



THE DYRS APPROACH: JOB TRAINING AND WORKFORCE DEVELOPMENT

April 2013

GENERAL APPROACH

DYRS provides a variety of services and programs to prepare our youth to find and keep jobs. These include comprehensive job readiness training, vocational certifications, paid internships, and unsubsidized job opportunities. Our goal is to get every youth committed to DYRS on the road to a career by the time that youth's commitment ends. The following chart provides an overview of some of the significant gains in workforce readiness we are seeing among our youth over the last few years.

Table 1: Growth in Job Training Accomplishments by DYRS Youth

	FY 2010	FY 2011	FY 2012	Total
Certificates Earned		23	117	140
Internships	18	37	132	187
Unsubsidized Employment		5	51	56
TOTAL	18	65	300	383

Department of Justice and Department of Labor Grants

Grants DYRS received from the Department of Justice and the Department of Labor in 2009 allowed DYRS to strengthen workforce development programming by:

- Increasing the number of DYRS staff dedicated to working with youth on job coaching, career planning, and job readiness skills from 3 to 8.
- Serving **619** young people, many of whom received certifications in first aid/CPR, construction rigging, food handling, drivers education, copper cabling, basic Microsoft skills, Commercial Drivers License/Heavy Equipment Operator, traffic flagging, and workplace hazards and workers' rights.
- Providing **100** youth with copper cabling and broad band installation.
- Assisting **90** youth achieve an 8th grade reading level so they could participate in workforce development.

DYRS Office of Workforce and Educational Development

DYRS currently offers the following programs through its Office of Workforce and Educational Development:

- *Site-based Internship/Placement:* 10-12 week on-the-job training program and employment for **60** youth
- *A+ Certification:* 8-10 week IT training and A+ certification for **40** youth
- *Hospitality program:* 8-10 week customer service training program with credential for **40** youth, plus apprenticeship and job placement
- *Developing Young Professionals Program:* Provides job readiness training with internship and unsubsidized employment
- *Driver's Education:* 8-10 week DC driver's permit program for youth

Vocational Training and Career Mentoring at New Beginnings

At New Beginnings, the DC Ready to Achieve Mentoring Program (DC RAMP) conducts career-focused mentoring. DYRS also offers vocational training programs in food service and in barbering. To date, six youth at New Beginnings have earned food service Safe Serve certifications, and 14 youth have graduated from our barbering program.

DDS/RSA Partnership

DYRS is partnering with the Department of Disability Services (DDS) Rehabilitation Services Association to provide assistance to youth that need additional support finding and maintaining work. This service continues after the youth's commitment to DYRS ends.

DC YouthLink

Workforce programs through DC YouthLink include:

- *Earn Learn Grow Program*: Gives youth paid work experiences in lawn care, community beautification, construction, administrative support, and hospitality, as well as job readiness training and job placement assistance
- GED training
- Vocational Training through Citiwide Computer Center, including IC3 certification
- Part-Time work opportunities

LOOKING AHEAD

In fiscal year 2014, DYRS will continue to develop and expand its workforce development programming in the following ways:

- *Continue Programs Started by Federal Grants*: DYRS is budgeting approximately \$1.9 million in local funds to continue the work started in 2009.
- *Workforce Development Program Manager*: DYRS hired a Workforce Development Program Manager to lead our transition from grant-based activities in workforce development to permanent agency initiatives.
- *Continue to work closely with the DC Department of Employment Services-Office of Youth Programs liaison* to pursue opportunities for our youth, such as the Summer Youth Employment Program and the year-round Out of School Program.
- *Earn Learn Grow*: DYRS will continue Earn Learn Grow with 80 youth enrolled.
- *Emergency Response Team Training*: Six DYRS youth have now completed emergency response training, and we expect more to follow. DYRS also offers our youth a week-long certification program that is essentially a first step to becoming an Emergency Medical Technician.