



ISSUE BRIEF

Staying Power

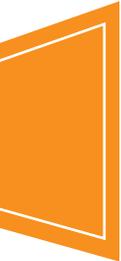
Longer Stays in the
My First Place Program
Contribute to
Successful Outcomes for
Transition Age Youth

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October 2012


**FIRST
PLACE
FOR YOUTH**
Building a foundation
for life after foster care

First Place for Youth would like to thank the Butler Family Fund, Hedge Funds Care, the S.D. Bechtel, Jr. Foundation, and Tipping Point Community for their support of this work.



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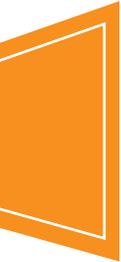
Findings

The analysis demonstrates that youth who have longer stays in program are more successful. Youth who stay in program longer are more likely to exit into stable housing and make progress in employment, education, and healthy living. This finding holds for youth who entered program with a variety of risk factors in housing, education, employment, probation, and foster care placement instability. **More on page 8.**

Discussion

The findings detailed in this report suggest that working with young people for longer periods of time in program leads to significantly better outcomes. This finding is illuminating as policymakers and providers work to develop effective prevention and intervention strategies for youth homelessness. **More on page 10.**

Youth who stay in program longer are more likely to exit into stable housing and make progress in employment, education, and healthy living.



Introduction

Context and overview of paper

An estimated 50,000 youth in the United States sleep on the streets for six months or more each year.¹ A large number of these homeless youth are young adults turned out of institutional settings, such as foster care. While data on American homeless youth is limited, we do know that many of the 27,000 youth who age out of foster care each year face similar, difficult circumstances. Without a safe place to live or the support of caring adults, they struggle to meet their most basic daily needs. They experience staggering levels of unemployment, undereducation, poor health, early parenthood, poverty, and involvement in the criminal justice system.

Fortunately, homeless youth are receiving unprecedented attention at the national policy level. In its 2010 plan to end homelessness, *Opening Doors*, the United States Interagency Council on Homelessness (USICH) identified youth as one of its four target populations.² In a parallel context, Congress passed the federal *Fostering Connections to Success and Increasing Adoptions Act* in 2008, landmark legislation designed to stem the rampant homelessness and poverty facing youth transitioning out of foster care and probation.

In September, 2010, California took advantage of the federal commitment to foster youth by passing the *California Fostering Connections to Success Act*. In addition to allowing youth to extend their traditional foster care placement until age 21, the California law created two new placement types, including an opportunity for youth to live in independent housing with intensive support services (called THP-Plus Foster Care). While there is shared

excitement about the possibilities afforded by the USICH initiative and the *Fostering Connections to Success Act* to help homeless, foster care, and probation youth achieve long term self sufficiency, there is also general consensus that there is little information available to inform providers how to do so effectively and efficiently.

Amid the backdrop of these policy discussions, First Place for Youth has been operating a successful “housing first” program that combines access to permanent housing, education and employment support for over a decade. We have developed a robust data collection system that houses thousands of detailed records for youth participants. To support the successful development of high impact programs for youth, First Place endeavored to begin answering the question: what contributes to successful youth outcomes and what are the key program strategies necessary to support these gains?

This paper suggests that a well structured “housing first” program that combines access to permanent housing, education and employment support, yields strong positive outcomes for youth. We find that youth who stay in program longer are more likely to exit into stable housing and make significant progress in achieving their employment, education, and healthy living goals. This finding holds true for youth who entered program with a variety of risk factors. Additionally, the paper identifies the program practices and policies that support these greater outcomes and ultimately save public resources.

First Place for Youth has been operating a successful “housing first” program for over a decade.

Description of First Place for Youth

First Place for Youth was founded in 1998 to equip transition age foster youth with resources to help them become successful adults. It is recognized as a model program for its innovative, results oriented approach to service delivery. Last year, First Place served over 2,000 youth across California with a budget of \$10.1 million and a staff of 70. The agency’s revenue is derived from government contracts, foundation grants, individual and corporate donations.

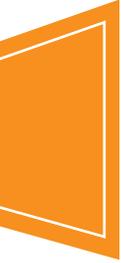
My First Place is the organization’s flagship program. It is a transition program that couples stable housing with guidance to achieve critical milestones in employment, education, and healthy living on the way to successful adulthood. It has few barriers to entry in order to reach young people with the greatest need for these services. Youth live independently in scattered site apartments throughout First Place’s five California counties while receiving a continuum of services designed to facilitate self-sufficiency. Youth work to set their own goals while receiving support to meet the emotional, financial, and professional challenges that accompany this type of personal growth. My First Place moved its first youth into housing in Oakland in 1999 and has expanded significantly since. The program housed and provided employment and education services to over 350 transition age foster youth along with 106 of their children in fiscal year 2012. Youth are eligible from ages 18–24 and can receive a graduated rental subsidy for up to two years. In addition, the model provides for permanent housing, as youth are allowed to retain their housing as long as they wish once their program rental subsidy ends. All youth who were in foster care placements on the day before their 18th birthdays are eligible. A more detailed description of the My First Place program can be found in Appendix A.



