

RochesterWorks!

**Youth Workforce Development Service Navigator Concept
“Navigator”**

**Workforce Investment Act Title I -
Year-Round Workforce Development Services to Youth**



Youth Navigator

The Youth (Workforce Development) Navigator provides guidance and support to youth/young adult to make a successful transition to post-secondary education and employment. Navigators meet with the youth/young adult as regular as weekly (no less than monthly) to carry out a jointly developed Individual Service Plan (ISP) designed to ensure the attainment of the essential skills and experiences necessary to succeed in apprenticeship, advanced training, college and employment. The Navigator ensures youth/young adults access to needed academic assistance and enrichment programs and services, and provides the necessary coaching to empower a youth/young adult to succeed on his or her own (as an adult).

What are Navigators accountable for?

WIA Performance Goals

Common Measures

- Placement in Employment or Education
- Attainment of Degree or Certificate
- Literacy and Numerical Gains (out of school only)

Interim Measures (How we doing?)

- Academic Performance
- Attendance (school, training, work, activities)
- Pre-post Test Results
- Formal Feedback from teachers, employers, staff
- ...

Who do Navigators **Target**?

Disconnected youth aged 17 – 21 (not employed, not in school or at risk of not finishing)

- Juvenile Offender
- Aging out of Foster Care
- Public Assistance recipient
- Pregnant or Parenting Teen
- Runaway or Homeless
- Gang affiliated
- Refugee
- Disability
- Child of incarcerated parent
- Urban, Suburban, Rural
- In/Out of School
- *Other?*

Who is eligible for Navigator services?

- A Disconnected Youth
- Member of a target group
- No less than 70% are out of school
- Lives in Monroe County
- Low-income
- Documented barrier to education or employment

2011 Funding of Navigators:

- Support 16 FTE Navigator Positions – in Community
 - 4 Youth Career Services Specialist – at Career Center
- Service to minimum 375 youth
 - Minimum 25 youth caseload per Navigator

Where/how does the Navigator fit in the Youth Works Model?

The Community (Box)

(Family/Caring Adult/Service and Faith Based Organizations/One Stop Youth Centers)

- Coordination of resources to support youth: Youth Advocate (a.k.a. “Navigator”) for every youth; health and safety; multi-year funding streams
- Marketing strategy for youth system
- Employer incentives strategy

The service delivery priorities of a Navigator are:

- Operate in the community, partnered with RochesterWorks Career Centers
- Builds upon the range of existing programs and services rather than creating a parallel infrastructure
- Connects youth and services to each other, and supports the success of both
- Concentrates on serving identified target group

A Navigator must:

- Engage youth
- Outreach
- Recruitment
- Assessment
- Individualized service planning
- Advocating necessary supportive services
- 10 Elements
- Tracking progress (OSOS)
- Problem solving
- Advocate, Coach, Advisor, Mentor
- Preparing youth for post-secondary success > Education, Training, Employment
- Maintain case load

Navigator provides an Objective Assessment:

- Review of academic and skills levels, and service needs
 - A review of basic skills (out of school youth require TABE assessment)
 - Occupational skills
 - Prior work experience
 - Employability
 - Interests
 - Aptitudes
 - Supportive service and developmental needs

A Navigator connects youth to the 10 WIA Youth Elements as necessary

It is not necessary nor expected that all services be funded through WIA. Navigator may and should refer for services available within the community – i.e. Navigate

1. Youth Framework Activities
2. Tutoring, Study Skills Training
3. Alternative Secondary School offerings
4. Summer Employment Opportunities
5. Work Experience/Internships
6. Occupational Skills Training
7. Leadership Development
8. Adult Mentoring
9. Supportive Services
10. Comprehensive Guidance & Counseling

RochesterWorks and the NYSDOL supports Navigators how?

RochesterWorks:

- Interest and skills assessment
- Workshops on resume prep, interviewing, job search, job retention and more
- Resume reviews and mock interviews
- Subsidies for skills development and occupational training including OJT, structured work experience/internship
- Youth focused job and career fair events
- Career Readiness Credentialing (CRC)

NYS Department of Labor:

Web-based Career Zone and Youth Portal

- Available 24/7 (on-line)
- Create Portfolio
- Career Plan
- Career Exploration
- Career Videos
- Resume Builder
- Job Postings
- Budgeting Tool
- Portable! Youth owns it

How long is service available?

- Based on need, it is expected that a majority of youth served will exit and/or demonstrate positive performance within the 12 month contract period and receive 12 month additional follow-up assistance