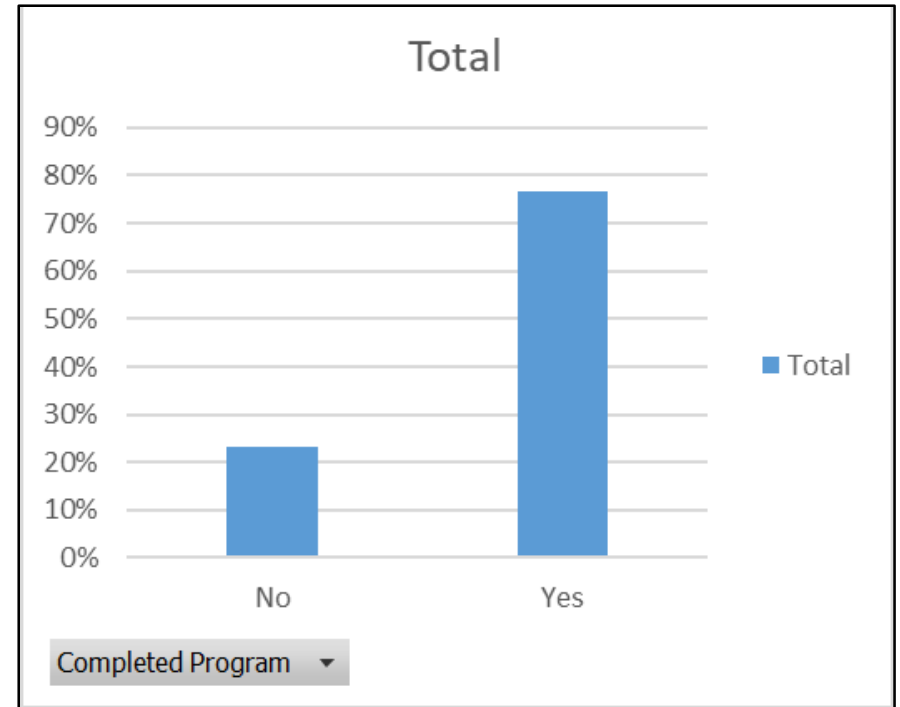
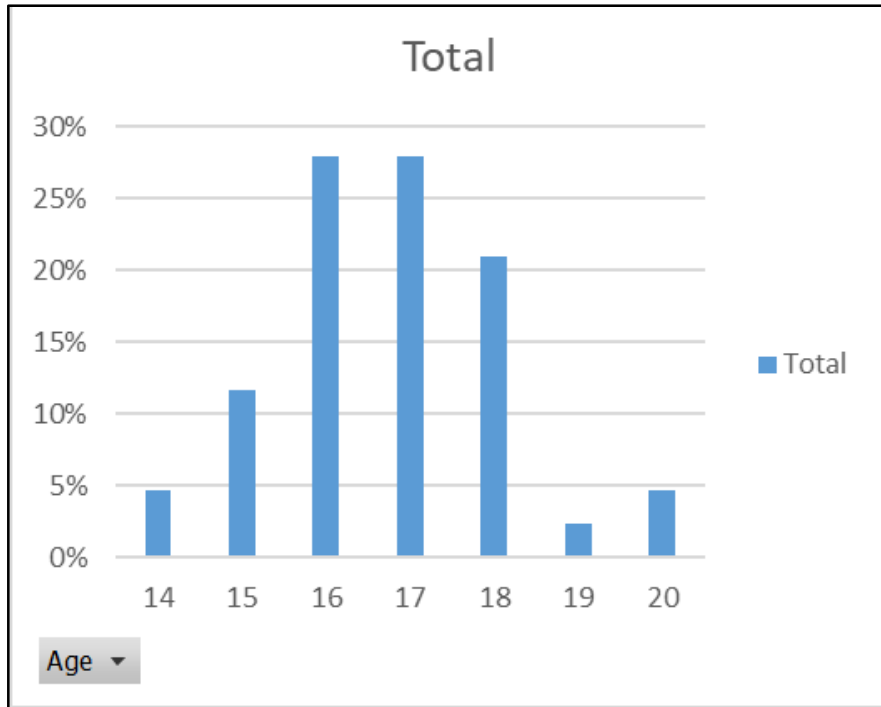
- Minimum wage for all hours in the program
- NYSED Career Development & Occupational Studies (CDOS) Eligible
- Vocational Assessment
- Career Interest Assessment
- Employability Profile
- Work Portfolio
- Work permit
- Financial Management