Last year, First Place served over

2,000

youth across California with a budget of \$10.1 million and a staff of 70.



Characteristics of the sample group

To conduct the analysis, First Place reviewed risk factor, length of stay, demographic and program achievement data for the 171 My First Place participants who exited program between July 1, 2010 and December 31, 2011. When comparing the characteristics of this sample group to the broader population of foster youth, we found:

1. Participants achieve greater levels of success
2. Participants face greater risk factors and
3. Participants stay in our program longer than in similar programs.

Each of these observations is described in greater detail below.

My First Place participants achieve greater outcomes than the broader population of foster youth

My First Place participants make significant progress in program. The cohort of youth being analyzed in this paper had the following outcomes at program exit compared to other, older foster youth:

- **92 percent of participants exited program into stable housing** while 40 percent of former foster youth in a three-state Midwest Study were homeless or couch surfed since leaving care.³
- **54 percent of eligible participants were enrolled in postsecondary school at program exit** while a Casey Family Programs Study determined that only 10 percent of foster youth enroll in college.⁴

- **55 percent of participants were employed at program exit** while a California study found that just 29 percent of former foster youth report having obtained part-time or full-time employment.⁵
- **82 percent of female participants did not have a new pregnancy during their time in program** while a separate California study estimates that 67 percent of female former foster youth have at least one child within five years of exiting care.⁶

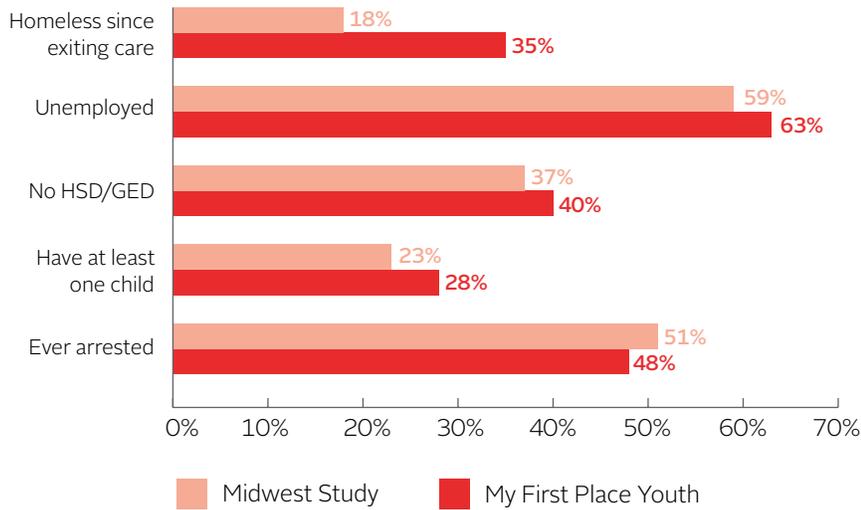
My First Place participants experience a variety of risk factors at high levels

My First Place participants experience risk factors in housing, employment, education, parenting, and criminal justice prior to entering program. They experience these risk factors at similar or higher rates than youth in the Midwest Evaluation of Former Foster Youth, the most comprehensive study of outcomes for former foster youth that exists to date. Comparing Midwest Study youth with My First Place participants shows that My First Place participants reflect a high-need group of transition age foster youth. Figure 1 displays risk factors for youth in the Midwest Study and risk factors at initial assessment for youth who enter My First Place.¹

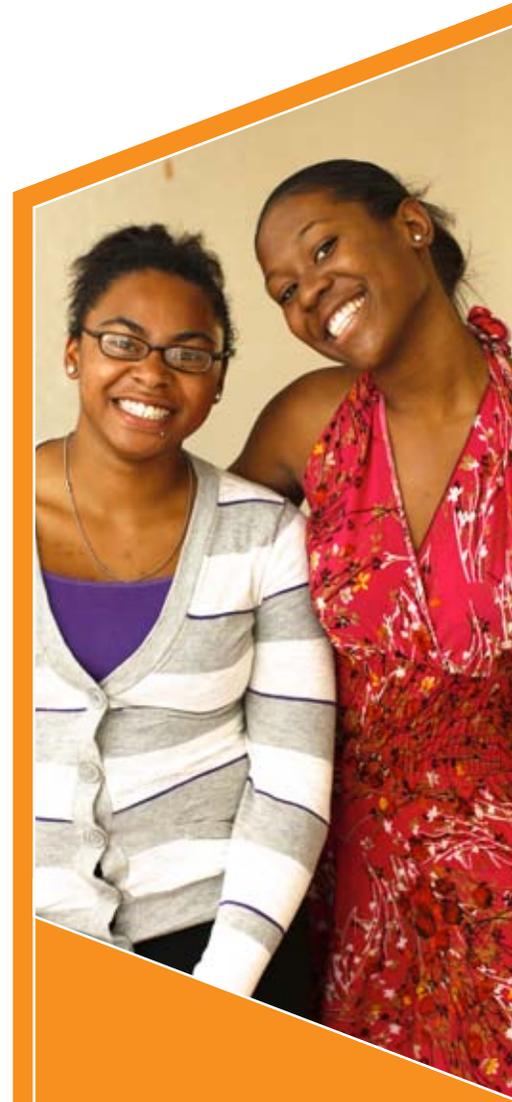
¹Data on risk factors for My First Place youth at their initial assessments includes all youth who entered My First Place from January 2009 through July 2011. The average age of youth these youth is 19.6. The Midwest Study data on unemployment, possession of a high school diploma or GED, and parenting examines youth at age 19. Data on youth who have been homeless since emancipation is taken from the 21 year-old cohort of the Midwest Study because the data for 19 year-olds on this metric is not published. Similarly, data from the Midwest Study on youth who have ever been arrested is taken from youth at ages 17–18 because the data for 19 year-olds on this metric is not published.

