

City of Hamilton: Learning Annex

Problem Statement

Low income youth, aged 18-24, in priority neighbourhoods of Hamilton have low levels of education and limited use of/access to services and skill development opportunities. They experience high rates of under- and un-employment and therefore struggle to become self-sufficient and thus continue the cycle of poverty.

Goal

To increase aspirations and enable educational attainment and job skill training in order to obtain long-term, sustainable, living-wage employment for at risk youth in Hamilton.

Rationale

- Education is a pathway out of poverty
- Stable, secure employment improves individual health and contributes to poverty reduction at a societal level
- Self-efficacy leads to higher aspirations

Assumptions

- Employers are seeking trained work force
- Education and skill training is attainable
- The community wants services navigation
- High School completion rates and Post-Secondary Education application rates are low
- Specific at-risk youth require targeted intervention

External Factors

Competition for skilled employees

Strategic alignment between partners

Attracting & retaining employees

Government policy

Need for additional skills

Funding

Economic downturn

Family attitudes towards education

Lack of basic needs met in target population

Activities & Outputs

- Navigation: # of youth accessing and using services
- Mentorship: # of mentors; increase in number of mentors to the Annex
- Retention: # of youth who stay within the LA to achieve their goal
- Social Media: increase social media presence; increase tweet activity
- Youth Engagement: # of youth attending events;
- Workshops, training: # of workshop and training sessions held weekly
- Develop curriculum including micro-credentials and dual credits: # of credit courses available; # of youth registered for courses; # of youth completing credentials
- Develop transferable courses to higher education, Create Pathways to education
- Counseling: # of youth accessing counseling; # of counseling services provided
- Partnerships & Collaboration
- Tutoring: # of youth using tutoring services; # of tutoring subjects offered
- Financial literacy: # of youth with bank accounts
- Mobile app: how many times app is accessed/downloaded
- Training: # of training courses offered; Frequency of training offered; # of youth participating in training courses
- Accreditation: # of accreditation courses offered; # of users; # of credential received

Inputs / Resources

- Program Evaluation
- Physical Location
- Funding
- Staff
 - Project Manager
 - Navigator
 - Co-ordinator
- Curriculum
- Leadership
- Buy-in
 - Youth
 - Funders
 - Employers
 - Service Providers
 - School Boards
 - Post-Secondary Education
- Time
- Materials and Supplies
- Equipment
- Human Resources
- Branding, Marketing, Communication
- Administrator
- Outreach & Engagement
 - Worker
 - Child care

Long Term Outcomes

- Evolution of partnerships
- Raise aspirations
- Improvement in health outcomes
- Evaluation and continuous program improvement
- Full-time employment (better than living wage)
- Change in family history
- Talent retention in Hamilton

- * Mentorship/coaching opportunities increase
- * Retention of youth/residents in Hamilton

Medium Term Outcomes

- Evaluation and continuous program improvement
- Health outcomes
- Change in service delivery to meet needs
- GED obtained/completed
- PSE: application, acceptance, completion
- Employment rate increase / unemployment rate decrease
- Reduction in OW case load
- Reduction in benefit use
- Mentoring and coaching

Short Term Outcomes

- Evaluation (qualitative, quantitative)
- Engagement of partners
- Increased partnerships
- Utilization of existing services (EO, Health)
- Youth participation rates (use attraction retention)
- Retention rates (#/% stay, how engaged)
- Education courses taken
- Skill training courses taken
- Youth barriers ID/overcome
- Reliance on intervention decrease with time