

POSITIVE DISRUPTION

The Promise of the Opportunity Reboot Model Expanded Executive Summary

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Corporation for National and Community Service Social Innovation Fund

The Social Innovation Fund (SIF), a program of the Corporation for National and Community Service (CNCS), was founded to support the growth of effective programs to have greater impact and to develop innovative approaches to address the most challenging social problems. In collaboration with private-sector partners, SIF helped invest over \$1 billion in finding what works and making it work for more people.

SIF was a program that received funding from 2010 to 2016 from the Corporation for National and Community Service, a federal agency that engages millions of Americans in service through its AmeriCorps, Senior Corps, and Volunteer Generation Fund programs, and leads the nation's volunteer and service efforts. Using public and private resources to find and grow community-based nonprofits with evidence of results, SIF intermediaries received funding to award subgrants that focus on overcoming challenges in economic opportunity, healthy futures, and youth development. Although CNCS made its last SIF intermediary awards in fiscal year 2016, SIF intermediaries will continue to administer their subgrant programs until their federal funding is exhausted.

Youthprise

Youthprise was founded as a nonprofit philanthropic intermediary in 2010 by the McKnight Foundation. Youthprise's mission is to increase equity with and for Minnesota's Indigenous, Low-income, and Racially Diverse Youth. Today Youthprise is a resource to youth and youth-serving organizations and systems throughout Minnesota. Youthprise mobilizes and invests resources, advances knowledge and systems change to increase equity for Minnesota's youth.

Search Institute

Search Institute is a nonprofit organization that partners with schools, youth programs, and other organizations to conduct and apply research that promotes positive youth development and equity. They seek to be an innovator by listening to young people, and providing insight to create change in the lives of youth through those that work directly with young people.

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Additional Resources

The full Opportunity Reboot evaluation report titled Positive Disruption: The Promise of the Opportunity Reboot Model, can be accessed [here](#).

The Opportunity Reboot Implementation Toolkit, can be accessed [here](#).



SECTION 1

INTRODUCTION

INTRODUCTION

The number of young people living in the margins of society – disconnected from work and school, or isolated from family – reflects one of the most pressing social inequities of our time. An estimated one in nine youth ages 16 to 24 are out of work and school in the United States.¹ These youth who are at risk of not reaching their full potential are often characterized as “opportunity youth – both because they are seeking opportunity and they present an opportunity to our nation if we invest in them.”² Opportunity youth often face a large range of complex issues, such as homelessness, chemical dependency, mental health issues, learning disabilities, and health disparities perpetrated by a range of systemic issues. These young adults are more likely to enter the school-to-prison pipeline, the adult mental health system, and other life trajectories that place a significant economic burden on themselves, their families, the community, taxpayers, and, ultimately, economic growth. In 2011, opportunity youth cost taxpayers \$93 billion in lost revenues.³

Minnesota is not exempt from these same realities. More than 40,000 opportunity youth call Minnesota home;⁴ the state that also bears the largest educational achievement gap in the nation for both racial and economic disparities.⁵ In a national comparison of graduation rates, Minnesota ranks near the bottom for on-time graduation of Youth of Color⁶ and Youth of Color in Minnesota are less likely than their White peers to enroll in 4-year undergraduate colleges.⁷ These inequities in opportunity and access undergird economic and employment disparities. This, along with the changing demographics of Minnesota’s workforce, has exacerbated the unemployment gap between Whites and People of Color. While Minnesota touts some of the lowest unemployment rates in the country, Minnesota’s Black population has an unemployment rate that is roughly 13 percentage points higher than that of Minnesota’s non-Hispanic, White population.⁸

These data are cause for alarm, and yet, there is hope. For many opportunity youth, these trajectories can be disrupted by surrounding them with a cohesive web of supports that not only provide access to important health, education, and employment resources but also spaces where these young adults’ strengths are seen and leveraged. The motivating force behind Opportunity Reboot has been to enhance the odds that opportunity youth in Minnesota would have available to them the kind of programs and supports that would help them access, create, prepare for, and take advantage of the education and career opportunities that could radically shift their life trajectories.



¹ Burd-Sharps, S., & Lewis, K. (2018). More than a million reasons for hope: Youth disconnection in America today. Brooklyn, NY: Measure of America of the Social Science Research Council.

² Bridgeland, J., & Mason-Elder, T. (2012). National roadmap for opportunity youth. Washington, DC: Civic Enterprises.

³ Bridgeland, J. M., & Milano, J. A. (2012). Opportunity Road: The promise and challenge of America’s forgotten youth. Washington, DC: Civic Enterprises.

⁴ Lewis, K. (2019). Making the connection: Transportation and youth disconnection. New York, NY: Measure of America.

