

EnCompass: Resources for Learning - Rebecca Ferri

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Organization Profile

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EnCompass: Resources for Learning	16 Lakeview Park, Rochester, NY 14613

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Mission/Vision The Youth Workforce Consortium is undertaken by the diverse leaders of local, youth-serving organizations: Black Men Achieve, Boys and Girls Club, EnCompass: Resources for Learning, The Hub585, and The Center For Teen Empowerment.

Mission of the Youth Workforce Consortium:

Through youth-centered collaboration, shared resources, and accessible, quality services, Youth Workforce Consortium equips at-risk youth and families to contribute to Monroe County's economic recovery and workforce development, and participate in the community's growth as a skilled workforce with the necessary resources to live, work and grow in Monroe County.

Vision: The community, economic, and workforce vitality of tomorrow is attained by centering youth and families today, providing equitable access, eliminating barriers, and constructing abundant pathways to careers and lifelong success.

Missions of collaborating organizations:

EnCompass (Lead Applicant):

EnCompass: Resources for Learning develops and provides innovative educational and wraparound services to students and to the families, schools, communities, and professionals that support them.

These services are matched to each student's unique learning style in order to prevent academic failure and enhance lifelong learning.

Black Men Achieve:

To improve the quality of life and enhance the social and educational opportunities of boys and young men of color throughout the Greater Rochester area. We accomplish our mission through violence prevention/intervention, positive support, youth development, mentorship, employment training, life skills training, monthly enrichment outings, tutoring, and college preparation.

Boys and Girls Club:

To inspire and enable young people of all backgrounds to realize their full potential as productive, responsible, and caring citizens.

The Hub585:

To educate, enrich, and empower youth and families through programs and partnerships that give them hope and help them thrive.

Vision: To see a city restored and we believe this happens through strengthening families and protecting children.

The Center for Teen Empowerment:

The Center for Teen Empowerment (TE) employs, trains, and empowers youth to create, in partnership with adults, peaceful, equitable, and just communities. TE employs and connects disconnected youth, repositioning them as the leaders of efforts to connect youth with peers and with adult community leaders, families, and neighbors to uplift communities and create sustainable positive change. TE's youth-led initiatives build efficacy and empowerment among youth, social capital in neighborhoods, and youth-adult partnerships to shift institutions.

Receive County Funds? YES - EnCompass: Resources for Learning receives the following funding through Monroe County.

-Community Optional Preventive Services (COPS) \$2,000,000 – Prevention services for children and families: academic intervention, wraparound supports, college and career development programs (award contains private matching funds)

-COPS Set Aside \$542,000– Prevention services for children and families: academic intervention, wraparound supports, college and career development programs (award contains 50% private matching funds)

-Intensive Day Support Program \$662,323 – Contracted intensive, year-round daytime and afterschool program for high-risk youth within the Monroe County Foster Care System

Div. of Corp. N/A? no

Proposal Information

Project Name Youth Workforce Consortium aka "The Hive"

Summary The Youth Workforce Consortium (EnCompass: Resources for Learning + Black Men Achieve + Boys and Girls Club + Hub585 + Teen Empowerment) will develop tomorrow's workforce through an innovative, youth-centered, "no walls, no wrong doors, shared focus" model of layered services for vulnerable communities facing severe disparities.

Within the Consortium's "Hive" of year-round workforce activities, youth move freely between resources, services, and programs, with navigation to coordinate skill development, job placement, and career planning. Over 4 years, the Consortium will reinforce Economic Recovery/Workforce Development Pillars of Success and:

- Develop job skills of 15,000 youth
- Recruit/retain 2,000 youth in 2+ workforce services
- Provide 1,000 youth with training, work-readiness certification, and job placement
- Construct 10 Career Pathways to middle- and high-wage careers with Employer/Higher Education Partners
- Employ and share Youth Employment Navigators (2) and Behavioral Health staff (2.5)
- Establish Northwest Quadrant Teen Empowerment site employing 48 Youth Organizers
- Expand the number of Black, male youth participants in Black Men Achieve from 120 to 350
- Construct an equitable, accessible service network leveraging shared academic, life skill, mentoring, basic needs, entrepreneurship, and career programs
- Expand a Portfolio of youth Employer Partners and provide job support to employed youth
- Co-locate providers and resources by sharing spaces, staff, and expanding Hub585's CarePortal (resource-connection hub)

Collective impact is demonstrated in a skilled, employed, and entrepreneurial workforce that advances Monroe County's metrics by increasing household income, per capita income, representation of minority-owned businesses, and behavioral health engagement.

