



Overview & Impact Report

Fall 2024

The Center For
FAIRFUTURES ➤



CENTER FOR FAIR FUTURES OVERVIEW & IMPACT REPORT

We are so grateful to our funders and the Adam's Administration for supporting Fair Futures and thousands of system-involved young people in achieving their potential!

This report contains information and key progress on Fair Futures:

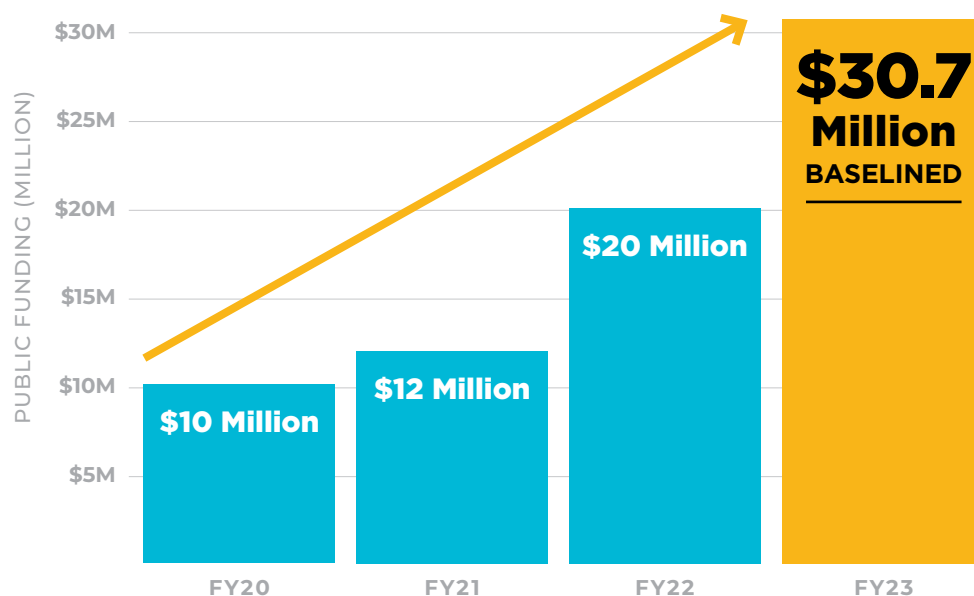
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Fair Futures Youth-Led Advocacy & Public-Private Partnership - Sustainability and Leverage

Fair Futures (FF) is a youth-led advocacy movement and coalition of **100+ organizations** that was successful in **securing and baselining \$30.7 million** for all young people in NYC's foster care system to have access to the Fair Futures model from **6th grade through age 26**. It has been cited as the largest cross-sector collaboration in the history of child welfare.

THE FF YOUTH ADVISORY BOARD (YAB) ADVOCATED & SECURED:



This monumental achievement made **NYC the first in the nation** to support young people exiting foster care with **public funding until age 26**.

A dedicated group of foundations formed a public-private partnership with NYC Administration for Children's Services (ACS) to fund the infrastructure needed to ensure quality implementation of the Fair Futures model systemwide. **From FY20-24, nearly \$5 million in private funding leveraged \$103+ million in public funding** in just those years and resulted in baselined funding going forward for many generations to come!

Fair Futures Youth-Centered Model: Systemwide Scale & Implementation Supports

Fair Futures is a **codified, comprehensive model completely centered** around the needs, goals, and aspirations of each individual young person. It includes a robust middle school program that prepares students for success in high school and a coaching program that provides 1:1 coaching and tutoring to help young people achieve their academic, career development, housing, and life goals from 9th grade through age 26.



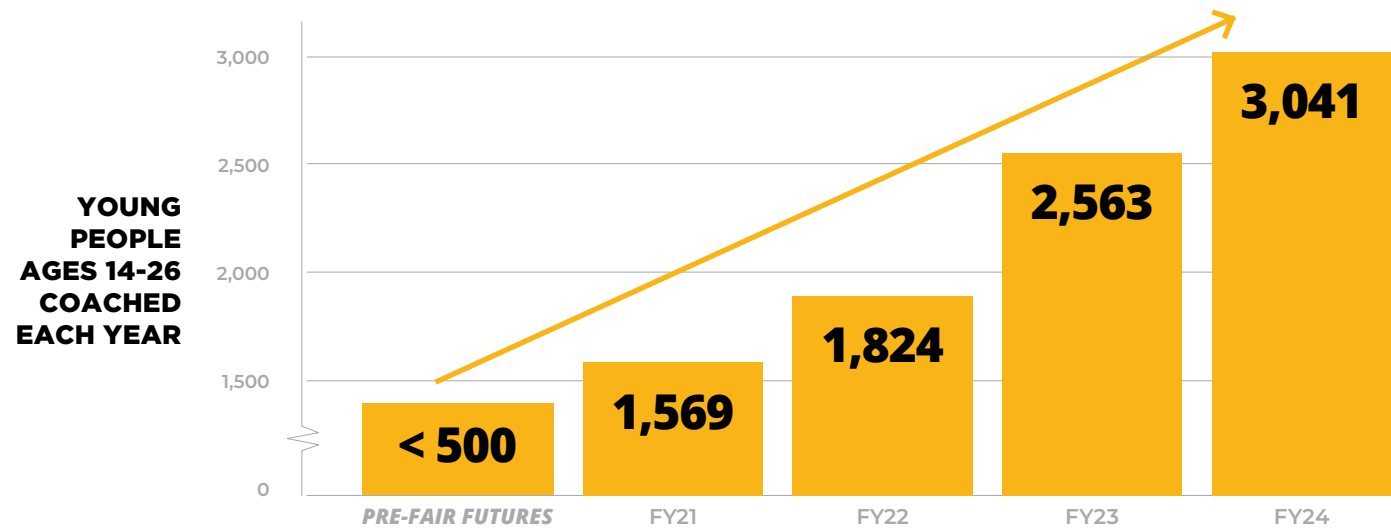
Trained, professional Coaches build trusting relationships with young people, provide ongoing emotional support, and help them connect to and persist in school, programs, and opportunities in line with their interests and goals.

