

EMPOWERING YOUTH LEAVING CARE AT 18:

LEARNINGS FROM PROVIDING AFTERCARE SERVICES



Aftercare Program 2016-2019

CSA started **2016** with 16 Care Leavers (CLs)

Partnership with AFEC in **2019**

As of December 2019

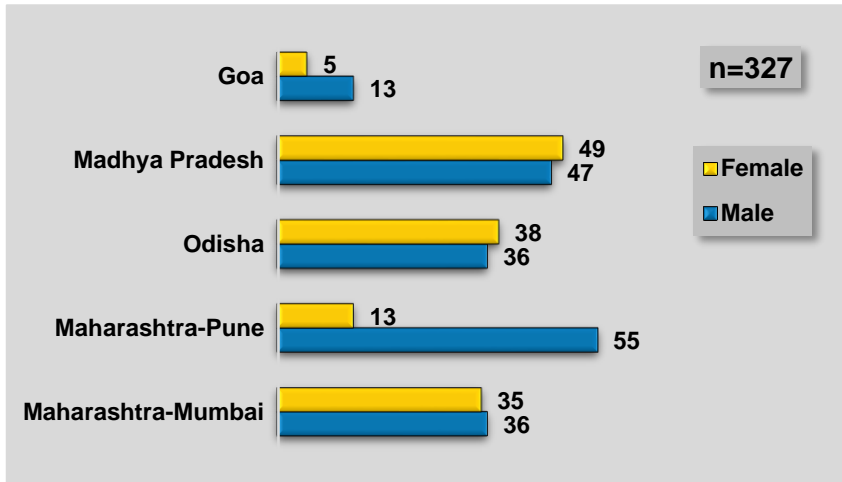
Preparatory Training – offered to over 800 youth

- Health Awareness
- Healthy Life Choices
- Life Skills (communication, critical thinking....)
- Computer Literacy
- Conversational English
- Financial Literacy

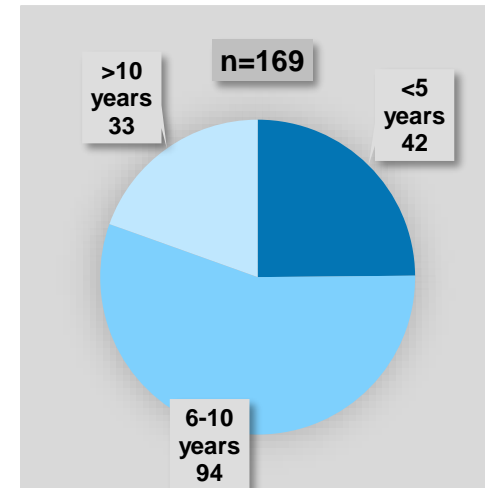
Bridge to Adulthood (B2A) – enrolled 327 CLs

- Career Counseling
- Creation of Career Plan
- Financial Support for Education and Housing
- Help with Interview Skills and Job Placement
- Mentoring for 2 years after Job Placement
- Peer Support Network