Workforce/Economic?	Health/Safety?	Infrastructure/Sustainability?
yes	no	no

Description Monroe County's success is inextricably linked with the success of its youth and families. ARPA funding can ignite collaboration to provide equitable access to the quality education, life skills, career development, job placement, and behavioral health services youth need to graduate from high school, enter careers, participate in the local economy, and become a skilled workforce well beyond 2026. Engaging youth in the success of their community will increase the number who remain in Monroe County to work and raise families.

- Youth Workforce Consortium: Convenes esteemed youth-serving nonprofits: EnCompass: Resources for Learning, Black Men Achieve, Boys and Girls Club, The Hub585, and The Center for Teen Empowerment, managed by diverse and experienced community leaders, focused on vulnerable communities with severe disparities, which collectively serve 3,860 Monroe County youth, annually. Significant public dollars are often spent on establishing new programs, systems, and integrations. Here, ARPA funding improves existing systems and jumpstarts organic collaboration, building positive relationships between adults, families, and youth.
- The Hive: Envisioned as a bustling "hive" of workforce activities, with youth and families at the center, the Consortium's innovative "no walls, no wrong doors, shared focus" model co-locates providers and resources (physically and virtually) and creates many access points to a shared resource, recruitment and referral network. The Hive is inclusive, equitable, and eliminates barriers to participation. Empowered youth move freely between resources and services, and receive professional navigation support to coordinate career development experiences and undertake long-term career planning.

1) Primarily, The Hive prepares tomorrow's workforce by equipping 15,000 individuals for mid and high-wage careers (including skilled trades), and placing 1,000 youth in jobs over 4 years. It integrates a year-round Menu and Calendar of effective, free, workforce development activities into which Consortium organizations refer and recruit youth participants. These activities include job training and placement, academic support, skill development, college and career exposures, career pathway navigation, mentoring experiences, transition to adulthood, advocacy and organizing, and behavioral health support. The Consortium constructs 10 Career Pathways with youth, community, employer, and college partners, and is focused on minority youth, economically disadvantaged households, systems-involved youth, gang-vulnerable youth, youth with learning challenges, and youth facing barriers.

3) Secondly, year-round youth programs address adult barriers to employment by meeting working families' need for childcare (year-round programs at Boys and Girls Club and EnCompass: Resources for Learning), and providing employment gap resources (rent assistance, emergency food support, transportation coordination and resources, job search support).

3) Additionally, The Hive systematically advances the Strategic Pathways of Monroe County's Public Health / Public Safety Community Goal and provides: youth and educational programs, operational collaboration and cross-sector support, and social services. It enhances awareness of and access to short- and long-term public services, focuses on vulnerable communities with severe disparities, and

provides restorative justice.

The Hive sets forth the following goals:

Goal 1: ARPA funds will stimulate an intensive, early pipeline approach to workforce development, with tailored and layered supports, and advance sustainable economic growth by equipping the skilled “workforce of tomorrow.” 15,000 youth participate in workforce services; 2,000 youth are equipped in 2+ workforce services; 1,000 youth trained, certified job-ready, and placed in jobs, over 4 years.

Goal 2: Increase access and remove barriers to middle and high-wage employment by constructing 10 in-demand Career Pathways (Healthcare, Public Safety, Education, Human Services, Hospitality & Culinary, IT, Optics, Architecture & Design, Finance, Mechanical & Technical Trades) with a portfolio of employer/college/community partners: Wegmans, University of Rochester Medical Center, Rochester Regional Health, Americom, Manning & Napier, City of Rochester, University of Rochester, RIT, St. John Fisher University, Monroe Community College, Foodlink, O’Connell Electric, and M/WBEs.

Goal 3: Uplift households facing disparities within Monroe County’s most underserved communities by meeting youth and families “where they are” with a “no walls, no wrong doors” model of co-located and shared resources (Employment Navigators, Behavioral Health Professionals, Mentors, youth workshops, job training and placement, career pathways, and CarePortal). This includes reaching into Rochester’s Northwest Quadrant by establishing a new Teen Empowerment site, the growth of Black Men Achieve’s enrollment of Black, male youth and gang-vulnerable youth from 120-350 (192% increase) by 2026, and the expansion of Hub585 CarePortal (resource-connection hub).

*See Supporting Documents: Scope of Work; Addressing Pillars of Success and Increasing Accessibility/Eliminating Barriers

EnCompass will utilize Apricot by Social Solutions, its data and case management system, to measure the Consortium’s extensive enrollment, engagement, progress, and utilization metrics. Leaders will analyze participant feedback, program demographics, trends, and outcomes including academic growth, job placements, layering of services, graduation rates, workforce entry, re-engagement of youth, and growth of natural networks. Non-measurable metrics the Consortium will advance are: prepared workforce, increased equity, increased Minority representation in career pathways. Throughout the four years of partnership, Consortium leaders will dedicate considerable time to reflect on progress toward goals, review metrics and impact, identify best practices, strengthen effectiveness of services, and plan the future of The Hive, beyond 2026.

