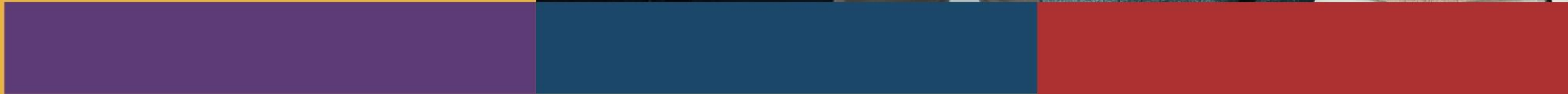


Indiana Youth Worker Well-Being Project

*Indiana Youth Services Association Quarterly Meeting
August 31, 2023*



Youth Worker Well-Being Project Partners



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What is the Youth Worker Well-Being Project?

A collaborative statewide effort to improve the lives of Indiana's youth workers so they can more effectively work with youth.

Indiana's youth benefit most when youth workers are well. It is essential the field of youth work is well-recognized, valued, and supported by society to provide the highest quality services for young people.

Who does this project serve?

Indiana youth-serving organizations and youth development professionals who are employed with community-based agencies that support the educational, social, emotional, and physical development of Indiana youth (ages five to 18).



Services launching January 2024

- **Access to virtual (or telehealth) services**, including virtual urgent care and mental health counseling for up to 10,000 youth workers.
- **Peer support groups** to provide opportunities for youth workers to share experiences and support one another.
- **Emerging leaders of color leadership development series** to help diversify leadership at youth-serving organizations.
- Opportunities for youth-serving organizations to apply for more than \$6 million in **funding to pilot and/or implement customized strategies that improve:**
 - Diversity, equity, inclusion, and belonging (DEIB)
 - Trauma-responsiveness within their organizations
- **Convening for the leaders of youth-serving organizations** (virtually and in-person) to share information on how to improve working conditions and business practices to improve youth worker well-being.

Gathered Information and Guidance

Focus Groups, Key Informant Interviews, and Advisory Committee


- Participants reported inadequate, lack of access, and benefits unaffordable.
- Participants identified mental health care access as a top concern.
- The theme of diversity and inclusion appeared in every major conversation with focus groups.
- Participants want clear career advancement opportunities.
- Participants want to be connected, feel valued, and be seen by their employers.




Virtual Urgent Care and Mental Health Services

No cost virtual urgent care and virtual mental health services for up to 10,000 Indiana youth workers and their households for three years.


First Stop Health Services – Virtual Urgent Care



Licensed physicians
available 24/7



Treating episodic issues (infections,
viruses, allergies, pain, triage for more
serious issues)



Access to a physician through an app,
website, or 888 number within 6
minutes (on average)

Utilization & Ratings

45% utilization rates by current
clients

83% 5 Star Rating

First Stop Health Services – Virtual Mental Health Counseling

Intake counselor within 30 minutes and appointments available within 3 days

Solution-Focused Counseling (grief/loss, anxiety, stress, marital/family issues, substance use, workplace stress)

Same counselor each visit (unless the patient asks to change) via an app, website, or 888 number

Utilization & Ratings

18% utilization by current clients

83% 5 Star Rating



Access to Services

- Indiana youth-serving agencies will sign up their employees, including part-time employees (required).
 - Employees plus household members (up to 7 people) will have access to services.
- Marketing services to employees.
 - First Stop Health will deploy marketing directly to enrollees and household members.
 - YWWP will develop free-standing materials that can be adapted by participating agencies.

**Registration
begins
Oct 18, 2023**

**Services
launch
January 1, 2024**

Agency Registration

- Agencies registered and submitting their employee lists by December 8 will have access to services on January 1.
- After December 8, 2023, agencies can enroll on a rolling basis as we have seats open for employees (up to 10,000 seats annually statewide).

More details about enrollment will be sent to your agency on October 18.



Peer Support Groups

- Time and opportunity to debrief challenging work experiences.
- Supportive, culturally responsive environment.
- Support the vicarious or first-hand trauma staff experience in youth work.

Pilot launches
November 2023

Emerging Leaders of Color

To facilitate connections, advance skills, and create a network of lasting support.

Cohorts of 20–25 youth workers (two annually) to be selected based on the following:

- Individuals currently employed as a youth worker
- Identifies as a person of color
- Is committed to a career in the field of youth services

Cohort recruitment will begin in January 2024

Anticipated cohort learning sessions

Leadership Styles and Skills

Legal and Human Resource Practices and issues

Budgeting and Financial Management

Developing and Managing a Nonprofit Board

Program Design and Assessment

Building and Sustaining Effective Partnerships

Resource Development

Building Networks for Success and Support



Diversity, Equity, Inclusion, and Belonging

- Support youth-serving agencies in starting or moving forward their DEIB efforts, creating lasting internal change.
- Grants totaling more than \$4 million will be distributed to agencies in the next 3 years.
- Subgrants of \$5,000 to \$20,000 will be offered to interested and committed agencies.

Grant readiness sessions
will be held in November.



Trauma-Informed Workplace Grants

To advance trauma-informed workplace practices.

- Agency assessment of current workplace practices.
- Agency implementation of trauma-informed workplace initiatives including support from experts or establishing programs to make substantive changes within their organizations.
- Grants totaling more than \$2 million will be distributed to agencies in the next 3 years.
- Subgrants of \$5,000 to \$20,000 will be offered to interested and committed organizations.

Grant readiness sessions
will be held in November.



Regional Youth Worker Well-Being Program Events

- Ensure workplaces are aware of and promoting the services and supports being offered.
- Update agencies on the project's progress, share early outcomes, and continue to recruit participation.

In-person and virtual events are being scheduled in October and November!

Now Recruiting Advisory Committee Members

Ideal candidates should be:

- **Committed to supporting youth worker well-being** and elevating diversity, equity, inclusion, and belonging and trauma-informed strategies in youth-serving organizations.
- **Available and willing to meet four times per year**, quarterly. Including, at minimum, two in-person meetings in Indianapolis and two virtual meetings.
- **Available and ideally willing to participate in the committee until December 31, 2026.**

Timeline:

August 11: Application Opens

September 13: Application Closes

October 2: Members selected and notified

November 14: In-person kick-off meeting at IYI's KIDS COUNT[®] Conference

Apply online at iyi.org/well-being/

**Connect with
us to get more
information
about how to
participate.**



*Scan or visit at
[iyi.org/well-
being](https://www.iyi.org/well-being)*

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