FIGURE 1

Risk Factors: My First Place vs. Midwest Study Youth

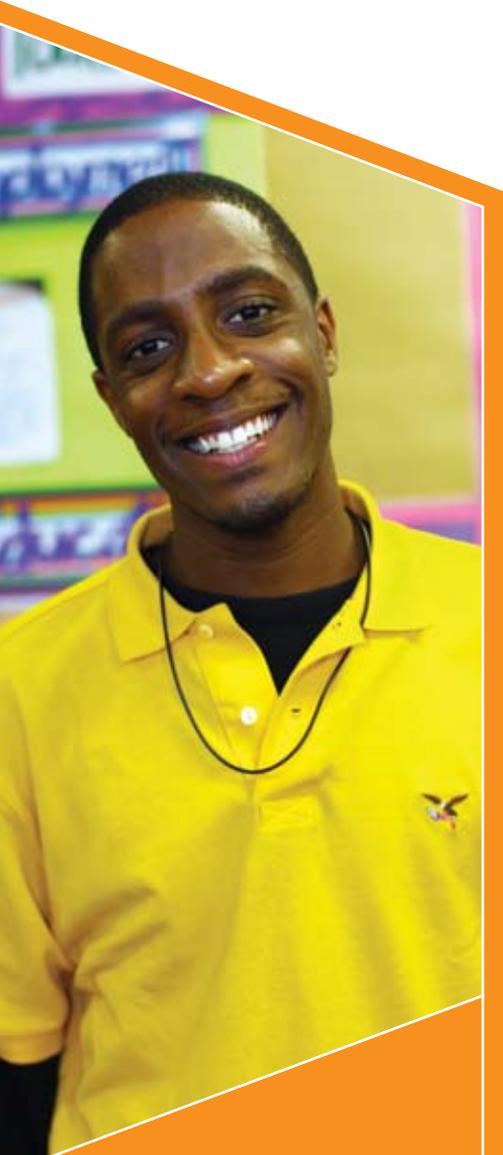


My First Place strives to serve this high-risk group in order to reach youth who can benefit most from its services. Program participants experienced homelessness since exiting care at nearly double the rate of the transition age foster youth in the Midwest Study. They also entered program unemployed, without a high school degree, with children, and with arrest history at similar rates as the Midwest Study youth. My First Place works hard not to lose high-risk youth during the prehousing process as well. While youth who enter program are slightly more likely to have a high school degree than those who conduct initial assessments but do not enter program, this is the only risk factor with a significant difference for those two groups. Appendix B presents that data. In short, My First Place serves a high-need sample of the transition age foster youth population and makes strides with them in program.



92%
of participants exited
the program into
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55%
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were employed at
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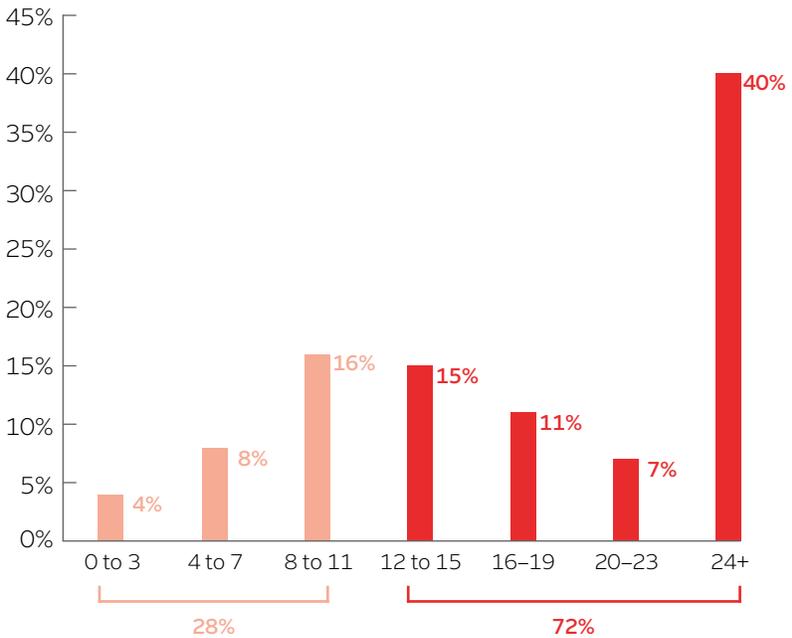


The average length of stay for youth in program is

17.7 months

compared with just 13 months in California's THP-Plus programs.

