



A Review of Housing, Employment and Education Status for Older Youth Exiting Care in New Jersey: Findings and Recommendations

A Report by the Office of Performance Management and Accountability

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Commissioner

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Executive Summary

Overview of project. This report presents the findings of a case record review that was undertaken to address the challenges facing youth as they exit from New Jersey's Division of Child Protection and Permanency (DCP&P). The primary purpose of this review was to examine outcomes pertinent to Measure 55 of the *Charlie and Nadine H. v. Christie* Modified Settlement Agreement. The focus of the review was on the housing, education, and employment status of youth aged 18-21 years who exited care from DCP&P between July 1 and December 31, 2012 without achieving permanency. Information about these domains was obtained from the youths' case record and electronic files and examined by staff from both the Department of Children and Families (DCF) and the Center for the Study of Social Policy (CSSP). In total, eight reviewers examined the case records for 65 youth. This review represented youth throughout the entire state of New Jersey.

Brief summary of results. Some of the key findings related to housing, education, and employment are described here. Additional contextualizing factors for these domains along with findings specific to multiple aspects of the case planning are discussed in more detail in the report.

Housing: Overall, these descriptive results show that most of the youth had housing at the time of the case closure. In fact, 86% of the youth in this review had housing arrangements. Moreover, most of the youth (81%) had worked with their caseworker prior to case closure in order to plan for housing. Immediately **prior** to case closure, the top three placement settings for the youth were: *residing with relatives*¹ (23%), *residing with friends* (14%), and *residing in a specialized treatment home* (14%). The top two housing settings youth were planning on following case closure were *residing in relatives'* (31%) or *friends' homes* (17%). According to comments offered by the reviewers, the most frequently identified positive aspects of DCF's casework with youth around housing were that workers *invested time and energy* into exploring multiple resources and options for the youth, youth had *supportive adults* in their lives to help with this transition, and that *family options and connections* were explored. Areas that need improvement included that documentation for the *planning procedures was absent or insufficient* in many of the youths' case records and that planning procedures—for a small number of the youth—should take a more *holistic and comprehensive approach* and account for all areas of the youths' functioning.

Education: Overall, these descriptive results show that the educational needs of the youth were quite varied. Although a considerable number of the case records (70%) indicated that most youth had undergone case planning specifically around their educational or vocational/employment needs, only one-third of the youth were enrolled in education or vocational/employment training programs at the time of case closure. One important factor that is likely contributing to this finding is that 34% of the youth did not have a high school diploma or GED. An additional finding pertains to the New Jersey Foster Care (NJFC) Scholars program. Information about the NJFC Scholars program was conveyed to less than one-third of the youth (29%) and only four of the youth who were enrolled in higher education or vocational/employment programs were *enrolled in the NJFC Scholars Program*. However, only one-third of the youth in the review were *ineligible for the program* since they had not yet finished high school. An additional 14% of the eligible youth declined participation in this program.

¹ This category does not include biological parents

Employment: Overall, these descriptive results show that similar to the youths' functioning within the educational domain, their employment needs were also quite varied. Although a considerable number of the case records showed that more than half of the youth (51%) needed assistance and *had undergone case planning* specifically around their employment needs, just over one-third of the youth (37%) were *employed full or part-time* at case closure, though some (six youth) were *actively pursuing* employment opportunities. However, similar to the education status results, the fact that one-third of the youth had not finished *high school* or a GED program could contribute to potential limitations in employment opportunities.

For both the **education and employment domains**, 52% of the youth in this review were either *enrolled in an education or vocational/employment program or were employed*. In breaking this down by domain: 10 youth (15%) were only enrolled in an educational or vocational/employment program, 11 youth (17%) were employed only, and an additional 13 youth (20%) were both enrolled in an educational and vocational/employment program and employed.

In addition, the qualitative feedback from reviewers also sheds light on the relative lack of employment for these youth. Some youth (six youth) had difficult background circumstances such as *criminal histories* or *had cognitive limitations* that presented additional challenges in their job searches; other youth (five youth) were in the process of *relocating to a different state* or were exploring options with the *military*. A few of the reviewers offered that *caseworkers could have been more proactive and timely* with assistance and guidance around pursuing employment.

The case record reviewers identified several positive strengths in the education and employment domains, namely that caseworkers in six case records demonstrated *strong engagement activities* with youth around these needs and were resourceful in how they supported youth to achieve their education and employment goals. In a similar number of case records, it was clear that *comprehensive assessments* that focused on multiple aspects of youths' functioning were performed to help the youth. Conversely, a central focus in need of improvement, according to reviewer feedback based on nine case records, is that not all caseworkers *utilize a holistic approach* in case assessment and planning and may focus on just "educational" or "employment" goals without taking into consideration the youths' overall functioning.

Section I: Overview of Report

Introduction. In February 2013, the Department of Children and Families' (DCF) Office of Performance Management and Accountability (PMA), Division of Child Protection and Permanency (DCP&P), Office of Adolescent Services (OAS), and the Center for the Study of Social Policy (CSSP) jointly conducted a case record review that specifically concentrated on services to older youth. The primary purpose of this review was to conduct a case record review for measure 55 of the *Charlie and Nadine H. v. Christie* Modified Settlement Agreement which requires, "By December 31, 2011, 95% of youth exiting care without achieving permanency shall have housing and be employed or in training or an educational program." In this review, case records for youth involved with the DCP&P between the ages of 18-21 years who exited care between July 1 and December 31, 2012 without achieving permanency were examined. The main focus of the reviews was on the need for and delivery of services to these youth in the areas of housing, employment/vocational training, and education.

Method. This review used youth records for the time period of *July 1-December 31, 2012*, of youth who were in an open out-of-home placement for at least one day within this period. Moreover, the youth in the sample must have been in their current placement episode² for a minimum of three consecutive months, and must have been discharged from their out-of-home care placement during the review period. This review did not include any youth who were reunified with caregivers, were adopted, or exited to kinship legal guardianship. A total of 67 cases were identified for this review, but two cases were not able to be reviewed because they did not meet the above criteria.

The case record review instrument was developed jointly between DCF and CSSP; the Rutgers University School of Social Work also provided input. The review was completed by approximately six reviewers from DCF (including staff from the Division of Child Protection and Permanency, Office of Adolescent Services, and the Office of Performance Management and Accountability) as well as two reviewers from CSSP. All reviewers attended an orientation prior to the review on review methodology and instrument and guidance was provided to reviewers where to look for specific information within the electronic and hard copy of the case file; consultation was provided throughout the review. Every review instrument was reviewed for completeness and to ensure accuracy and consistency across reviewers, DCF and CSSP staff conducted a full review of the first, second, and fifth case and review instruments completed by each reviewer. Each case record took about 1-2 hours to review. Each reviewer entered the case record information into a Survey Monkey database; the data were then downloaded into SPSS format for the analyses. Frequencies and descriptive cross-tab statistics (a comparison of two discrete categories) were compiled for each section: demographics & case planning information; housing; education; and employment. The open-ended qualitative information pertaining to the strengths and weakness of the service domains were coded so that summary statistics could be tabulated. When possible, Chi-Square significance tests³ were conducted to examine group differences by worker type and by domain planning. However, due to the small sample size, it was not possible to conduct comparisons on many of the variables. Thus, most of the comparisons by worker type were not included in this report. Regional comparisons based on select variables were also conducted. The preliminary results of the review as well as draft versions of the report were shared with DCF staff and with CSSP.

² "Placement Episode" means the duration of time in which the child is in resource family care or out-of-home placement, beginning when CP&P obtains legal authority via court order or voluntary consent to remove the child and place the child out-of-home, and ending when the child is no longer in out-of-home placement (i.e., is discharged)..

³ Statistical significance was indicated if $p < .05$

Limitations. It is important to note that review findings are somewhat limited by the methodology. That is, the results described here are informed by one source— hard copy and electronic case records. The reviewers did not follow-up directly with any of the youth or caseworkers to augment the information uncovered in the review. As such, some of the results may be skewed because of lack of accurate or sufficient documentation in the case records. It is also important to reiterate that this was a review of a specific subgroup of adolescents who have been involved with DCF (i.e., those who had not achieved permanency) and does not encompass the entire adolescent population served.

Section II: Overview of Youth

This section includes a general description of the youth involved in the case record review.

