



ELEVATE Program Fact Sheet

Beyond Emancipation is excited to announce ELEVATE, a supported employment program for young adults ages 18-24 with experience in the foster care or juvenile justice systems in Oakland. This program is made possible through generous support from the City of Oakland's Oakland Unite program.

Who Is Beyond Emancipation?

Beyond Emancipation is a nonprofit organization based in East Oakland. Our mission is to support Alameda County's current and former foster and probation youth to make successful transitions to adulthood and living independently. We believe that all youth are creative, connected, resourceful, and whole, and we partner with Alameda County, the City of Oakland, and many private funders and partners to provide critical resources in innovative ways.

Program Goals

Through ELEVATE, we seek to:

- a) Place transition age youth ages 18-24 in subsidized jobs leading to long term employment
- b) Implement a workforce development model that is informed by employer perspective/needs and based on coaching techniques and principles;
- c) Provide employer-informed professional development and soft-skill training to increase job retention and success

Program Overview

Applying best practices from workforce development, youth development, and coaching research, the program design includes the following key elements:

- *Individualized professional development* tailored to practicing skills our employer partners have identified as critical to employee success
- Regular *one-on-one coaching* to empower youth participants to determine their own personal and professional paths
- Scaffolding *work experience* that meets youth participants where they are, and pushes them to achieve even more
- *Wraparound support* for each youth participant to address their basic needs, such as housing, childcare, and transportation

Why Should Employers Partner with ELEVATE?

- ✓ Incorporating a transition-age youth participant creates a *pipeline of next-generation leadership* within your business – you're investing in your company's legacy, now
- ✓ Transition-age youth come with a wealth of *ideas and insight* into youth culture, as well as personal qualities of resourcefulness, resilience, and loyalty to supportive employers
- ✓ Hiring a young professional is *cost-effective*, and partnering with ELEVATE significantly reduces these already low costs
- ✓ Transition-age youth represent a *diverse* sub-population of the community you serve

Commitment

Employer partners commit to:

- Employing youth for at least 6 months as the employer of record, for at least 15 hours per week
- Paying the youth at least minimum wage, with a wage subsidy from Beyond Emancipation (up to \$450/month for the first 3 months and up to \$300/month for the second three months)
- Providing a minimum of 30 hours of on-the-job training
- Participating in at least bi-weekly check-in meetings with youth for the duration of the 6-month program
- Assigning work that is meaningful, challenging, and beneficial to both the employer partner and the youth
- Strongly consider hiring their youth employee long-term after the 6-month wage subsidy concludes

Beyond Emancipation commits to:

- Recruiting and onboarding employer partners and youth
- Reimbursing a portion of wages, taxes, and workers compensation to each employer of up to \$450/month for the first 3 months and up to \$300/month for the second three months (dependent on hours worked)
- Conducting a minimum of 2 hours of one-on-one coaching per month with all youth participants
- Creating and facilitating 6 hours of professional development workshops per month
- Liaising with employer partners and youth participants as needed

What's Different about ELEVATE?

We've participated in and facilitated multiple employment programs with transition-age youth in Alameda County, and we've learned a lot along the way.

- ✓ We know that youth need *wraparound support* to be able to perform at their best in the workplace, and our staff is dedicated to helping them get their basic needs met
- ✓ We've seen the positive impacts of *coaching* on both our youth and our staff, so we've prioritized it as a key element of our model
- ✓ We believe that professional development should be directly applicable to the workplace, which is why we're creating *employer-informed professional development* workshops for youth participants.



Timeline

Rolling:

- Employer recruitment and orientation
- Youth recruitment and assessment process
- Youth participate in 2 week Employment Readiness Training or at least 3 individualized assessment appointments
- Employers interview potential youth employees
- Work experience begins

Months 1-3 of employment:

- Youth work at least 15 hours per week
- Twice monthly professional development workshops
- 2 hours per month of individual coaching for youth
- BE reimburses employers for up to 30 hours per month of wages (\$12.55/hr) and mandatory employer taxes (FICA, SUL, Medicare) (\$450/month)

Months 3-6 of employment:

- Youth work at least 15 hours per week
- Twice monthly professional development workshops
- 2 hours per month of individual coaching for youth
- BE reimburses employers for up to 20 hours per month of wages (\$12.55/hr) and mandatory employer taxes (FICA, SUL, Medicare) (\$300/month)

Months 6-9 of employment (for employers who choose to hire youth long-term):

- Continued 1:1 coaching available to youth (at least 1 hour per month and more if needed)
- Monthly peer support events and workshops
- Continued support available to employer as needed

Learn More

If you're an employer or transition-age youth who is interested in this opportunity, contact Caitlin Grey, ELEVATE Employment Coordinator, at cgrey@beyondemancipation.org or 510-667-7627.