FIGURE 2
Months in Program (n=171)



My First Place participants remain in program longer than youth in similar programs

First Place for Youth aims to retain youth in program for a long enough period of time for youth to apply new skills and gain experiences that will help them grow towards self-sufficiency and responsible adulthood. The average length of stay for youth in program is 17.7 months compared with just 13 months in California's THP-Plus programs. 72 percent of the youth in this study remained in program for over one year, over half (53 percent) remained in program for at least 17 months, and 40 percent remained in program for a full two-years. Figure 2 illustrates the distribution of length of stay for this study's cohort. The next portion of this paper will present data on how length of stay affects youth's level of success in program.

Data Analysis

Key Questions

With an understanding that the My First Place program achieves strong outcomes with a high risk population, we began to explore what factors contribute to this success. Anecdotal evidence suggests that youth who remain in program longer achieve programmatic success at greater rates than those who leave program without a substantial dosage of service. However, this hypothesis had as yet been untested, which lead us to ask the following questions:

- Does a longer length of stay make youth more likely to become successful in program?
- Do longer stays help youth who enter program with a variety of risk factors become successful, or do risk factors nullify the potential benefits of a longer length of stay?

Data sample and methods

To answer the questions, we examined a range of data for the 171 My First Place participants who exited program between July 1, 2010 and December 31, 2011. For the purposes of producing a clear analysis, we used a dichotomous program achievement level variable, which consists of High Achiever and Lower Level Achiever (operationalized below).

| High Achiever | Lower Level Achiever |
|---|---|
| <ol style="list-style-type: none">1. Youth transitions out of program into stable housing2. By program exit, youth achieve at least ONE of the following outcomes while in program^a<ul style="list-style-type: none">• Employed for at least 9 months while in program• Achieved HSD/GED while in program• Completed at least 2 semesters of postsecondary education while in program (with passing grades)• Achieved a vocational certificate OR college degree | May have progressed in program, but did not meet the minimum requirements by My First Place program exit to be deemed as a High Achiever. |

^aNote that youth who have very short stays in program are automatically precluded from meeting some but not all of these criteria due to time constraints. For example, a young person who spends six months in program could not achieve 9 months of employment or complete two semesters of postsecondary education while in program. A relatively small percentage of participants have stays this short (see Figure 2).

Anecdotal evidence suggests that youth who remain in program longer achieve programmatic success at greater rates than those who leave program without a substantial dosage of service.

Findings

The analysis demonstrates that youth who have longer stays in program are more successful. Youth who stay in program longer are more likely to exit into stable housing and make progress in employment, education, and healthy living. This finding holds for youth who entered program with a variety of risk factors in housing, education, employment, probation, and foster care placement instability.

Youth who remain in program longer are more likely to become high achievers

Because the average length of stay in My First Place is about 17 months, we examined the difference between youth who stayed in program for at least 17 months and those who were in program less than 17 months. Youth who stay in program at least 17 months are much more likely to become High Achievers than those who do not. Overall, 71 percent of youth who were in program for more than 17 months became High Achievers compared with just 26 percent of youth who were in program for fewer than 17 months.

TABLE 1

| Months in Program | High Achiever | | Total |
|--------------------|---------------|-----------|------------|
| | No | Yes | |
| Under 17 Months | 59 74% | 21 26% | 80 100% |
| At Least 17 Months | 26 29% | 65 71% | 91 100% |

Benefits of longer length of stay in program holds for youth with major risk factors

We next broke the data down to determine if the finding that youth who stay in program longer are more likely to become High Achievers holds for young people who entered program with a variety of risk factors. We selected six major risk factors for further examination: (1) **pregnant or parenting** at intake, (2) **no High School Diploma or GED** at intake, (3) **unemployed** at intake, (4) **experienced homelessness since exiting care** at intake, (5) **four or more foster care placements** while in care, and (6) **a history in the probation system** at intake. These six risk factors are widely considered to be among the greatest obstacles to self-sufficiency for transition age foster youth by experts in the field. Ninety-one percent of the cohort had at least one of the six major risk factors at intake. Participants with at least one major risk factor had an average of 3 risk factors.

My First Place is successful at keeping youth who enter program with each of these risk factors in program longer in spite of the obstacles they face. Table 2 demonstrates that each risk factor group stays in program about as long as the general population of participants and that these longer stays are important because it takes youth in each group a substantial amount of time to become High Achievers. Appendices C and D show with statistical tests that youth with each risk factor are just as likely to have long stays in program and that there are few statistically significant differences in the number of risk factors youth have from lengths of stay spanning 0 to 24 months.