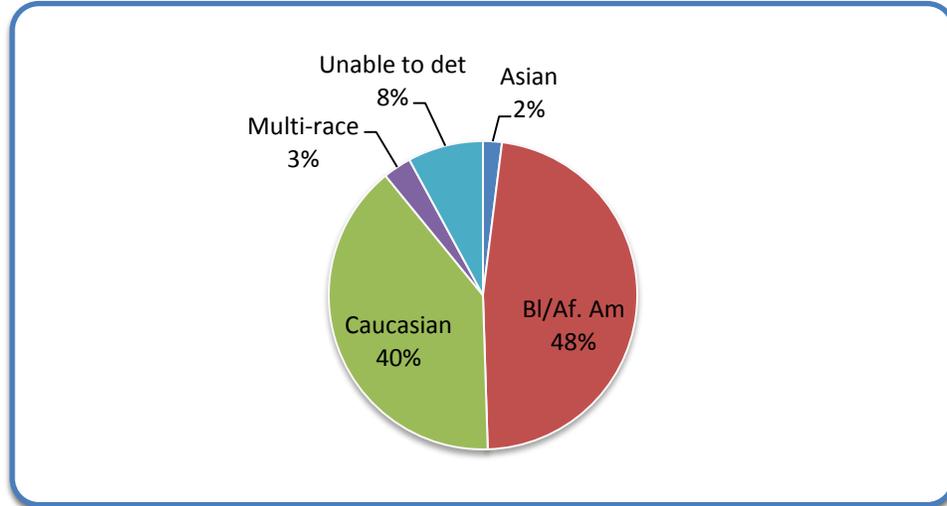
This includes a summary of:

- Youths' gender, ethnicity, and age at time of case closure;
- Reason for case closure;
- Most recent permanency goals;
- Signing of Adolescent Closing Agreement;
- Whether the youth was advised about keeping his/her case open;
- Type of DCP&P worker for each youth

When possible, open-ended and descriptive information from the "other" response option within specific questions were included to illuminate the specific circumstances for individual youth. Please note that the figures in the charts and tables were rounded; therefore, the data presented may not equal 100%.

Demographics & Background Information. For this case record review, there were 65 total cases, including 32 *female* and 33 *male*. The ethnic composition of these youth includes one *Asian* (2%), 31 *Black/African American* (48%), two *Multi-racial* (3%), 26 *White* (40%), and five were *unable to determine* (8%) as the information was not included in the case record.

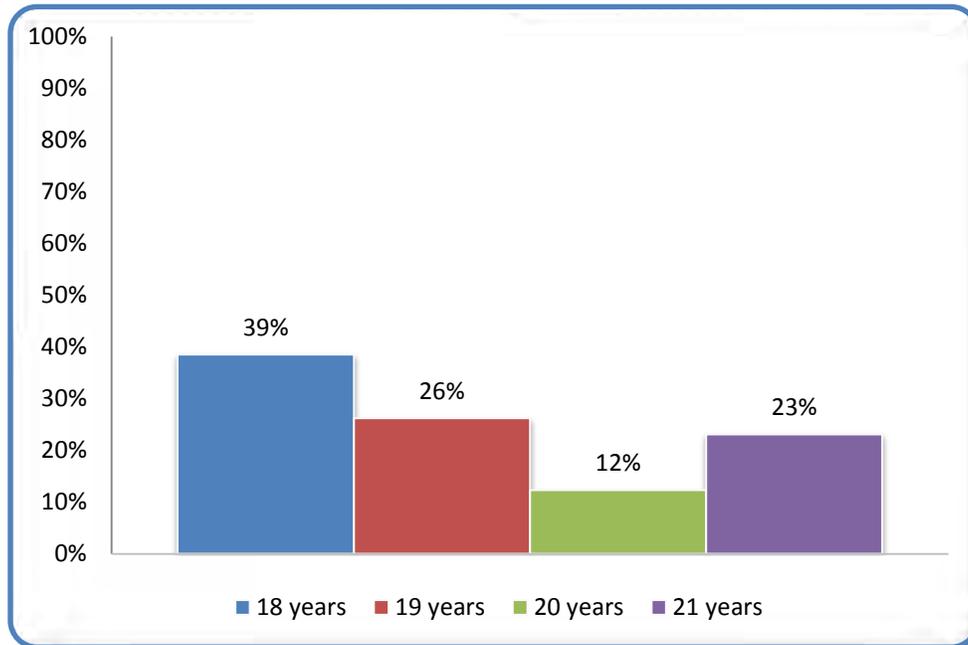
Figure 1: Youth Race (n = 65)



Source: Case Record Review, February 2013

Figure 2 shows the youths' age at time of case closure. Thirty nine percent were 18 years, 26% were 19 years, 12% were 20 years, and 23% were 21 years. The average age of the youth at time of closure was 19.20 years.

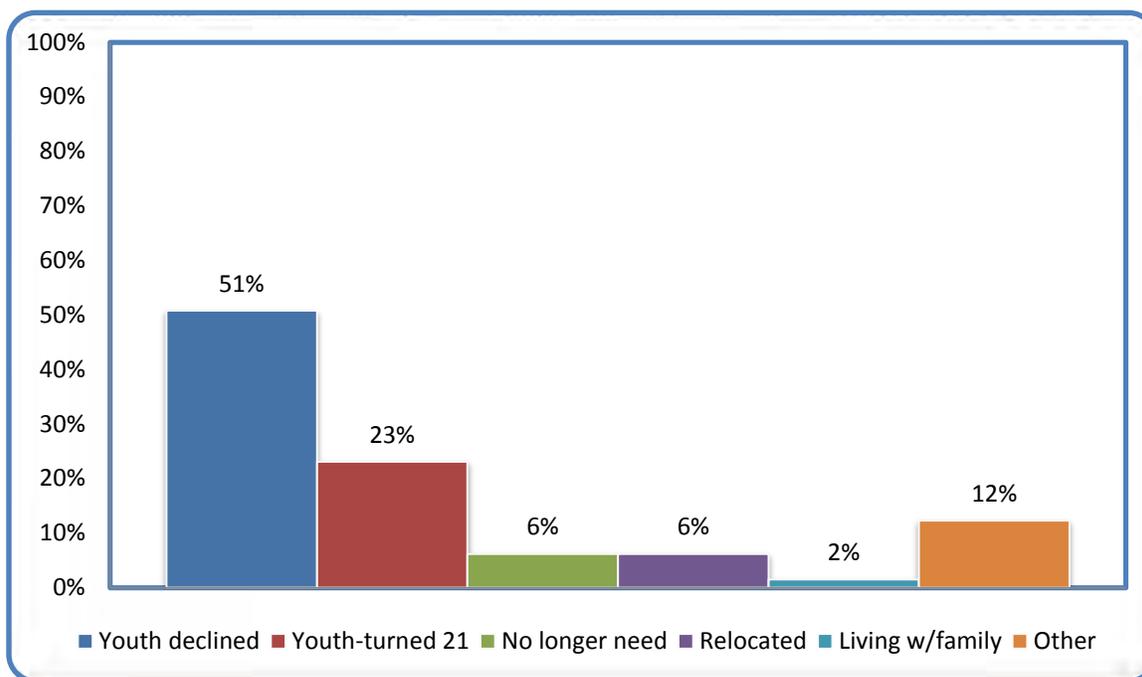
Figure 2: Youth Age at Closure (n = 65)



Source: Case Record Review, February 2013

Reasons for Case Closure. As shown in Figure 3, half of the cases were closed due to the *youth declining further services* (51%), while the remaining cases were closed due to: *youth age* (i.e., turning 21 years old) (23%), *youth was no longer in need of services/service needs met* (6%), *youth relocated out of state* (6%), *youth living with family* (2%), or *other* (12%).

Figure 3: Primary Reason for Case Closure (n = 65)



Source: Case Record Review, February 2013

Within the *other category*, reasons listed for case closure were *non-compliance* (three youth), *marriage* (one youth), *joined the U.S. Marines* (one youth), *new case opened with youth as mother* (one youth), *youth was missing* (one youth), and *youth did not want perceived constant relocation to different foster homes* (one youth).

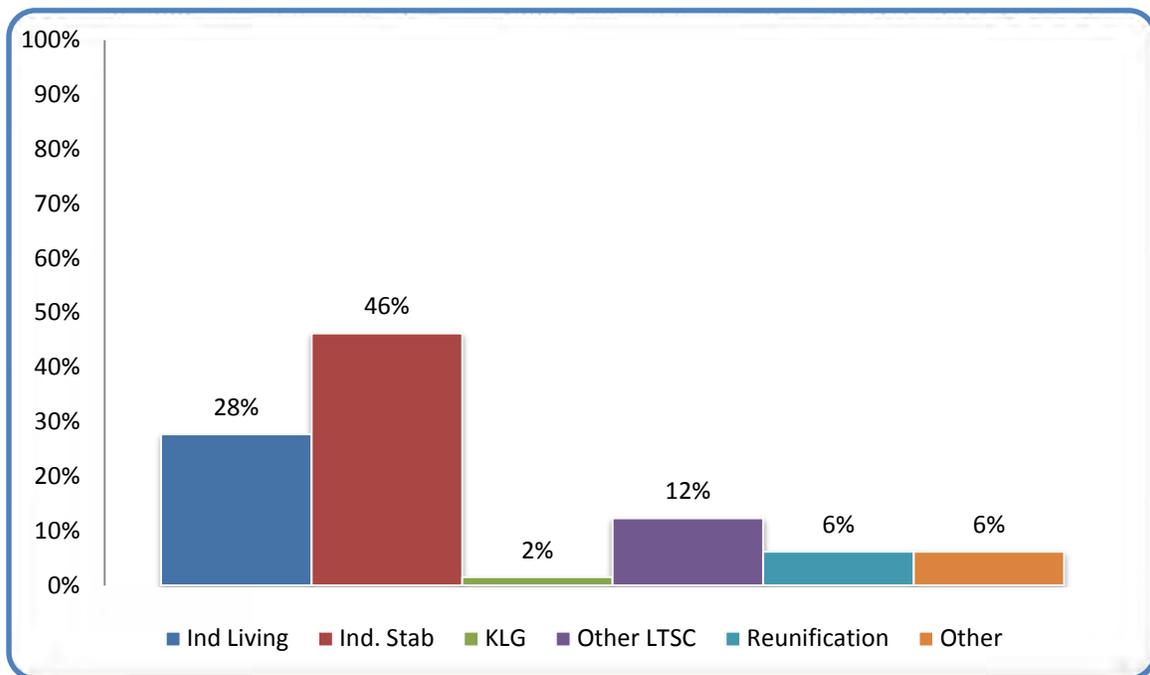
Adolescent Closing Agreement. The Adolescent Closing Agreement is a document that allows the DCP&P worker to review and document a discussion with the adolescent about limitations on service eligibility, once his or her DCP&P case is closed⁴. The form allows the adolescent to give a written explanation and documentation as to why he or she would like his or her DCP&P case closed. According to the case record review, over half of the youth (55%) signed an Adolescent Closing Agreement. However, for the remaining youth (29 youth) who did not sign this agreement, for most (72%) there was no case documentation as to why this did not happen. For those where an explanation was identifiable, the reasons included: *youth declined to sign* (3%) and *other* (24%). This latter category includes the following reasons: *left for Marines boot camp prior to fully completing form* (one youth); *youth was placed in group home for sex offenders* (one youth); *severe cognitive or developmental difficulties* (two youth); *relocation out of state* (one youth); *youth was missing* (one youth); *youth's own case closed, but then opened as a parent to her own child* (one youth).

