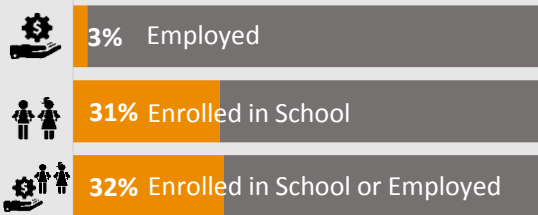


Geography plays a major role in determining access to stable work. In East New York (ENY) and Red Hook (RH), low-resourced Brooklyn neighborhoods, nearly **one in five young people ages 16 to 24 are out of school and out of work**, and excluded from pathways to steady employment and mobility.¹ Good Shepherd Services' sports-focused Rebound program, created in partnership with Barclays generous support, started in ENY and has expanded to RH. Rebound strengthens participants' connections to their communities and to broader education and employment networks by fostering the personal and social skills required for success on a basketball court and helping youth to apply those skills in the workplace. The Rebound program has helped **447 young people find employment or access education** since June 2014.

Our Participants

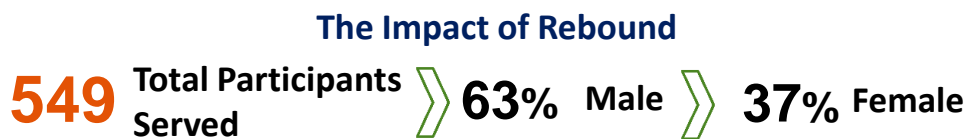
Rebound Participants at Intake



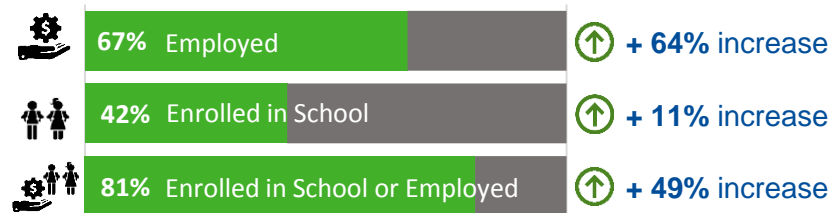
Young people in Rebound often come to Good Shepherd with limited job experience, an immediate disadvantage, given that employment among young people is path dependent – that is, employment history is strongly associated with current employment. Many participants face additional obstacles to employment, including homelessness, limited academic attainment, past trauma, and criminal histories.

Their employment prospects are further limited by factors associated with their neighborhoods. Both ENY and Red Hook are considered “transit deserts,” meaning residents face longer commutes, multiple transfers, or have to pay multiple fares, limiting job accessibility.² Both are under-resourced in terms of quality schools, infrastructure and opportunities. Both neighborhoods also have higher rates of unemployment and lower levels of educational attainment, compared to the city as whole, which means that young people growing up there have fewer social networks to draw upon to find and obtain jobs when compared to more affluent peers. Lastly, young men growing up in ENY and Red Hook, along with other low-resourced neighborhoods in NYC, are disproportionately entangled in the criminal justice system, which has significant implications on future employment.

According to the Opportunity Atlas, which uses Census data to predict outcomes for children into adulthood, young black males from ENY and Red Hook have an expected unemployment rate of 35% and 27%, respectively.³



The Impact of Rebound on Participants at Program Completion



Employment Impact

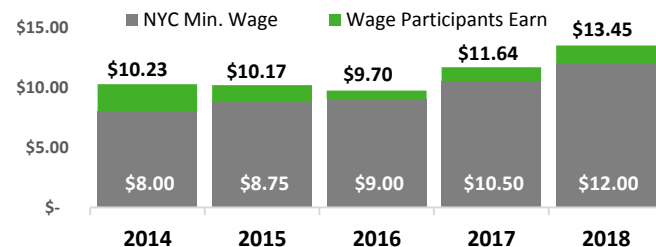
At intake, most of participants are either fully disconnected, meaning not in work and not in school, or barely connected, perhaps still in school but without a plan for the future. **Rebound significantly increases the number of participants employed. Almost all young people join Rebound because they are without work – just 16 started the program employed. To date, we have helped 367 young people achieve employment by program completion.** Overall, 67% of our participants have found employment (96% in Red Hook). Participants have an average hourly wage above minimum wage.

