



Smart Transitions

Successful Transitions for Teens in Hampton Roads

A Report From The Together We Can Foundation Working Group On Homelessness and Disconnected Youth



So what's the solution
to homelessness?

There isn't one.





It's a complex and interconnected problem!



Where do we start?



We took this question to the
change leaders in the community
and this is what we learned.

If we want broad community support
and buy-in:



Redefine the problem.

Expand the target audience.

Have a powerful vision.

Engage partners based on their concerns.

Argue the cost of doing nothing.



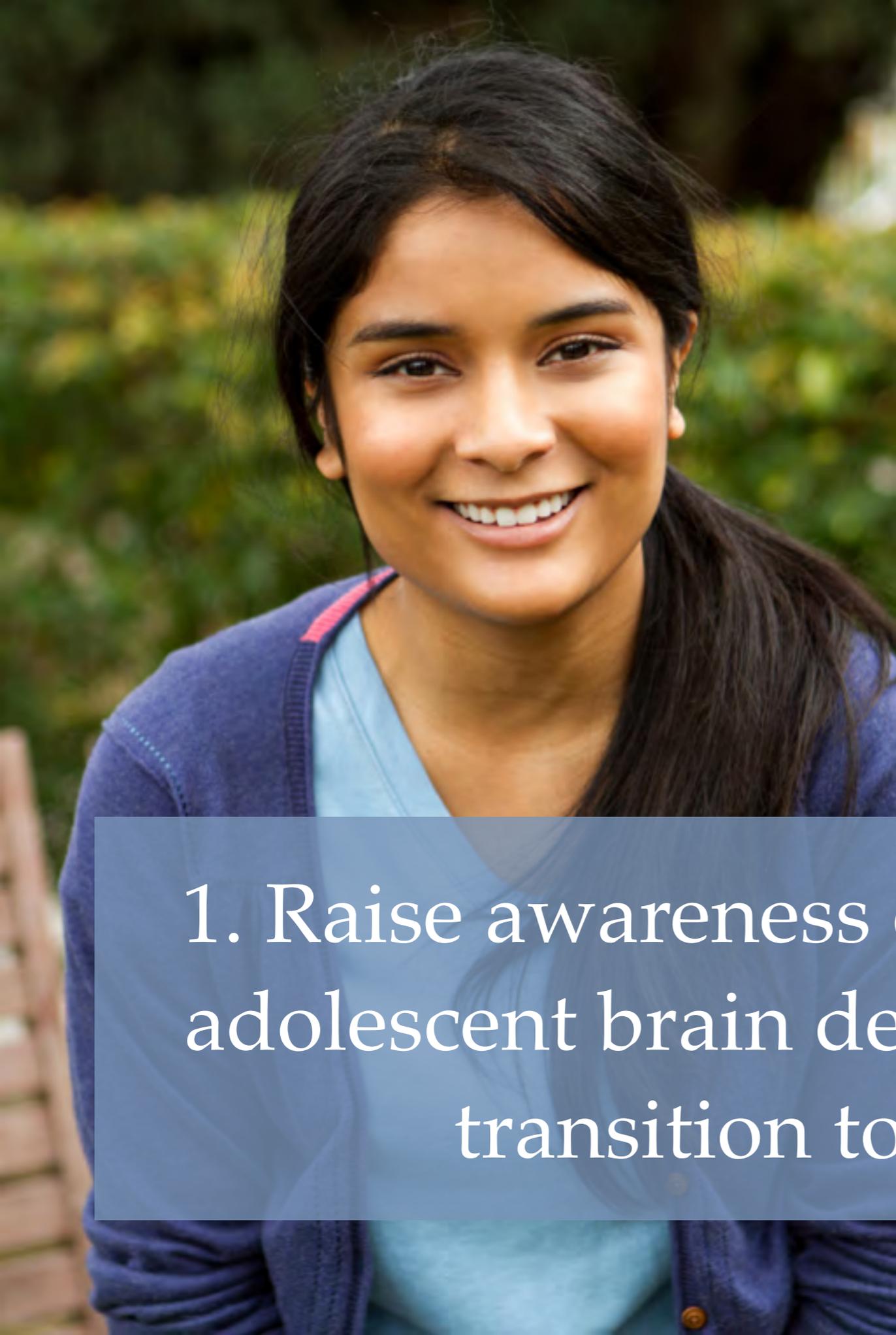
A Smart Transitions VISION

All teens in Hampton Roads deserve
the opportunity to transition
successfully to the adult workforce.



A Smart Transitions Youth Need

Education • Lifeskills • Housing
Employability Skills • Employment
Healthcare • Transportation



A Smart Transitions

VISION

STEPS

1. Raise awareness of the challenges of adolescent brain development and the transition to adulthood.



A Smart Transitions

VISION

STEPS

2. Educate and support families with better strategies for helping young people transition to adulthood.



A Smart Transitions

VISION

STEPS

3. Work with school systems to encourage different kinds of learning in high school and different pathways to adult work.



A Smart Transitions

VISION

STEPS

4. Work with area employers to match youth workforce skills with local employment needs.



A Smart Transitions

VISION

STEPS

5. Strategically and programmatically target disconnected youth and youth at risk of disconnection.



A Smart Transitions MISSION

To reclaim a significant percentage of the youth we lose to disconnection each year and bring them into the local workforce.



Smart Transitions
is not a new
program!

It's an integral way of thinking about and addressing the challenge of disconnected youth in Hampton Roads.

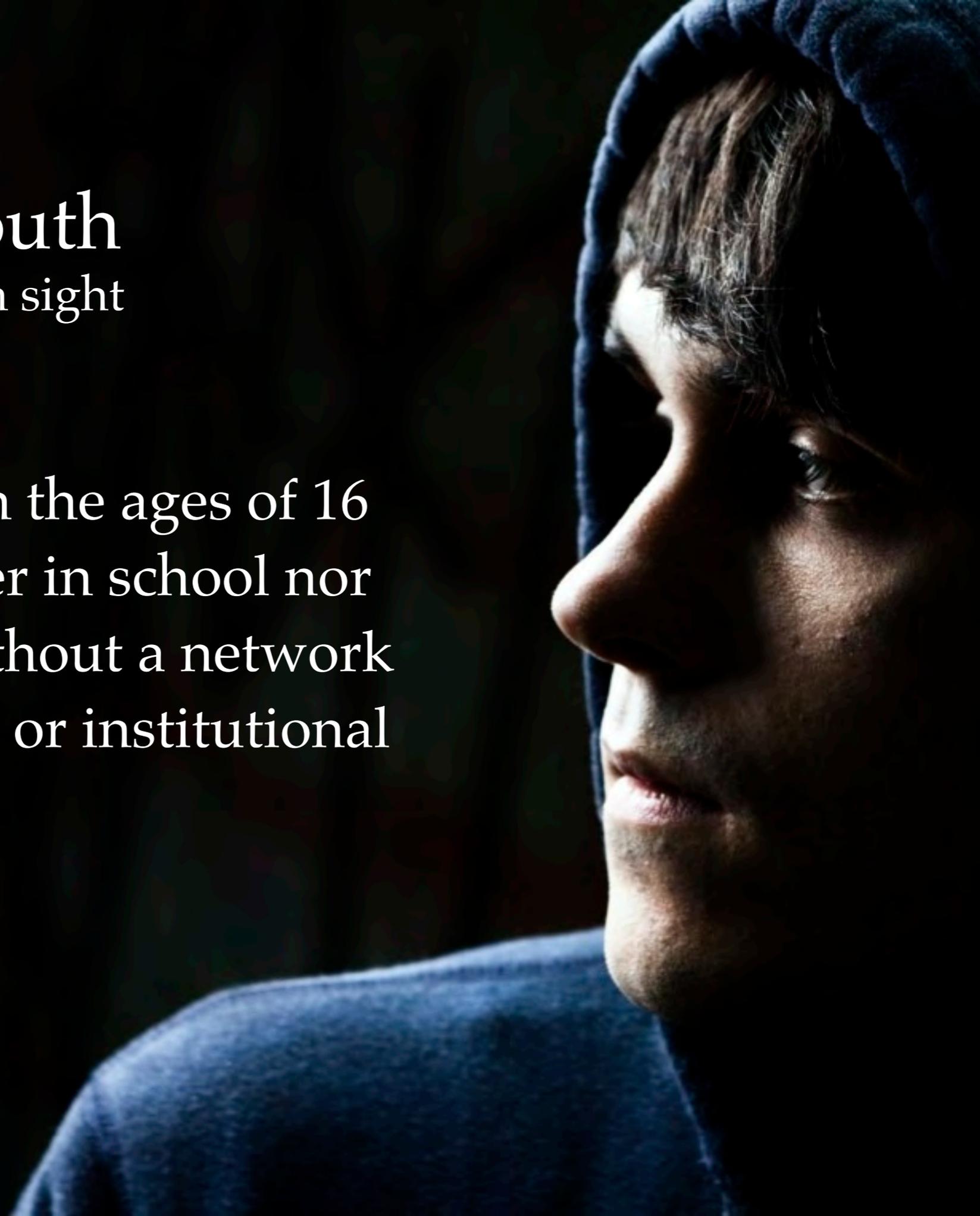
Disconnection

The Challenge

Disconnected Youth

A problem hidden in plain sight

Young adults between the ages of 16 and 24 who are neither in school nor working—usually without a network of family, community, or institutional support.



The Challenge

Disconnected Youth

A problem hidden in plain sight

U.S. Statistics

6.7 million

Youth are chronically
disconnected (3.3 M) or at
high risk of disconnection
(3.4 M under-attached)

14% of youth

between 16 to 24

That's 1 in 8 youth!



The Challenge

Disconnected Youth

A problem hidden in plain sight

The Southern United States
Virginia to Florida & West to Texas

Is home to 35% of all
youth between the ages
of 16 to 24...