⁴ In Case Closing Agreement, the “limitations of service eligibility” is that there are some services that young adults may be able to access once their case is closed. During the completion of the case closing agreement, information is shared with the youth on a case by case basis on the services that may be available to them post case closure.

Most Recent Case Goals. Regarding the youths' most recent case plan goals, *Individual Stabilization* (for 18+) (46%) was the most frequent goal, followed by *Independent Living* (for 16-17 years olds)⁵ (28%), and other *Long Term Specialized Care* (12%). The remaining goals included *Reunification* (6%), *Kinship Legal Guardianship* (2%), and *Other* (6%); the other category includes concurrent goal of *Individual Stabilization* and *Independent Living* (one youth), *In-home Maintenance* (two youth), and *no case goal identified in plan* (one youth)⁶.

These results are shown in Figure 4.

Figure 4: Youths' Most Recent Case Goal (n = 65)



Source: Case Record Review, February 2013

Reviewers assessed whether there was documentation regarding *counseling the youth about keeping his/her CP&P case open*. Of the 65 youth, 26% were not applicable.⁷ Of the remaining 48 youth who were applicable, 63% of the case files documented that the youth were counseled about this, while 38% were not advised about options to keep his or her case open.

⁵ Because such a large percentage of the case record review youth fell into this category, despite being older than 18 years, an exploration was conducted. One-third of the youth with this case goal were 18 years, while 39% were 19, 17% were 20, and 11% were 21.

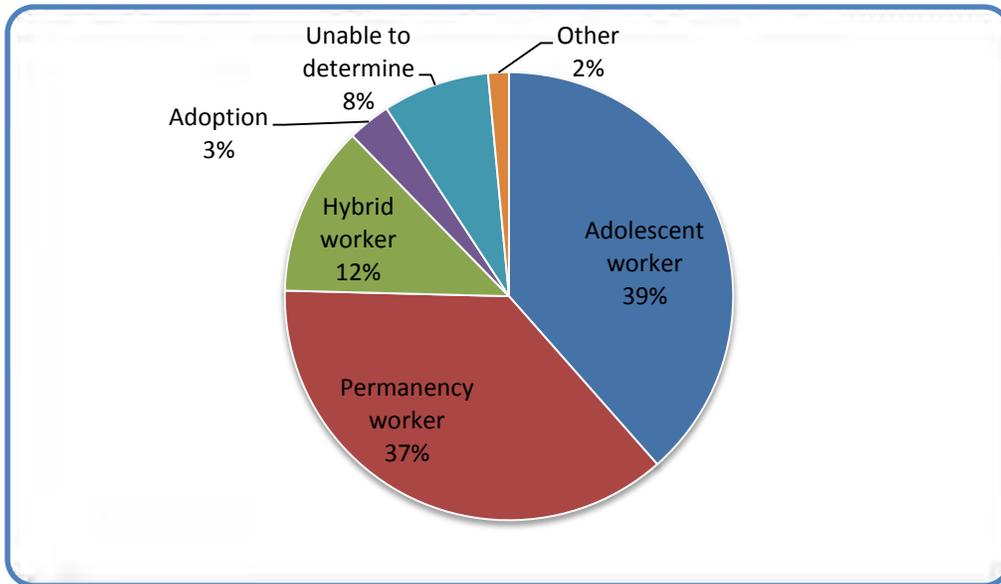
⁶ This youth was 21 years old.

⁷ They were not applicable due to the following reasons: *Youth exited at age 21; Youth was married; Youth was mentally incapacitated; Youth was involved in criminal justice system; Youth relocated to a different state; and Youth was missing or on runaway status.*

Youths' Worker Type. Most of the youth were assigned to one of two types of DCP&P workers: Thirty-nine percent were assigned an *Adolescent Worker* whose caseload was solely comprised of youth age 14 to 21. Thirty-seven percent were assigned a DCP&P *Permanency Worker*. The remaining youth were assigned to *Permanency Adolescent hybrid worker*⁸ (12%), *Adoption worker* (3%), *Other* (2%; identified as *Intake/Investigation workers*), and *Unable to Determine* (8%).

These data are shown in Figure 5.

Figure 5: Youths' Most Recent Worker Type (n = 65)



Source: Case Record Review, February 2013

⁸ The DCP&P hybrid workers do not have a caseload of solely adolescents or permanency cases, they have a mix of cases with no more than 15 families and 10 children in out of home placement.

Section III: Assessment and Planning Results

This section examines the specifics of DCF’s assessment and case planning procedures for the youth in the three domains of: housing, employment, and education. This section also focuses on youths’ engagement with the assessment and planning process in case planning in general.

The specific questions pertained to the following:

- Completion of Independent Living Assessment, and youths’ participation in this process;
- Timing of case plan development

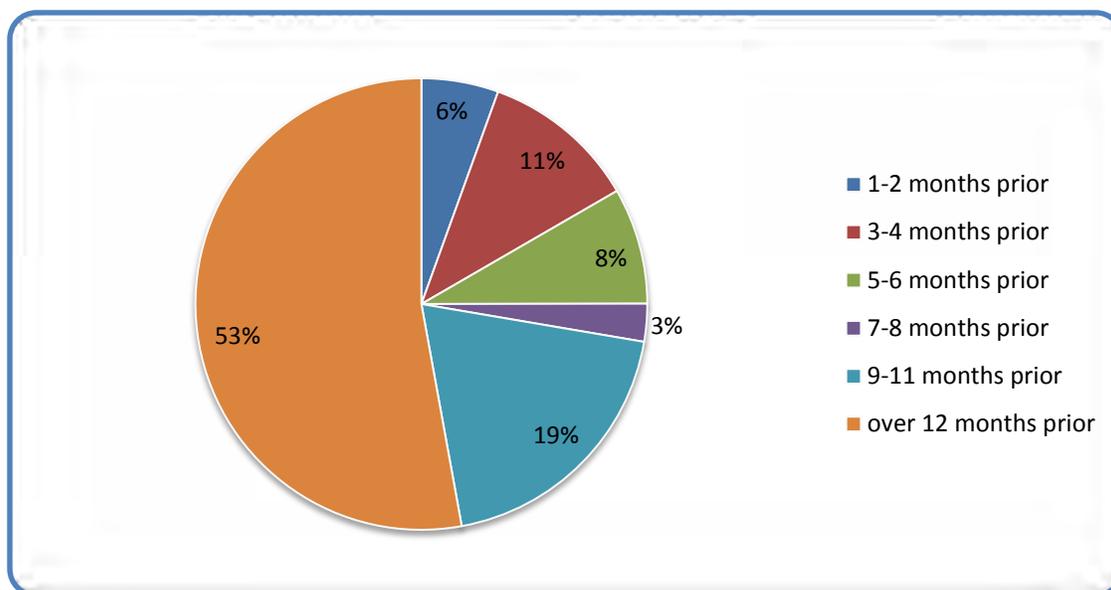
When possible, open-ended and descriptive information from the “other” response option within specific questions are included to illuminate the specific circumstances for individual youth. Please note that the figures in the tables and charts were rounded; therefore, the data presented may not equal 100%.

Independent Living Assessments. Independent Living Assessments (ILAs)—based on the Casey Life Skills Assessment—are used by DCF to determine an adolescent’s competency in a variety of skill areas including daily living, housing, money management, self-care, and career and education. The ILA is required for youth ages 14 and older, who are in an out-of-home placement, and are to be completed annually.

