



Department of Juvenile Justice

2nd Annual Reentry Summit

September 20, 2017





Overview

- The Summer Training and Enrichment Program (STEP) was established in 2014 as one component of Building Better Futures, the City's Youth and Gang Violence Prevention Initiative, which is one of the five strategic priorities of Newport News City Council
- Established to provide work training opportunities to youth and young adults
- STEP is funded solely through local general fund dollars



Purpose

To prepare the youth and young adults between the ages of 16 to 24, who reside in the City of Newport News, for the world of work and to provide a meaningful workforce experience.



STEP Overview

Program Component	FY15	FY16	FY17
Planning Preparation	February 2015	December 2015	December 2016
Program Duration	10 weeks	10 weeks	10 weeks
Application Period	April - May	February - March	February - April
Application Process	Paper	Electronic	Electronic
Principal Partners	5	2	2
Program Participants	316	500	435
Service Area	South of Mercury Blvd.	South of Mercury Blvd. and generally along Warwick Blvd, from Menchville Rd. to Ft. Eustis Blvd.	All residents
STEP Coaches	15	30	30
Participant Interviews	None	Two	Multiple
Worksite Recruitment	April 2015	February 2016	March 2017
Worksite Start Date	Same date for all	Staggered start dates	June 19 for out of school and July 5 for in-school
Participant Work Week	4 days	5 days	5 days
Participant Orientation	1 3-day session for all	1 3- day session for out-of-school and 1 8-day session for in-school	1 5-day session for out of school and 1 7-day session for in-school
Supervisor Orientation	2 scheduled sessions	2 scheduled sessions	3 scheduled sessions



Schedule

Out of School Participants

- Orientation: June 5-9, 2017
- Worksite Report: June 19, 2017

In School Participants

- Orientation: June 19-27, 2017
- Worksite Report: July 5, 2017

Last Day of Work for Everyone

- August 23, 2017

Closing Celebration

- August 24, 2017 - Marriott at City Center



Program Accountability

(2015 • 2016 • 2017 Target)

Program Efficiency and Effectiveness Measures

1. Retention Rate – 80% • 71% • 80%
2. Worksite Return Rate – N/A • 81.3% • 85%
3. Ratio of Public/Nonprofit/Private worksites –
N/A • 41% / 17% / 41% • 26% / 33% / 41%

Self-Sufficiency & Economic Development Outcomes

1. Percent of participants receiving their **first paycheck** – 64%
2. Percent of participants with their **first bank account** – 32.9%
3. Overall number of **participants offered employment** – 19 • 14 • 20

Public Safety Outcomes

1. Participant **re-offenses** over summer – 1 • 0 • 0
2. Decline in Juvenile **arrests** over summer – 9% • 27% • 20%



Participant Development



Youth Development

What is Youth Development?

- An approach to working with young people that defines goals (outcomes) based on capacities, strengths, and developmental needs of youth





Resilience

Common set of characteristics that predispose children to positive outcomes in the face of adversity

- The availability of at least one stable, caring, and supportive relationship between a child and an adult caregiver.
- A sense of mastery over life circumstances.
- Strong executive function and self-regulation skills.



Implementation

- Job coach, facilitator, AmeriCorps member
- Resume building, goal-setting, peer-to-peer influence, field trips, growth mindset
- Mindfulness
- Norms, exploration of higher self





Program Operations



Job Coach Responsibilities

- Ensure participant compliance
- Provide supervision and guidance to participants
- Conduct worksite visits
- Mediate participant/worksite conflicts
- Monitor goals to ensure the participant is engaged in a meaningful experience
- Be prepared and engaged



Worksite Locations

STEP joins City government, the business and non-profit communities, and faith-based organizations together to provide youth and young adults ages 16-24 a rewarding experience as they are introduced to the workforce. Participants gain experience through hands on participation at their site placements and enrichment activities that expose them to different career options

Worksite Locations

71 Worksite Partners

Public – 17 Locations

For-Profit Locations – 25 Locations

Not-For-Profit – 29 Locations



Worksite Relationships

- Connections with local business are facilitated
- Expectations are clear
- Formal agreements are established
- Guidance and support are provided





Worksite Locations^(cont.)