PICTURED LEFT: JAYLEN & HER COACH, JAMIE

The Fair Futures model has been launched and scaled across all 25 New York City foster care agencies and 9 juvenile justice providers, reaching over 4,350 young people ages 11-26 in FY24:

MIDDLE SCHOOL STUDENTS	YOUNG PEOPLE AGES 14-26	
951	3,041	367
Received support from a Middle School Specialist and/or 1:1 Tutoring	Received 1:1 Coaching	Received Targeted Academic, Career, and/or Housing Supports*

*YOUNG PEOPLE AGES 14-26 WHO WERE NOT COACHED BUT RECEIVED 1:1 TARGETED FAIR FUTURES SUPPORTS





The Center for Fair Futures

The Center for Fair Futures is a team of 21 passionate professionals who provide implementation support to **over 500 Fair Futures staff** across **35 organizations** implementing the model.

The Center has helped create a strong systemwide community (the “Fair Futures Family!”) through trainings, learning communities, workshops, and celebrations each year that bring staff together from across all Fair Futures providers.

“The Fair Futures model is a game changer. I have been in the foster care field for 18 years and I have never seen such a comprehensive support program for the young people served and the staff. There is space to enhance your knowledge and skills through relevant and up to date trainings and one on one TA sessions. I know that if I have a challenge, I can turn to The Center for assistance. The coaching sessions and small groups for leadership development has stretched my thought process and helps me become a better person and a better supervisor for my team. **The young people benefit the most from this program by having staff best equipped to support them.”**



KHADIJAH J. AUSTIN, BSW
COACH SUPERVISOR, ABBOTT HOUSE

Model Impact & Evaluation

IN FY24:

87% of young people who received Fair Futures coaching were coached for 90 days or more - of these 2,451 young people:



91%

Achieved an average of **3.6 academic, career, and/or housing outcomes**

EXAMPLES OF OUTCOMES INCLUDE:

grade promotion, graduation, post-secondary exploration & enrollment, college persistence, engaging in a career development experience, applying to housing, obtaining housing, maintaining housing, etc.



96%

Maintained Housing



85%*

Were engaged in an **academic/career setting**

VS. 62% BEFORE FAIR FUTURES LAUNCHED



60%*

Engaged in **at least one career development experience**

(e.g., internship, training, employment, etc.) in line with their interests and academic situation



123

Re-enrolled in a best-fit academic setting

Coaches helped 123 young people who left high school (dropped out) re-enroll in a best-fit academic setting

FOR THE FIRST TIME IN HISTORY - AND FOR THE LAST 4 YEARS IN A ROW SINCE FAIR FUTURES LAUNCHED - 8TH GRADE STUDENTS ARE ENTERING BEST-FIT, QUALITY HIGH SCHOOLS WITH AVERAGE GRADUATION RATES AT/ABOVE THE CITY AVERAGE!

Before Fair Futures, 8th graders in foster care were entering high schools with graduation rates significantly below the NYC average.



8th graders in foster care were overrepresented in the City's bottom quartile of schools.

For the last 4 consecutive years, Fair Futures Middle School Specialists reversed this trend through deep 1:1 support with the complex NYC high school selection process!

These students are now significantly underrepresented in the bottom quartile of schools and achieved parity with their peers in terms of attending top-quartile high schools!

"MY COACH WAS THE MISSING PUZZLE PIECE TO MY LIFE, SHE SAVED ME SO MANY TIMES"



CHEYANNE DEOPERSAUD

Fair Futures YAB Member

In Their Own Words

Staff quotes from the Chapin Hall Evaluation on Fair Futures Implementation

THE FAIR FUTURES MODEL:

"The Fair Futures model creates a very structured framework for us Coaches in terms of the layout and setting goals, obtainable goals, for youth in order to help them successfully be independent and transition into adulthood."

[The Fair Futures Model] "gives the kids a voice now. It's not just showing them one road, but letting them know they have options... so they'll be able to choose what path they want to take."