According to the case record review, over half of the youth (55%) had *completed an Independent Living Assessment*. Of those with completed ILAs, over half were completed over *12 months prior* to case closure (53%), 19 percent were completed between *9-11 months prior* to closure (19%). The remainder were *completed 7-8 months prior* (3%), *5-6 months prior* (8%), *3-4 months prior* (11%), and *1-2 months prior* (6%).

These results are shown in Figure 6.

Figure 6: Timing of Completion of Independent Living Assessments (n = 36)



Source: Case Record Review, February 2013

For the 29 youth who did not have a complete ILA, over three-quarters of these case records (76%) *had no documentation in the record* about why the assessment was not completed. For the remaining seven youth, the reasons for lack of an ILA included: two youth *were incapable of completing the assessment due to cognitive/intellectual disabilities*; records for four youth indicated that *technical difficulties were present (assessment was completed by hand but not ever entered into computer/website or lack of access to internet)*; and, for one youth, *an assessment was started but not fully completed*.

Youth Participation in Independent Living Assessments. Forty-eight percent of all the youth in the review showed evidence of participating in the ILA process with their caseworkers. For those who did not participate (34 youth) it was either because there was *not an assessment on record* (59%) or because there was *no documentation about participation in the record* (41%).

Section IV: Housing Results

This section examines the specifics of youths’ plans for housing post case closure and their housing situations at the time of case closing.

The specific questions pertaining to housing included:

- Youths’ housing status immediately prior to case closing;
- Youths’ plans for housing at case closure and if youth did not have housing, the reason(s);
- Youths’ housing status at case closure;
- Comparisons by occurrence of planning for housing and select housing questions;
- Strengths and weakness of the housing domain

When possible, open-ended and descriptive information from the “other” response option within specific questions were included to illuminate the specific circumstances for individual youth. Please note that the data described in the tables and charts were rounded; therefore, the data presented may not equal 100%.

Housing Type Immediately Prior to Case Closure. The youth resided in a number of different placements settings *immediately prior* to case closure. Living *with relatives* (23%) or *with friends* (14%) along with *living in specialized therapeutic treatment homes* (14%) were the top three settings. These housing results are summarized in Table 1.

Table 1: Type of Housing Immediately Prior to Case Closure (n = 65)

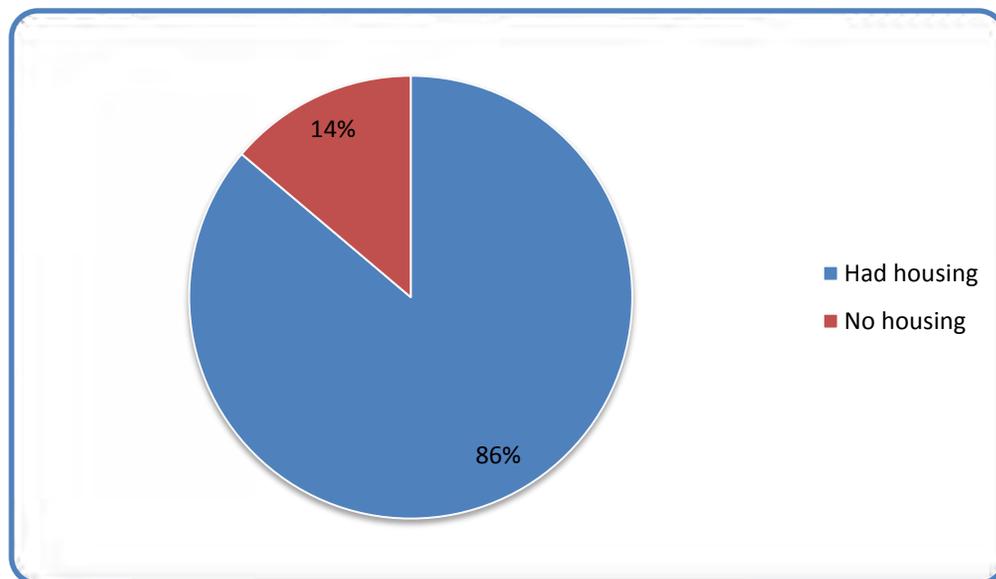
Setting	Percent
Relatives’ Home	23%
Friends’ Home	14%
Specialized Therapeutic Treatment Home	14%
Guardian (non-relative)	11%
Biological parents	8%
Shelter	5%
Residential Treatment facility	2%
Group Home	3%
Own apartment	3%
<i>Other</i> (=18%)	
Transitional setting	5%
College Dorm	2%
Job Corps campus housing	2%
Step up program via Volunteers for America	2%
Girlfriend’s mother	2%
Old foster sister	2%
Rehabilitation center	2%
Hospital commitment	2%
Rotating between relatives and paramour	2%
In Independent Living Program	2%

Source: Case Record Review, February 2013

Planning for Housing at Case Closure. Regarding case documentation about youths' plans for *housing upon case closure*, the two top planning options were *relatives' homes* (31%) and *friends' homes* (17%). The remaining options included: *own apartment* (11%); *biological parents' homes* (8%); *college dorm* (3%); *transitional housing* (3%); and *other options* (28%) that mirror the settings identified in Table 1.

Housing Status at Case Closure. At the time of case closure, the majority of youth (86%) had housing (see Figure 7)⁹. For the nine youth who did not have housing, the reasons included: *lack of planning* (3 youth); *lack of affordable housing* (1 youth); *youth was missing* (1 youth) or *involuntarily committed to hospital at case closing* (1 youth); *youth residing with family or friends, though information unverified by worker* (2 youth); and *unable to determine* (1 youth).

Figure 7: Housing Status at Case Closure (n = 65)



Source: Case Record Review, February 2013

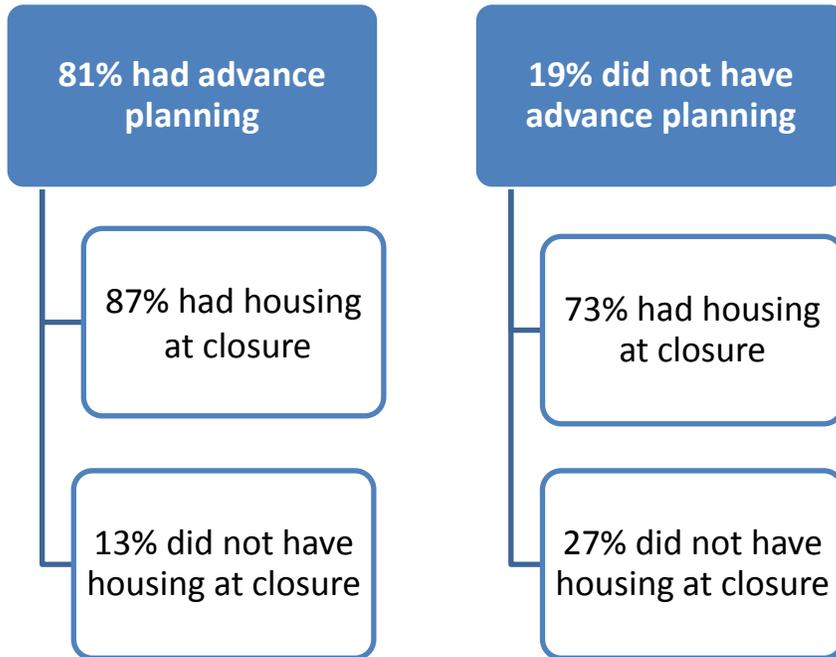
Service Planning Domains Comparisons. For this analysis, crosstab comparisons were made between the receipt of planning activities for housing before case closure and subsequent evidence of having housing at case closure. The results show that there was evidence of planning for 81% of the youth cases reviewed and that 86% of these youth did have housing at the time of closure¹⁰.

The results are presented in Figure 8.

⁹ Note: This case record review did not identify information on the youths' types of housing settings at case closure.

¹⁰ Eight youth were excluded because they had stable living arrangements at time of planning activities.

Figure 8: Planning for Housing and Receipt of Housing (n = 57)



Source: Case Record Review, February 2013

Strengths and Weaknesses of Housing Domain. Case reviewers were asked to note strengths and areas in need of improvement that they identified in the case records regarding assistance provided to youth in obtaining housing. Qualitative feedback on the strengths and weakness of this domain from reviewers was recorded on a case-by-case basis. Reviewers noted particular achievements or case challenges as they reviewed each case. As such, there is no systematic method for calculating the percentage of these reviewer observations since the number of strengths and weaknesses varied tremendously from case to case and by each reviewer. The following is a summary of their open-ended feedback regarding the housing domain.

Strengths of work to assist and link youth to housing

Of the strengths noted, the most oft-reported strength was that the *worker was an active and resourceful guide in the housing acquisition process*. Other strengths noted by reviewers included how the workers explored and discussed housing options with youth, as well as they identified innovative resources and programs. These may have included specific strategies such as referrals to Housing Programs, Independent Living Programs, or using the Adolescent Housing Hub¹¹. In addition, reviewers

¹¹ The Adolescent Housing Hub (The Hub) is an online reservation system created for Adolescent Transitional Housing Programs that DCF funds for DCP&P-involved youth, as well as homeless youth.

noted that workers strived to *actively engage youth* in the housing process, which was observed in several ways: use of Family Team Meetings; meeting with youth repeatedly to discuss planning; working to build or enhance bonds with biological or foster families or friends, and coordinating transportation to family or friends' residences. A third primary strength observed was that workers *facilitated mentors for the youth* as they transitioned to independent residences.