...but accounts for 47% of
all disconnected youth



The Challenge

Disconnected Youth

A problem hidden in plain sight

Virginia

125,000 disconnected youth
between 16-24*

**as of 2009*



The Challenge

Disconnected Youth

A problem hidden in plain sight

Across Hampton Roads

**38,658 youth between 16-24
who are disconnected or at
high risk of disconnection
(under-attached).**



The Challenge

Disconnected Youth

A problem hidden in plain sight

Chronically Disconnected

Not in school and lacking a high school diploma

Not working or connected to the legitimate labor market

Lacking strong connections to caring adults and community support

And may also be involved with the juvenile justice or mental health systems



The Challenge

Disconnected Youth

A problem hidden in plain sight

Under Attached

Struggling in school, performing below grade level

Not oriented to or well prepared for the legitimate labor market

Living in high-poverty families, often headed by a single parent

Alienated from families due to abuse in the home or rejected by families because of sexual orientation



The Challenge

Disconnected Youth

A problem hidden in plain sight

At-Risk of Disconnection

Struggling to raise a child of their own

At risk of sanction by the criminal justice system

Struggling with substance abuse

In or exiting from foster care



The Challenge

Disconnected Youth

A problem hidden in plain sight

The Human Cost

Youth who are disconnected for three or more years suffer long-term difficulties:

Lower lifetime income and earning potential

Chronic difficulty getting and keeping a job

Significantly more likely to experience chronic homelessness



The Challenge

Disconnected Youth

A problem hidden in plain sight

The Human Cost

Significantly more likely to be
single parents

Significantly more likely to receive
food stamps and welfare payments

Lack of health insurance strains
medical system and increases
health care costs

Significantly more likely to
experience substance abuse and
chronic depression



The Challenge

Disconnected Youth

A problem hidden in plain sight

The Financial Cost

Each disconnected youth imposes -
on average compared to other
youth - an immediate taxpayer
burden of **\$13,900 per year.**

And an immediate social burden of
\$37,450 per year.

Based on *"The Economic Value of Opportunity
Youth"* a Kellogg Foundation Report - 2012



The Challenge

Disconnected Youth

A problem hidden in plain sight

The Financial Cost

Taxpayer burden is everything that taxpayers will pay for in terms of services (lost tax revenue, criminal and corrections costs, healthcare and social welfare costs)

Social burden is all other relevant costs (lost wages and productivity, higher health care and insurance costs, crime costs, marginal excess tax burden, etc.)



The Challenge

Disconnected Youth

A problem hidden in plain sight

The Financial Cost

A disconnected youth who reaches age 25 without effective intervention will impose a future lifetime taxpayer burden of **\$170,740.**

And a lifetime social burden of **\$529,030.**

Based on *"The Economic Value of Opportunity Youth"* a Kellogg Foundation Report - 2012



The Challenge

Disconnected Youth

A problem hidden in plain sight

The Financial Cost
in Hampton Roads

**A \$537,346,200 taxpayer
burden per year**

**A \$1,447,742,100 social
burden per year**



The Challenge

Disconnected Youth

A problem hidden in plain sight

The Financial Cost
in Hampton Roads

**A \$6,600,466,920 lifetime
taxpayer burden beyond 25**

**A \$20,451,241,740 lifetime
social burden beyond 25**



The Challenge

Disconnected Youth

A problem hidden in plain sight

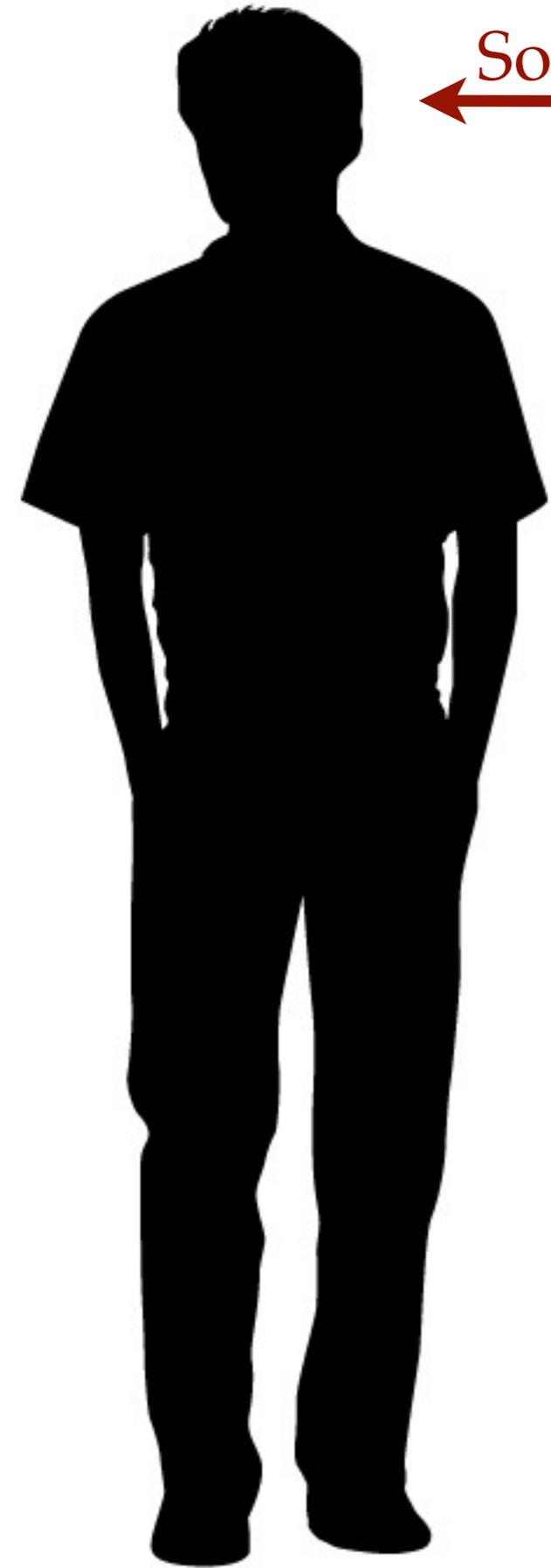
The Financial Cost
in Hampton Roads

And, of course, this number rolls over with each new cohort of youth added to the disconnected population in Hampton Roads.

