

Trinity Opportunity Alliance (TOA)

Berisha Black - Director of Programs

My Story

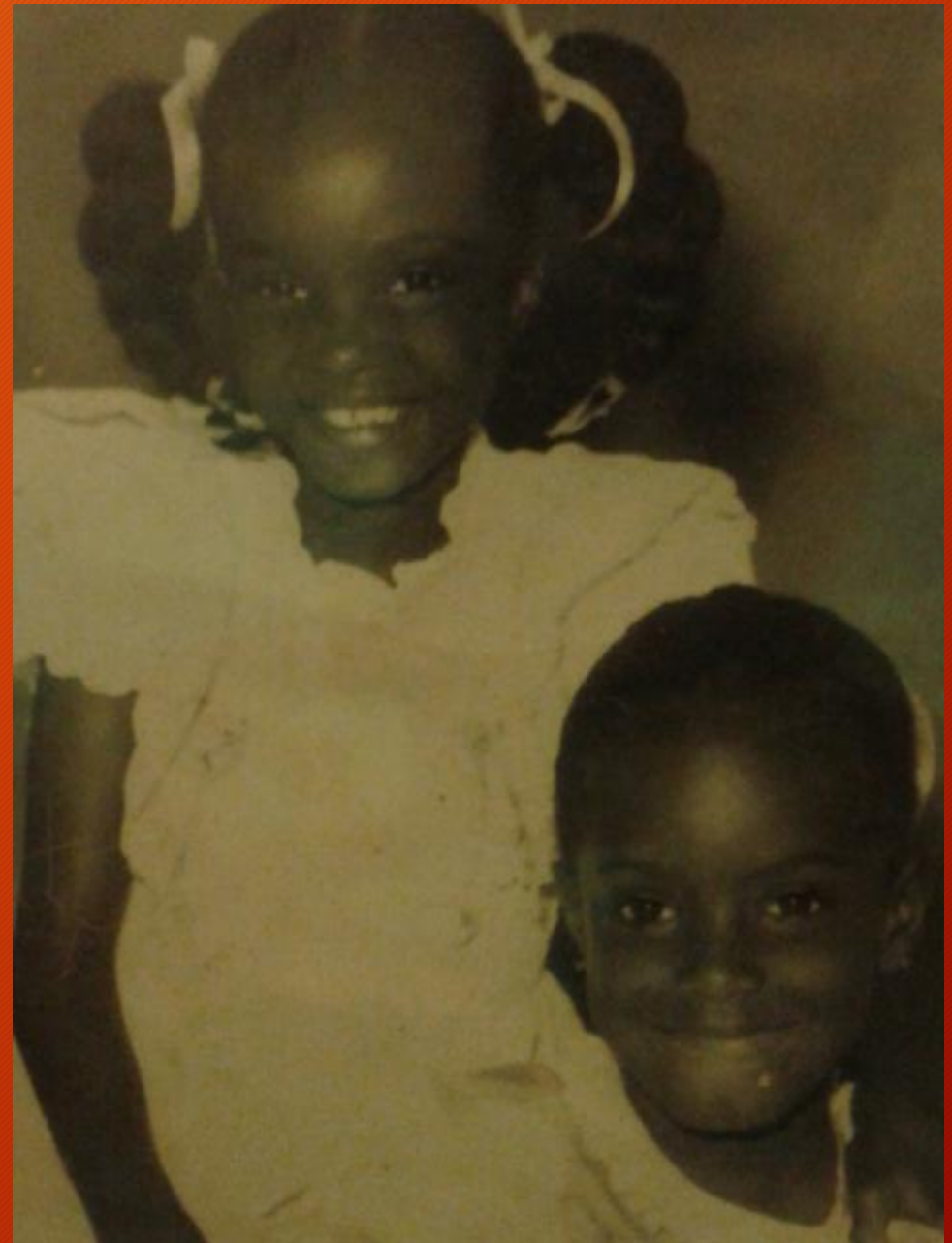


Berisha's Story

by senecacenter

(<http://www.youtube.com>)

8 different
homes (exercise)



MISSION

To recruit, train, and support businesses that will offer young adults opportunities to transition from foster care to thriving adulthood through meaningful employment.

How does Trinity Opportunity Alliance work?

