

DYCD WIOA Programs

2023 Concept Paper Briefing

Overview: The NYC Department of Youth and Community Development (DYCD) is responsible for implementing the City’s federally funded Workforce Innovation and Opportunity Act (WIOA) youth grant. Funds are allocated toward two programs: **Train & Earn** for **out-of-school** youth ages 16-24, and **Learn & Earn** for **in-school youth**, currently focused on high school juniors and seniors. DYCD is preparing to reprocore both programs, with a goal of new contracts beginning **July 1, 2024**.

DYCD recently released concept paper for these programs to obtain feedback that will assist with the development of two upcoming request for proposals (RFP). These concept papers were informed by substantial research, stakeholder engagement, and analysis. Feedback from the concept paper will be incorporated into a final RFP, which will be released late in early 2024.

Below is an overview of the program models being proposed in the Concept Papers.



TRAIN & EARN

Projected Annual Budget: \$18.46M

Projected Service Level: 1,343

Projected Number of Contracts: 22

Projected Price per Participant: \$13,750

Target Population: Youth between 16-24 with GED who are out of school and out of work, and who are low-income or have a barrier to employment.

Program Details:

- Train & Earn will provide case management, work readiness training, occupational/advanced trainings, and job or post-secondary placement services to all participants.
- DYCD will provide five options for industry sectors in which Train & Earn contractors can specialize: *Technology, Industrial & Infrastructure, Healthcare, Government, and Media & Entertainment*. Each provider will be required to specialize in one of these sectors. Providers will be required to align all activities (training, credentials, and internship/job placements) with the specialized sector for which they are contracted.
 - With this shift toward a strongly sector-focused program, DYCD will expect providers to demonstrate strong connections to their proposed sector for training, work-experience, and placement.
- In previous iterations of the program, high school equivalency (HSE) services were provided directly by Train & Earn contractors. In the proposed model, DYCD is making a concerted effort to maximize resources across various programs, and to offer more specialized training for in-demand fields that employers are hiring for, while also acknowledging that out-of-school young adults are increasingly enrolling in programs with their HS diploma/equivalent already attained. As such, Train & Earn will specialize in youth with their HSE.
 - If a potential participant does not have a high school diploma or equivalent, Train & Earn providers will be expected to refer youth to another program that has specialized HSE exam preparation services, including the DYCD-funded Advance & Earn program, a DYCD-funded Adult Literacy program, a NYC Public Schools (NYCPS) transfer school, or a NYCPS District 79 Pathways to Graduation (P2G) program, if applicable.
- DYCD is proposing several changes to the staffing pattern compared to the current model based on stakeholder input and changes to the focus of the program. Below are new roles and additional lines added to support the program:
 - A full-time Mental Health Counselor has been added to the staffing pattern to address the needs of participants. The Mental Health Counselor will focus on

mental health, well-being, and supportive service needs of participants. In the last RFP, the mental health counselor was a part-time staff member.

- To reduce large caseloads; increase retention and outcome attainment; and alleviate administrative burdens articulated by contractors, a second case manager has been added to the staffing pattern.
- A Service Navigator has been added to the staffing pattern, dedicated to connecting participants to needed programs and services, with a keen focus on retention and follow-up support.
- Given the change of focus on referring potential participants to network-wide opportunities for high school equivalency exam preparation, the Education Specialist position has been changed to an Instructor/Training Liaison for which there are now two full-time roles in the staffing plan.
- It is DYCD's preference and recommendation that Train & Earn programs be delivered in person. Contractors will have the option of delivering some services remotely depending on the needs of participants on a limited basis; DYCD will review requests for remote programming on a case-by-case basis. DYCD will require some activities transpire in person including intake, assessment, and orientation. DYCD will require the contractors to submit a plan on the proportion of services to be offered in-person vs. remotely and justification for the proposal. It is recommended that contractors provide devices and support on an as needed basis to participants to participate in remote programming.
- Contractors are required to offer 150 hours of subsidized wages for participants at \$18/hour that align to the training being offered. While work experience for participants was utilized in the previous iteration of contracts, it was required for only a portion of participants, while often not being aligned to a long-term career interest.
- Programs are expected to be cohort-based to encourage more structured scheduling and recruitment timelines, as well as to promote peer support and learning in programs.



LEARN & EARN

Projected Annual Budget: \$5.2M

Projected Service Level: 1,066

Projected Number of Contracts: 15

Projected Price per Participant: \$4,900

Target Population: High School juniors and seniors in targeted NYC Public Schools who have barriers to high school graduation and college enrollment.

- Learn & Earn will provide comprehensive youth workforce development and support to students with the ultimate goal helping youth acquire the academic and work readiness skills and support services they need to graduate from high school prepared for postsecondary education and/or employment.
- Services will include case management, mentoring, work experience, financial literacy, tutoring, leadership development and postsecondary preparation.
- DYCD is proposing several changes to the staffing pattern compared to the current model based on stakeholder input and changes to the focus of the program. Below are new roles and additional lines added to support the program:
 - A full-time Mental Health Counselor has been added to the staffing pattern to address the needs of participants. The Mental Health Counselor will focus on mental health, well-being, and supportive service needs of participants. In the last RFP, contractors were required to have a partnership agreement in place to facilitate referrals to mental health services.
 - A part-time Program Coordinator has been added to the staffing pattern to integrate a school-year work experience and college credits for Learn & Earn participants into the program.
- Learn & Earn contractors will continue to be required to provide 6-week paid summer internships for up to 150 hours (maximum 25 hours per week) to all participants that have completed work readiness activities.
- DYCD will require Learn & Earn activities to transpire in-person, including intake, assessment, and orientation. DYCD will review requests for remote programming on a case-by-case basis based on students' needs.
- To ensure alignment with other City investments, contractors will be required to co-locate their program in a school chosen from a list of schools prepared by DYCD and developed in collaboration with the NYC Public Schools. Schools were chosen based on a mix of factors including, but not limited to: high economic needs index and poverty rates, low post-secondary enrollment and college readiness rates, class sizes, graduation rates, and credit accumulation. DYCD also considered other related programming in schools to avoid overlap and duplication.

- If additional funding is available DYCD will support providers in offering college credit and/or school-year work experience for Learn & Earn participants; contractors will be expected to share how they plan to maximize programming for participants including adding college credit and school-year work experiences.