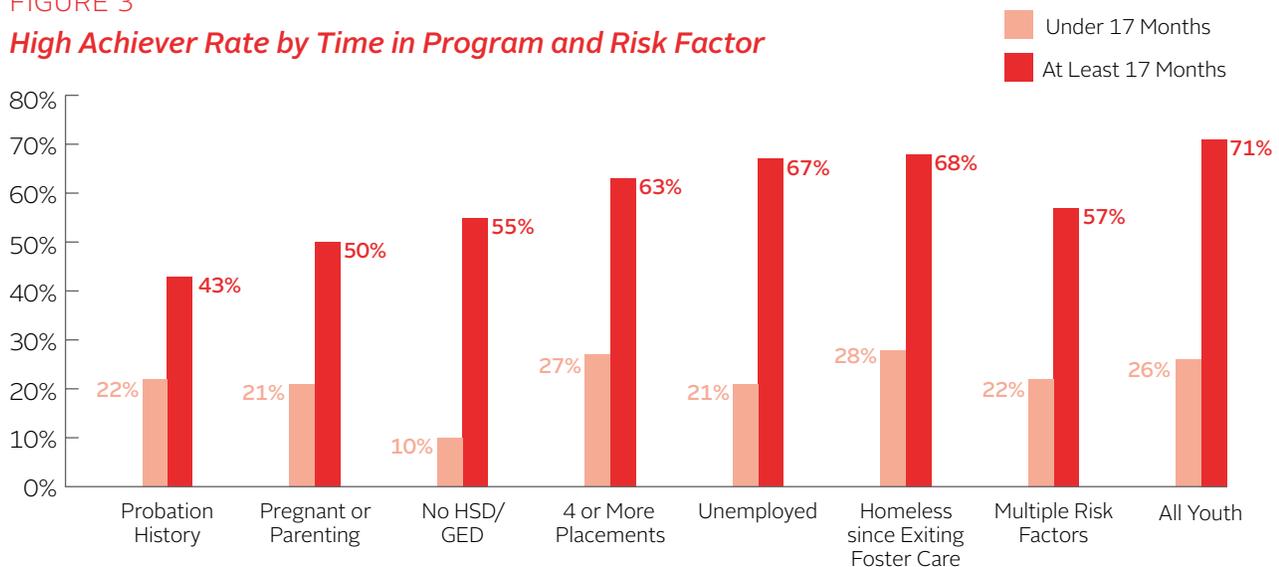
TABLE 2
Youth with Major Risk Factors and Program Duration

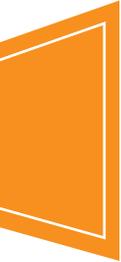
| Major Risk Factors | Proportion of Youth (N=171) | Average Months in Program | Average Months High Achievers are in Program |
|--|-----------------------------|---------------------------|--|
| Unemployed at intake | 63% | 17.5 | 21.9 |
| No High School Diploma or GED at intake | 40% | 17.0 | 23.2 |
| Four or more placements while in foster care | 41% | 14.7 | 18.2 |
| Experienced homelessness since exiting care | 35% | 16.8 | 20.9 |
| Pregnant or parenting at intake | 32% | 17.8 | 22.2 |
| Probation history at intake | 28% | 15.1 | 19.9 |
| Multiple major risk factors at intake (more than one of the above) | 70% | 16.3 | 20.2 |

Examining outcomes for youth based on whether they stayed in program for at least 17 months broken down by risk factor reveals that longer stays in program are correlated with successful outcomes. Figure 3 demonstrates that youth with every risk factor as well as those with multiple risk factors are much more likely to become High Achievers when they have longer stays in program. Youth with multiple risk factors who stayed in program for at least 17 months were 2.6 times more

likely to become High Achievers while the general population of youth who stayed in program for at least 17 months were 2.7 times more likely to become High Achievers. Furthermore, youth with every risk factor had at least a 20 percent increase in High Achiever rate when they stayed in program for at least 17 months. This indicates that both the general population of participants and the higher risk subset benefit substantially from a long length of stay in program.

FIGURE 3
High Achiever Rate by Time in Program and Risk Factor





Discussion

The findings detailed in this report suggest that working with young people for longer periods of time in program leads to significantly better outcomes. This finding is illuminating as policymakers and providers work to develop effective prevention and intervention strategies for youth homelessness. It also further supports the argument for states to adopt the Fostering Connections to Success Act by suggesting that giving youth more time in care, especially with the right supports and guidance, can lead to significant gains in employment, education, and other pro-social indicators. This ultimately not only benefits individual youth but also yields significant cost savings to the broader society in terms of deferred dependence on public benefits, homeless service systems, prisons, emergency rooms, and foster care.