Areas in need of improvement to assist and link youth to housing

In regard to areas of improvement with housing, the primary challenge identified in the case records was the *need for more comprehensive assessment and planning*, particularly for youth who have multiple challenges. Reviewers commented that the caseworkers' planning efforts may have focused solely on obtaining housing, therefore not fully taking into consideration issues such as mental health or cognitive impairments or lack of independent living skills that could affect housing acquisition and housing maintenance. An additional weakness identified by reviewers was *the lack of resources* available to address the housing needs of youth, both in terms of general housing, but also specifically for some youth who may have very concrete un-addressed needs. Additionally, reviewers noted that youth could have benefited from *additional follow-up from their caseworkers for housing planning*. For instance, some youth could have benefited from specific referrals to either independent living or life skills programs. Other challenges noted included *case records lacked sufficient documentation* regarding housing placement, follow-up, and referrals.

Housing Section Summary

Overall, the descriptive results show that most of the youth did indeed have housing at the time of the case closure. Moreover, most of the youth also had undergone *the planning process* for securing housing at case closure. There were no differences in the results on housing planning based on the type of worker the youth was assigned. According to the reviewers, the central positive aspects of DCF's casework with youth around housing were that *workers invested time and energy* into exploring multiple resources and options for the youth, *youth had supportive adults* in their lives to help with this transition period, and *family options and connections were explored* as potential avenues for youths' subsequent living arrangements. However, areas in need of improvement included that *documentation for the planning procedures was absent or insufficient* for several of the youths' case records and that planning procedures—for some of the youth—should *incorporate more holistic and comprehensive approaches* that encompass the range of youths' functioning.

Section V: Education & Employment

This section provides results from the education and employment domains of the case record review, including the specifics of youths' education, employment, or vocational/employment training status at the time of case closing and their plans for education and employment post case closure. The specific questions pertained to the following:

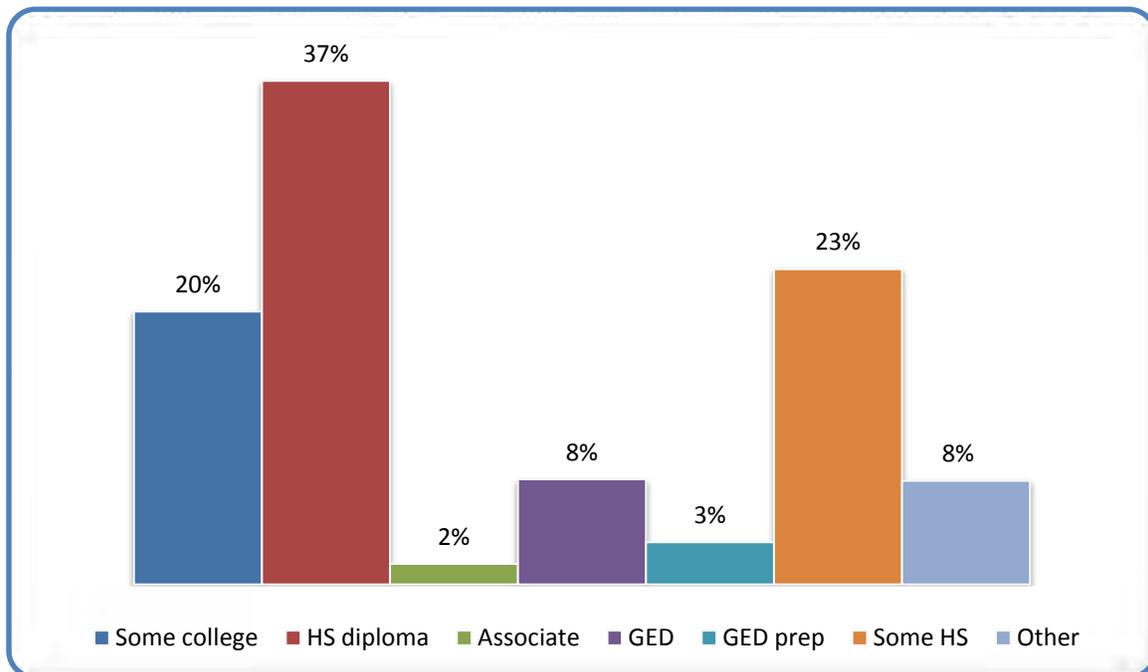
- Youths' educational attainment at time of case closing;
- Youths' educational enrollment at case closing ;
- Youths' engagement in planning process for education and employment;
- DCF assistance in youths' education and employment;
- Youths' awareness of and participation in NJFC Scholars program;
- Youths' employment status at case closure ;
- Comparisons of planning for education and employment and subsequent education and employment status;
- Strengths and areas in need of improvement in the education and employment domains

When possible, open-ended and descriptive information from the "other" response option within specific questions are included to illuminate the specific circumstances for individual youth. Please note that the figures in the tables and charts were rounded; therefore, the data presented may not equal 100%.

Highest level of educational attainment at time of case closure. At the time of case closure, the youths' highest level of education attainment documented in the case record is as follows: over one-third of the youth in this review had a *HS diploma* (37%) and just over one-fifth had *some college experience* (20%) or held an *Associate's Degree* (2%). Several youth had a GED (8%) or were in GED prep courses (3%). For the remaining youth, almost one-quarter had *some high school experience* (23%), while five youth (8%) were categorized as *other* or *unable to determine*. Other reasons included being involved with an *alternative high school program through residential facility* (one youth) and *mental incapacitation* (one youth).

These results are shown in Figure 9.

Figure 9: Youths' Highest Level of Education Attainment at Case Closure (n = 65)



Source: Case Record Review, February 2013

Youths' educational needs and program enrollment. Over half of the youth (59%) were in need of assistance to enroll/participate in education or vocational/employment programs, and over two-thirds of the youth (70%) did receive some form of planning activity related to enrolling in such a program after case closure. However, according to the case record documentation, about two-thirds of the youth (65%) review were not enrolled in school or vocational/employment training at the time of case closure. Just over one-fifth (21%) of the un-enrolled youths' case records *lacked any documentation* about why the youth were not enrolled in such a program, however, for other youth, case reviewers identified numerous logistic or practical reasons for youth not participating in an educational or vocational/employment program although not all reasons in and of themselves preclude a youth from participating in an educational or vocational/employment program.

Reasons cited for youth not participating included pragmatic rationales such as enrollment process was underway or the youth had relocated to another state or country. Other reasons were family oriented in that the three youth were pregnant or parenting. Some reasons pertained to other options the youth were considering including military service or the desire to continue in current job or save more money before attending school. For two youth, the reviewers noted that there was inadequate follow-through on the part of the worker in this domain. For a complete list of these reasons, see Table 2.

Table 2: Reviewer-identified reasons for youth not enrolling in education/employment program (n= 18)

Description of Reason	Number of Youth
Youth became a parent; pregnant	3
Conflict with current job/ wants to work and save money first	2
Youth moved out of state/country	3
Inadequate follow-through on behalf of worker	2
Youth was already employed and did not need further education	1
Youth had financial limitations	1
Youth was on summer break	1
Youth was considering military service	1
Youth dropped out due to lack of emotional support	1
Youth had cognitive limitations	1
Youth had inconsistent attendance at Youth Corps and was thus discharged	1
Youth was in process of enrolling	1

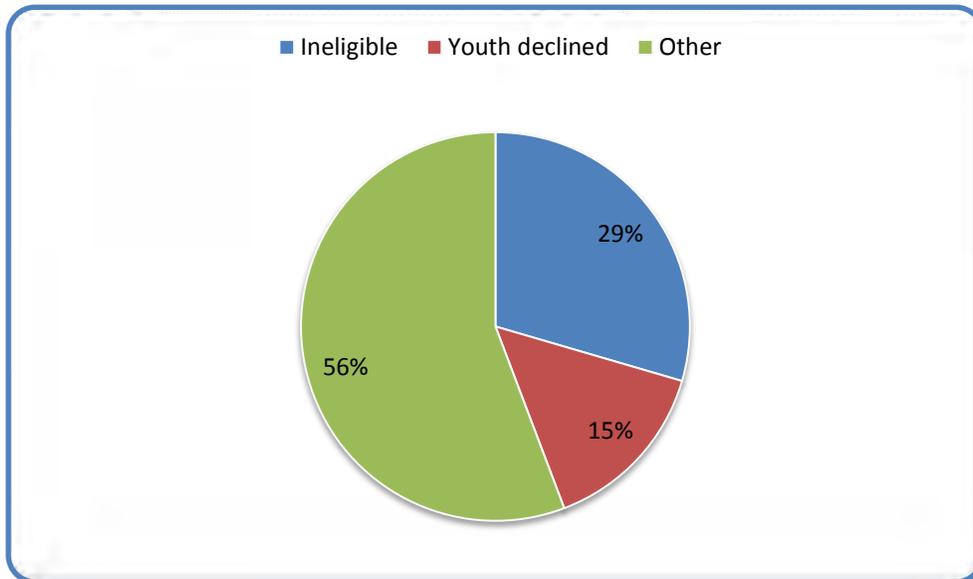
Source: Case Record Review, February 2013

For the youth who were enrolled in school or vocational/employment programs, case records show that *DCF provided assistance* to 61% of these youth. In addition, three-quarters of these *youth are actively participating* (74%) in these programs. For the six youth who were identified as inactive participants, one youth *was missing*, one *was unable to access the programs due to transportation difficulties*, two *declined participation*, and two *had no case record documentation about this matter*.

