



# FOSTERING SUCCESS STATE FISCAL YEAR 2020



Department for Community Based Services  
DIVISION OF PROTECTION AND PERMANENCY

## Fostering Success State Fiscal Year 2020

Fostering Success is a ten-week workforce development initiative sponsored by the Department for Community Based Services (DCBS). Fostering Success provides current and former foster youth an opportunity to participate in a paid internship while receiving professional development and career planning support.

The fourth year of Fostering Success began on June 3, 2019. Applicants for the program were screened and interviewed to determine their eligibility for the program. Youth selected for the program were matched with internships in their community based upon their strengths and vocational goals. The program maintained a contract with Management Registry, Inc., for payroll services, allowing the program to collaborate with public and private businesses as worksite providers. Participants also had the option to work in their local DCBS office.

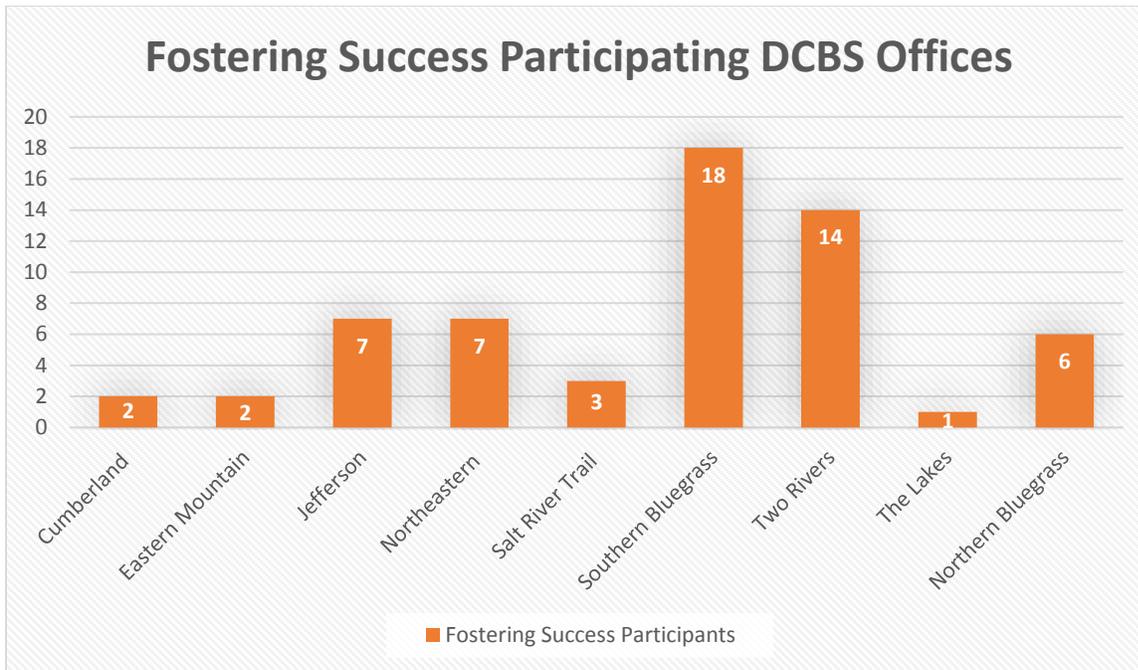
The program's initial screening helped identify potential barriers the participants may experience to successfully completing the program such as lack of child care, professional clothing, or transportation. Support and resources were provided to participants to address these concerns.

The program continued to contract with the University of Kentucky (UK) to provide professional development and career planning support to participants through regional job coaches. Each job coach facilitated an employment readiness training and program orientation and met with participants weekly to support their success at the worksite. Participants worked with the job coaches to identify their strengths and develop a plan to achieve their vocational goals. The job coaches serve as liaisons between the youth and their worksite supervisor to address any issues with work performance, utilizing real life situations as teaching moments to promote professional development.

The contract was expanded to include a full-time program coordinator position. The responsibilities of the program coordinator include expanding partnerships with businesses across the state and increasing the number and variance of worksite options available. Participants were also given the opportunity to earn an incentive to complete an online curriculum focused on professional development and financial literacy.

Twenty-eight (28) local offices within DCBS' nine service regions served as worksite providers, including both Protection & Permanency and Family Support divisions. Below, Figure 1 shows these local offices by region.

Figure 1



Participating DCBS offices include:

- Cumberland: Clinton, Laurel, McCreary, Pulaski, Rockcastle, Russell, Wayne, and Whitley
- Eastern Mountain: Floyd, Johnson, Leslie, Pike, and Wolfe
- Jefferson
- Northeastern: Boyd, Morgan, and Rowan
- Northern Bluegrass: Grant
- Salt River Trail: Bullitt, Franklin, Grayson, Hardin, LaRue, and Meade
- Southern Bluegrass: Fayette
- The Lakes: McCracken
- Two Rivers: Daviess and Warren

Thirty-two (32) additional employers partnered with Fostering Success to serve as worksite providers. These employers included both public and private entities, such as public school systems, warehouses, state parks, private child care agencies, information technology (IT) companies, hair salons, health care providers, life insurance companies, grocery stores, jewelry stores, animal hospitals, and nonprofit social service agencies. Specific employers included Omni Vision, Youth Build, Nazareth Home, Kentucky Kingdom, Habitat for Humanity, Boone County Attorney's Office, Hardin County Chamber of Commerce, Coldspring Transitional Care Center, Open Doors of Hope, Lexington Manufacturing-Salvation Army, Morning Pointe, UK Community Supported Agriculture, Sullivan University, Bluegrass.org, Community Action Council, Camp Nelson Army Guard, Kentucky United Methodist Home, Boone's Trace National Golf Course, Symmetry Hair Salon, Southern Recycling, RADIT Builders Log Structures, Bankers Life, Potter

Children's Home, IGA, Owensboro Country Club, L& S Supply, MSU Paducah Campus, Early Learning Center Academy, Midas, Morning Pointe, and Magoffin County Vocational Center.

One hundred and eighteen (118) youth interviewed for the program. Eighty-four (84) youth participated and 52 completed the entire ten-week program. Sixty-four (64) of the participants were formally employed through Management Registry, Inc., while 20 were employed through DCBS. Job coaches worked very closely with the youth to create resumes, cover letters, and seek employment. Job coaches also assisted youth with applying for college and completing FAFSAs and other associated documents. Thirty-one (31) high performing youth were given the opportunity to extend their participation in the program for an additional six months. Four (4) program participants were offered full-time employment at their worksites and many others, with the assistance of their job coaches, either secured employment other than at their worksites or attended college after the completion of the program.

The Program Coordinator continues to expand partnerships and recruit more businesses to act as worksite providers. In the coming fiscal year, the Fostering Success program is growing to include additional opportunities for youth, known as the Summer Skill Series and Earn and Learn. The Summer Skill Series provides youth an opportunity to complete online curriculums focused on professional development, work readiness, and emotional intelligence. Earn and Learn provides youth an opportunity to be paid while completing a vocational program at their local community college. More details regarding these new initiatives will be detailed in the next report.