



**CABINET FOR HEALTH AND FAMILY SERVICES
DEPARTMENT FOR COMMUNITY BASED SERVICES**

Andy Beshear
Governor

275 East Main Street, 5W-A
Frankfort, KY 40621
502-564-7042
502-564-7091
www.chfs.ky.gov

Eric C. Friedlander
Acting Secretary

January 24, 2020

Jay D. Hartz, Director
Legislative Research Commission
Capitol Building, Room 300
Frankfort, Kentucky 40601

Dear Mr. Hartz:

Enclosed you will find the first submission of the Fostering Success report required by Regular Session 2018 House Bill 200G.9.(3). The Cabinet for Health and Family Services is required to submit the results of the program, including the number of participants, number and type of job placements, job training provided, and any other information pertaining to outcomes. This report is required to be submitted to the Interim Joint Committee on Appropriations and Revenue.

If you have any questions, or if further clarification is needed, please contact Laura Begin at 502-564-3703.

Sincerely,

A handwritten signature in blue ink, appearing to read "Eric C. Friedlander".

Eric C. Friedlander
Acting Secretary



FOSTERING SUCCESS
FISCAL YEAR 2019



Department for Community Based Services
DIVISION OF PROTECTION AND PERMANENCY

Fostering Success Fiscal Year 2019 Summary

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.

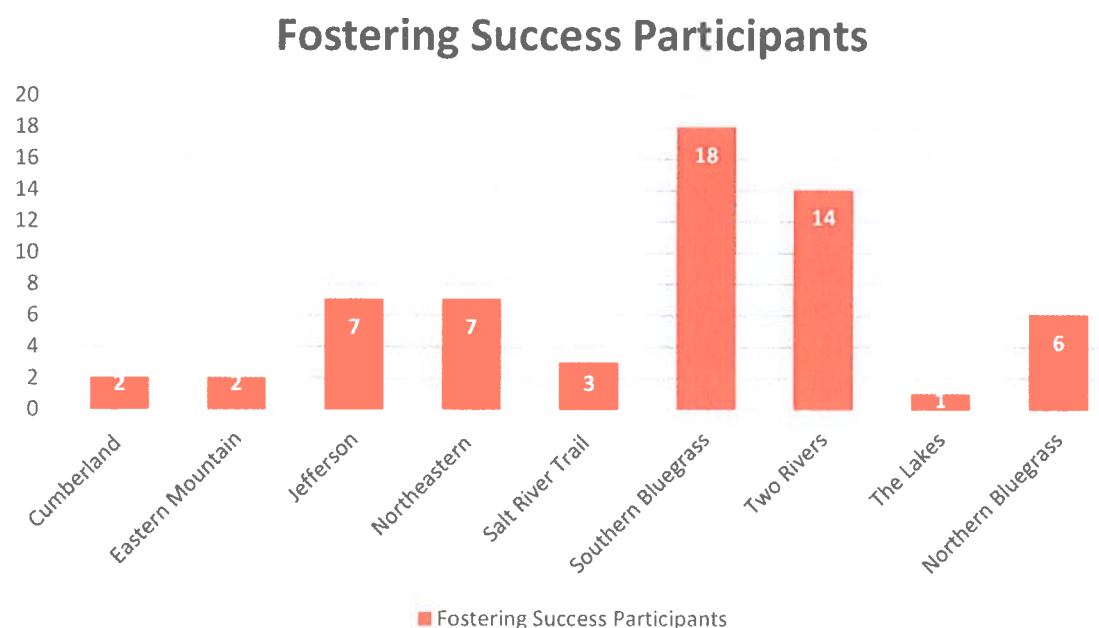
The Fostering Success program began its third year in June 2018. Extensive improvements were implemented that expanded the capacity to provide participants with meaningful internships and professional development support. DCBS contracted with Management Registry Inc. to provide payroll services, which allowed DCBS to develop partnerships with private and public employers to serve as worksite providers for participants. These new partnerships have allowed DCBS to match participants with internships that are more aligned with their strengths and long-term career goals, as well as provide participants the opportunities to move into full-time positions upon the conclusion of the program. Additionally, DCBS implemented a more comprehensive screening and assessment of applicants. DCBS partnered with Kentucky Works to provide job readiness training, which covered skills such as communication skills, conflict resolution, professionalism, and punctuality.

DCBS contracted with the University of Kentucky (UK) to provide job coaches to assist participants during their ten week internship. Job coaches met with participants on a weekly basis to provide advocacy when needed, support professional development, and assist with career planning to help sustain employment. The job coaches also acted as liaisons between the participants and employers to resolve worksite issues. Participants received weekly professional development coaching. The contract with UK also provided supplemental resources to assist participants in addressing barriers to sustaining employment such as transportation, work attire, etc. Formal program evaluation is also indicated in the contract and will be provided by Dr. Jay Miller.

Eighty-two youth enrolled in Fostering Success with 60 youth subsequently participating. Thirty-nine of the participants were formally employed through Management Registry Inc., while 21 were employed through DCBS. Thirty high-performing youth were given the opportunity to extend their participation in the program for an additional seven months.

Eighteen offices within DCBS' nine service regions served as worksite providers, including both Protection & Permanency and Family Support. Figure 1 shows the participation by region.

Figure 1



Participating DCBS offices included:

- Cumberland: Laurel and Pulaski
- Eastern Mountain: Floyd and Pike
- Jefferson
- Northeastern: Bath, Carter, Rowan
- Northern Bluegrass: Boone and Kenton
- Southern Bluegrass: Fayette, Jessamine, Madison, Powell
- Salt River Trail: Hardin and Spencer
- The Lakes: McCracken
- Two Rivers: Allen and Warren

Seventeen (17) 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, IT companies, hair salons, health care providers, life insurance companies, grocery stores, jewelry stores, animal hospitals, and nonprofit social service agencies. Specific employers included Magoffin County Vocational School, Galls, Kentucky Horse Park, KY United Methodist Children's Home, Net Gain, Symmetry Salon, UK Family Care Center, ACE Hardware, Bankers Inc., Hampton Inn, IGA, L&S Supply, Nick T. Arnold Jewelers, Puzzle Pieces Inc., Wills Animal Hospital, Boys & Girls Club, and Goodwill Industries.