Now that we have established that young people are more successful when they stay in program longer, the next question we need to ask is: what factors lead to longer program engagement for young people, or how do we keep youth in program longer while also helping them learn from the consequences of their actions? While additional analysis will be required to identify the main drivers of longer program engagement, we believe that there are several program and management practices that lend themselves to better youth outcomes. These include:

1. Employing a youth development framework to our support services that focuses on harm reduction.

First Place's work with young people is grounded in a youth development framework that promotes partnership, honesty, and accountability for young people. Staff works with youth to set goals, identify barriers to achieving them, and then develop a plan to remove those barriers. This framework shapes our approach to a range of situations, including domestic violence, criminal involvement, and substance use. Rather than employ a zero tolerance policy, First Place identifies the harms associated with the behaviors and works with the youth to develop a plan to mitigate those risks. For example, if a young adult's substance use is preventing them from showing up at work, staff will work with the youth to develop a plan to curb use so it doesn't affect their work life. First Place partners with youth to overcome their struggles rather than immediately exiting them from program. Due to this approach, First Place's involuntary exit rate is significantly lower than other THP+ providers that employ a zero tolerance policy and youth are able to make progress toward achieving their goals without losing crucial resources that help them along the way.

Young people are more successful when they stay in program longer. The next question we need to ask is: what factors lead to longer program engagement for young people?

2. *Employing a performance management system that rewards staff performance for strong youth outcomes.*

Over the last few years, First Place has developed a comprehensive performance management system built on a robust data system that tracks both youth and staff performance. We set high goals for staff that are directly tied to youth outcomes and track staff's efforts at helping youth achieve those goals. We have adopted a merit-based system for salary increases that rewards staff who achieve their performance goals, creating additional incentive for staff to work creatively to help youth become High Achievers. This creates a culture of high expectations among staff and subsequently for youth, who benefit from a more engaged staff that expects more from them.

3. *Establishing an intensive staffing ratio that ensures each youth is supported minimally by a team consisting of a Youth Advocate, Education/Employment Specialist, and Housing Specialist.*

Each Youth Advocate works with no more than 15 youth and every Education/Employment Specialist works with no more than 30 youth. Keeping case loads intentionally small allows staff to develop deep and meaningful relationships with youth and further enhances their ability to tailor their support to meet each youth's unique needs on their path to becoming healthy, productive members of society. The Housing Specialist works closely with landlords to address their concerns and prevent housing disruptions, which allows the Youth Advocates and Employment and Education Specialists to stay focused on supporting the youth's personal development and not get sidetracked by tenant management issues.

4. *Supporting youth with an individualized education/employment plan that is tailored to meet their individual development and career goals.*

First Place has moved away from traditional employment support and scatter-shot job development to create individually tailored education and employment plans that are supported with targeted job development services. We are developing career tracks for youth and linked learning programs that give youth the opportunity to gain theoretical and hands-on skills in their chosen field. The more targeted approach to career development creates more excitement among the youth participants, and helps engage them in program and remain focused on their goals.



71%

of youth who were in program for more than 17 months became High Achievers

Each Youth Advocate works with no more than

15 youth



Youth with every risk factor had at least a

20%

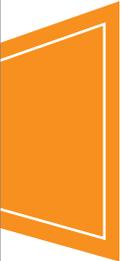
increase in High Achiever rate when they stayed in program for at least 17 months.

5. Allowing youth to re-enter program after they have been exited allows for youth to try again when they decide they are ready to make good use of the resources.

While First Place has a very low rate of involuntary exits, they do happen. When we have to ask a young person to leave program, we work to develop a re-entry plan and lay out clear criteria for how or when the youth can come back into program. Giving youth the chance to re-enter program also contributes to their success. Often, youth who have re-entered fare best because they have made the decision to do whatever it takes to maintain their housing and support.

Policymakers should consider these drivers of success in creating programs for transition age foster youth. It is encouraging to know that, despite their risk profile, all youth can benefit from extended stays in programs that provide a comprehensive mix of supports and services. Successful programs should allow for longer lengths of stay to give youth the time they need to build a strong foundation for future success. Programs must also go beyond simply housing youth to also providing them employment, education, and healthy living services that give them the tools to work toward stable, upwardly mobile careers. In short, a comprehensive set of services provided over a substantial period of time can overcome the serious obstacles facing transition age foster youth. While we still lack definitive answers to what policies or practices drive this success, we look forward to continuing to research these questions.

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2. http://www.usich.gov/opening_doors/
3. Courtney, Mark, Amy Dworsky JoAnn S. Lee, and Melissa Raap. Midwest Evaluation of the Adult Functioning of Former Foster Youth: Outcomes at age 23 and 24. Chicago: Chapin Hall at the University of Chicago, 2009.
4. From Foster Care to College Supporting Independent Students – Casey Family Programs, 2007.
5. Insight - Understanding Outcomes for Youth Aging Out of Foster Care - California Child Welfare Co-Investment Partnership (2010)
6. Needell, Barbara, Stephanie Cuccaro-Alamin, Alan Brookhart, William Jackman, and Aron Shlonsky. Youth Emancipating From Foster Care in California: Findings Using Linked administrative data. University of California at Berkeley: Center for Social Services Research, May 2002.



