



## ELEVATE Program Fact Sheet

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As one element of Beyond Emancipation's Workforce Pathways Programs, ELEVATE is a **supported employment program** for **young adults ages 17- 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:

- Place transition age youth ages 17- 24 in subsidized jobs leading to long term employment
- Implement a workforce development model that is informed by employer perspective/needs and based on coaching techniques and principles;
- Provide employer-informed professional development and soft-skill training to increase job retention and success

### Program Overview

Beyond Emancipation will facilitate a 6-month subsidized work experience program with local businesses/social enterprises. Applying best practices from youth employment, youth development, and coaching research, the program design includes the following key elements:

- Regular **one-on-one coaching** to empower participants to determine their own personal and professional paths
- Scaffolded **work experience** that meets participants where they are, and pushes them to achieve even more
- **Wraparound support** for each participant to address their basic needs, such as housing, childcare, and transportation

### Why Should Employers Partner with ELEVATE?

- ✓ Incorporating a transition age youth intern 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 at a pay rate of at least minimum wage (\$13.23/hour in Oakland), with a monthly wage subsidy reimbursement from Beyond Emancipation
  - Months 1-2 of employment:** BE reimburses employers for **100% for up to \$920/month**
  - Months 3-4 of employment:** BE reimburses employers for **50% for up to \$460/month**
  - Months 5-6 of employment:** BE reimburses employers for **30% for up to \$275/month**
- Participating in check-in meetings with participant for the duration of the 6-month program, and providing feedback in monthly survey
- 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 program concludes

**Beyond Emancipation** commits to:

- Recruiting and onboarding employer partners and youth
- Reimbursing a portion of wages, taxes, and workers compensation (dependent on hours worked) to each employer for up to 15 hours/week at minimum wage (\$13.23/hour in Oakland): [See outline above.]
- Conducting a minimum of 2 hours of one-on-one coaching per month with all participants
- Liaising with employer partners and 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 participants

## Learn More

If you're an employer or transition age youth who is interested in this opportunity, contact Amanda Leibenhaut, ELEVATE Coordinator, at [aleibenhaut@beyondemancipation.org](mailto:aleibenhaut@beyondemancipation.org) or 510-410-5768.