WORKSITE PARTICIPANTS

7 Sistas Recycled Jewelry, LLC
Agape Foundations Inc.
Allegiance Home Care Services, Inc
Altmeyer Funeral Homes and Crematory
Amanda's Developmental Child Care Center LLC
Arms of the King, Inc.
Ava J's Curvy Boutique, LLC
Big Brothers Big Sisters of the Greater Virginia Peninsula
Boys & Girls Clubs of the Virginia Peninsula (Various Locations)
C. Waldo Scott Center for H.O.P.E.
Cannon Virginia, Inc.
Center For Child and Family Services
City of Newport News (Various Departments)
Comfort Zone Restaurant
Craters & Freighters of Southeast VA
Crusading Outreach Ministry Inc.
Davis Boat Works Inc D.B.A. Fairlead Boatworks
Diva Styles Salon
Dreams of Hope Foundation
EE&T
Emmanuel Baptist Church
From Start 2 Finish Counseling Services, Inc
Gethsemane Baptist Church

Girl Scouts of the Colonial Coast
Guiding Young Girls LLC
Habitat for Humanity ReStore
Hampton Roads Community Action Program
Headstrate Entertainment
Holy Tabernacle Church
Ivy Baptist Church
J Smith Enterprises & Group 31 - McDonald's (Various Locations)
James River Interiors, LLC
KiddyCity Daycare
Legacy School & Career Apparel, LLC
Locke for State Senate
M.E. Fisher Funeral Home
Marlowe's We Care Company
Merrimac Springs Apartments
Midnight Auto Detailing
NATASHA House, Inc
New Beech Grove Baptist Church
New Life Church
Newport News Public Schools (Various Locations)
Newport News Redevelopment and Housing Authority
On Time Lawn Care Inc
Peninsula Regional Animal Shelter

Peninsula SPCA
Precious Moments Academy
Rising Above Community Outreach Services
Riverside College of Health Careers
Riverside Regional Medical Center
Skrimp Shack Newmarket
St. Paul's Episcopal Church
Terry's Landscaping Inc
Thank Goodness It's Home Made
The Empowerment Network, LLC
Thomas Nelson Community College
Tick Tock Around the Clock
Tom and Ann Hunnicutt Family YMCA
United House of Prayer for All People
Virginia Transfer & Storage
Virginia Department of Health - Peninsula Health District
Virginia League of Conservation Voters
Virginia Peninsula Association of Realtors
Virginia Peninsula Foodbank
World Class Solutions Incorporated
Yolanda Earl Family First
Yvette Creations Floral / Gift Shop
Zel Technologies, LLC



Worksite Responsibilities

- Reinforce work schedules and expectations
- Assign participant duties and responsibilities
- Monitor goals and learning objectives to ensure each participant is mastering agreed upon skills Communicate with assigned Job Coach
- Mentor participants



Overall Program Outcomes

- Served approx. 1400 youth and young adults
- Partnered with over 75 partners (City, Public Schools, Private Sector, Non-Profit, Faith-Based)
- Approximately 60 participants have been offered employment
- Access to trade training through partnership with local community college and regional education center
- One new criminal charge during program
- 27% reduction in juvenile arrests during program



Overall Program Outcomes

- Awarded the Virginia Municipal League's Public Safety Award in October 2016
- Awarded the Peninsula Council for Workforce Development's Workforce Excellence Award for Talent Development in September 2016
- Received Joint Resolution from Virginia's General Assembly for efforts to reduce crime participation and exposure to different career options in September 2017



Partnerships

- Buy-in
- Win-win
- Right people at the table
- Clear roles and responsibilities
- MOU/MOA
- Training and preparation of staff and partners



Partners

- City of Newport News
- Alternatives, Inc.
- Peninsula Council for Workforce Development
- Newport News Public Schools





STEP Participants





STEP Participants



STEP In Action



- [2017 STEP Video](#)



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