⁵ Minnesota Compass (2020). Education overview. St. Paul, MN: Wilder Research. Retrieved from www.mncompass.org/education/overview

⁶ Minnesota Compass (2017). High school graduation. St. Paul, MN: Wilder Research. Retrieved from www.mncompass.org/education/high-school-graduation#1-12655-g

⁷ Report of the Minnesota Advisory Committee to the U.S. Commission on Civil Rights. (2013). Unemployment disparity in Minnesota. St. Paul, MN: Minnesota Advisory Committee.

⁸ Minnesota Compass (2018). Proportion of adults working. St. Paul, MN: Wilder Research. Retrieved from www.mncompass.org/chart/k174/proportion-adults-working#1-6783-g

OPPORTUNITY REBOOT MODEL

The Opportunity Reboot model is rooted in this sense of hope. In collaboration with community-based partners who provide wraparound supports, Youthprise — a Minnesota-based non-profit focused on reducing disparities with, and for, Minnesota youth — developed a technical assistance and program enhancement model designed to leverage the existing capacity and strengths of community programs to more effectively create pathways to school, career, and life success. The model was designed to support opportunity youth (ages 14 to 24) who were either in foster care, the juvenile justice system, homeless, or disconnected from school and education. Opportunity Reboot expands services and integrates an intentional, systemic focus on four model features that have been empirically linked to educational achievement and career development. These four core model features are see **Figure 1**.

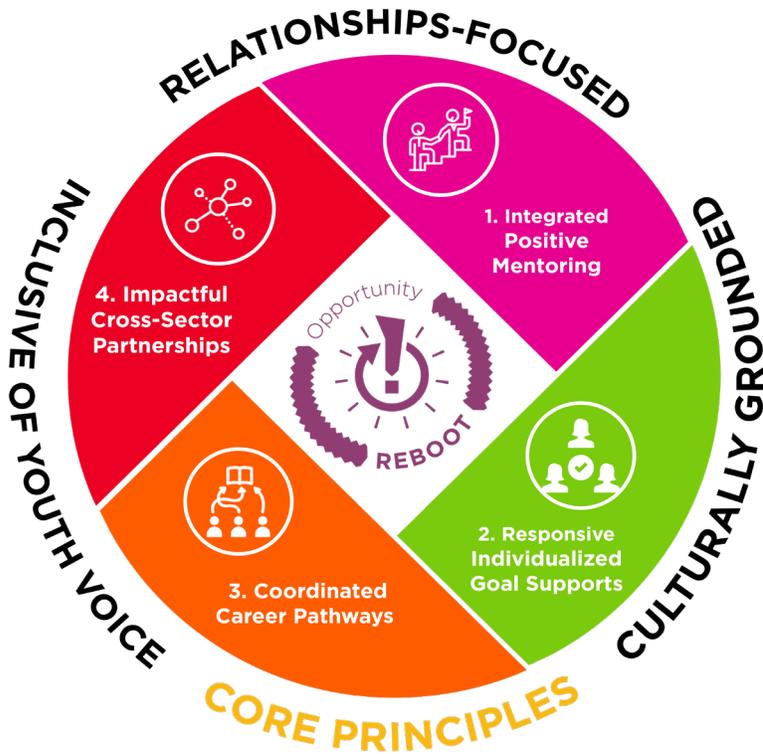


FIGURE 1: OPPORTUNITY REBOOT MODEL

Positive Mentoring Relationship - including both relationship within and outside of the community partner programs

Programs integrate mentoring approaches into the roles of case managers, employment specialist, resource specialist, educators, professional mentors, apprenticeship supervisors, and employers. In these mentoring roles, adults provide a wide range of critical socioemotional, developmental, and instrumental support of opportunity youth.

Individualized Goal Supports

Program create a responsive supports approach to working with opportunity youth. Typically embedded within mentoring, these programs work with youth to articulate their individualized needs and goals and then set about co-developing a plan of support. This approach is grounded in the idea of meeting youth “ where they’re at” without judgement and garnering buy-in or ownership (and, with time, self-efficacy and confidence) in getting the resources and supports required to do well in school, work, and community.

Coordinated Career Pathway Supports

Program practices align with the following elements of the Career Pathways Framework (as defined by the U.S. Dept. of Labor, 2015)

- Include a full range of education options, including apprenticeships, that show clear and non-duplicate progression
- Curriculum and instruction that makes work central to learning process, and helps build work readiness skills in the educational process
- Support and development for individual career plans and provide wraparound services to support education and career goals
- Curriculum and training that is organized to address barriers to education and employment such as child care and work schedules.
- Promote increasing an individual’s educational attainment, job skills, and employment outcomes.