Without The Hive reaching thousands of underrepresented, minority, vulnerable, underserved youth, Monroe County ARPA could fall short of its goals, a critical contingent of the community would not experience economic recovery or rebound from the COVID-related learning, job, and income losses they sustained. Inequities and disparities would further deepen, and many youth will not find a pathway to career or lifelong success.

Once established, the Hive’s collaboration, spaces, networks, services, and resources will be sustained and continually improved by Consortium members. Consortium leaders will leverage successes to pursue future public and private funding together (Promise Neighborhoods, Ralph C. Wilson, Jr. Foundation). Once the efficiency and effectiveness of The Hive concept is proven, Education Success Foundation (supporting foundation to EnCompass) has committed to support the model.

Company Strengths Consortium members are experienced trailblazers, positioned to equitably deliver and expand youth workforce development, committed to advancing Community Goals, and demonstrating community impact. Serving 3,860 youth annually, the Consortium reaches underserved communities, targets at-risk youth, and has the unique ability to build and support the The Hive. Three of five Consortium nonprofits are Minority/Woman-led, M/WBE partnerships are programmatically integral.

EnCompass (lead) is led by a strong, diverse Board (50% Minority, 50% Women) and Team, and an affiliate of Education Success Foundation. EnCompass improves educational, social-emotional, and college/career-readiness outcomes for 2,400 youth each year, and has 20 years of effective partnership with RCSD, schools and organizations, Monroe County and the youth and families who reside here. EnCompass is recognized for whole-child practices, collaboration, sound fiscal management, innovation, and systems integration. Target populations include economically disadvantaged youth and families, systems-involved youth, youth with trauma histories, and families managing crises. RIT partner, Ian Mortimer, states, "I believe EnCompass is one of the best organizations trying to break cycles of poverty and build economic empowerment."

In 2006 EnCompass began serving youth at risk through Monroe County Community Optional Preventive Services (COPS). EnCompass meets the unique needs of systems-involved youth with 3D Summer Learning and Lighthouse (Monroe County Intensive Day Support Program).

Future Ready (workforce development, grades 6-12+) launched in 2019, expanding EnCompass' wraparound Navigation approach. Future Ready serves 500 youth, annually, from 50 different Monroe County public schools, provides year-round academics and college/career readiness, celebrates 100% graduation, trains and places 150 youth in jobs, manages an Employer Partner portfolio of top employers, and nurtures partnerships with countless community-based organizations, diverse business leaders, employers, and colleges.

Community Resources Monroe County's ARPA RFP launched collaboration between EnCompass (lead applicant) and Consortium members (subcontractors), undertaken by diverse community leaders of linked organizations with aligned missions, whole-child models, youth-centered focuses, overlapping populations, shared goals, and successful partnerships.

Each member brings innovations and expertise including: academics, employment navigation, career-readiness, mentoring, youth organizing, and special populations. The Consortium will co-produce activity menus/calendars, co-recruit/refer/notify youth of opportunities, co-deliver year-round workforce development activities, and share staff. The Hive model efficiently leverages programmatic, financial, personnel, physical, and material resources for maximum impact; it connects, and co-locates them within an equitable, accessible continuum benefiting 15,000 youth over 4 years.

Each Consortium member provided detailed subcontractor budgets and will draw upon and contribute in-kind and financial resources outside of this request (See Contractor and Subcontractor Budgets in Supporting Documents).

EnCompass (lead; Operating Budget - \$6,126,000): Pioneers Future Ready, Rochester's college/career-readiness flagship, and will provide year-round academics, college/career exposures, FREE (Future Ready Employment Education) Academy, and job placement for Hive youth; hire/share Employment Navigators (2), Behavioral Health staff (2.5), Administrator of Youth and Family Services (.10) and Career Readiness Coordinator (.30); meaningfully engage M/WBE partners in youth skill-building workshops (Ashley L. Cross, LLC, Ebony Nicole Smith Consulting, LLC, Cinevize, Institute for Social Entrepreneurship); coordinate Consortium contracts/subcontractors; recruit and refer youth within the Hive; support expansion of CarePortal.

Black Men Achieve (Operating Budget - \$221,280): Successful partner since 2019, developed to uplift Black, male youth and gang-vulnerable youth. BMA will share Mentoring, skill development, and career exposures; expand to meet community need for effective, culturally relevant youth mentoring (from 120 to 350 served); recruit and refer within the Hive.