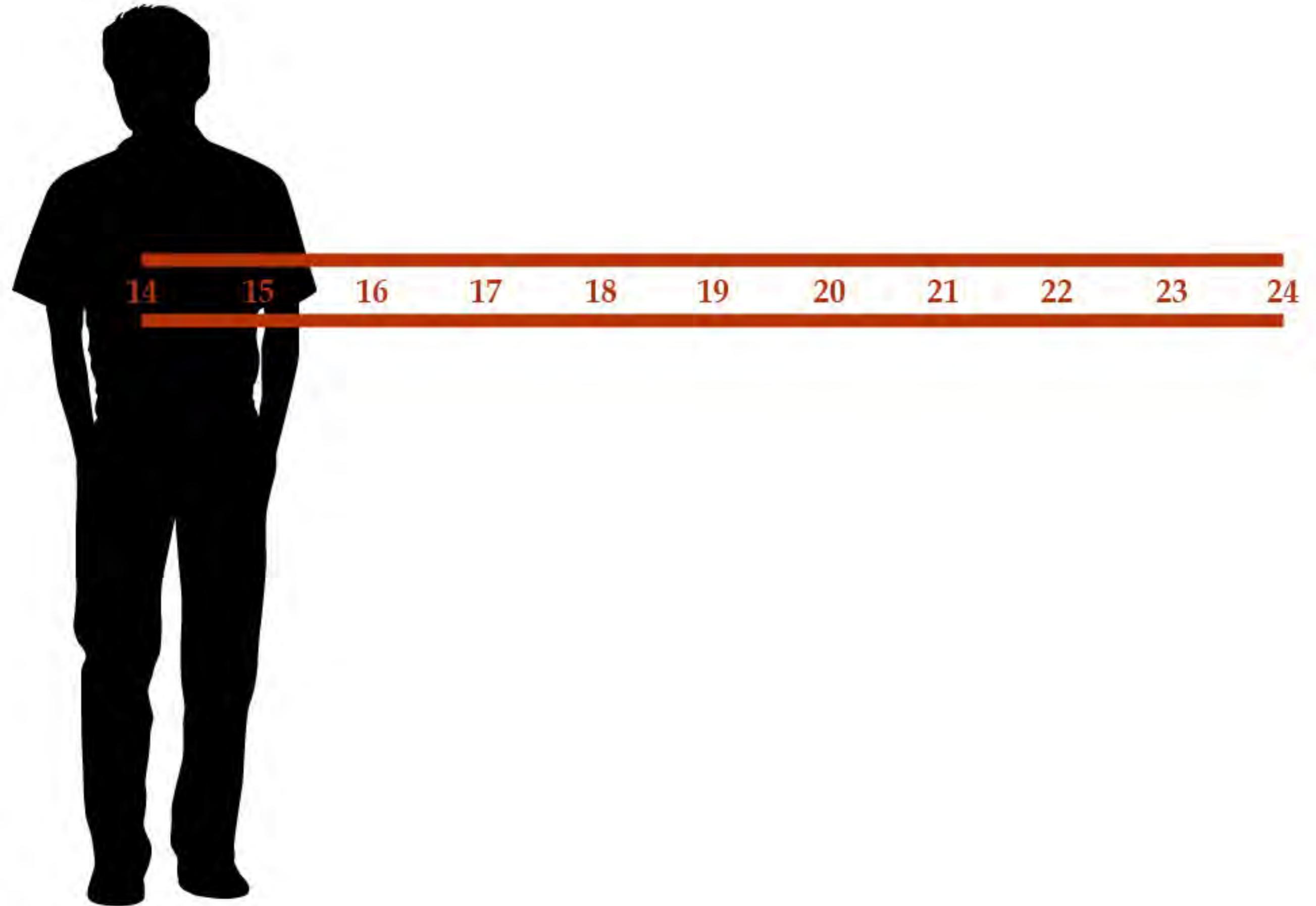


The Teenage Brain

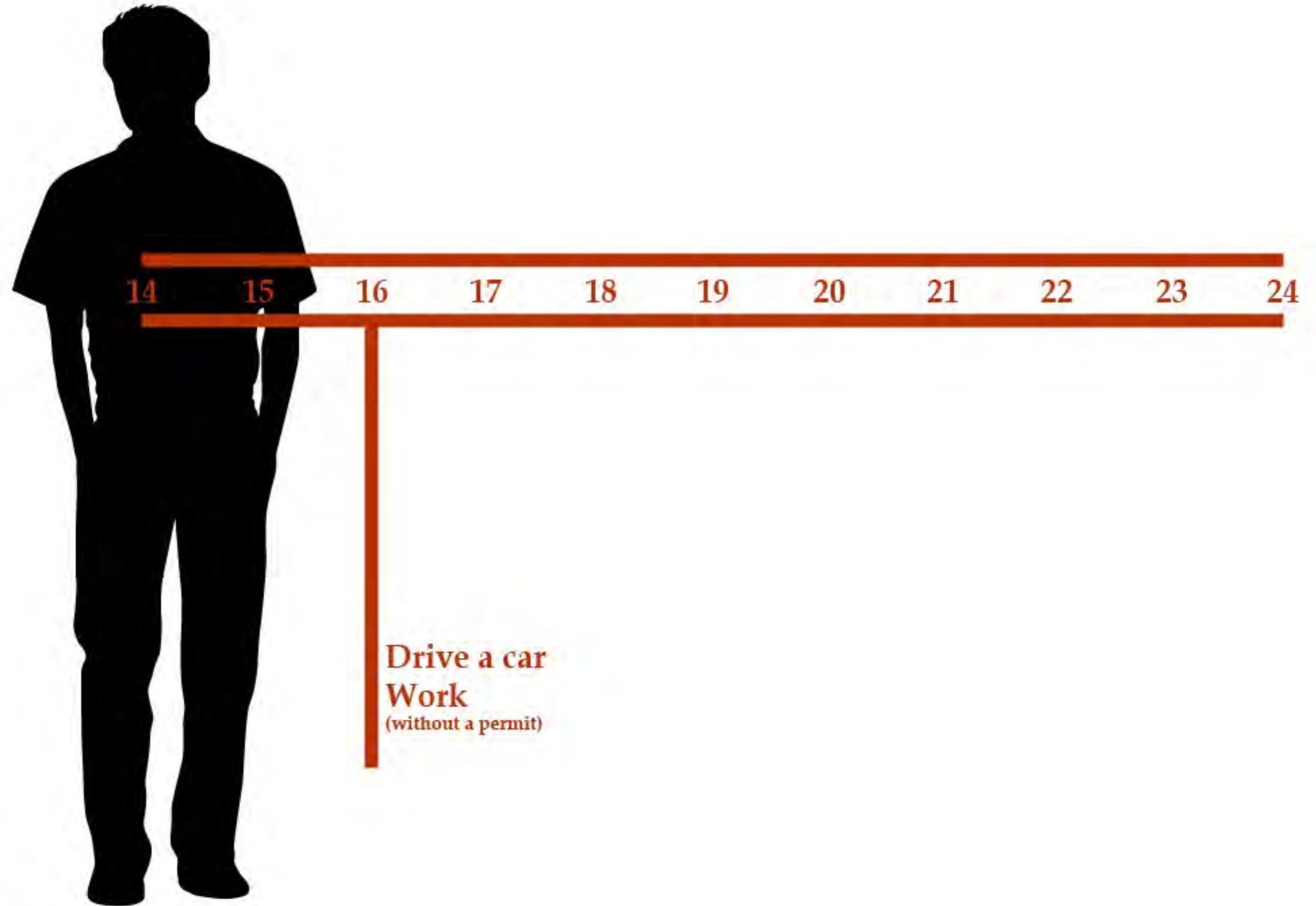
Somewhere in here...



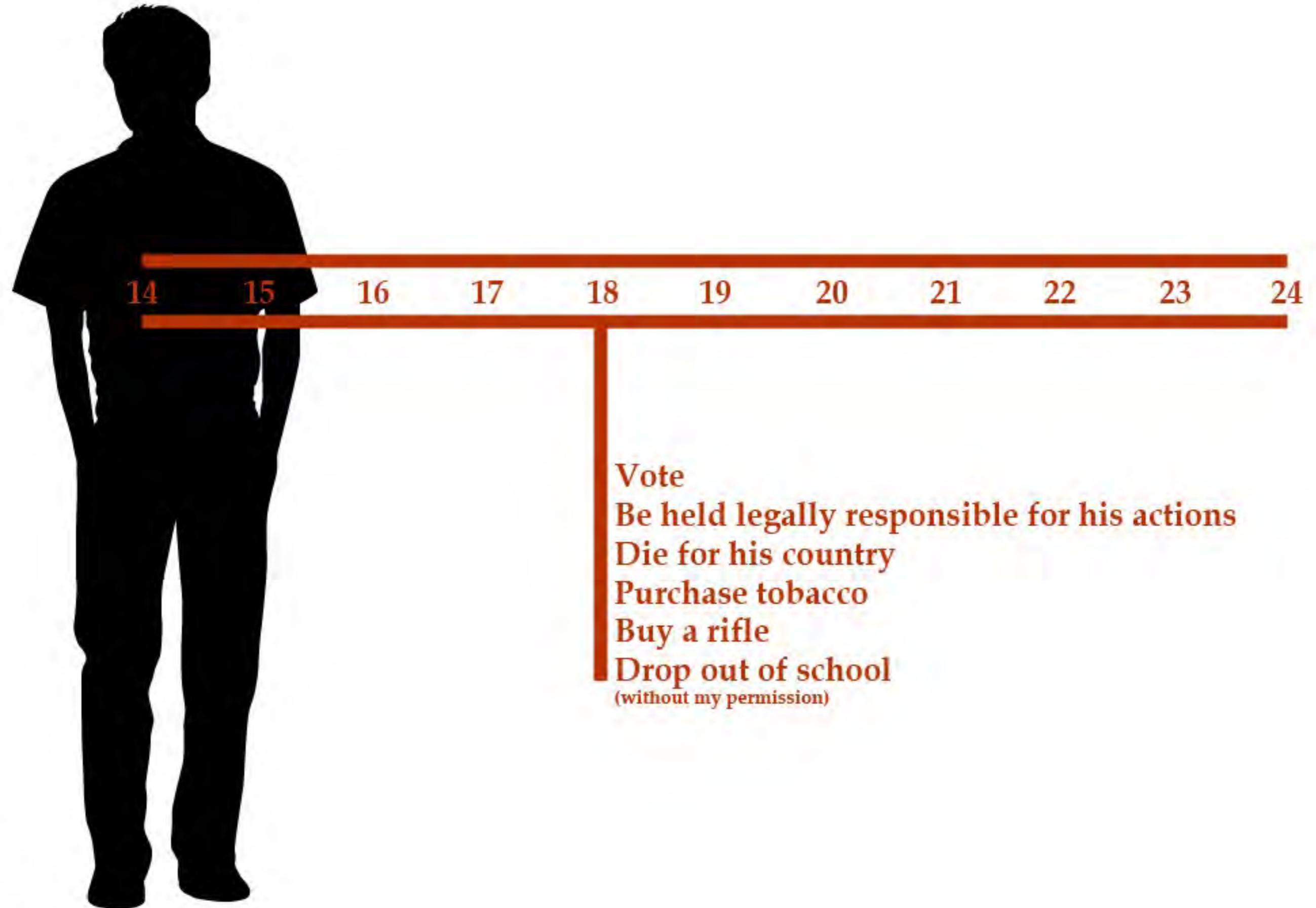
The Teenage Brain



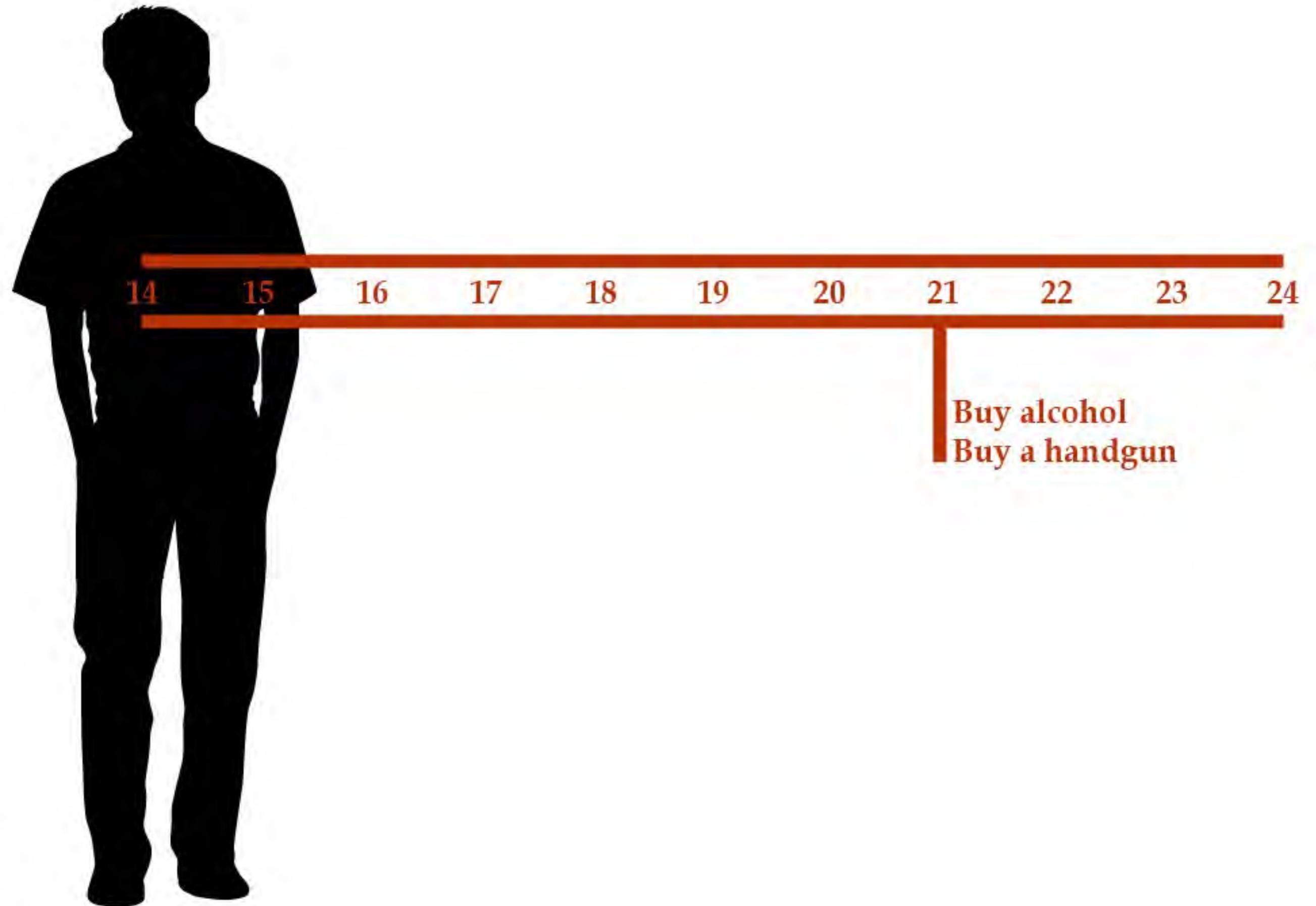
The Teenage Brain



The Teenage Brain



The Teenage Brain



The Teenage Brain



**Adult Brain
Developed**



The Teenage Brain

Critical Times in the Development of a Young Person

From birth to four years old is a critical time for basic brain development.