Appendix

APPENDIX A

Overview of First Place for Youth My First Place transitions program

1. Prehousing

Entering My First Place begins with prehousing services to prepare youth for independent living and slate them into housing. Program Specialists lead this process. They assess potential participants' eligibility and lead a three-week economic literacy class that focuses on budgeting, independent living, and goal setting. Once youth graduate from the class, they are placed on a waiting list until an appropriate housing slot opens. Youth spend an average of three months on the waiting list and receive support during this period. They connect with Program Specialists once a week and receive referrals to housing, health, and other services as needed. Additionally, many youth on the waiting list are still in foster care placement.

2. Move-In

My First Place starts the day youth move into housing. Single youth share a two-bedroom apartment with another My First Place participant. Parenting youth live in a one-bedroom apartment with their child. Youth get a furniture and appliance stipend to outfit their apartments on move-in day. While First Place is the master lessor on the apartment, youth sign a rental agreement with First Place and pay a share of market rate rent on a graduated schedule. Rent increases steadily throughout their time in program until they are paying the full amount in their last month in housing. Youth may take over their lease when they exit program.

3. Continuum of Support

A team of highly trained staff collaborates to support My First Place participants throughout their time in program. The Youth Advocate and Employment and Education Specialist comprise the center of that team. Ideally, youth have the same Youth Advocate and Employment and Education Specialist during their time in program to maximize relationship development. This occurs in the majority of cases.

Youth Advocates are the primary case managers for youth. They help youth set and meet their program goals and provide personal and emotional guidance. Youth are required to meet with their Youth Advocates every week. Meetings usually occur in youths' apartments. This creates a personal, private space for youth to discuss their challenges and allows Youth Advocates to see program participants in their element. Youth Advocates carry a maximum caseload of 15 participants. They spend an average of 1.1 hours per week in direct contact with each youth and spend significant additional time working on behalf of each young person every week.

Employment and Education Specialists help youth develop skills and resources needed to achieve goals in employment and education. This goes beyond help with resumes, interviews, and school and job applications. They discuss careers youth hope to pursue, work with them to outline step-by-step how they can achieve their goals, and help them complete those steps. Youth are required to meet with Employment and Education Specialists once every two weeks, though meetings often occur more frequently. They generally meet with youth at the First Place offices, but they spend time in the community developing relationships with prospective employers and regularly go to job interviews with youth. Employment and Education Specialists carry a maximum caseload of 30 participants. They spend an average of 35 minutes per week working with each youth and spend significant additional time working on behalf of each youth every week.

APPENDIX A CONTINUED

In addition to the support of the Youth Advocate and Employment and Education Specialist, Program Specialists maintain relationships with youth after they move into housing through a variety of skill development workshops as well as personal and emotional guidance. Furthermore, My First Place's housing staff manages relationships with landlords for each youth and designs individualized rent payment plans that align with youths' needs.

4. Sustaining Success

Youth can take over their lease and stay in their apartment after they complete their time in My First Place. While unplanned exits sometimes occur, My First Place tries not to remove participants from program on first instances of noncompliance. This way, youth learn and grow from their mistakes without losing critical resources that can help them do so. Coupling My First Place's housing stability with employment, education, healthy living, and personal support aims to create a comprehensive foundation for independent living that becomes a springboard for youth to achieve their goals and become successful adults.

APPENDIX B

Risk Factors at Prehousing: Youth who Enter Program vs. Youth who Do Not

| Youth Characteristics | Did Not Enter My First Place | Entered My First Place | Statistical Values |
|---------------------------------------|------------------------------|------------------------|---------------------|
| Homeless since exiting care | 198/331 (59.8%) | 93/169 (55.0%) | Value=1.12, p=0.57 |
| No HSD/GED at Intake | 268/442 (60.6%) | 98/229 (42.8%) | Value=19.36, p=0.00 |
| Unemployed at Intake | 313/434 (72.1%) | 156/225 (69.3%) | Value=0.56, p=0.45 |
| Pregnant or Parenting at Intake | 206/671 (30.7%) | 138/442 (31.2%) | Value=0.17, p=0.68 |
| Probation at Intake | 142/407 (34.9%) | 74/214 (34.6%) | Value=0.01, p=0.94 |
| More than four Foster Care Placements | 253/414 (61.1%) | 124/218 (56.9%) | Value=1.06, p=0.30 |

Each result is derived from a Chi-Square test with one degree of freedom

Differences in total number of youth among risk factors are driven by incomplete assessments and N/A responses

This data is pulled from an overlapping but separate cohort of youth. This table examines all youth who underwent prehousing assessments from 1/1/2009 through 12/31/2010