367 Total # Participants Employed

170* # sustained job for 3+ Months

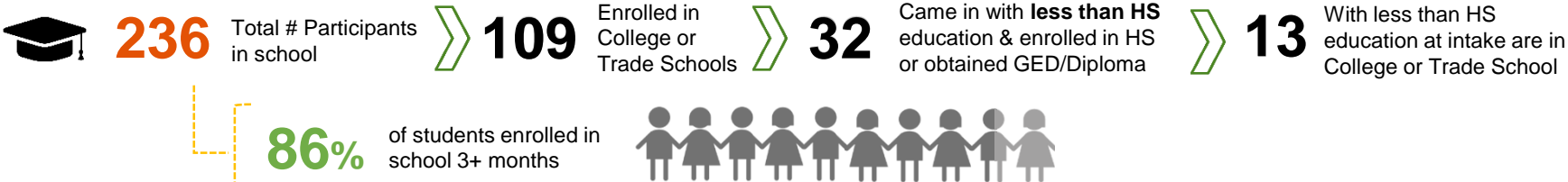
22 Average hours worked per week

Average Rebound Participant Wage vs. NYC Minimum Wage



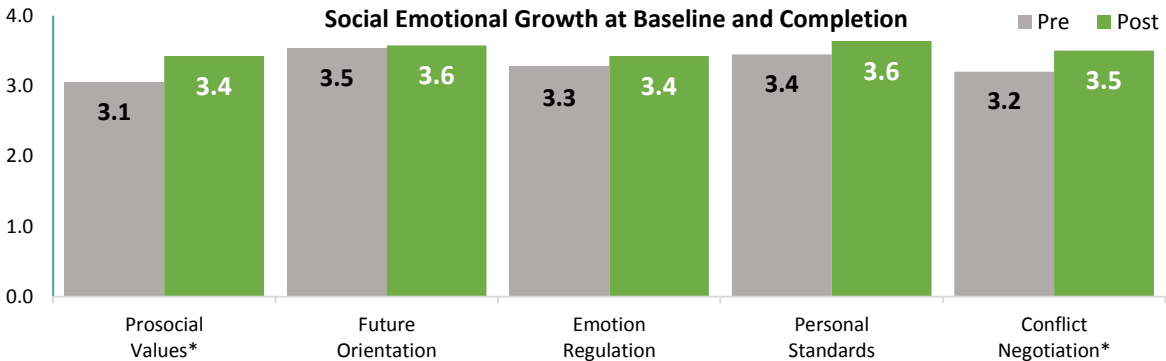
Education Impact

The primary goal in Rebound is to help young people find work. But we're also helping participants to prepare for a career, which oftentimes involves further education. Service occupations, with limited career trajectories, make up more than third of all jobs in NYC's most struggling neighborhoods, including ENY.⁴ Furthermore, some young people come to Rebound with less than a high school education, putting them at higher risk for unemployment and living in poverty.⁵ Of those who come in without a high school diploma, nearly half enrolled in school by program completion. Overall, Rebound helped **236 participants access education, with 46% enrolling in a college or trade school.** Of those in school, 86% remain there for at least three months.



Social Emotional Impact

The young people with whom we work face complex barriers to employment, including trauma, alienation from prosocial supports and entanglement with the criminal justice system. We use a trauma-informed approach that fosters self-awareness, growth, healing and social-emotional development. Social emotional learning is at the forefront of our curriculum, as we work with participants to understand and manage their emotions; set and accomplish positive goals; feel and show empathy for others; establish and maintain positive relationships; and make responsible decisions. According to the Positive Youth Development Inventory (PYDI), **Rebound participants significantly increased their SEL scores around: prosocial values, peer relationships, conflict negotiations and contributions.**



“ I was at the point in my life where I was going in the wrong way....[Rebound] helped me move on in life and be the guy I am today and keep pushing myself... ”

-- Rebound Participant

Rebound's Journey to M.V.P – Most Valuable Participants – Where We Are Going

<p>Connect with Mental Health Services</p> <p>Participants have generations of trauma and mental health struggles. We aim to have a Social Worker from our GSS network as a referral source participants trust. We currently refer to GSS single stop.</p>	<p>TASC/GED or Vocational Training Classes</p> <p>NYC is a competitive job market. We want to train participants to think about a career, not just a job, and prepare them for long term success. Education growth is key for this.</p>	<p>Opportunity to Offer College Credit</p> <p>We desire to connect with Kingsborough Community College to offer course credit for workshop series, and increase college trips, in order to expose participants and cultivate higher expectations for themselves.</p>	<p>Strengthen Recruitment and Referrals within GSS</p> <p>GSS has over 90 programs in our communities. We want to continue strengthening the relationship with other GSS programs in order to have more internal referrals and stronger recruitment practices.</p>	<p>Expand to the Bronx</p> <p>The team wants to have a larger impact in our community by expanding to the Bronx, where GSS has a strong network of educational, housing, and other supportive services. We aim to help Barclays impact young people in other boroughs.</p>
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¹ American Community Survey, 2014 1-year estimates, PUMS file
² <https://nyc-streetsblog.org/2013/11/22/transit-deserts-leave-new-workers-thirsting-for-access-to-jobs/>
³ Chetty, Raj, John Friedman, Nathaniel Hendren, Maggie R. Jones, and Sonya Porter. Working Paper, "The Opportunity Atlas: Mapping the Childhood Roots of Social Mobility".
⁴ Burrus, J. and Roberts, R. "Dropping out of High School: Prevalence, Risk Factors, and Remediation Strategies". ETS. https://www.ets.org/Media/Research/pdf/RD_Connections18.pdf
⁵ Employability Skills Framework. (n.d.). Skills for college and career readiness. Retrieved from <http://cte.ed.gov/employabilityskills/>