"It often leads to young people feeling like, **"This person cares about my dreams, my goals and, like, they want to help explore it with me. This is dope."**

"The youth just get an actual person for once. And that person can follow them through some of the toughest periods of their lives or some of the happiest times of their lives."

THE CULTURE:

"Supportive"	"Collaborative"
"Very youth-driven"	"Inclusive"
"A family"	"A strong network"
"Focused on relationship-building"	

FAIR FUTURES IS FORCING CHILD WELFARE AS A WHOLE—CHILD WELFARE YOUTH DEVELOPMENT AS A WHOLE—TO SHIFT ... TOWARD GENUINE CARE AND ATTENTION FOR THE WHOLE PERSON.

THE CENTER SUPPORTS:

"The type of support, first of all, that [the Center] gives to staff, I think is absolutely amazing. I've never seen that before."

"With Fair Futures, it's like – here's the manual, job descriptions, overview, training, the 1:1 technical assistance. Like anything and everything you need, they'll give it to you."

"I think it's like, kind of like a wand, full of resources ... a very detailed wand to help staff and the kids pursue whatever they need to accomplish at that specific time."

"We have so much support ... I just feel like it's just... you almost can't—you can't lose, you just can't lose."

IMPACT EVALUATION

The impact of Fair Futures is being evaluated by renown child welfare evaluator, Chapin Hall (University of Chicago).

The 86-page report commends the quality and speed of implementation systemwide during the pandemic, the strong youth-centered culture created by Fair Futures, and the Center's continuous improvement model and range of supports provided to agency staff.

Early results from the outcomes analysis show declining dropout rates and increasing grade promotion and high school graduation rates.

"An overarching theme that has made itself apparent ... is the Center's deep commitment and adherence to the cycle of Continuous Quality Improvement (CQI)."

Expansion & Replication

The Fair Futures model was recently tailored to and scaled across the NYC juvenile justice system. It was also successfully replicated in a new geography – Buffalo, NY!

NYC JUVENILE JUSTICE

We are extremely grateful to the Adams Administration for baselining additional funding for the Fair Futures model to expand to the NYC juvenile justice population.



The Center completed a year-long Listen & Learn Tour to hear from young people, staff, and key justice partners about how the model can be tailored to this population. Last year, the model was successfully implemented across 9 provider organizations - over 40 Fair Futures staff were hired, and we surpassed our goal of coaching 200 young people in the first year.

BUFFALO / ERIE COUNTY

Fair Futures also launched a pilot in Buffalo, New York in 2022 as a result of a robust public-private partnership between the Erie County Department of Social Services, Say Yes Buffalo, the Redlich Horwitz Foundation, and local philanthropy.

The [Fair Futures manual/materials](#) and trainings were fully codified to the [Buffalo context](#) in partnership with local organizations and experts. The pilot team has been fully trained and are supporting young people who need coaching.



“I’ve worked in child welfare for 25 years, I feel like Fair Futures is one of the rare, true success stories .. it’s had such a clear impact on the young people that the coaches work with. And I know, that’s not just true at our agency... you hear the stories from young people across all of the agencies about the impact on their lives of having a coach. And it’s, it’s really remarkable.”

Fair Futures Staff Member, in reference to the Fair Futures Model
Chapin Hall Evaluation on Fair Futures Implementation



Youth-Informed Innovation Pillar Launched

The Center launched a **Youth-Informed Innovation Pillar**, which collaboratively develops, pilots, evaluates, and scales initiatives and programs that fill systemwide gaps that directly contribute to young people's success and well-being.

FUNDED PROGRAMS INCLUDE:



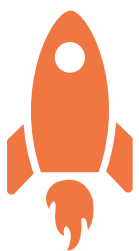
SOUL CARE

A systemwide initiative to expand youth choice around formal therapy and access to alternative forms of mental health and wellness supports.



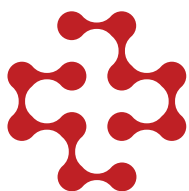
OPPORTUNITY YEAR

A youth-informed, structured, year-long program to help high school graduates gain the skills, self-esteem, and network of support needed to be successful in a post-secondary setting or the workforce. There were over 100 applicants for this pilot - 30 were selected and are being supported.



EMERGING LEADERS

Emerging Leaders is supporting its third cohort of 20 young professionals who have experienced the foster care system in a Fellowship Program aiming to help them thrive in the workplace, develop professional skills that can lead to greater earning potential, build a network of peers, and feel empowered to control their path towards success in their chosen career.



YOUTH HEALTHCARE LINK

This collaboration between the Center, ACS, and Northwell Health streamlines the navigation process and helps transition-age young adults access quality healthcare through a single point of entry. The pilot is serving young adults residing in the Queens community ages 20-26 across six agencies.



THE INNOVATORS PROGRAM

The Innovators program is designed to help young entrepreneurs launch and scale their new business/organization. Innovators receive a grant and 1:1 professional support around creating a business plan, marketing, building a team, developing processes, budgeting, and fundraising.