Participation in New Jersey Foster Care Scholars Program. The NJFC Scholars Program provides funding for eligible foster, adoptive, kinship, and homeless youth to pursue a post-secondary education at an accredited two-year or four-year college, university, trade, or career school. A maximum of \$5,000 per academic year may be awarded to a qualified full or part time student attending either a public or private school. Of the total number of youth records reviewed, 19 youth (29%) *were provided information about the program*, while 46 (71%) were *not*. A total of four youth (6%) were participants in the program. Reasons for *not* participating in the NJFC Scholars program included: *ineligibility because youth had not finished high school* (29%), *youth declined* (15%), and *other* (56%). Lack of documentation in the case records comprised the bulk of the “other” reasons; additional reasons include: *mental health or developmental disability impairment and relocation to other state or country*.

These results are shown in Figure 10 and Table 3.

Figure 10: Reasons for Not Participating in NJFC Scholars (n = 61)



Source: Case Record Review, February 2013

Table 3: Other Reasons for Not Participating in NJFC Scholars (n = 34)

Description of Reason	Number of youth
Lack of documentation in case records	20
Youth was not informed (either partially or fully)	4
Application was incomplete; no follow-up on application	3
Youth moved out of state/country	4
Youth was ineligible-DDD; had not applied to programs	3

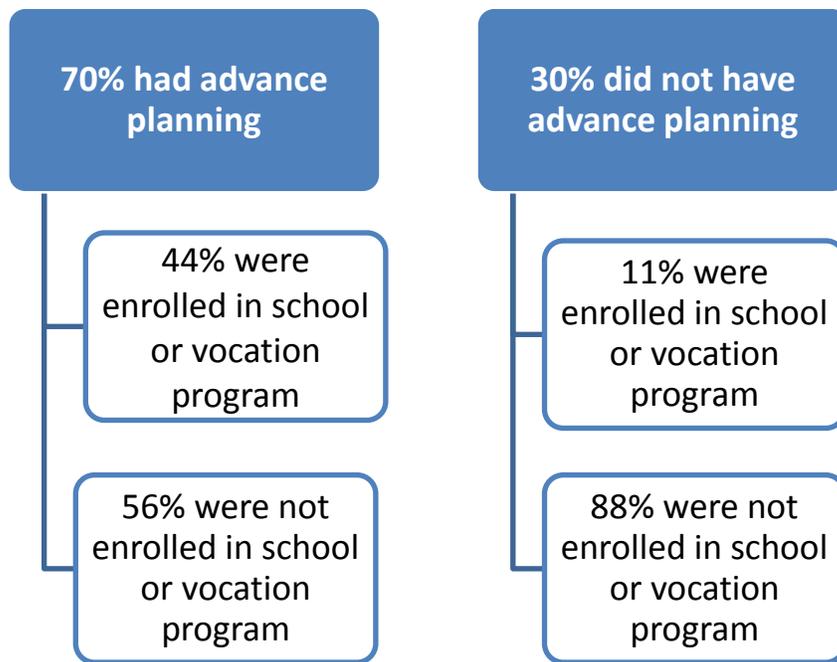
Source: Case Record Review, February 2013

In addition, for those youth who were eligible for the NJFC Scholarship, 24% of the youth were assisted in applying for the NJFC Scholarship, while 76% were not assisted. The two biggest reasons for youth not receiving assistance included: *lack of documentation in the case records indicating reasons* and *youth declined assistance*.

Service Planning Domains Comparisons. For this analysis, crosstab comparisons were made between the evidence of need for planning assistance for education or vocational/employment training programs, receipt of planning activities before case closure, and enrollment in education or vocational/employment training program. For the education domain, 59% of the cases reviewed indicated that *youth were in need of planning assistance*. Moreover, there was evidence of *education or vocational/employment training planning* for 70% of the cases reviewed. Yet those assisted, 44% were *enrolled in an education or vocational/employment training program* after case closure¹².

See Figure 11 for a comparison of the service planning and education enrollment results.

Figure 11: Comparison of Service Planning and Education/Vocational/Employment Program results (n = 61)



Source: Case Record Review, February 2013

Education Section Summary

Overall, these descriptive results show that the educational needs of the youth were quite varied. Although a considerable number of the youths' case records documented that youth had undergone case planning specifically around their educational or vocational/employment needs, a relatively small number of youth were enrolled in education or vocational/employment training programs. Documentation reviewed determined that approximately one-third of *the youth did not possess a high school diploma or GED*, potentially limiting opportunities for higher educational opportunities and suggesting that additional supports may be necessary to assist these youth in completing high school or

¹² Four youth were excluded from the analyses because planning activities were not needed due to *relocation to different country; mental health difficulties; already involved in educational or vocation activities*

similar programming. An additional finding is that only four of these youth were enrolled as *NJFC Scholars*. This scholarship program can be a critical resource for foster care alumni. However, documentation was lacking in almost one-third of the youths' case records to determine if the youth was informed of this program, and an additional 30% were *ineligible due to lack of a high school diploma/GED and several other youth declined participation in the program*.

Employment status. Regarding the employment status of the youth in the case record review, over one-third (37%) of the youth were *employed at the time of case closure*. Moreover, just over half (51%) were identified as *needing assistance for obtaining employment upon case closure*.

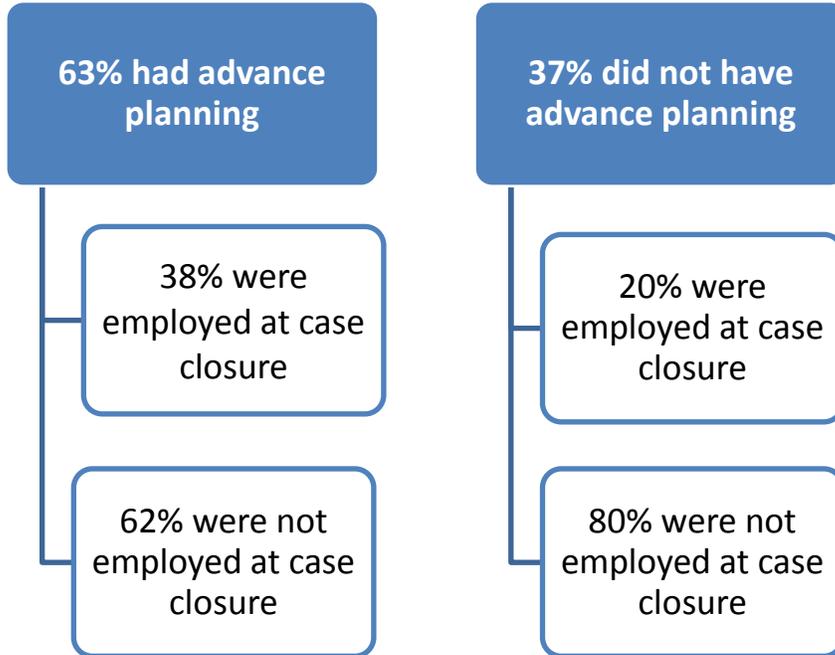
The reviewers also identified reasons in the case records for why the youth were not employed. Six youth were *actively looking for employment* or were *considering the military*, and two youth were in *seasonal types of employment* (e.g., landscaping). Several youth were not seeking or had challenges obtaining employment due to the following reasons: *relocated out of state/country* (four youth); *mental health or criminal backgrounds* (four youth); and *developmental disabilities* (two youth). In addition, reviewers identified two cases where the *worker failed to follow through* with the youth on employment issues. Finally, two youth *declined to pursue employment* and one youth *was receiving public assistance*.

Service Planning Domains Comparisons. For this analysis, crosstab comparisons were made between the need for planning assistance, receipt of planning activities for employment before case closure and subsequent evidence of obtaining employment. The results showed that 51% of the youth *needed assistance in obtaining employment* prior to case closure. Moreover, 63% of the cases reviewed indicated that youth did receive planning assistance in this domain prior to case closure. However, only 38% of these youth who received advanced planning assistance *were employed* at the time of case closure¹³.

See Figure 12 for a comparison of the service planning and employment results.