# Who have we served this year?





# Who have we served this year?



# How are we measuring success?

- Served 43 youth this year from a cross section of all Villa programs
- Attendance in program
- Reduction in incidents during/after the program
- Skills assessments/performance reviews
- Pre & Post Surveys of participants

# Measured improvement in behavior

Cohort	Average Attendance	Average Aces Score	# of Incidents 3 Months Before WBL	# of Incidents while Enrolled in WBL	# of Incidents 3 Months After WBL	Decrease
+ Cohort 1	82%	4	22	22	18	18%
+ Cohort 2	89%	3	25	14	12	52%
+ Cohort 3	92%	4	49	4	2	96%
+ Cohort 4	92%	3	15	14	0	TBD
Grand Total	89%	3	111	54	32	

# Measured improvement in behavior

## A Closer Look

Cohort	Average Attendance	Average Aces Score	# of Incidents 3 Months Before WBL	# of Incidents while Enrolled in WBL	# of Incidents 3 Months After WBL	Decrease
Cohort 3	92%	4	49	4	2	96%
AS	100%	1	1	0	0	TBD
AT	88%	8	6	2	0	
BT	100%	2	4	1	2	
CH	83%	3	0	0	0	
CO	79%	5	0	0	0	
JS	93%	1	4	0	0	
KY	100%	3	0	1	0	
KE	86%	6	32	0	0	
ST	100%	3	2	0	0	
<b>Grand Total</b>	<b>89%</b>	<b>3</b>	<b>111</b>	<b>54</b>	<b>32</b>	

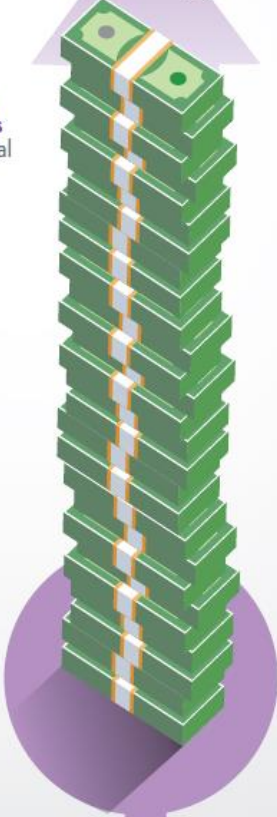


And a savings  
of over  
**\$167M annually**  
in taxpayer dollars  
by avoiding potential  
juvenile  
incarceration.

This resulted in a savings  
of approximately  
**\$32M taxpayer dollars**  
that otherwise would have  
been used for  
residential placement.

\$32M  
savings

\$167M  
savings



# Grace

Work Based Learning  
Current Student



# Why is this program important to our community?

- The Middle-Skill Worker Gap\*
  - 50% of jobs in New York State are middle-skill jobs
  - Only 38% of workers possess middle-skill levels of training
  - Between now and 2024, 45% of job openings will be middle-skill
  - Employers cannot find enough qualified applicants for these jobs – often paying a living wage (\$18+/hr).
- Breaking the cycle of poverty through education and employment builds a stronger community



\*Bureau of Labor Statistics Occupational Employment Statistics by State

***THANK YOU!!***

The investment by Greece  
Rotary is what made this  
possible!



# What do the kids do in the program?

Offered 4 times per year, the eight-week program cycle includes:

- 56 hours of worked based learning activities
- 8 Youth Leadership Development/Work Readiness groups
- 8 sessions of Boy Scouts Exploring program
- 4 hours per week of real work experience on campus
- Program graduates that are 18 and up will have the choice of attending the Young Adult Manufacturing Training Employment Program (YAMTEP).