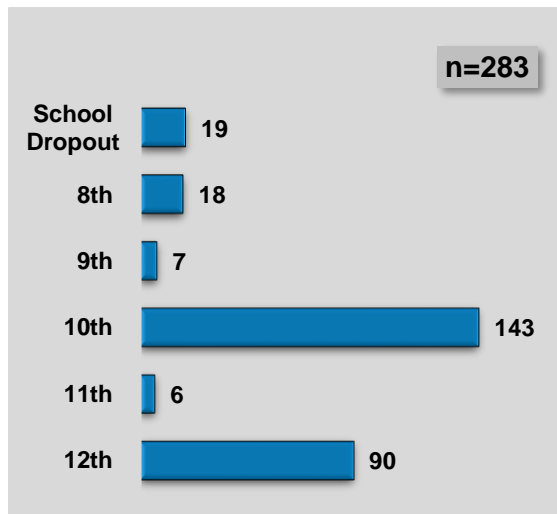
Demographics



Gender Distribution



#Years in CCI



Educational Level

CLs are enrolled regardless of educational level at 18

Education Paths – 3 choices

Short Term Skill Training

3-6 months

ICICI, EduBridge, Tata Strive

Retail, Office Admin, Hospitality

Long Term Skill Training

6 months – 2 years

Miga, Vedanta, ITI Govt & Private

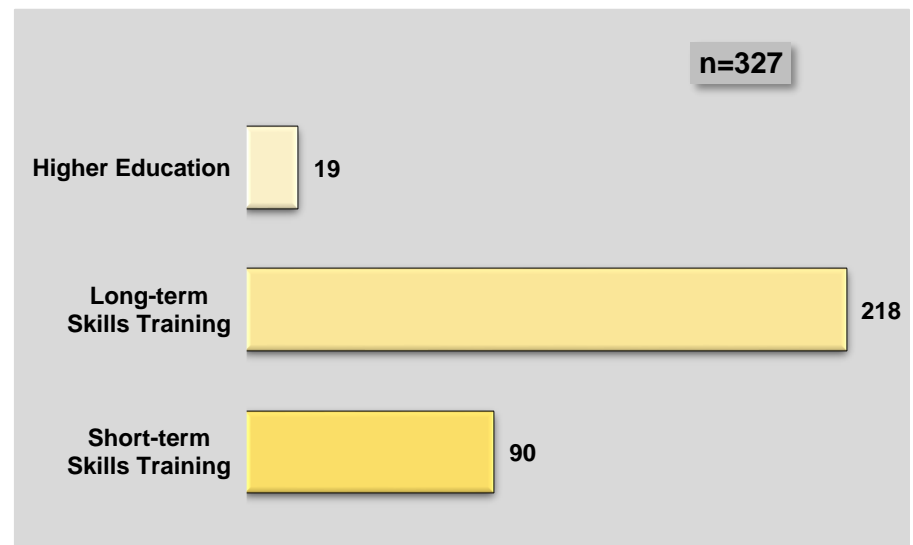
Paramedic, Mechanic, Graphic Design

