



# Youth Opportunity Proposal

Durham City Council Work session

April 18, 2013

# Background



- One of 33 cities selected across the world as part of IBM's citizenship efforts to build a smarter planet
- International team spent 3 weeks in Durham during March 2012
- Conducted hundreds of interviews
- Focus on 14-25 year old youth disconnected from school or employment pathways
- Request made to Durham System of Care to facilitate community dialogues regarding IBM recommendations

# Why System of Care?

- A cluster of organizational change strategies based on a set of values and principles intended to shape policies, regulations, funding mechanisms, services and supports
- These changes are multi-faceted and need to occur on multiple levels

*(Hernandez and Hodges, 2002)*

# Why System of Care?

- Philosophical framework supports IBM system transformation recommendations:
  - Clearly describe the change vision and goals
  - Actively involve leaders in owning the change
  - Engage and prepare the community to adopt the new way of working
  - Align the stakeholders to enable and reinforce desired behaviors
  - Monitor adoption of the change to ensure desired outcomes are realized

# Durham System of Care

- Child SOC began in 2002
- 2005 legislation passed to establish Child and Family Teams based on Durham model
- Expanded to Adult SOC in 2007
- Integrated Child and Adult SOC in 2009
- Multiple national and state awards
- Fiscal responsibility resides with ABH (formerly The Durham Center)

# IBM Support of Durham SOC

“Durham’s BECOMING initiative and System of Care programs are excellent examples of programs that take a holistic view, which should be scaled to all youth populations”  
*(page 25)*

# Advantages of Durham SOC

- Extensive experience facilitating community change efforts that cover the life span ranging from prevention to intervention
- Current activities that leverage resources and partnerships
- Alignment with BECOMING
  - \$5.4 million SAMHSA funded 6 year grant
  - Over \$7 million local match

# Advantages of Durham SOC

- Recognized as the “way of doing business in Durham”

# Alliance Proposal

- Hiring of two positions
  - Youth Services Director
  - Youth Opportunity Coordinator
- Facilitate strategic planning process
- Establish Youth Services Steering Committee
- Leverage existing resources thru BECOMING

Durham  
Directors

Alliance  
Behavioral  
Healthcare

City/County  
Leadership  
Team



Youth Opportunity  
Steering  
Committee

Youth M.O.V.E.

JCPC Board

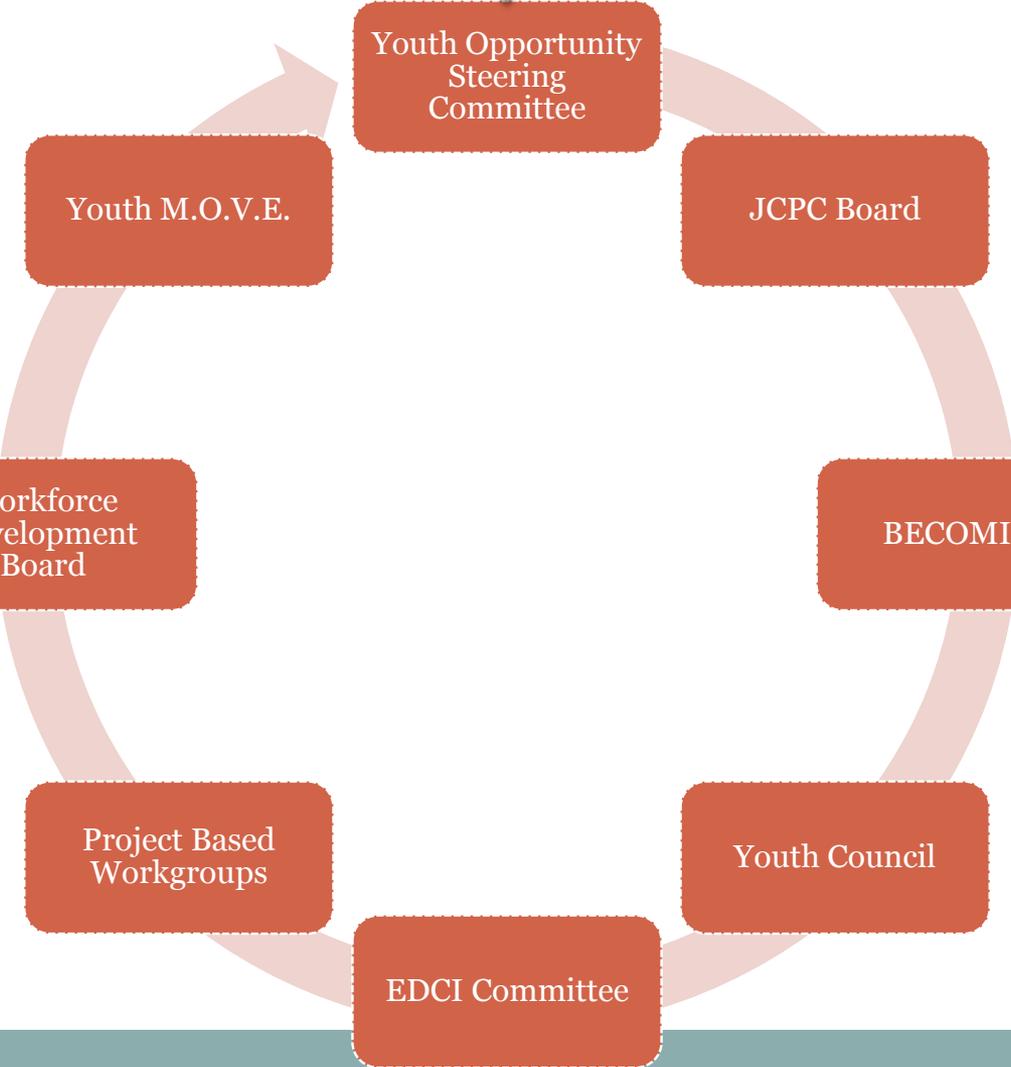
Workforce  
Development  
Board

BECOMING

Project Based  
Workgroups

Youth Council

EDCI Committee



# Getting Started

- “Always focus on the front windshield and not the rear view mirror.” (*Colin Powell*)
- Road map and action plan (*page 31*)
  - Establish specific and results-oriented goals
  - Clearly define tasks with assigned action owners
  - Clearly defined success measures with benefits realization
  - Behavioral, process and technology enablement actions
- Begin recruitment of positions

# Getting Started

- Convene Steering Committee
  - Establish reporting format for status updates
  - Select strategic plan vendor
- Determine project based workgroups
  - Employment
  - Data sharing/collection
  - Training
  - Work force development
  - Communications
- Target date July 1, 2013