Impactful Cross-Sector Partnership

Successful implementation of the Opportunity Reboot model relies on a collective impact approach to building relationships with local community partners from different sectors. These partners will (a) support provision of a wraparound suite of services; (b) enhance outreach, recruitment, and scaling; (c) provide access to education and employment opportunities; (d) braid limited funds and identify gaps; and, (e) further embed this work into the community.

The four features of the Opportunity Reboot model are designed to work in concert to provide opportunity youth with the full range of supports that they need to experience improved educational and career attainment. The model does this by explicitly attending to developing skills, mindsets, and opportunities holistically through youth-adult mentoring and integrated career pathways supports. The wraparound nature of the Opportunity Reboot model is posited to work because it inherently responds to the multiple and complex needs of opportunity youth.

Because Opportunity Reboot is a program enhancement model, rather than a standalone program, a multipronged system of support was developed and delivered to assist partnering programs in integrating the Opportunity Reboot model into their day-to-day programming. The core partners providing programmatic supports include Youthprise, Minnesota Department of Employment and Economic Development, MENTOR Minnesota, and Search Institute.

The supports provided include:

- **Biweekly technical assistance calls;**
- **Quarterly in-person convenings for partners to learn and share with one another;**
- **Annual site visits; and,**
- **Access to two mentoring trainings provided by MENTOR Minnesota.**

For more information on the implementation of the Opportunity Reboot model, please see the [Opportunity Reboot Tool Kit](#) or contact Youthprise [Youthprise.org/contact-us](https://youthprise.org/contact-us).

⁹ The White House Council for Community Solutions. (2012). Community solutions for opportunity youth. Washington, DC: Corporation for National & Community Service.



SECTION 2

EVALUATION

EVALUATION

Youthprise partnered with Search Institute to conduct an independent evaluation of the [Opportunity Reboot model](#), with funding support from the Corporation for National and Community Service (CNCS) Social Innovation Fund and other funders. A summary of the design, procedures, participants, data collection tools, and key findings is provided below. For detailed information on the technical and methodological details of the evaluation please see the full report.¹⁰ The Opportunity Reboot evaluation included two phases: an implementation evaluation and a preliminary impact evaluation.

Phase I: Implementation Evaluation

The implementation evaluation focused on how the [Opportunity Reboot model](#) was implemented, contributing to our understanding of contextual differences in how the model is realized on the ground across geographically diverse community partners who serve young people with complex needs. This phase of work also built the capacity of the community partners to collect high-quality and useful data to inform the preliminary impact evaluation and identified how program participants described their experience and satisfaction with their participation in Opportunity Reboot. The implementation evaluation addressed the following research questions:

1. Was the Opportunity Reboot model implemented with fidelity?
2. What does participation and engagement in the Opportunity Reboot model look like for opportunity youth?
3. Did Opportunity Reboot program partners achieve program outputs?
4. How satisfied were Opportunity Reboot participants with their experiences and the overall quality of their programs?

Phase II: Preliminary Impact Evaluation

The preliminary impact evaluation of Opportunity Reboot built directly and iteratively on the implementation evaluation. Its goal was to strengthen the level of preliminary evidence and establish emerging moderate evidence that the Opportunity Reboot model had a positive impact on the lives of opportunity youth, using the standards set forth by the CNCS. To assess the impact the Opportunity Reboot model had on youth outcomes, the preliminary impact evaluation integrated three designs: (1) a single group non-experimental outcome design to assess how the Opportunity Reboot model features are related to youths' short-term outcomes; (2) qualitative impact interviews of Opportunity Reboot youth participants; and, (3) a quasi-experimental design study of employment and wage attainment that leveraged data collected by the Minnesota Department of Employment and Economic Development (DEED) to compare.

Opportunity Reboot participants and non-participants.

The preliminary impact evaluation addressed the following research questions:

1. Did youth who participated in programs using the Opportunity Reboot model experience measurable and significant gains in short-term outcomes over the program year? Did all youth experience the benefits of program participation equally, or were program impacts experienced differentially by diverse demographic groups of youth?
2. Controlling for demographic, background, and implementation factors, what are the predictive associations between the youths' experiences of the Opportunity Reboot model features and their short-term outcomes?
3. In their own words, how did participants describe experiencing the features of the Opportunity Reboot model at their program sites?
4. In their own words, how did youth describe the impact of Opportunity Reboot on their lives?
5. What percent of youth in the Opportunity Reboot group were able to secure employment?
How is this similar or different from the comparison group?
6. What percent of youth in the Opportunity Reboot group were able to secure living wage employment?
How is this similar or different from the comparison group?



¹⁰ Syvertsen, A. K., Roskopf, J., Wu, C-Y., Boat, A., Sethi, J., & Chamberlain, R. (2020). Positive Disruption: The Promise of the Opportunity Reboot Model (Report to the Corporation for National and Community Service Social Innovation Fund). Minneapolis, MN: Search Institute.