Employer Partners

- Identify positions for youth
- Create an environment in which youth retention, development and growth are given special consideration
- Provide mentoring/coaching
- Share outcomes/results from employing youth

Youth Service Partners

- Identify youth for positions
- Provide job readiness preparation and coaching
- Assist with job application and interview skills
- Provide ongoing support and problem-solving, after youth is employed

Program Model

PHASE ONE: YOUTH APPLICATION

- Young adult submits on-line application
- Youth Service Partner assists young adult with application, interview preparation
- HR Talent Management Team sends internal notice to HR ASM about TOA program, noting the Youth Service Partner
- Young adult interviewed, denied, or hired for available store position

PHASE TWO: YOUTH HIRE

- Young adult informed of employment decision
- Youth Service Partner supports young adult in preparing for start of work (transportation, clothing/shoes, etc.)
- Young adult onboarded at store where hired

Program Model (continued)

PHASE THREE: EMPLOYER ORIENTATION

- TOA informed of new hires to arrange Orientation Meetings where young adult is hired
- TOA emails introduction to Store Manager, informs him/her of follow-up within a week to schedule Orientation Meeting
- TOA calls Store Manager to arrange Orientation Meeting with him/her and HR ASM
- TOA provides Orientation; TOA and Youth Service Partner contact information provided

PHASE FOUR: EMPLOYER SUPPORT

- TOA and Youth Service Partner available ongoing to Store Manager to assist with young adult retention
- TOA and Youth Service Partner meet regularly with HR Talent Management Team to review progress, troubleshoot challenges, improve processes
- TOA facilitates curriculum training for managers at ASM Training, Learning Essentials, and Topic-specific training, as scheduled with HR Talent Management Team

Training Goal

By introducing employer coaches to the effects of trauma on adolescents, especially those involved in the foster care system, employer coaches will be better able to direct and coach youth on the job, without causing further trauma.

What does Trinity Opportunity Alliance offer?

- Support to Employer partners; Tools to increase retention of youth employees
- Orientation Session - 1 hour introduction to the program
- Curriculum Training - 1.5 hour Modules on relevant topics, developed with ASU
 - Module 1: Adolescent Changes and the Teen Brain
 - Module 2: Adolescence and Trauma
 - Module 3: Resiliency and Positive Youth Development
 - Module 4: Social Empathy
 - Module 5: Working with Different Learning Styles
 - Module 6: Youth Substance Abuse in the Workplace
 - Module 7: Intergenerational Employees
- Online Trauma segment- less than 30 minutes

Trauma

Trauma is a threat of death, serious injury, or damage to physical integrity, and inspires intense fear, helplessness, or horror. The victim may experience the event directly, witness it, or be confronted with it in some other way.

When experiencing trauma, it can feel like you are in the midst of a big storm.



Adverse Childhood Experiences (ACEs)

ABUSE



PHYSICAL



EMOTIONAL



SEXUAL

NEGLECT



PHYSICAL



EMOTIONAL

HOUSEHOLD DYSFUNCTION



MENTAL
ILLNESS



DOMESTIC
ABUSE



PARENTAL
SEPARATION



INCARCERATION



DRUG OR
SUBSTANCE
ABUSE

Experiences of children up to the age of 18 years

Dose effect!

Adverse Childhood Experiences (ACEs)

1. Did a Parent swear at you, humiliate or put you down?
2. Did a Parent push, grab, slap or hit you?
3. Did a adult inappropriately touch or fondle you?
4. Did you feel that no one in your family loved you or thought you were important?
5. Did you feel that you didn't have enough to eat, had to wear dirty clothes & had no one to protect you?
6. Were your Parents divorced or separated?
7. Did you witness any domestic violence or disputes?
8. Did a Parent drink or do drugs?
9. Was a Parent mentally ill or depressed?
10. Did a Parent go to jail or prison?

How does Foster Care impact youth?

Youth in the child welfare system experience trauma even after the abuse and neglect ends.

- Removal from birth home
- Separation from siblings and extended family
- Frequent moves
- School disruptions and moves
- Rejection by caregivers
- Lack community supports and networks
- Deficient skills for gainful employment
- From Alumni studies, at age 24, former foster youth have increased:
 - mental health (PTSD) and physical health issues
 - reliance on public assistance
 - homelessness
 - *less likely to be employed, or employed regularly, and have low wage earnings
 - Only 3-5% complete college degree

Behaviors of Concern

- Experimentation
- Risk-taking
- Conformity or non-conformity
- Periods of dramatic emotional expression and withdrawal
- Excessive withdrawal
- Lack of interest in activities
- Lack of social contacts & social isolation
- Self-injurious behavior
- Ongoing lack of sleep
- Extremely risky behavior

Recognizing and Addressing Workplace Behaviors -How to Support Youth Managing the Impacts of Trauma

- Be informed
- Provide structure and consistency
- Ease transitions
- Provide choice
- Develop strengths and interests
- Be there
- Make an “out” plan
- Take care of yourself

The 6 Cs

Confidence

Competence

Caring

Character

Connection

Contribution



Quote

“We should dream and plan for a day when fewer children required foster care. But until that day comes, we have a moral responsibility to prepare young people leaving foster care to become whole adults who can fulfill their potential and build bright and promising futures.”

President Jimmy Carter, foreword, On Their Own, by Martha Shirk and Gary Stangler

Questions?

Trinity Opportunity Alliance Contacts

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[employer recommendations, training requests]

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