Recent brain research indicates that from puberty to the mid-twenties is also a critical time for the development of what we call the adult brain.



The Teenage Brain

The Brain in Transition

Frontal Lobe:
self-control,
judgment,
deferred gratification,
and emotional regulation
are all being developed
between the ages of 14 to 24

Corpus Callosum:
intelligence,
consciousness,
and self-awareness
do not reach full maturity
until the mid to late 20's



The Teenage Brain

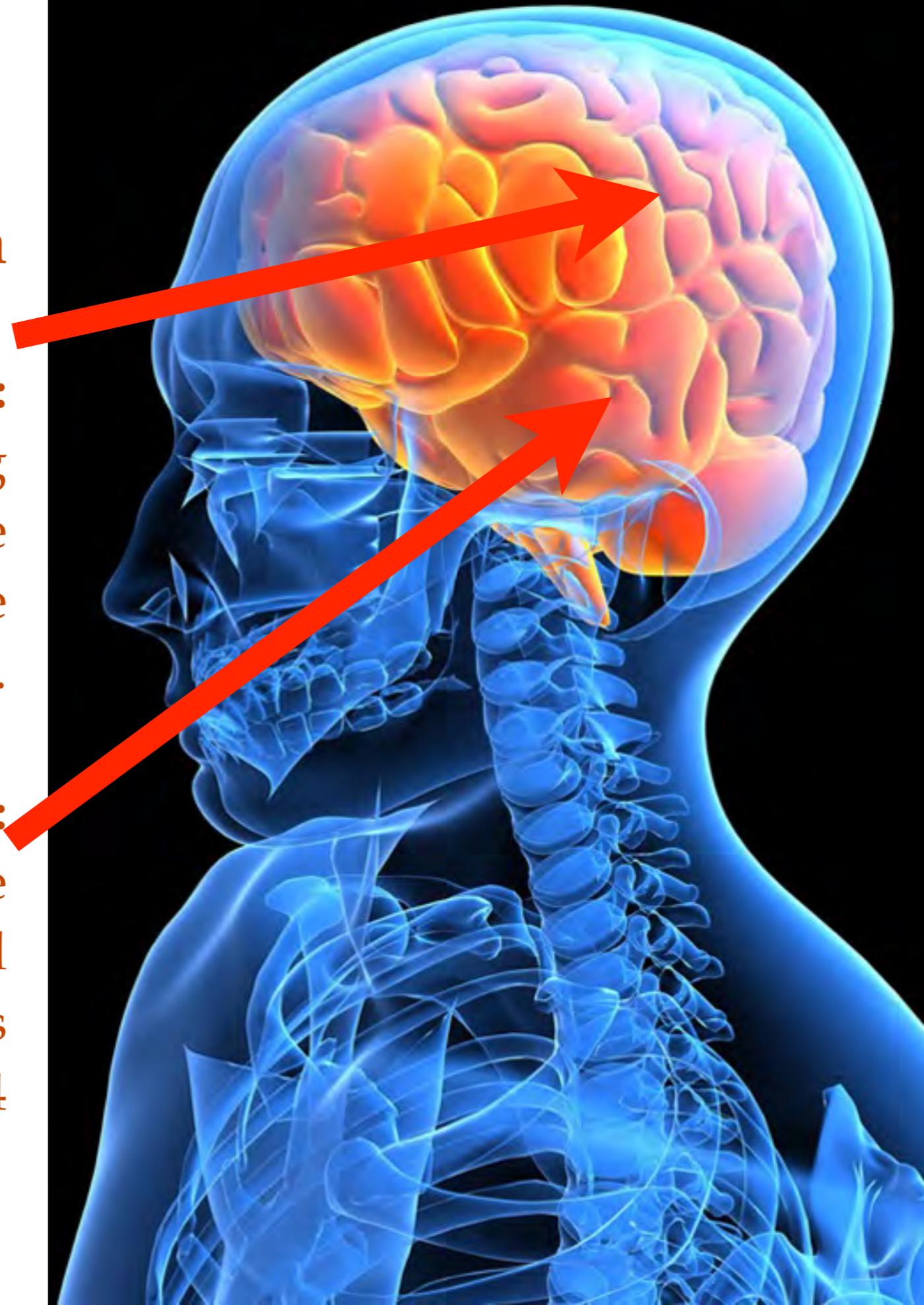
The Brain in Transition

Parietal Lobes:

responsible for integrating auditory, visual, and tactile signals don't begin to mature until the early 20s.

Temporal Lobes:

appropriate emotional response and emotional maturity are still developing between the ages of 16 and 24



The Teenage Brain

Of course that developmental time table is based on a healthy brain...

14

15

16

17

18

19

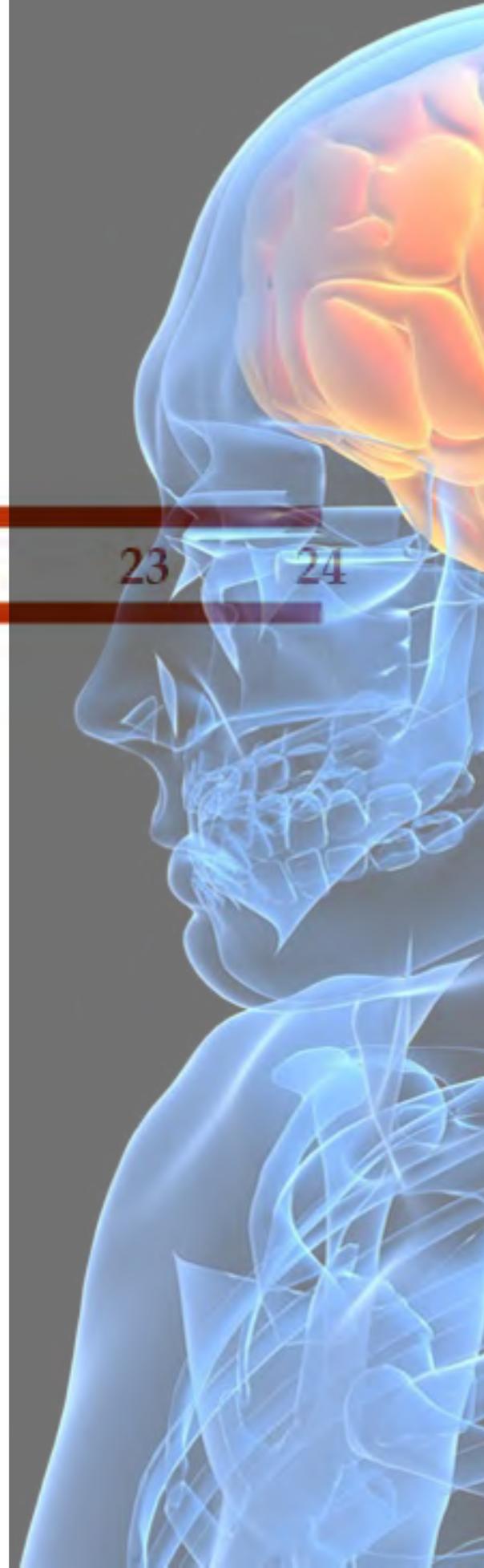
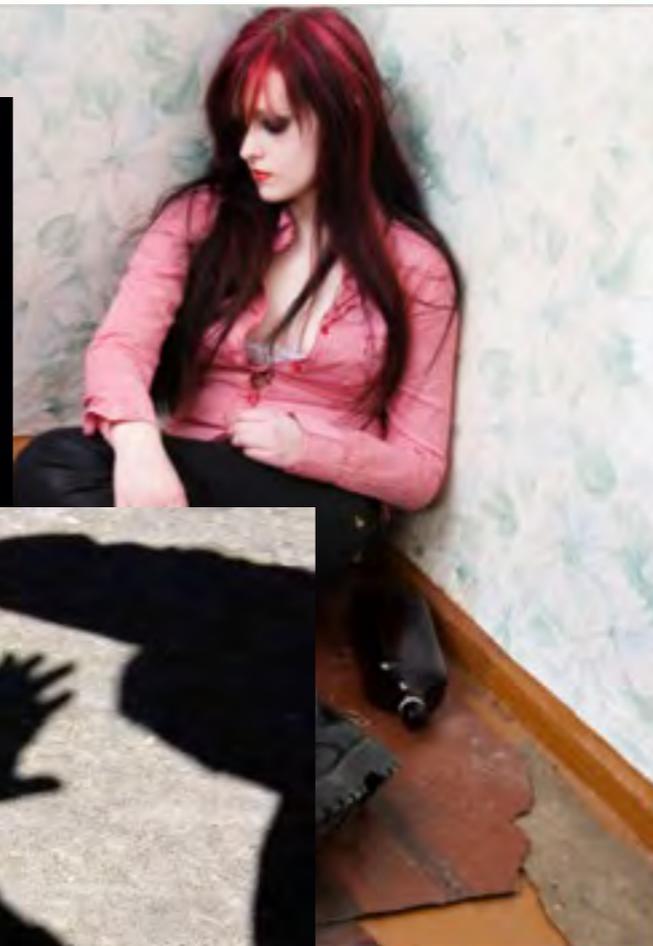
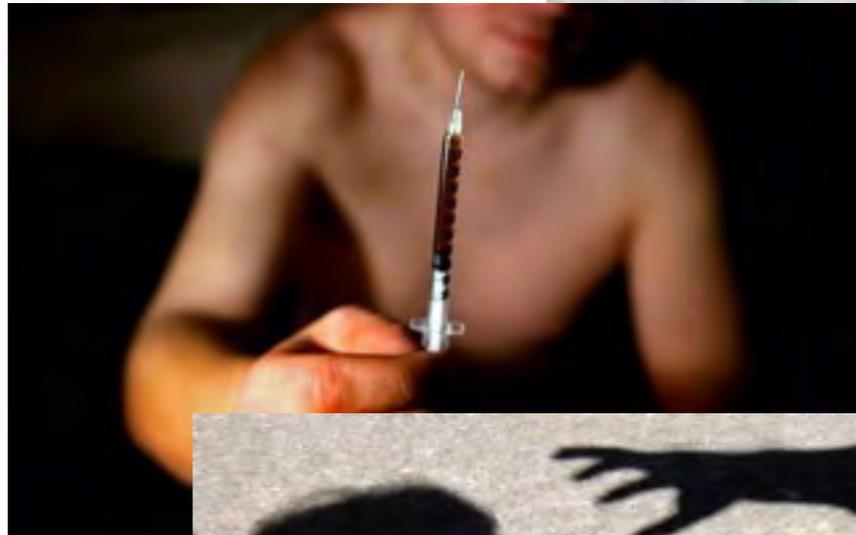
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21