APPENDIX C

Risk Factors by Length of Stay

| Youth Characteristics | % of Entire Cohort | Stayed in Program Under 17 Months | Stayed in Program at least 17 Months | Statistical Values |
|----------------------------------|--------------------|-----------------------------------|--------------------------------------|---------------------|
| Homeless since exiting care | 35% | 40% (32/80) | 31% (28/91) | Value=1.59, p=.207 |
| No HSD/GED at Intake | 40% | 48% (38/80) | 34% (31/91) | Value=3.19, p=.074 |
| Unemployed at Intake | 63% | 66% (53/80) | 59% (54/91) | Value=.868, p=.352 |
| Pregnant or Parenting at Intake | 32% | 35% (28/80) | 29% (26/91) | Value=.814, p=.367 |
| Probation at Intake | 28% | 34% (27/80) | 23% (21/91) | Value=2.402, p=.121 |
| Avg. # of Foster Care Placements | -- | 7.5 | 6.3 | T=.893, p=.374 |

Each result is derived from a Chi-Square test with one degree of freedom

This is the same group as the analyzed cohort in the body of the paper.

APPENDIX D

Differences in Number of Risk Factors by Length of Stay

| (I) Months in Program Groups | (J) Months in Program Groups | Mean Difference (I-J) | Std Error | Sig. |
|------------------------------|------------------------------|-----------------------|-----------|------|
| 0 to 3 | 4 to 7 | .381 | .583 | .514 |
| | 8 to 11 | -.298 | .523 | .570 |
| | 12 to 15 | -.250 | .533 | .640 |
| | 16 to 19 | -.396 | .568 | .487 |
| | 20 to 23 | -.048 | .583 | .935 |
| | 24 Plus | .955* | .485 | .051 |
| 4 to 7 | 0 to 3 | -.381 | .583 | .514 |
| | 8 to 11 | -.679 | .446 | .130 |
| | 12 to 15 | -.631 | .459 | .171 |
| | 16 to 19 | -.777 | .499 | .122 |
| | 20 to 23 | -.429 | .515 | .407 |
| | 24 Plus | .574* | .401 | .155 |

Continued on the next page

APPENDIX D CONTINUED

| (I) Months in Program Groups | (J) Months in Program Groups | Mean Difference (I-J) | Std Error | Sig. |
|------------------------------|------------------------------|-----------------------|-----------|------|
| 8 to 11 | 0 to 3 | .298 | .523 | .570 |
| | 4 to 7 | .679 | .446 | .130 |
| | 12 to 15 | .048 | .379 | .900 |
| | 16 to 19 | -.098 | .427 | .819 |
| | 20 to 23 | .250 | .446 | .576 |
| | 24 Plus | 1.252* | .308 | .000 |
| 12 to 15 | 0 to 3 | .250 | .533 | .640 |
| | 4 to 7 | .631 | .459 | .171 |
| | 8 to 11 | -.048 | .379 | .900 |
| | 16 to 19 | -.146 | .440 | .741 |
| | 20 to 23 | .202 | .459 | .660 |
| | 24 Plus | 1.205* | .325 | .000 |
| 16-19 | 0 to 3 | .396 | .568 | .487 |
| | 4 to 7 | .777 | .499 | .122 |
| | 8 to 11 | .098 | .427 | .819 |
| | 12 to 15 | .146 | .440 | .741 |
| | 20 to 23 | .348 | .499 | .486 |
| | 24 Plus | 1.350* | .380 | .000 |
| 20-23 | 0 to 3 | .048 | .583 | .935 |
| | 4 to 7 | .429 | .515 | .407 |
| | 8 to 11 | -.250 | .446 | .576 |
| | 12 to 15 | -.202 | .459 | .660 |
| | 16 to 19 | -.348 | .499 | .486 |
| | 24 Plus | 1.002* | .401 | .013 |
| 24 Plus | 0 to 3 | -.955* | .485 | .051 |
| | 4 to 7 | -.574 | .401 | .155 |
| | 8 to 11 | -1.252* | .308 | .000 |
| | 12 to 15 | -1.205* | .325 | .000 |
| | 16 to 19 | -1.350* | .380 | .000 |
| | 20 to 23 | -1.002* | .401 | .013 |

*Statistically significant difference

About First Place for Youth

First Place for Youth was founded in 1998 to prevent poverty and homelessness among the growing, yet largely overlooked population of youth who age out of foster care in California. **The mission of First Place is to help foster youth build the skills they need to make a successful transition to self-sufficiency and responsible adulthood.** We provide youth with a stable, safe and affordable place to live, coupled with intensive education and employment support, guidance, and resources up through the age of 24. Through this innovative program model, we seek to redefine the transition experience for foster youth by increasing their ability to become independent, productive and honorable adults.

First Place was the first organization dedicated exclusively to providing housing for transitioning foster youth in Northern California and has grown into the state's largest provider for this vulnerable population. In Fiscal Year 2012, the organization provided housing, education and employment support to more than 2,000 youth in five counties (Alameda, San Francisco, Contra Costa, Solano and Los Angeles). When compared to outcome data for the general population of foster youth, First Place youth are **four times** less likely to experience homelessness; **twice** as likely to graduate from high school; **six times** more likely to be enrolled in college; and **more than twice** as likely to be employed.



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