

# INCENTIVES FOR PROGRAM RETENTION FOR TRANSITIONAL AGE YOUTH

OFFERING CONCRETE INCENTIVES IS AN EFFECTIVE WAY TO MEET TRANSITIONAL AGE YOUTH WHERE THEY ARE. INCENTIVES SHOULD INCREASE IN "VALUE" OVER TIME AND BE LESS IMMEDIATE. THIS IS A WAY YOUNG PEOPLE CAN BE ENRICHED AND BUILD MORE INTENTIONAL MOTIVATIONS OVER TIME.

*"If you are targeting a group of youth 'the untouchables,' who will not be interested—the kids on the streets that are involved with illegal activities are already making good money and are turned off: the incentives we offer them have to be financial and much more than that."*

## Outreach & Intake

### SHORT TERM INCENTIVES

- Youth Outreach Teams that are familiar with the neighborhoods—youth are getting resources and they are getting to talk to youth and young adult from their own community
- Orientations that are in the neighborhoods: bringing the resources into the community and having food there.
- Movie Tickets
- Safeway Gift Cards
- Snacks/Food
- Visa/MC Gift Cards
- Graphic T-Shirts

## Program Engagement & Retention

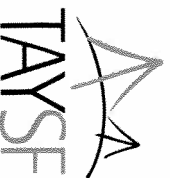
### INTERMEDIATE INCENTIVES

- Hourly wages/stipends that are on a 'point system'—stipend amount directly connected to performance in the program
- Strong program structure with a flexible approach
- Tailored educational curricula around individuals' passions—*'those who have gotten in trouble for graffiti, get them on a computer to learn graphic design'*
- Fast Passes
- Scholarships for College
- Fieldtrips to colleges & Job Sites
- Case Management/Counselors with weekly check-ins about personal and professional lives
- Life Skills Trainings on safer sex, healthy relationships, how to cook for yourself, how to open a bank account, balancing a check book, resume writing, interview skills, learning how to look for jobs

## Transition Planning

### LONG RANGE INCENTIVES

- 'Real Opportunity'—Programs in which employer partnerships are strong and there are on-ramps in the program model to jobs/ internships
- 'Seeing the bigger Picture' and how this program fits into the youth/young adult's career goals and life vision
- Case Manager that is with them every step of the way and is helping align job opportunities and coaching for interviews—perhaps video recording in mock interviews so that the youth can see themselves and ways in which they can improve
- Providing P.O. Boxes & Phone numbers for those who may be marginally housed so that job searching becomes attainable



Focus Group held on  
10/28/09 with our Young  
Adult Advisory.