Higher Education – degree

>2 years

Govt & Private Colleges

Computers, Engineering, Social
Work



Education Path Choices for all CLs

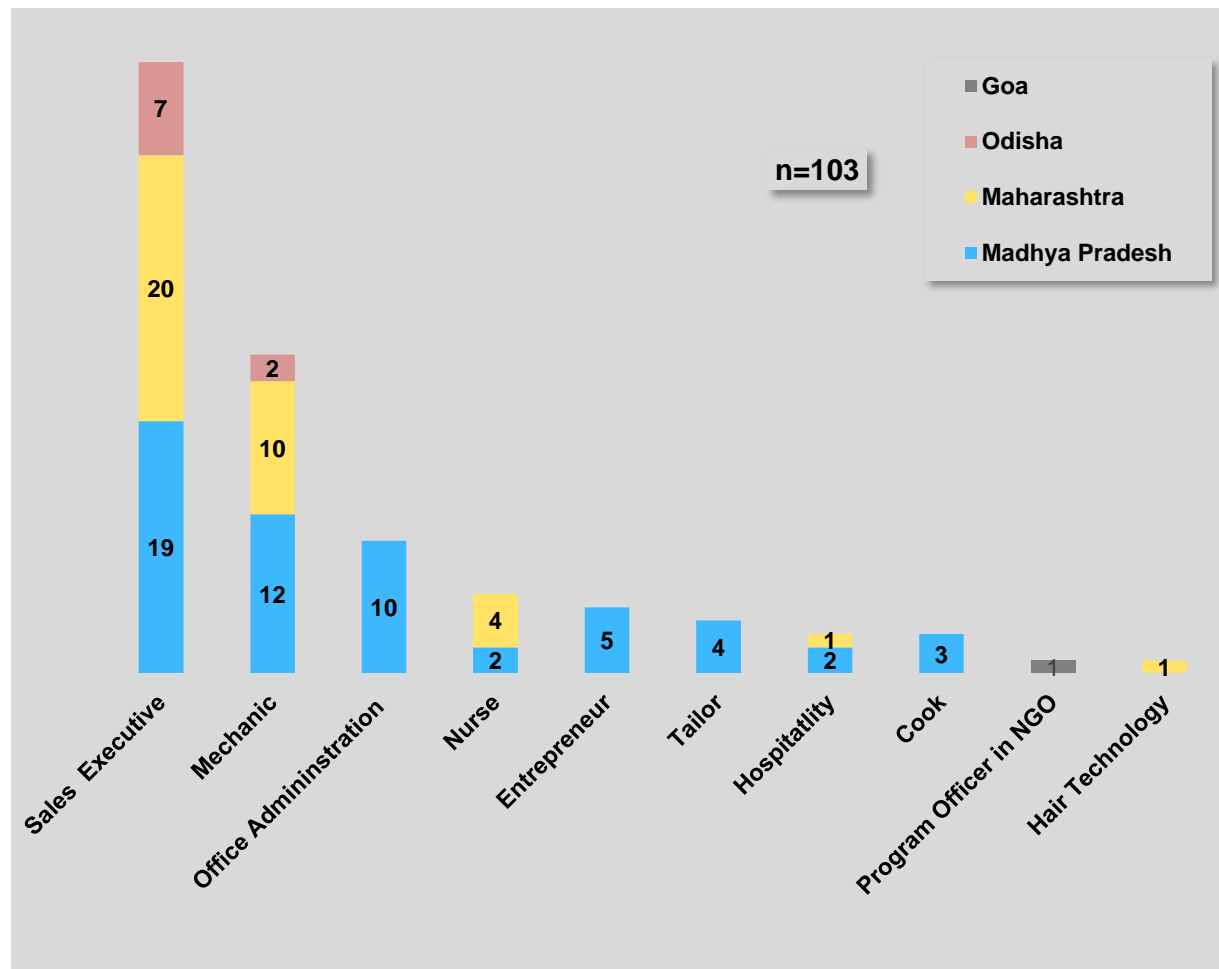
Types of Careers

103 of 327 CLs
have completed
their education, and
were all placed in
jobs (**100%**)

Rest are pursuing
education

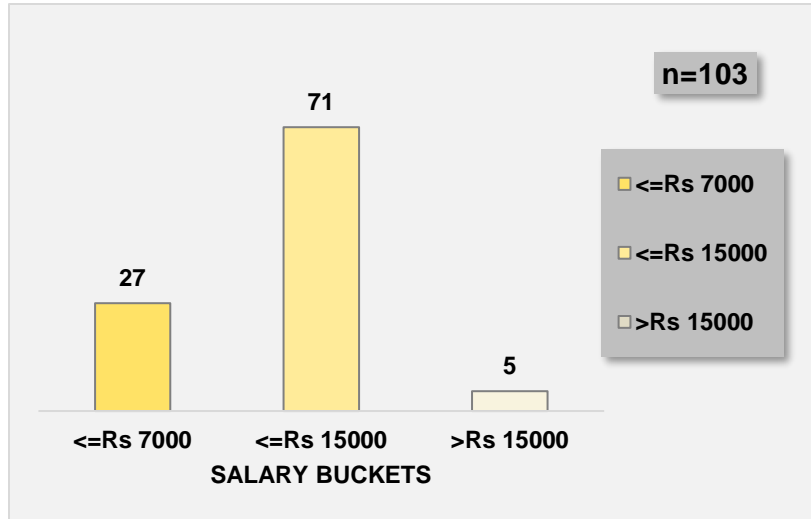
All impacted by
COVID-19
(discussed later)

Only **6 of 327 CLs**
dropped out (**2%**)