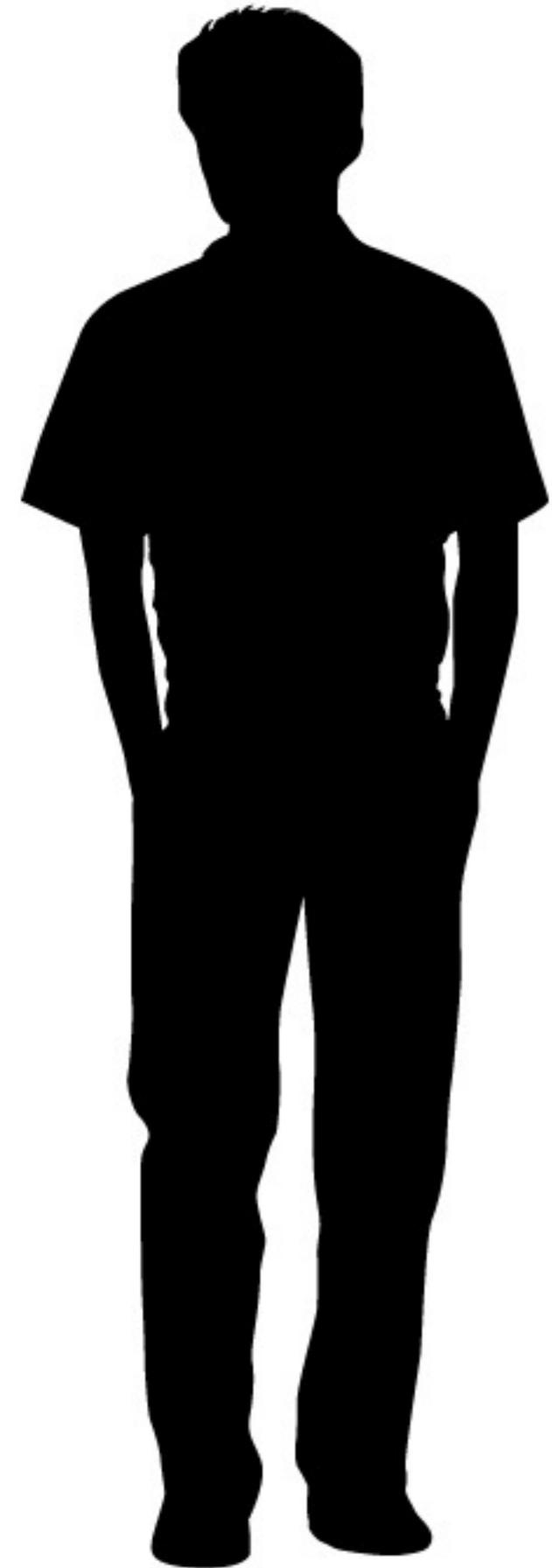
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23

24



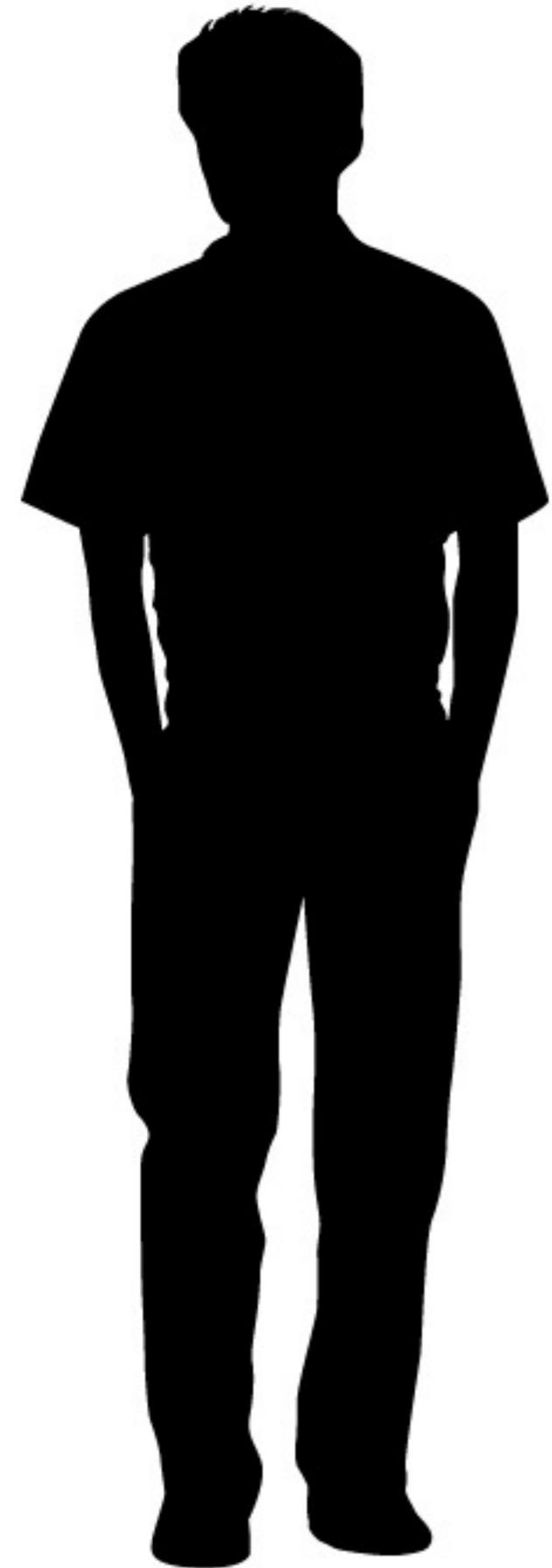
The Teenage Brain



Why this matters?

Most youth aren't prepared for independence and our societal idea of adulthood by age 18.

The Teenage Brain



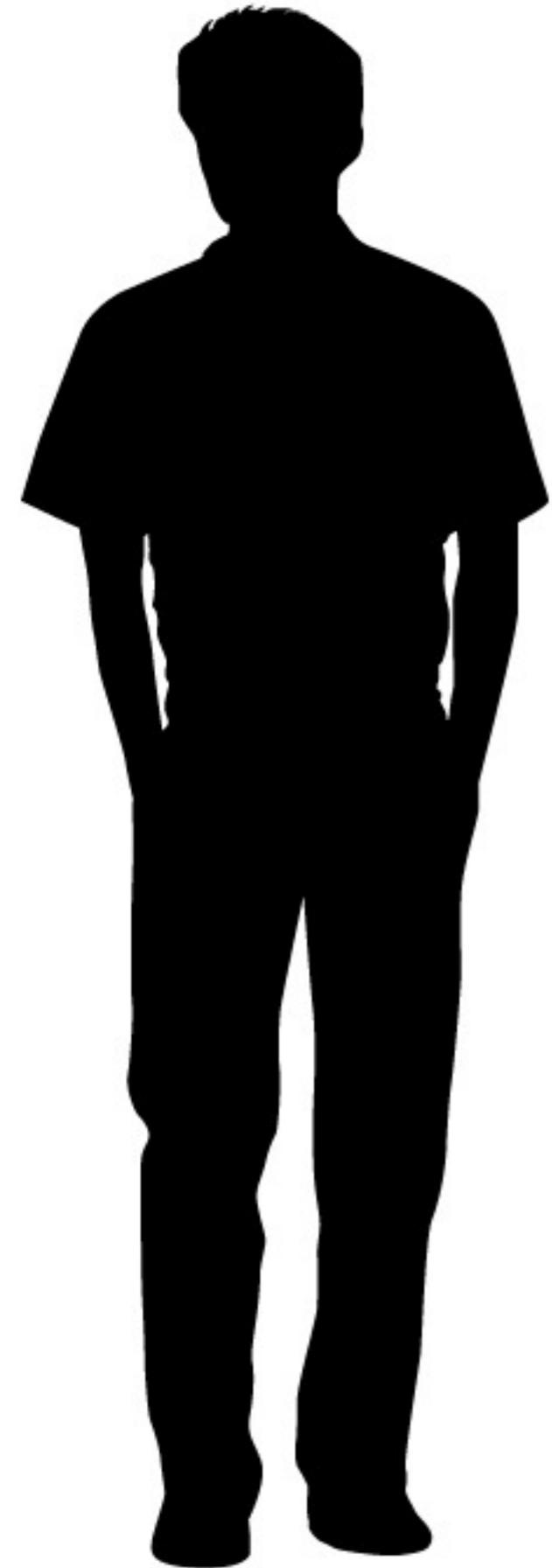
Is there any good news?

Research suggests that between 14 and 24, positive experiences can rewire even a traumatized brain for success and systemic intervention can reverse negative trends.

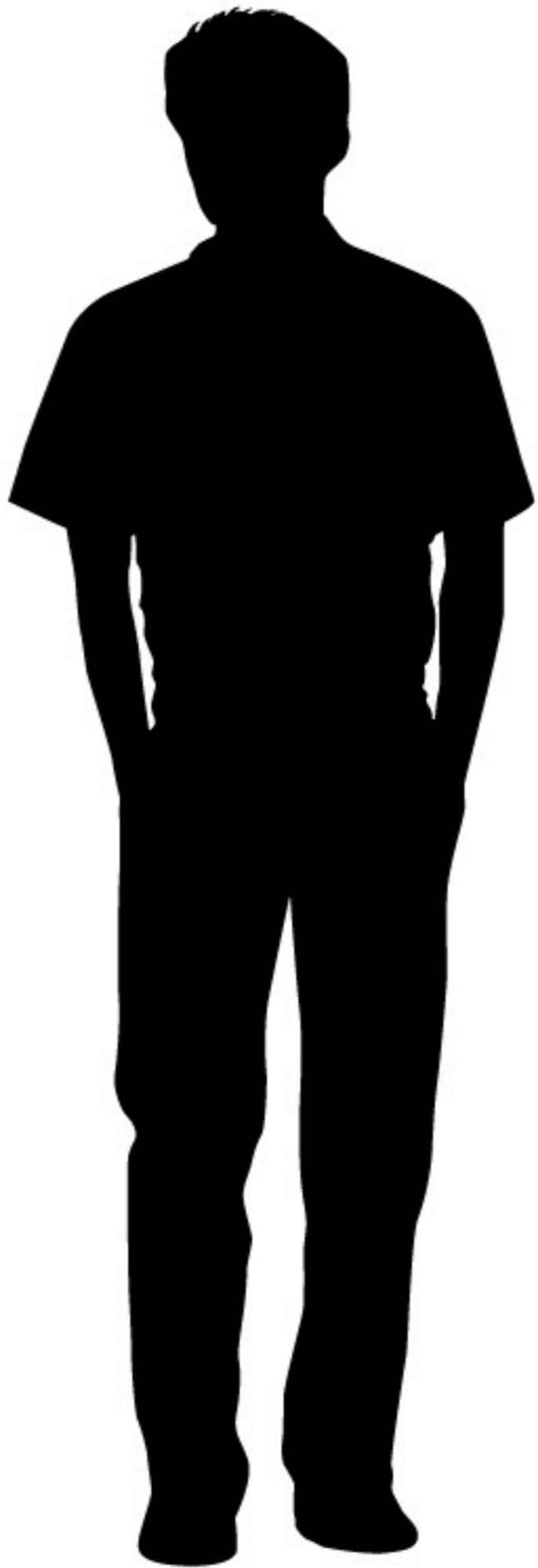
The bottom line...