# What are the students' interests?

First	Grade	Gender	Post-Grad	Ethnicity	CAREER 1	CAREER 2	HOBBY 1	HOBBY 2
Passion	8	F	College	Black	Anthropologist	Astronaut / Mission Specialist	Cooking	Cheerleading / Dance Squad
Monai	9	F	College	Black	Business Management Analyst	Crime Scene Investigator (CSI)	Gymnastics	Singing
Yadiel	9	M	College	Hispanic	Pharmacist / Pharmacy Technician	Jeweler / Watch maker	Baseball / Softball	Wrestling
Anthony	9	M	Military	Caucasian	Space Flight / Astronaut	Air Force	Astronomy	Wilderness Survival
Jose	9	M	College	Hispanic	Small Business Owner / Manager	Airport Operations Director	Basketball	Music
Seth	9	M	Work	Caucasian	Electrician	Attorney / Lawyer	BMX / Mountain Biking	Gaming / Online Gaming
Drew	9	M	Work	Caucasian	Chef / Baker	Drug / Alcohol Counselor	Swimming / Diving	Gaming / Online Gaming
Britney	10	F	College	Black	Home Health Care Aide	Respiratory Therapist	Dance / Tap / Ballet / Jazz	Wrestling
Grace	10	F	College	Caucasian	Social / Welfare Worker	Paralegal	Singing	Volleyball
Kyjion	10	M	Work	Black	Building Contractor	Carpenter	Basketball	Art / Painting / Sculpting
Kyle	10	M	College	Caucasian	Fire / Emergency Service ( General )	Search and Rescue	Horseback Riding	Music
Katheryn	11	F	Work	Caucasian	Paramedic / EMT	Chef / Baker	Cooking	Swimming / Diving
Adhol	11	F	College	Black	Judge	Cosmetologist / Barber	Cooking	Volunteering / Community Service
Nathaniel	11	M	Military	Caucasian	Marine Corps	Army	Football	Ice Skating / Hockey
Cole	11	M	Work	Caucasian	Musician / Singer	Software Developer	Music	Art / Painting / Sculpting
Ismael	11	M	Work	Hispanic	Zoologist / Zoo Director	Wildlife / Fish Manager	Basketball	Music
Andrew	11	M	College	Caucasian	Computers / Programmer	Web Designer / Developer	Gaming / Online Gaming	Board games / Chess
Christopher	11	M	Juco	Caucasian	Professional Athlete	Athletic Trainer / Sports Medicine	Basketball	Music
Shelldon	11	M	Work	Caucasian	Web Designer / Developer	Landscaper / Gardener	Football	Wrestling
Kayla	12	F	Work	Black	Farmer / Rancher / Livestock	Zoologist / Zoo Director	Singing	Basketball
Jeffery	12	M	Work	Black	Entrepreneur / Self-employed	Arts and Humanities ( General )	Creative Writing	Travel

# Where are they working?

Row Labels	Grand Total
+ Facility Operations	11
+ Purchasing	10
+ None	9
+ IT	4
+ Marketing	3
+ Goodwill	3
+ FO Front Office	2
+ Training Dept	1
Grand Total	43

# Cole

Work Based Learning  
Alum



# Your investment is what makes it possible for us to grow this program!

- From our first cohort of 8, to 43 total this year
- Implementing new Community-based cohorts for older youth (17+) that are living with their families or independently and need help becoming self-sufficient.
- Developing our program model to achieve what will help our kids reach their goals best.
- Grown from a passion project of a few executive leaders to having 3 full-time staff working on this project in the past year.

# Continuing needs to meet program demands

- Our goal is to serve 90 youth in 2019
- Overcoming challenges specific to our community-based youth such as transportation and income replacement in order to participate.
- Program growth has fostered the need for a fourth FTE – a Director to bring together the school-based, campus-based and community-based programs under one umbrella of leadership.
- Need to build strategy for future program self-sustainability.
- Need to expand community resources and partnerships to provide:
  - Job Shadowing
  - Internships
  - Funding
  - Volunteer opportunities
  - Mentorship

# How can you help?

- **Informational interviews** help youth learn more about career interests from the people who work in the field every day. Meeting with people in a chosen career allows youth to ask questions and gain personal perspectives on career interests.
- **Job shadowing** allows youth to visit a business to observe essential functions of one or more positions, providing youth with a realistic view of an occupation. Hours depend on the amount of time employers can provide as well as youth's level of interest.

# How can you help?

- **Internships** are time-limited intensive learning experiences outside of the traditional classroom, where we place youth in a supervised work-based learning situation with employers. Internships give youth broad overviews of occupational fields, while providing opportunities to experience work responsibilities and develop work-readiness skills.
- **Career talks** provide information on various occupations within an industry. They introduce students to the nature and scope of the work done and educate them on the skills necessary to perform certain job functions. Career Talks excite and motivate young people about career options and opportunities available to them.



# How can you help?

- **Mentors** are friends and teachers. Your goal is to inspire and facilitate personal, academic, and career achievements in the WBL participants for whom you mentor. The relationships you develop with your intern become channels for the passage of information, advice, challenges, opportunities, and support. Mentors offer interns information, contacts, challenges to stimulate curiosity and confidence, support, goal setting and advice. Above all, mentors are role models for our youth.

***THANK YOU!!***

YOU have made this possible!