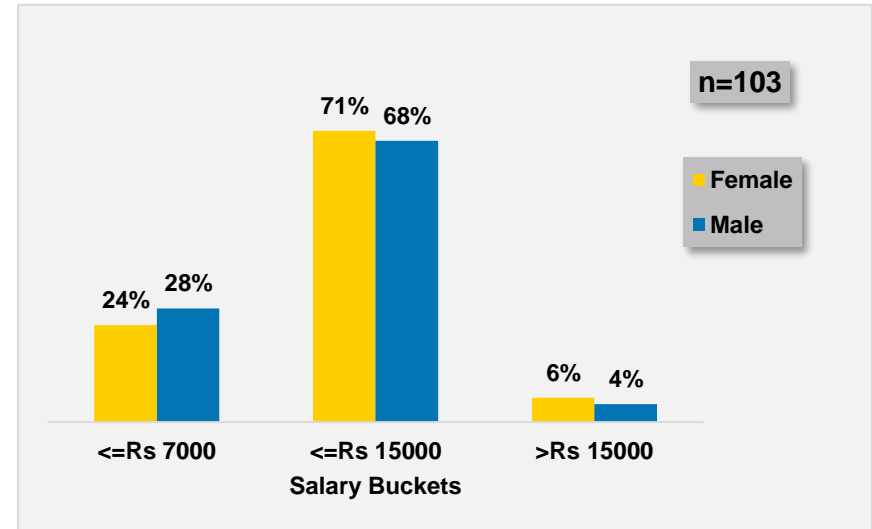


Job Types across Locations

Earning Potential



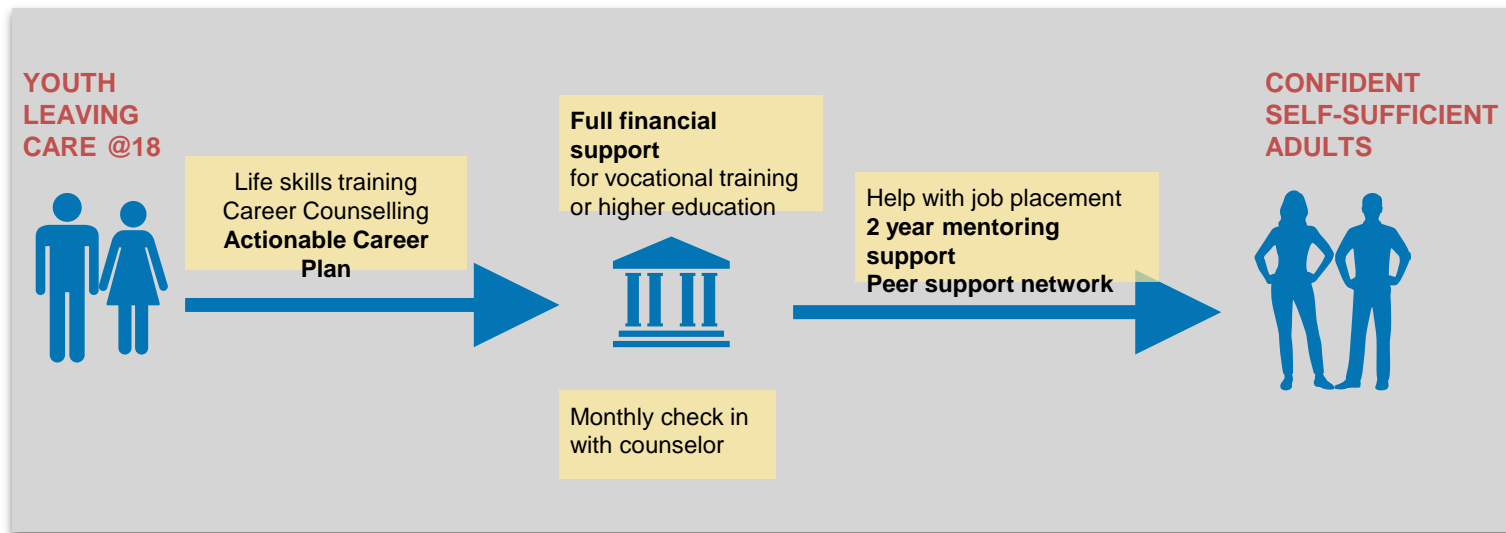
Salary Distribution of Employed CLs



Impact of Gender on Salary

- Two-thirds are earning between Rs 7000 and Rs 15000 per month
- Gender does not seem to impact salary distribution
- Looking at impact of length of course on salary, comparison to minimum wage

Discussion of Program



Bridge to Adulthood Theory of Change

Enrollment

- CLs recruited from CSA-affiliated CCLs, Aftercare homes, CWC, DCPU, District Women and Child Development
- Need to form partnerships and create steady stream of CLs

Continuous Improvement and Scalability

Life Skills Training

- Compressed, cost-effective, scalable
- Piloting digital delivery with smartphones
Conversational English and Financial Literacy **150 CLs to be enrolled this year**

Mentoring

- Crucial component

Cost of Aftercare Program Delivery

- Direct and Indirect
- Approximate average cost **Rs 60,000/CL**
- **ROI 1500%** (assuming Rs 2000/month wage increase over daily wage earner)
- Tech deployment to support staff and increase productivity

Data collection

Focus on **outcomes**, data driven, continuous improvement

Steady employment for a CL 2 years after job placement

External Metrics

- #of CLs entering program
- #completed course/#dropped out
- #of CLs employed
- Initial salary
- Salary and well being after 2 years

Internal Metrics

- Time to create career plan
- Time it takes to find a job
- Types of career paths and choices
- Average salaries, comparison to minimum wage
- Types of careers and training courses that maximize earning potential
- Cost for each CL (direct and indirect)

Follow up Topics to Address

- Mental Health
- Long term implications of COVID-19
- Longitudinal assessment of program impact on CLs



A solution that matches the scale of the problem

Effect of COVID-19

