



## **Impact 100: Proposal for Program Modification**

MISSEY is grateful to Impact 100 of the East Bay for your support and flexibility as we identify what's most needed for survivors of commercial sexual exploitation through this pilot program. It has been an honor and pleasure to work with the Annie Cannons team and we look forward to future partnership. Our learning over the past year has been invaluable and has led us to our most recent program design which we detail below.

### **Outcomes of Pilot**

Participant outcomes year 1 of the project:

- 35 participants were brought in by MISSEY staff to participate in the pilot program
- 7 of the 35 were deemed eligible by AnnieCannons
- 6 of the 7 youth continued to the orientation and interview stage
- 2 youth were chosen by AnnieCannons to continue to the first training phase
- 0 youth completed the first training phase and continued to the second.

Reasons for low retention of original participants:

- After assessment of each participant, AnnieCannons staff determined that a significant majority of the youth were not prepared to participate. Therefore, the curriculum would be too rigorous, and the attendance and participation demands would be too overwhelming
- The training program started significantly later than originally proposed; consequently, several participants moved on to other endeavors and were no longer available to participate in the pilot program
- Of the two chosen to continue to the first training phase with AnnieCannons: one found the curriculum very challenging and could not keep up; the other had difficulty with attendance, fell significantly behind and found it necessary to leave the program
- Other participants stated that it was too difficult to focus on participation because addressing their primary needs (housing, food, health, parenting) was so consuming
- Finally, there was consensus that all of the participants needed more support and preparation and that most were not ready to be successful in the program.

## **Assessment of Pilot**

Overcoming barriers to the employment of survivors of sexual exploitation through practical and effective programmatic strategies has become increasingly important. Having a job provides survivors the ability to enhance self-esteem and to build confidence and self-worth by providing the person with the opportunity to invest in something in which they can be successful. Program participants see working as another means of being a part of society. Employment becomes the primary vehicle for reintegrating clients into the community; they see themselves as productive and contributing members of society which makes them feel valued and self-confident; it becomes a means for social readjustment.

Though work is becoming increasingly recognized as a critical component of recovery from sexual exploitation, a component of workforce development for young survivors has remained a stubborn challenge: evidence-based and promising practices for ensuring readiness. Many programs focus on job-placement and are standardized to serve youth in general. Therefore, few programs fail to successfully place young survivors in the labor force long-term.

Many youth were unemployed prior to their experiences of sexual exploitation and many others have no other work experience. It is therefore important to identify the impact that sexual trafficking and coerced participation in the sex trade may have on work attitudes and beliefs which may lead to avoidance of workforce participation or eventual loss of employment. Additionally, prior traumatic experiences are likely to also impact a survivor's workplace attitudes, performance and work alienation. Workplace conditions themselves may act as predisposing factors to work alienation and perceived harm. For example, work stressors such as discrimination or work overloads, structural features of the workplace such as work roles with very little supervision or subcultures that support gender- or race-based discrimination on or off the job, and socioeconomic influences can have a profound impact on an individual's decision to remain at a job.

These realities have strong implications for the development of a strong employment program. Our experience from our employment partnership with AnnieCannons calls for program design and practices to be tailored for youth survivors based on a distinct set of barriers to joining the workforce. Youth must receive vocational and educational services and be supported and prepared in a variety of skill areas, not just occupational. We decided to redesign our program so that it more effectively supports the youth that we serve. In summary, we took a step back from a highly technical approach to employment that required some degree of technical skill and job readiness and reformed our program into a trauma-informed, healing-centered approach to Career Readiness. Before each participant begins technical training on the level of an AnnieCannons program, she will demonstrate a level of social emotional growth and progress in our Career Readiness program.

## **Program Design**

To address readiness, MISSEY will develop and implement a new survivor- and trauma-informed career readiness program and strengthen service coordination with other employment service organizations serving Transitional Aged Youth (TAY), 18-24 years old, at risk or victims of human trafficking. Our innovative approach to addressing employment uses a wraparound, trauma- and survivor-informed healing model to provide individualized supports and opportunities to non-system-involved youth who are at risk of or victims of human trafficking.