PARTICIPANTS

All evaluation activities were done in partnership with six Minnesota-based community partners: Compass (a program from the Initiative Foundation/Sauk Rapids-Rice School District), Guadalupe Alternative Programs (GAP), MIGIZI, Opportunity Youth of Duluth (OYOD), Prior Crossing (a program from the Amherst H. Wilder Foundation), and Tri-City Bridges to the Future (a program from the Northfield Healthy Community Initiative). These six community partner organizations joined Youthprise in integrating the Opportunity Reboot model into their program and evaluating its implementation and preliminary impact. These organizations each have long histories of serving opportunity youth across the state of Minnesota. A description of each of the community partner organizations and the opportunity youth they serve is provided in **Figure 2**.

FIGURE 2: OPPORTUNITY REBOOT LOGIC MODEL

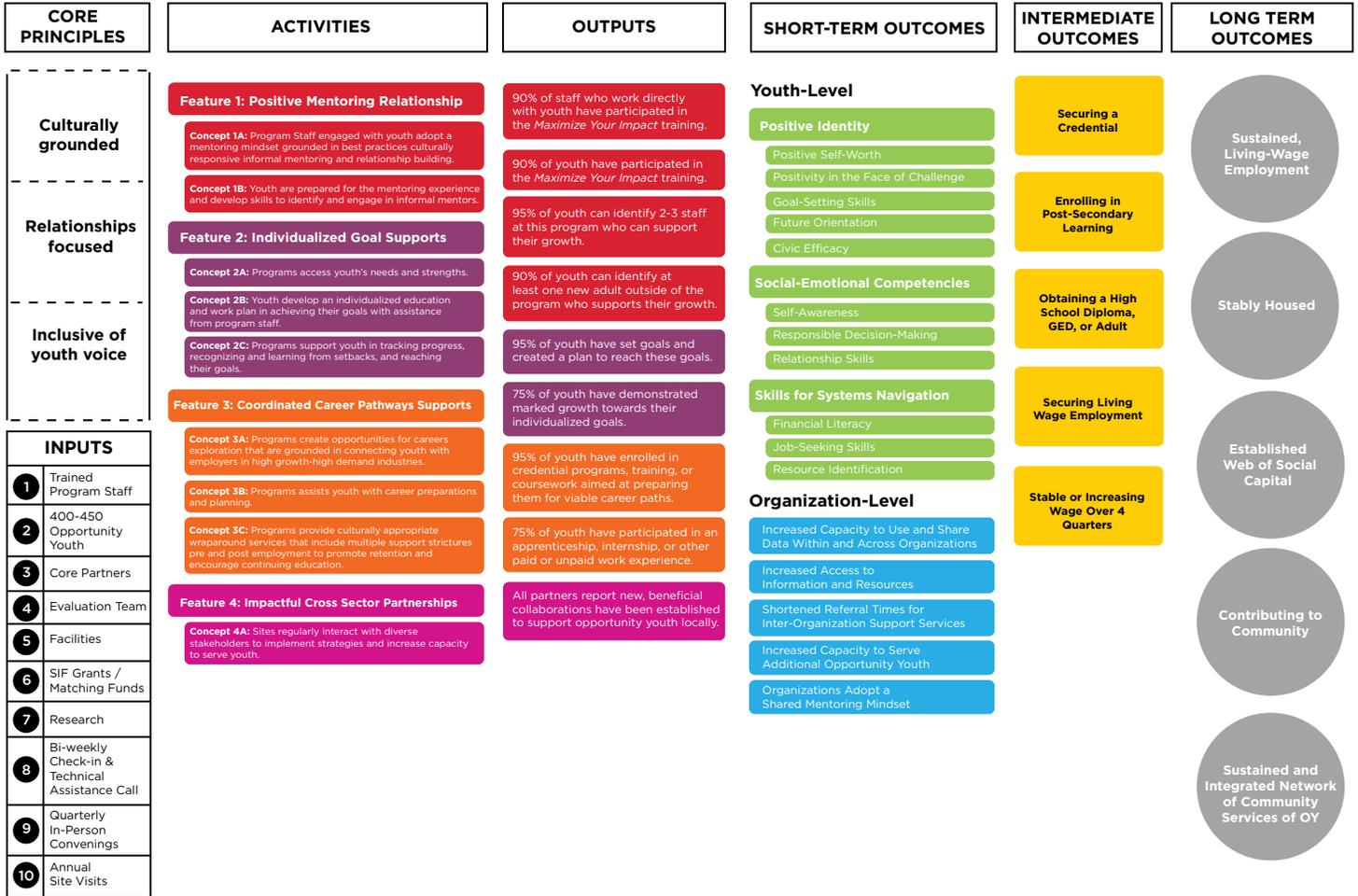


TABLE 1: IMPLEMENTATION EVALUATION ACTIVITIES

Activity	Purpose	Timing	Source
Design and Planning Workshops	Articulate the underlying program theory driving the work of program sites	Spring 2017	Program Staff
Focus Groups	Understand how staff and youth participants experience the program	Spring 2017	Youth Participants Program Staff
Mapping Tools	Assess program alignment with the Opportunity Reboot model	Spring 2017 Winter 2017 Spring 2018	Program Staff Youthprise Staff Evaluators
Endline (T2) Youth Survey	Collect endline data on program quality and satisfaction	Spring 2018	Youth Participants
Staff-Reported Outputs Questionnaire	Secure data on each of the named outputs in the logic model	Spring 2018	Program Staff
Staff-Reported Youth-Level Implementation Factors and Youth Outputs	Secure data on whether each youth met the target for the youth-focused outputs named in the logic model	Spring 2018	Program Staff

The target sample for the evaluation consisted of 418 youth across all six community partner organizations. These are youth who participated between April 2017 (when the model was fully rolled out to partners) and April 2018. In total, 298 opportunity youth participated in data collection efforts at baseline (see **Table 1** for demographic characteristics).

Notes. The staff-reported youth-level implementation factors and youth outputs were collected as part of the same brief survey. The implementation evaluation used a descriptive, non-experimental design with a mixed methods approach. Measures from the endline (Time 2) Opportunity Reboot Youth survey and Staff-Reported Implementation Factors and Youth Outputs survey were included in both the implementation and preliminary impact evaluation activities (see Table 2).

PROCEDURES

All research materials, protocols, and procedures were reviewed and approved by an Institutional Review Board (IRB). Prior to administering data collection tools, the evaluation team — in conjunction with community partners — obtained parental/guardian consent and youth assent for participating in the evaluation. Youth who were 18 or older consented to their own participation. With IRB approval, the requirement of parental consent was waived for youth in circumstances where community partner staff determined that (a) it was not possible to secure parent/guardian