



SECOND
FAMILY

FOUNDATION



Brief History of SFF

- Private Operating Foundation started in 2007
- Memorandum of Understanding with Orange County DSS
- First 6 years provided holistic overlay program with teens in foster care (13-27 years old)
 - Still work with these 10 original youth
- Spent the next couple of years doing research & literature reviews
- Led to expansion of programs and work with youth not just in foster care but also with youth who are experiencing risk(s) such as family abuse & neglect still living at home
 - SFFit - grit/perseverance in the gym
 - SFWorks – TODAY'S TOPIC



- Youth employment program started in 2016, still an experiment!
- Connecting youth who experience risk(s) to a first job
- Youth do real work, at real jobs like the other real employees
- We want youth to know what is involved in getting a job but most importantly holding a job ---> relationships
- Develop work experience and work ethic
- Youth build their OWN reference(s) so they can be better prepared when looking for more significant job opportunities in the future



- Work: 1-14 hours/school week, can work more in the summer
- Job Coaching: Coaches provide coaching and TRANSPORTATION to/from work
- Earnings for grades: First job is school, eligible youth get \$ for good grades
- Savings incentives: Idea is to save for a car and expenses
- Group Events: Social networking opportunities
- Social Worker Staff: Youth are connected to holistic self-development
 - SFF Tenets: No lying, cheating, or stealing; Better their Mind, Bodies, Spirit & Making Life Better for Others
 - Traveling
- If youth are fired, take a 60-day break before returning to job market/SFF

Employer Partners

- SFF identified employers who have an openness to work with first time, youthful workers and fit logistically
- Employer does everything from hiring to firing and the in between as with any other employee
 - SFF helps out with troubleshooting as necessary
- Finding that work with animals and at a farm to be positive employment experiences for youth
- SFF covers employer costs



Youth

- Meet youth mostly through Orange County DSS but some from school social workers
- Youth complete an application packet & participate in an interview
- Youth who WANT to work
- 14-15 years old (NC Youth Labor laws apply)

Numbers

	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>YTD @ 3/15/18</u>
<u>Applications</u>	23	21	1	45
Accepted	12	12	-	24
Got Hired	12	12	-	24

Still working

@12/31/16	5	-	-	-
@12/31/17	5	7	-	12
@3/15/18	3	7	-	10

Length of Work

Current Employed

Youth @ 3/15/18

0-6 months	1
6-12 months	6
➤ 12 months	1
➤ 24 months	<u>2</u>
	10



Key takeaways at this point:

- Youth who WANT to work (apply not refer)
- Transportation partnership is key to social and economic “mobility”
- Good relationships with good employers

Future Steps

- Get to 20 working youth
- Work in the trades
- Development of individualized 18+ services
- Youth drive their own vehicles

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