The period of development between the ages of 14 and 24 is one of the most critical times in a person's life.

The best programs we can create for helping youth cross the divide from childhood to adult life will be based on what brain research is telling us about adolescent brain development.



The Teenage Brain



The Teenage Brain

The Adult Brain

Relationships

A loving and supportive life partner, friends and family, membership in a community, and a sense of compassion.

Resilience

Physical health, emotional stability, mental flexibility and curiosity, and spiritual peace.

Life-Resources

A home and the capacity to manage and maintain it, reliable transportation, healthy food, adequate clothing.

Life-Work

An honest and honorable career that brings personal satisfaction, financial stability, integrity and a sense of accomplishment.



Happy
Healthy
Prosperous
Meaningful



SMART TRANSITIONS Hampton Roads

SMART TRANSITIONS VISION

All teens in Hampton Roads deserve the opportunity to transition successfully to the adult workforce.





SMART TRANSITIONS Hampton Roads

In order to better address the needs of disconnected youth in Hampton Roads...





A “SMART” Transitions program would:

Link up existing programs from a regional perspective and **support best-practices** in programs where they are already occurring.





A “SMART” Transitions program would:

Prevent Disconnection: by identifying and targeting youth who are 14-18, still in school and not yet disconnected.





A “SMART” Transitions program would:

Intervene: by identifying and targeting disconnected youth, getting them off the streets and out of harm’s way.





A “SMART” Transitions program would:

Reconnect: by reintegrating disconnected youth through education, employment and strategic services.





SMART TRANSITIONS MISSION

If we were successful at reconnecting 25% of the disconnected youth in Hampton Roads that would put nearly 10,000 youth back into the workforce.





A SMART TRANSITIONS REGIONAL APPROACH

What would that
look like?



SMART TRANSITIONS STRATEGIES

There are 276,134 youth and young adults (14-24) in Hampton Roads

14-15 15-16 16-17 17-18 18-19 19-20 20-21 21-22 22-23 23-24

PREVENTION STRATEGIES

Family and Youth Education and Awareness
Targeted Youth Programs
Alternative Education Paths
Workforce Development Skills
Counseling/Mentoring/Tutoring

**Prevent disconnection
before it happens.**

INTERVENTION STRATEGIES

Emergency Shelters
Drop-In Centers
Street Outreach
Food and Clothing Programs
Counseling/Youth Advocates

**Get youth off the streets
and out of harm's way.**

**Reconnect youth to
the adult community
through work.**

RECONNECTION STRATEGIES

Vocational Training/Job Placement
GED Programs/Higher Education Programs
Counseling/Youth Advocates
Affordable Housing/Services Options
Life Skills Programs

SMART TRANSITIONS STRATEGIES

There are 276,134 youth and young adults (14-24) in Hampton Roads

14-15 15-16 16-17 17-18 18-19 19-20 20-21 21-22 22-23 23-24

30% will transition just fine.

40% could be better prepared.

16% will struggle.

14% won't make it.

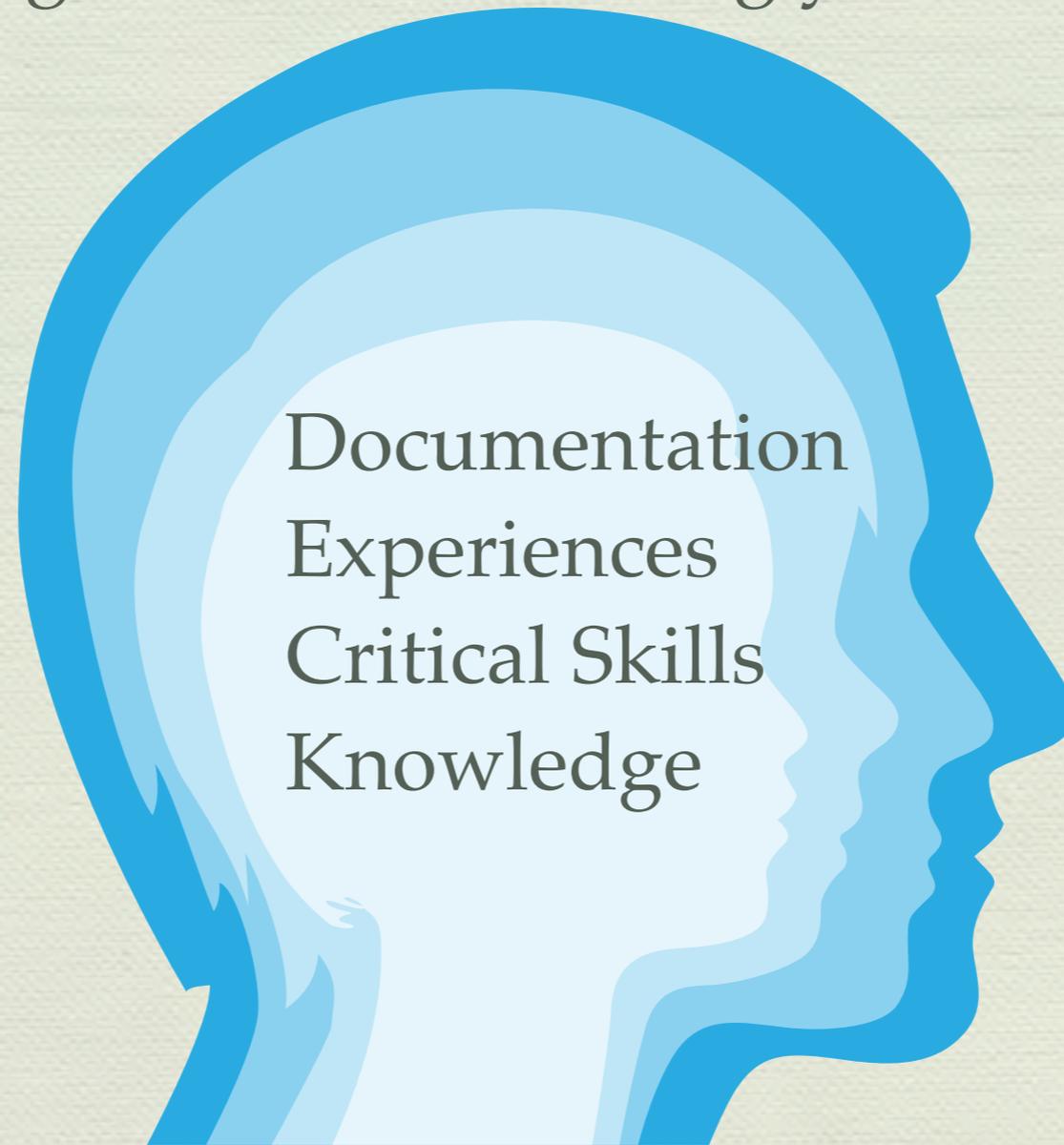
Let's start with a prevention strategy that:

1. provides better preparation for the 40%;
2. intervenes effectively with the 16% who will struggle; and
3. strives to break the cycle for the 14% who will become disconnected.

SMART TRANSITIONS STRATEGIES: **PREVENTION**

A regional education and awareness campaign to align contemporary adolescent brain development research with effective strategies for transitioning youth into adulthood.

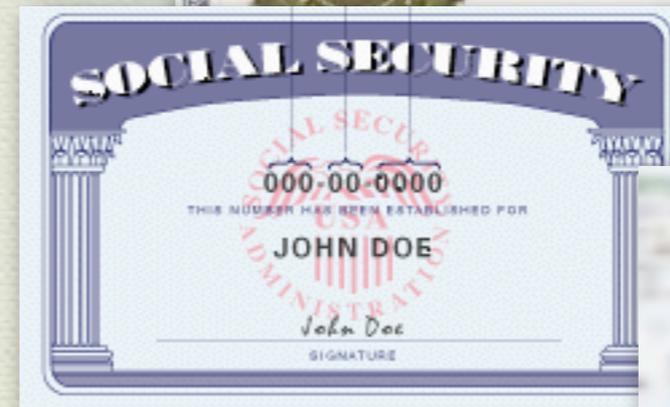
**Based on a
simple idea:
Stacking the
D.E.C.K.**

Aimed at youth 14-18 and not yet disconnected.

SMART TRANSITIONS STRATEGIES: PREVENTION

Documentation
Experiences
Critical Skills
Knowledge



DOCUMENTATION: What documents or critical paperwork should you have by age 18?