consent as participants were homeless and/or had severed ties with their parents/guardians because of neglect or abuse; or, (b) it could not be reasonably obtained or attempting to do so was not in the best interests of the participants. In these situations, an appointed staff member at the partner organization who had an established relationship with the youth and a background in social welfare or case management was asked to approve (or not) the parent/guardian consent form as an authorized representative.

DATA COLLECTION TOOLS

The implementation and preliminary impact research questions required the use of data from multiple sources collected with a variety of instruments, including:

- [Opportunity Reboot Mapping Tool](#): The mapping tool used a Likert scale (Not Aligned to Strongly Aligned) to assess the extent to which partner organizations adhered to the Opportunity Reboot Model's four core features (i.e., program fidelity) at three time points: March 2017, December 2017, and May 2018.
- Staff Questionnaires: Staff questionnaires were used to collect quantitative information on program outputs aligned with the four features of the Opportunity Reboot model and implementation factors such as youth's engagement and participation in the program. The questionnaire was completed retrospectively in Summer 2018 by a designated staff member at each of the community partner sites.
- The Opportunity Reboot Youth Survey: This survey included metrics on youth' experiences of the Opportunity Reboot model features, youth short-term outcomes, program quality and satisfaction indicators, and selected youth-focused program outputs. The survey was administered twice: Fall 2017 and again in Spring 2018.
- Qualitative Impact Narrative Activities: Longitudinal impact narrative activities were used to deepen, and provide nuance for understanding how opportunity youth experienced the Opportunity Reboot model at community partner sites. A small subsample of Opportunity Reboot participants (n = 29; 2-7 from each community partner program) took part in the qualitative impact narrative activities. All qualitative data were analyzed using systematic inductive qualitative coding methods.

More information on useful tools to help your organization implement the Opportunity Reboot model, including a readiness assessment, can be found in the [Opportunity Reboot Tool Kit](#).





SECTION 3

KEY FINDINGS

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The implementation and impact evaluations sought to elevate the level of preliminary evidence of the Opportunity Reboot model. To do this, the evaluation was intentionally designed in close collaboration with community partners to ensure a deep understanding of: (a) how this program enhancement model was being integrated into existing programming, (b) how to gather high quality data from opportunity youth; and (c) the impact of the Opportunity Reboot model features on the lives of opportunity youth. In pursuit of these goals, the evaluation studies yielded a number of key findings that provide preliminary evidence of model impact.

Phase I: Implementation Findings

Key Finding #1:

Community partners implemented the Opportunity Reboot model with increasing fidelity over time.