¹³ Eleven youth were excluded from the analysis because planning activities were not needed due to youth already employed full or part time; relocation to different country; mental health or developmental disability; need to graduate high school or earn GED

Figure 12: Comparison of Service Planning and Employment results (n = 54)



Source: Case Record Review, February 2013

In the instances where DCF did not assist the youth with employment acquisition, the reasons identified pertained to *lack of documentation indicating reasons, youth declining assistance, youth were already receiving assistance, and other.*

Strengths and Weaknesses of Education and Employment Domains. Based upon review of the records, case reviewers were asked to identify strengths and areas in need of improvement pertaining to assistance provided to youth in the domains of employment and education/vocational training. Qualitative feedback on the strengths and weakness of these domains from reviewers was recorded on a case-by-case basis. Reviewers noted particular achievements or case challenges as they reviewed each case. As such, there is no systematic method for calculating the percentage of these reviewer observations since the number of strengths and weaknesses varied tremendously from case to case and by each reviewer. The following is a summary of their open-ended feedback regarding the education and employment/vocational training domains.

Strengths of work to assist youth to employment, education or training programs

The most frequently cited strength pertained to *worker engagement with the youth*, including *ongoing follow-up* about post transition activities. For example, reviewers noted that many workers demonstrated encouragement toward youth to obtain their GEDs or in locating colleges or school programs. In general, these workers demonstrated frequent visits and check-ins with the youth. A second strength that reviewers noted included *comprehensive assessments* that were conducted that focused on all of the youths' needs, beyond education and employment. As such, these workers were able to seek out and provide wrap-around services that could potentially address youths' multiple challenges. Other positive factors noted by reviewers included the fact that four *youth were employed* at the time of the case closure and two were *showing personal initiative* in pursuing employment or educational goals.

Areas that need improvement to assist youth in employment, education, or training programs

The weaknesses identified in the case documentation generally pertained to the caseworkers' assessment and planning efforts with the youth. There was a *need for more comprehensive assessments of all areas of youths' functioning*. Although this was identified as a strength for some cases, it is also apparent that this was not completed by some of the caseworkers working with these youth. Similarly, an additional weakness reviewers noted was that assessments *should be more timely and appropriate*, and perhaps, at times, incorporate immediate and shorter-term goals that may be more realistic for the youth to meet. It was noted by four reviewers *that full and complete transitional plans* were absent from some of the case records. The need for additional *follow-up by the caseworkers*, particularly after the youth is enrolled in an educational or vocational/employment program was also identified. Finally, the *lack of available or appropriate resources* was also noted by the reviewers (e.g., transportation; information about NJFC Scholars; summer school support). While some of these resources may be in short supply, others were available and could have been offered by the caseworkers to the youth on their caseloads.

Employment Section Summary

Overall, these descriptive results show that similar to the educational needs and status of the youth, their functioning in the employment domain was also quite varied. Although approximately half of the case records showed that most youth needed assistance and almost two-thirds undergone case planning specifically around their employment needs, only one-third of the youth were *employed at case closure*, though some were *actively pursuing employment opportunities*. As discussed previously, one potential contributing factor for some youth not obtaining employment is that approximately one-third of the youth did not *possess a high school diploma/GED*. In addition, qualitative feedback from reviewers shed light on contributing reasons for the relative lack of employment for these youth. Some youth had difficult background circumstances such as *criminal histories* or had *cognitive limitations* that challenged their job searches; other youth were in the *process of relocating to a different state* or were *exploring options with the military*; and others *demonstrated a need for more timely and consistent follow-up by workers*.

The reviewers identified several positive strengths in the education and employment domains: caseworkers *demonstrated engagement activities with youth* around these needs and were *resourceful in how they supported youth* to achieve their education and employment goals. In addition, it was clear that *comprehensive assessments were performed* to help the youth. Conversely, a central focus in need of improvement is that *case planning does need to focus on all of the youths' needs*, case planning needs to be more appropriate, and that some case plans might benefit from *shorter term goals*. For both the education and vocational/employment domains, 52% of the youth in this review were either enrolled in an education or vocational/employment program or were employed.

Section VI: Regional Comparisons

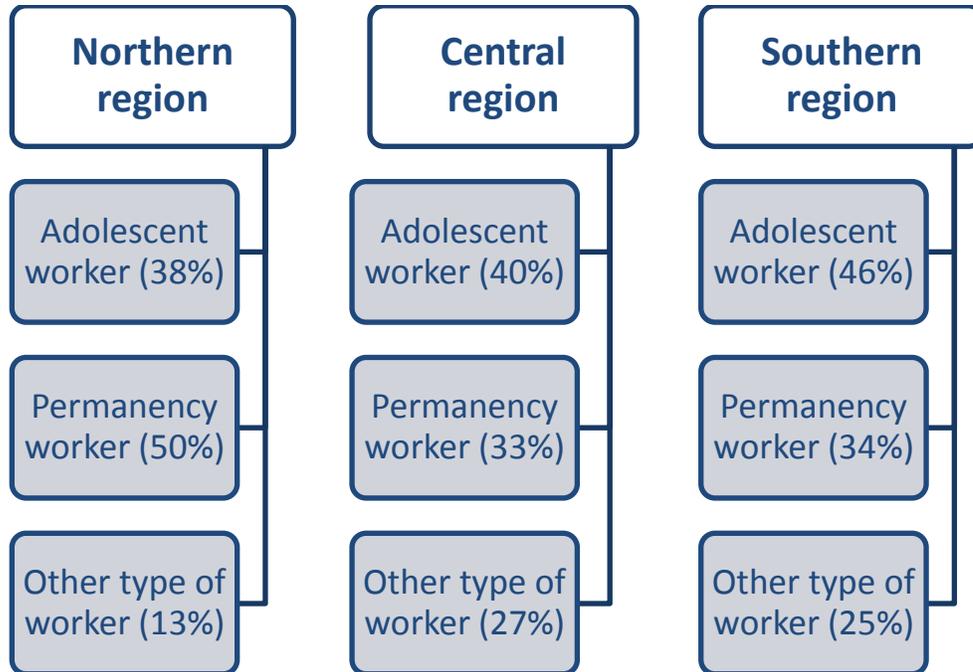
The final set of analyses pertains to examining potential regional differences on select variables from the case record review. In total, there were 33 Local Offices (LO) represented in the review. To facilitate regional comparisons, the 33 LOs were collapsed into 3 areas of New Jersey: North, Central, and South.

Regional differences were compared on the following criteria:

- Youths' type of caseworker;
- Whether an Adolescent Closing Agreement was signed;
- Youths' housing status at time of case closure;
- Youths' need for educational assistance and whether they were enrolled in education/training programs at case closure;
- Youths' need for employment assistance and whether they had an employment at case closing

Youths' Worker Type. The first analysis examined how many of the three worker types categories were represented in each of these three regional areas. These comparisons are identified in Figure 13 below, though none are statistically significant. Please note that the figures in the tables and charts were rounded; therefore, the data presented may not equal 100%.

Figure 13: Worker Type Categories in each Region (n = 65)¹⁴



Source: Case Record Review, February 2013

¹⁴ Other type of worker includes Hybrid workers (permanency-adolescent); Adoption workers; Intake/investigations

Adolescent Closing Agreement. In this comparison, there were significant differences between the regions. As shown in Table 4, in Northern NJ, there were significantly fewer signed agreements than in Central or Southern NJ ($p < .01$). In fact, in Southern NJ, over 80% of the cases had signed agreements. However, it is important to note that these are very small numbers in this entire comparative analysis.

Table 4: Adolescent Closing Agreement by Region (n = 65)

	North NJ		Central NJ		South NJ	
Evidence of signed Adolescent Agreement	Yes = 38%	No = 63%	Yes = 54%	No = 47%	Yes = 82%	No = 18%

Source: Case Record Review, February 2013

Housing. Regarding housing differences by region, there were no statistically significant differences¹⁵. That is, housing acquisition for youth is fairly comparable across these regions. These results are shown in Table 5.

Table 5: Housing at Closure by Region (n = 65)

	North NJ		Central NJ		South NJ	
Evidence of Housing	Yes = 96%	No = 4%	Yes = 80%	No = 20%	Yes = 77%	No = 23%

Source: Case Record Review, February 2013

Education. Regarding enrollment in education and vocational/employment program differences across the regions, the comparisons are shown in Table 6, though they are non-significant differences. In all regions fairly large numbers of youth needed assistance to access educational opportunities, though far fewer were actually enrolled. No one region demonstrated more or less positive enrollment than the others.

Table 6: Education by Region (n = 65)

	North NJ		Central NJ		South NJ	
Need for educational assistance	Yes = 62%	No = 38%	Yes = 73%	No = 27%	Yes = 55%	No = 46%
Enrolled in educational program	Yes = 21%	No = 79%	Yes = 47%	No = 53%	Yes = 41%	No = 59%

Source: Case Record Review, February 2013

Employment. The final regional comparison pertains to employment planning and possessing a job at the time of case closure. Though more Northern NJ youth needed employment assistance than the other two regions, these differences are not statistically significant. Similarly, the evidence of employment is fairly comparable across all regions. These comparisons are shown in Table 7.