We are developing an approach that integrates a consideration of developmental factors, trauma, cognitive challenges, lack of familiarity with the labor force and other issues that research has shown are associated with this population. We will employ an “ecological model” that considers the youth’s familiar network, peer group, school and community and how these things impact how she navigates her individual needs and challenges. Being “career-ready” means understanding what to expect in the workplace and what is expected of employees. In addition to appreciating the importance of punctuality and developing a positive work ethic, young survivors need to be taught how to work under direct supervision, take directions, deal with criticism, and work productively with co-workers. Programs must offer opportunities to trouble shoot difficult and common workplace situations to prepare youth to respond appropriately. Often referred to as “soft skills,” youth must learn non-technical workplace competencies, including “problem-solving and other cognitive skills, oral communication skills, personal qualities and work ethic, and interpersonal and teamwork skills.”

MISSEY will hire one full-time Career Readiness Specialist (CRS) who will work one-on-one with 20 non-system-involved youth to build a commitment to and confidence in engaging in long-term employment. The CRS will conduct an environmental scan for models and curricula that can be adapted for trafficked youth and design a subsequent training. Youth will be referred for services through a TAY service coordination team, as well as directly to MISSEY from partner organizations.

The CRS will design a four-week employment workshop curriculum with MISSEY leadership, and the CRS will facilitate weekly career readiness workshops to address challenges and barriers faced by survivors of trafficking entering the workforce and during employment. The curriculum and CRS model will also be reviewed by two or three additional compensated survivors. The CRS will also support participants to access legal, housing, mental health, and other services to sustain their participation in the program. The month-long series will offer stipends for participation and connect participants to employment or education opportunities at MISSEY, Not For Sale, New Door Ventures, or other programs offering employment or education. Program goals for participants include: 1) increased confidence applying for and engaging in work, 2) connection to high school

completion, equivalency services, or higher education, and 3) obtaining a job, job training, or internship.

MISSEY will establish partnerships with Not For Sale and New Door Ventures, two Bay Area nonprofit organizations that offer employment training and opportunities to TAY, to enhance and expand service coordination for non-system-involved youth who are at risk or victims of human trafficking. To improve employers' knowledge of trauma, MISSEY will train organizations and their business partners who employ TAY victims of human trafficking.

MISSEY will also offer two paid internships with MISSEY's Prevention Institute, which delivers anti-trafficking prevention workshops using the Word on the Street curriculum to at-risk youth ages 13-19 in schools and other youth-serving spaces in the Bay Area. Interns will receive group facilitation, program delivery, and nonprofit administration experience.

**Proposed Outcomes:**

- Eighty percent of participants will complete the six-week workshop
- Seventy percent of participants will connect to gainful employment through Not For Sale, New Door Ventures or an independent employment opportunity following the completion of the 6 week workshop series.
- Eighty-five percent of participants will demonstrate increased confidence in their work readiness skills as evidence by self-reports, surveys and facilitator observations.
- Eighty percent of participants will demonstrate an increased knowledge of work readiness skills as evidenced by post workshop survey comparison to initial pre-workshop surveys that measure baseline skills.

MISSEY was recently awarded a two-year, \$110K grant from California Office of Emergency Services (Cal-OES) to work in partnership with our partners to build and implement our retooled Career Readiness program over two years. Our goal is to finish our program design and curriculum by the end of September 2019, finalize the final 20 participants by October 2019 and launch the program early January, 2020. With your approval, the bulk of the of the remaining Impact 100 funding will be used to support personnel costs, organizational costs and ramp up costs through December, 2019. Please see proposed, modified budget below:

**Total Remaining, of Impact 100 grant-\$35,000**

Modified Budget

Expense	Total Cost	Impact 100 Funds
Career Readiness Coordinator .5 FTE (\$46,305 annual salary)	\$23,153	\$23,153
Program Director .2 FTE (\$66,150 annual salary)	\$13,230	\$8,466
Program Materials and Supplies	\$850	\$200
Indirect	\$3,723	\$3,181
Total	\$40,956	\$35,000