Boys and Girls Club (Operating Budget -\$1,677,000): Successful partner since 2008, BGC will share academic, literacy, life skill, and career exposure programming; recruit and refer within the Hive; be a key contributor to constructing 10 Career Pathways, and growing a Portfolio of youth Employer Partners.

The Hub585 (Operating Budget - \$629,163): Successful partners since 2021, resource focused on success of Foster Care youth, will expand CarePortal (resource and referral hub) to identified Hive youth; share Mentoring, Authorship and Entrepreneurship, Transition to Independence, and Mental and Behavioral Health programs.

The Center for Teen Empowerment (Operating Budget - \$1,776,801): Successful partner since 2020, will share and expand teen employment opportunities; engage youth in community uplift, violence prevention, and informing policies to be supportive of youth; establish greater physical reach into underserved communities with Northwest Site; share youth and organizational professional development in the areas of cultural responsiveness and DEI to fully equip a multi-disciplinary network of youth-serving professionals in our wider community.

(See 30+ Partnership Descriptions in Supporting Documents)

EnCompass and each subcontractor organization upholds financial policies and mechanisms in place to prevent co-mingling of local, state, and federal funding. Organizations are prepared to scale and further increase efficiencies, with guidance from Monroe County.

Audience The Hive is a recruitment, referral and resource network, and will serve 3,800 youth, annually, with "Hive Menus"/"Hive Monthly Calendars" of free, workforce development activities and resources. Youth attend 60+ Rochester schools (85-95% Free/Reduced Lunch; 49% child poverty rate). Consortium organizations serve Minority youth (Black (60+%), Latinx (15+%), 2+ Races (15+%), Caribbean, North African, Bhutanese, and Asian). Youth are considered vulnerable due to the severe disparities they face including: poor educational outcomes, structural and systemic racism, poverty, family instability, systems-involvement, community violence and crime, gang involvement, and lack of supportive relationships and networks. The Hive's continuum eliminates the systemic "cracks" for Monroe County youth populations who would likely not otherwise fully participate in the community's Economic Recovery and Workforce Development.

Consortium members will recruit Hive youth with school/community info sessions and referrals, social media, peer referrals, and within their own enrollment: Black Men Achieve (120 to 350 by year 4) • Boys and Girls Club (400)• EnCompass (2,400 with 500 in Employment Navigation)• The Hub 585 (800 foster care youth) • Teen Empowerment (employs 45 and engages 400).

Youth self-select services, are coached to participate in 2+ or more, and continue year-over-year, for maximum impact. Hive Employment Navigators recruit 250 youth into FREE Academy, annually (25 hours of job-readiness training, work-readiness certification, and job placement); Mentors recruit youth into Mentoring Sessions; Teen Empowerment recruits youth staff. Hive youth receive priority access and group sessions with shared Behavioral Health staff, who may identify youth for CarePortal, academic services, and other supports.

The Consortium dedicates staff and resources to aid students experiencing barriers to meet participation, performance, and safety/behavioral expectations: all services and resources are free; transportation is provided or coordinated; urgent and basic needs support is provided.

<i>Cost 1st Year</i>	<i>Cost All Years</i>	<i>Residents 1st Year</i>	<i>Residents All Years</i>	<i>FT Employees</i>	<i>PT Employees</i>
\$1,466,062.00	\$5,869,117.00	3,860	15,000	5	3
Volunteers					
250					

Staffing Consortium staff will reflect the diverse races, ethnicities, backgrounds, and experiences of youth within the program.

- Administrator Youth and Family Services (.10 FTE): Implements Consortium programs in alignment with mission and vision. MSW or related field, 10+ years' experience, 5+ years of supervisory experience
- Career Readiness Coordinator (.30 FTE) oversees Consortium career-readiness and job-placement, manages Employer Partners, FREE Academy (Future Ready Employment Education). Master's degree in education or relevant field, 5+ years program management and/or supervisory experience
- Employment Navigator (2 FTE): Assists youth to achieve educational, vocational and job success by accessing workforce services and career pathways. Coaches 150 youth per year, delivers FREE Academy, and collaborates with Employer Partners. Associate's degree, 2+ years in Youth Development or related field
- Behavioral Health Supervisor (.5 FTE) Supervises Behavioral Health staff, oversees coordination of services while providing services. MSW or MMHC; LCSW preferred, LMSW Required; Bilingual Spanish preferred. 3+ years in human services
- Behavioral Health Counselor (2 FTE) Provides targeted prevention, intervention, consultation, and groups across multiple organizations. LCSW or other licensed mental health professional, 3+ years in children's mental health
- Administrative Support for Shared Services/Contract Mgmt (1 FTE): Coordination, planning, and implementation, managing subcontracts for Consortium. Associates, 2+ years in contract management/nonprofit grant administration