Overall, all community partners made significant progress in their alignment to the Opportunity Reboot model between the initial and the final administration of the Mapping Tool (described above). There was a notable shift from fewer “not or minimally aligned” scores in the initial assessment to (nearly) all “mostly” or “strongly” aligned scores in the final assessment. This progress was notable in all four features of the model and for all community partners.

Increased fidelity can be attributed to the willingness of community partners to be thorough and transparent in sharing their organizational tactics with Opportunity Reboot community partners, and, subsequently, other community partners within the cohort. The data were used to identify technical assistance and capacity-building needs that, when fulfilled, would enhance alignment. Partners with particular strength in implementation of specific features of the Opportunity Reboot model were encouraged — and provided with a platform — to share and consult with other community partners about their practices. The practice of assessing needs and monitoring progress in implementation strategies became a concrete roadmap for community partners to adhere to and realize.

Key Finding #2:

Youth reported experiencing the Opportunity Reboot model features and were generally satisfied with the program.

The fact that community partners in this evaluation were integrating the Opportunity Reboot model into their existing programs was often completely unknown to program participants. And yet, participants overwhelmingly self-reported that they were — indeed — experiencing the features of the Opportunity Reboot model as is evident in the number of program outputs that were achieved by program staff and youth (see Table 2).

In addition to meeting most program output goals, staff reported most youth as active participants in the program, who attended sessions regularly and actively engaged with program staff. Most youth participants rated the quality of their programs high. Four out of five youth (80%) in programs using the Opportunity Reboot model were interested in program activities, felt physically and emotionally safe, felt respected, and also believed their teachers and counselors were trying to help them.

Table 2: Preliminary Impact Evaluation Activities

Activity	Purpose	Timing	Source
Baseline (T1) Youth Survey	Collect baseline data on youth demographics and short term outcomes	Fall 2017	Youth Participants
Endline (T2) Youth Survey	Collect endline data on youth demographics and short term outcomes	Spring 2018	Youth Participants
Qualitative Impact Narrative Activities	Gather rich open-ended insights from youth about their program experiences and short term outcomes	Spring 2018	Youth Participants
Staff-Reported Youth-Level Implementation Factors and Youth Outputs	Secure data on each youth's level of program engagement, and dosage	Spring 2018	Program Staff
Quasi-Experimental Design Employment and Wage Attainment Study with Propensity Score Matching	Compare Opportunity Reboot participants to similar youth on select intermediate outcomes	Fall 2019	DEED

Notes: DEED = Minnesota Department of Employment and Economic Development. The preliminary impact evaluation used three research designs: (1) single-group, non-experimental design (using the baseline and endline youth survey, staff-reported implementation factors), (2) qualitative impact narrative activities, and (3) quasi-experimental design with propensity score matching (employment and wage attainment study). Measures from the endline (Time 2) Opportunity Reboot Youth survey and Staff-Reported Implementation Factors and Youth Outputs survey were included in both the implementation and preliminary impact evaluation activities (see Table 1).

Key Finding #3:**Mentoring relationships are gateways to other important supports.**

Opportunity youth rarely talked about ways they had changed or grown without ascribing that change to an important relationship. Yet, mentoring relationships are not the cure-all. Most of the opportunity youth being served by Opportunity Reboot community partners are facing complex issues that require equally complex solutions and interventions. Mentoring relationships are vital for accessing many of these solutions and interventions. The qualitative data from this study illustrate the variety of ways this plays out. Mentoring relationships:

- Motivate opportunity youth to come back to safe spaces where they can get the help and support they need when they are ready, and where they can access critical health, education, and career resources.
- Teach opportunity youth what a healthy relationship looks and feels like, and how youth can positively contribute to maintaining and strengthening these kinds of relationships both within and outside of the program.
- Open doors to new educational and career opportunities and resources
- Build the foundational trust required for opportunity youth to engage in productive and sustained goal-setting conversations about their well-being, educational goals, and career aspirations.

Relationships are necessary, but not sufficient. The added-value of relationships is reaped when relationships open doors to other opportunities and resources, with that resulting relationships-plus-resources combination representing strong social capital that promotes educational and occupational mobility.

Key Finding #4:**Individualized goal-setting supports and career pathways supports did not predict short-term youth outcomes in the quantitative data; yet, they are fundamentally important in the lives of opportunity youth.**

The evaluation found that the Opportunity Reboot model features individualized goals-setting supports and the career pathways supports were only associated with one youth outcome: growth in job-seeking skills.