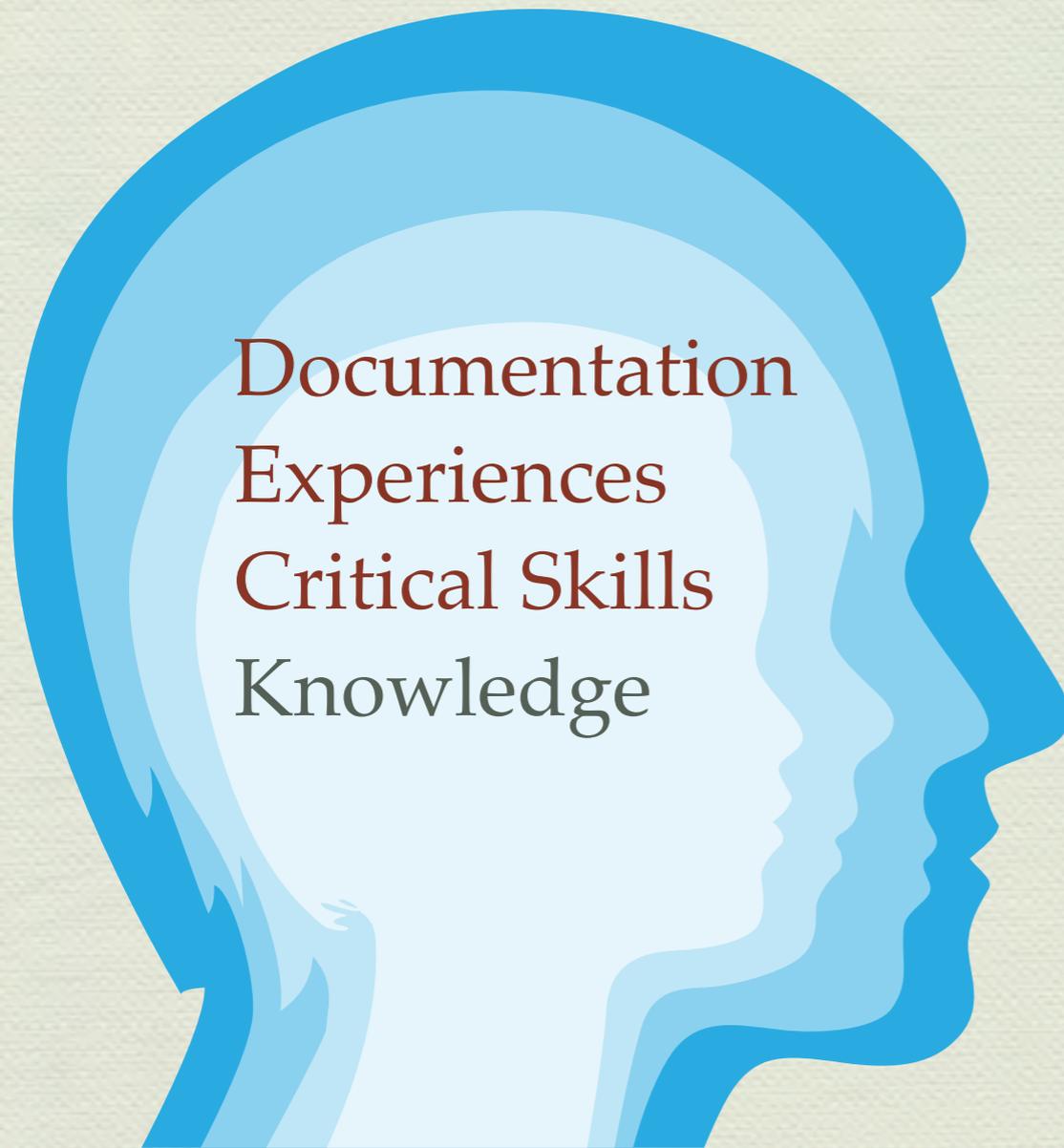
SMART TRANSITIONS STRATEGIES: PREVENTION

Documentation
Experiences
Critical Skills
Knowledge



EXPERIENCES: What kinds of critical life experiences would it be helpful for you to have had by age 18?

SMART TRANSITIONS STRATEGIES: PREVENTION



**Interview
for a job**



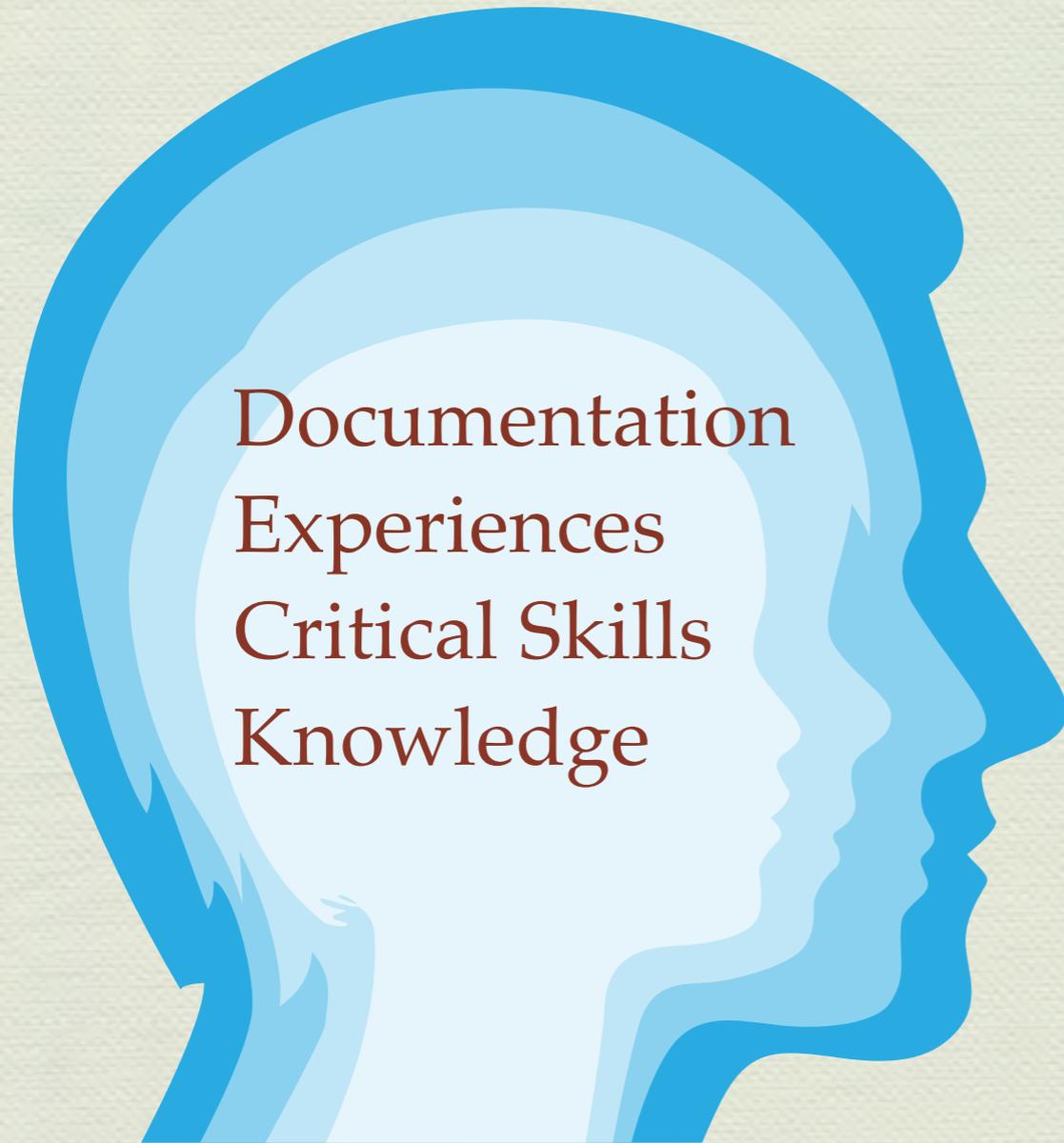
**Manage
Money**



**Public
Speaking**

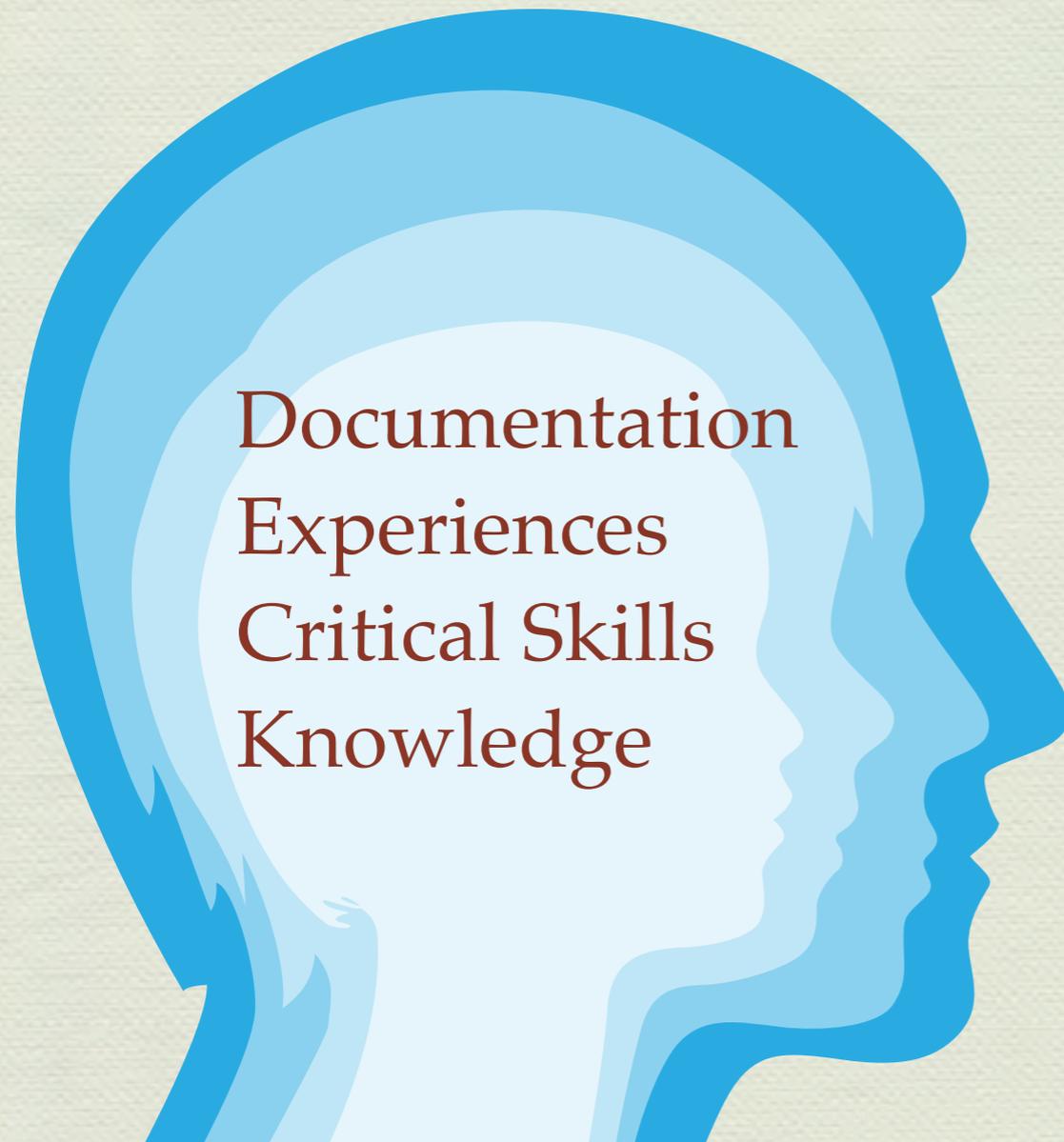
CRITICAL SKILLS: What should you know how to do by age 18?