While the individualized goal-setting supports and career pathways supports were not significantly associated with short-term youth outcomes empirically, these two features of the Opportunity Reboot model are still important. In fact, the impact narratives give voice to how critically important these features were to helping youth see new possibilities for themselves and propel their lives forward. Relationships are the entry point for many of these goal and career supports. Through the impact narrative activities, youth talked at length about the many ways their mentors helped to connect them to: (a) people who were in careers that they were interested in learning more about; (b) resources to meet basic physical and mental health needs; and, (c) financial assistance programs to pursue their education and career goals. More nuanced goal-setting and career pathways supports measures should be explored in future research.

Key Finding #5:**Youth in programs using the Opportunity Reboot model secured employment at higher rates than demographically similar youth who were not in these programs, with a particularly noteworthy advantage to opportunity Youth of Color.**

The impact evaluation also included a quasi-experimental study using data collected by the Minnesota Department of Employment and Economic Development to track evaluation participants' employment and wage attainment. Propensity score matching, an analytical technique, was used to assess how participants who were exposed to programs using the Opportunity Reboot model ($n = 209$) compared to youth who shared similar demographic characteristics but were not involved in these programs or other similar programs ($n = 241$). Findings showed that Opportunity Reboot participants were more likely than similar peers not participating in these programs to secure full-time employment over the period of a year, and to avoid the seasonal dip in employment often seen during Minnesota's winter months (2019 Quarter 1). This was particularly true for Youth of Color in the Opportunity Reboot group (**see Figures 3-4**). While this finding holds promise, the data suggest very few opportunity youth (whether in the Opportunity Reboot or comparison groups) were secured living wage employment and — although their wages did increase over time — they still fell below the state-defined threshold to support the costs of stable housing, food, and other basic necessities in the state of Minnesota.



Figure 3: Opportunity Reboot Evaluation Design

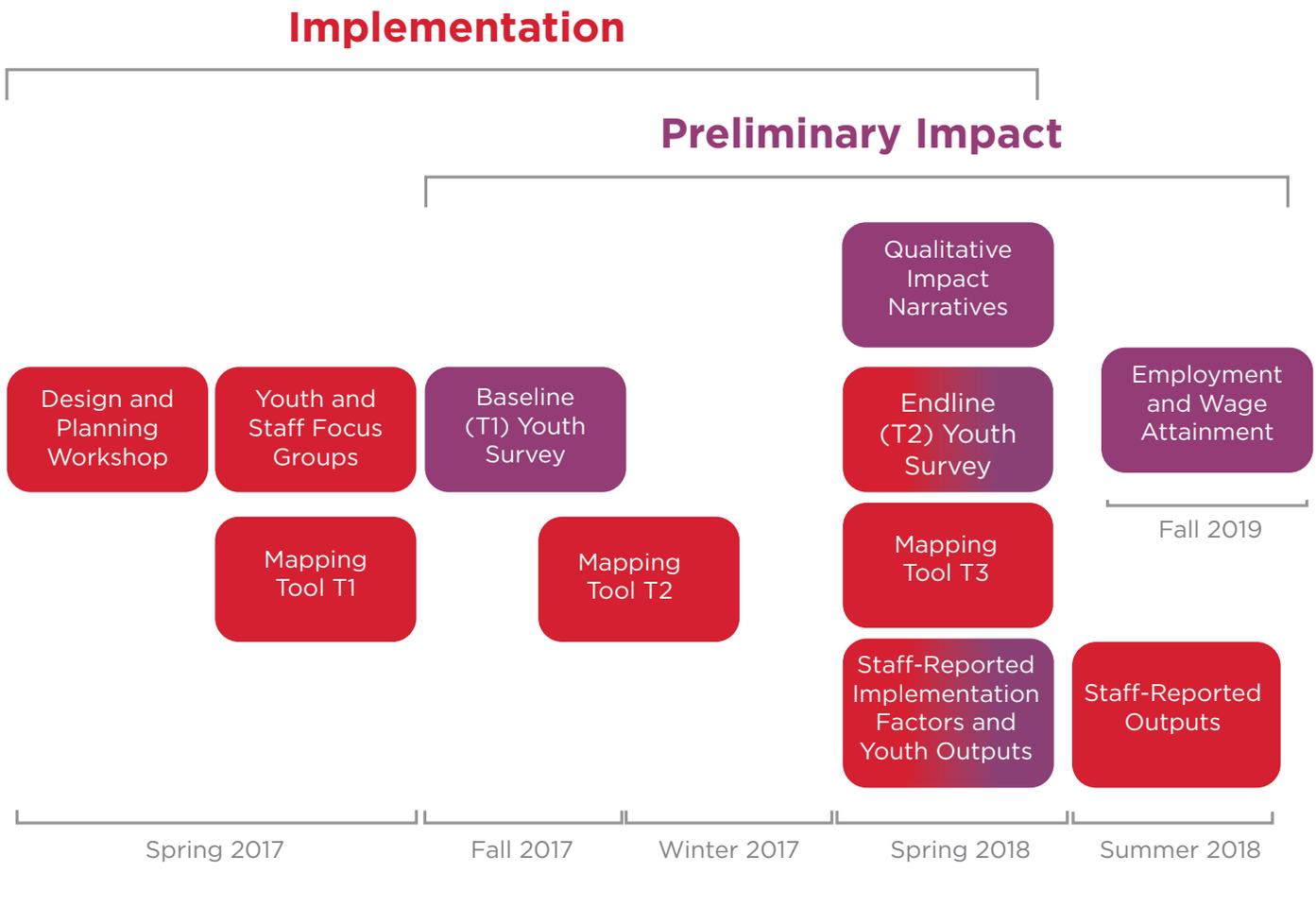


Figure 4: Description of Opportunity Reboot Community Partners



1. Opportunity Youth of Duluth (OYOD), Duluth, MN ①
 OYOD coordinates employment and stabilization services for opportunity youth addresses barriers to education and employment and provides them with an on-ramp toward a life of meaningful employment and social engagement.

2. Compass, Sauk Rapids, MN ②
 The Sauk Rapids-Rice School District, a rural district in central Minnesota, implements a blended alternative education Program called Compass that supports Students in grades 8-12 who have been identified as at-risk for dropping out of school.

3. Tri-City Bridges to the Future, Fairbault, Redwing, and Northfield, MN ③
 Tri-City Bridges to the Future is a career and education pathways collaborative serving opportunity youth in these rural communities.

4. MIGIZI- Minneapolis, MN ④
 MIGIZI is a nonprofit organization that serves local Native American youth. Through the Green Jobs Pathway program, they provide youth with resources to graduate from high school, learn life and academic skills, and equip them for the job force.

5. Prior Crossings, Saint Paul, MN ⑤
 Prior Crossing is a 44-unit appropriate housing facility. They increase access to wraparound services to reduce homelessness by provided age-appropriate trauma-informed services, employment and skills training, and social Connections in a manner that can lift people out of poverty with longer-term supports.

6. Guadalupe Alternative Programs (GAP), Saint Paul, MN ⑥
 GAP is a community-based education and social service agency serving at-risk youth, giving them the credentials needed to achieve school, career, and life success.



THE FUTURE OF THE OPPORTUNITY REBOOT MODEL

The evaluation points to the promise of models, like Opportunity Reboot, that can be infused across a variety of programs and populations as a way to enhance (rather than replace) existing programs. In collaboration, community partners and Youthprise merged a set of features that have surfaced as empirically-supported practices to boost program effectiveness into a cohesive model. Subsequently, these enhancements were integrated into community partners' existing programs. Inherent in this process was the acknowledgement and celebration of the expertise and innovative approaches partners were already utilizing to forge deep, transformative relationships with the opportunity youth in their communities. The success of these kinds of program enhancement models hinges on honoring community partners' existing work, and finding points where the enhancement model goes deeper with existing program principles. When this happens, it offers a way forward through an improvement model to utilize new research and practices, rather than putting program leaders in a position where they feel they have to abandon an existing program or approach for new ones.

Collectively, findings demonstrate that the [Opportunity Reboot model](#) has strong preliminary evidence and emerging moderate evidence of impact on key developmental and employment outcomes for opportunity youth residing in Minnesota. The evaluation showed considerable evidence that the Opportunity Reboot model could make a positive disruption in the lives of opportunity youth. Youth in Opportunity Reboot were found to improve in positive identity, social-emotional skills, skills for systems navigation, employment, and wages among a demographically diverse sample of program participants, largely because of the quality of the positive mentoring that was at the center of the partners' programs. It is doubtful that the level of relationship quality youth experienced could have been achieved absent the commitment to and ongoing assessment of the partners' attentiveness to aligning their program activities with the key features of the [Opportunity Reboot model](#).

The developmental relationships that opportunity youth experienced through the program built on the strengths individual youth already had, in order to add confidence, technical and emotional skills, system savvy, and connections to create educational and career possibilities that otherwise would have been unavailable. Even a small improvement in these areas can make the difference in imagining oneself in a particular job or career or not, in knowing how to apply for school admission or for employment, in understanding the unwritten rules and social norms of educational and workplace culture which often remain systematically hidden from and are barriers to opportunity youth. Life-changing decisions are made in moments when confidence, emotional maturity, technical skills, street smarts, and connections combine to create opportunities, and then allow young people to believe they can do it. The biggest positive disruption Opportunity Reboot made was in this hard-to-quantify contribution, to help opportunity youth dream bigger, and to know they now have a newly-realistic and hopeful chance of one day realizing those dreams.