SMART TRANSITIONS STRATEGIES: PREVENTION



KNOWLEDGE: What should you know about by age 18?

SMART TRANSITIONS STRATEGIES: **PREVENTION**



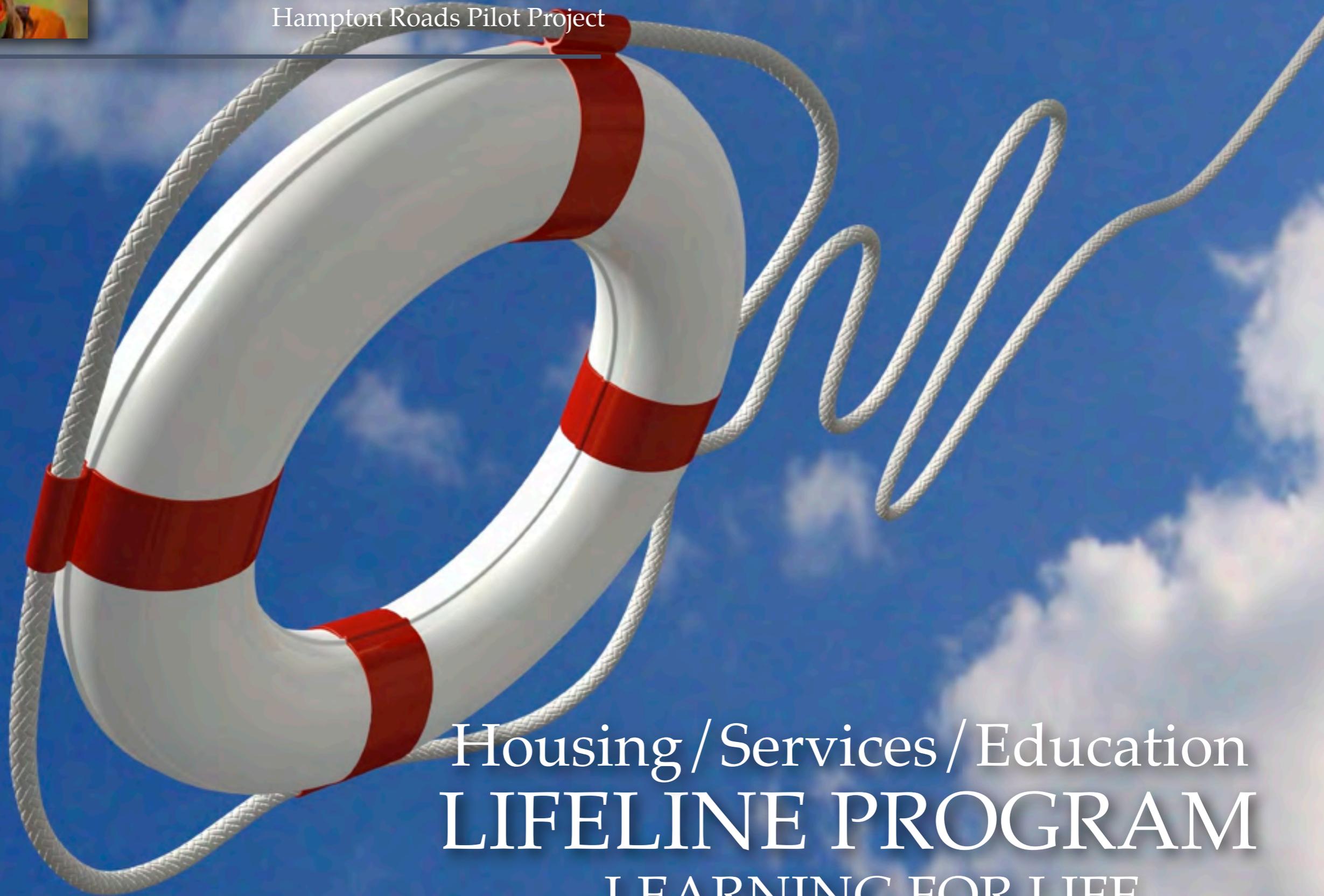
- A public awareness campaign
- A widely distributed brochure
- A social media campaign
- A unified message delivered across multiple platforms from different organizations
- Parenting classes
- Youth classes

A prevention strategy might be as simple as:



A SMART TRANSITIONS

Hampton Roads Pilot Project



Housing / Services / Education
LIFELINE PROGRAM
LEARNING FOR LIFE



A SMART TRANSITIONS

Hampton Roads Pilot Project

LIFELINE PROGRAM

Strategic Purpose:

1. Prevention
2. Reconnection

Project Description:

Identify youth at-risk of disconnection while still in high school and offer them a high school graduation “LifeLine” linking them to a seat in a community college in Hampton Roads.





A SMART TRANSITIONS

Hampton Roads Pilot Project

LIFELINE PROGRAM

Or...

Variant Project Description:

Identify disconnected youth who have dropped out of school and offer them a GED path “LifeLine” linking them to a seat in a community college in Hampton Roads.





A SMART TRANSITIONS

Hampton Roads Pilot Project

LIFELINE PROGRAM

Overall Goals:

- Encourage, support, and motivate high school graduation.
- Provide 2-3 years of supported housing and services while a youth is enrolled in a community college to inculcate values of success and develop life skills.
- Aid in the transition to full-time employment or further academic pursuits at the completion of the community college program.
- Break the cycle of disconnection.





A SMART TRANSITIONS

Hampton Roads Pilot Project

LIFELINE PROGRAM

What is a “LifeLine?”

While in high school:

1. A formal invitation to an academic or vocational program in a Hampton Roads community college.
2. Assistance in identifying a career or vocational track.
3. A mentor or support group to help students achieve clearly defined goals for graduation from high school.
4. Financial aid where necessary.





A SMART TRANSITIONS

Hampton Roads Pilot Project

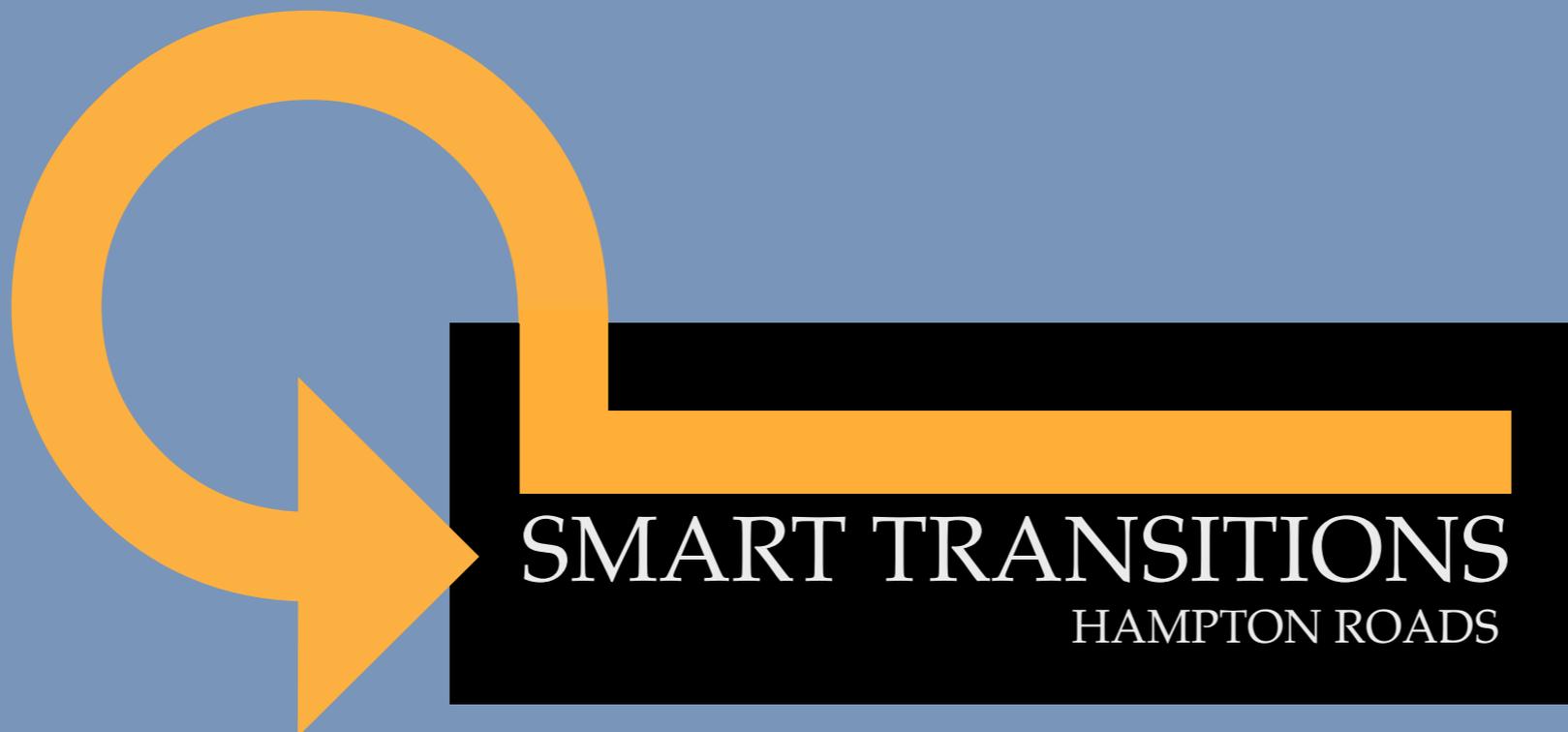
LIFELINE PROGRAM

What is a “LifeLine?”

After high school:

5. Housing and support services while enrolled in college and maintaining a minimum grade point average.
6. On campus coaching and tutoring to ensure success (Great Expectations).
7. Ongoing employability skills training (Connections) and the expectation of part-time work while in school.
8. Coaching and transitional support to full-time employment or a 4-year college for the completion of a bachelor’s degree.





SMART TRANSITIONS
HAMPTON ROADS