¹⁵ Statistical significance was indicated if $p < .05$

Table 7: Employment by Region (n = 65)

	North NJ		Central NJ		South NJ	
Need for employment assistance	Yes = 63%	No = 38%	Yes = 47%	No = 53%	Yes = 50%	No = 50%
Youth has employment	Yes = 33%	No = 67%	Yes = 33%	No = 67%	Yes = 41%	No = 59%

Source: Case Record Review, February 2013

Summary of Analyses by Region

Overall, these descriptive results show that there are very few differences by region in terms of types of caseworkers, number of youth with secured housing, number of youth enrolled in educational or vocational/employment programs, and number of youth employed. The fact that there are no significant differences between the regions indicates that all areas are fairly equal in terms of the strengths and limitations in serving youth in these domains. For example, there is not one region that stood out with respect to youths' housing arrangements or educational enrollment than others.

However, the one statistically significant result was in the signing of an Adolescent Closing Agreement where in the Northern NJ region, far fewer youth in this case record review had signed closing agreements than in the other two regions. Despite this difference, this may not have had any bearing on any of the other outcomes for these youth, particularly since there were no regional differences in the domains discussed above.

Section VII: Conclusion

The case record review identified many strengths of the youths' progress toward independent living after exiting care with DCF. Planning for housing was a particular strength for these youth in all regions of New Jersey. The review also illuminated challenges in the youths' educational and employment functioning; a relatively small number of youth in this review were enrolled in educational or vocational/employment programs or working at the time of case closure.

For the youth in this review, there were gaps in completion of two critical case planning tools with adolescents: the Independent Living Agreement and the Adolescent Closing Agreement. Moreover, in terms of youths' education planning, very few youth were aware of and/or using the New Jersey Foster Care Scholarship. Thus, case planning seems to be stronger in terms of housing resources and planning, and needs to be strengthened regarding education and employment.

Although differences by worker type with respect to case planning and case outcomes were not shown in these analyses--as statistically significant differences were not found-- this could be due to the very small sample size. To that end, it is important to note that many reviewers commented on the engagement and resourcefulness of the workers in the cases that they reviewed. This was especially evident when the caseworkers emphasized the complexity of youths' needs and not just the concrete services related to "housing," "education," or "employment."

Next Steps & Recommendations

1. Approximately one-third of the youth in this review did not possess a high school diploma or GED, which likely has implications for subsequent education and employment opportunities. Thus, DCF should advance efforts to help youth acquire their high school diplomas and link youth with employment readiness and training programs with a focus on educational stability and tutoring to assist children and youth to remain on grade level and succeed. Relationships should be developed or strengthened with local school districts and vocational/employment training providers to ensure youths' access to these needed services. If DCF finds that additional service providers are needed in certain communities, strategies should be developed to address this need.
2. Workers should continually assess barriers to educational enrollment and attainment and employment security for each individual youth with whom they work, as each youth presents with specific needs and circumstances and may require additional and unique supportive and/or accommodating services. This practice should be reinforced through training and coaching of workers to ensure that a holistic approach is used during assessment and planning with youth.
3. DCF should update, strengthen, and enforce policies regarding the completion of independent living assessments and adolescent case closing agreements. Focus should be given to assisting workers and providers in understanding the practical use and benefit of independent living assessments as these tools are instrumental in developing appropriate case plans and transition plans, which should include services directed toward the specific needs of the individual youth.

4. Of the youth's records reviewed, close to one-third were living with relatives following their exits from care and had **not** achieved permanency prior to exiting care. This raises questions about whether DCF is proactively and continually planning for this specific population and if such relative resources were available as permanency options prior to exit from care. DCF should ensure through training and supportive coaching from supervisors and managers that permanency planning for youth in care is an ongoing process and should not cease once a youth receives a non-permanency goal.

5. In order to track performance and collect data for this Performance Measure on a more frequent basis, DCF will modify the adolescent case closing agreement and the Transitional Plan for Adolescents to include sections that will capture housing, employment and education status at case closure. In addition, upcoming reviews will include specific inquiries regarding the use of Family Team Meetings with these youth, as these are a critical component of the Case Practice Model and will assist with better understanding the case planning process with a youth.

6. It would be beneficial if DCF explored more fully some of the incongruous findings noted in this report. For example, several youth had case goals that may have been at odds with the realities of their actual case situations, such as Independent Living for 16-17 year olds even though the youth were beyond 18 years of age. Were the case goals the most appropriate ones for these youth? Did this have an impact on case planning or on any of their eventual outcomes?

Appendix: Review Instrument

Measure 55

BASICS

*** 1. Reviewer Number [Select your assigned number 01-08 from the drop-down list]**

*** 2. Review Sample ID #**

*** 3. Youth Sample ID #:**

*** 4. CP&P Local Office [Select from drop-down]:**

*** 5. If this review could not be completed, indicate one or more reasons.**

- Not Applicable. Survey can be completed.
- Not within age range (under age 18 or over the age of 20.99)
- Most recent placement episode was less than 90 days
- Youth's case is still open
- Unable to access NJ SPIRIT
- Other (please specify)

DEMOGRAPHIC AND BACKGROUND INFORMATION

*** 6. Gender of the youth**

- Male
- Female

*** 7. Youth's Date of Birth**

Date of Birth: MM DD YYYY
 / /

Measure 55

* 8. Youth's age at time of case closure

- 18
 19
 20
 21

* 9. Date of youth's entry into most recent placement episode [Source: Reviewer Sheet- Date of Removal]

Placement entry date: / /
MM DD YYYY

* 10. Date of youth's case closure

Youth closed date: / /
MM DD YYYY

* 11. Race of youth

- White
 Black/African American
 American Indian/Alaska Native
 Asian
 Native Hawaiian/Other Pacific Islander
 Multi-racial
 Unable to determine
 Other

If 'Multi-racial' or 'Other' (please specify below)

* 12. Youth's Ethnicity

- Non-Hispanic
 Hispanic
 Unable to determine

Measure 55

*** 13. What was the primary identified reason for the youth's case closure?**

- Youth turned age 21
- No longer in need of services/service need(s) met
- Relocated Out of State
- Living with Family
- Youth declined further services
- Other (please specify)

*** 14. Is there evidence in the record that the youth signed an Adolescent Closing Agreement?**

- Yes
- No

*** 15. If the Adolescent Closing Agreement was not signed, is there documentation as to why?**

- No documentation in the record
- Youth declined to sign closing agreement
- N/A-Agreement was signed
- Other (please note a reason)

*** 16. What was the youth's permanency goal in the most recent case plan?**

- Reunification
- Adoption
- Kinship Legal Guardianship
- Independent Living (16-17)
- Individual Stabilization (18+)
- Other Long Term Specialized Care
- Unable to determine
- No case plan in record
- Other (please specify)

Page 3

Measure 55

*** 17. Is there evidence in the case record that the youth was counseled about the benefits of keeping his/her CP&P case open?**

- Yes
- No
- Not Applicable

*** 18. If Not Applicable was selected in the previous question, indicate why.**

- Youth exited at age 21
- Youth missing or on runaway status
- Youth in criminal justice system and does not have the option to stay in custody
- Youth relocated to another state
- N/A-Not Applicable was not selected
- Other (please specify)

ASSESSMENT AND PLANNING

*** 19. Who was the youth's most recent worker? [Source: NJS Assignment Tab]**

- Permanency Worker
- Adolescent Worker
- Adoption Worker
- Unable to determine
- Other (please specify)

*** 20. Is there documentation of a completed Independent Living Assessment in the youth's record? [Case Plan Tab in NJS]**

- Yes
- No

Measure 55

*** 21. When was the most recent Independent Living Assessment completed?**

- 1-2 months prior to case closure
- 3-4 months prior to case closure
- 5-6 months prior to case closure
- 7-8 months prior to case closure
- 9-11 months prior to case closure
- Over 12 months prior to case closure
- Assessment was never completed

*** 22. If the Independent Living Assessment was NOT completed, is there documentation in the record as to why?**

- No documentation in the record
- Youth decided not to complete it
- N/A-Assessment was completed
- Other (please note a reason)

*** 23. Is there evidence in the record that the youth participated in completion of the Independent Living Assessment?**

- Yes
- No

*** 24. If the Independent Living Assessment was completed WITHOUT youth participation, is there documentation in the record as to why?**

- No documentation in the record
- Youth declined to complete it
- Youth was unable to complete due to cognitive challenges
- No assessment in record
- N/A-Youth did participate in the assessment
- Other (please note a reason)

Measure 55

*** 25. When was the youth's most recent case plan developed?**

- 1-2 months prior to case closure
- 3-4 months prior to case closure
- 5-6 months prior to case closure
- 7-8 months prior to case closure
- 9-10 months prior to case closure
- Over 10 months prior to case closure
- No case plan in the record

*** 26. Is there evidence in the record (e.g. case plan, contact sheets, family agreement, collateral reports or Transitional Living Plan, etc.) of planning activities related to HOUSING for after the youth's case closed?**

- Yes
- No
- Planning activities not needed (explain why)

*** 27. Is there evidence in the record (e.g. case plan, contact sheets, family agreement, collateral reports or Transitional Living Plan, etc.) of planning activities related to EMPLOYMENT for after the youth's case closed?**

- Yes
- No
- Planning activities not needed (explain why)

*** 28. Is there evidence in the record (e.g. case plan, contact sheets, family agreement, collateral reports or Transitional Living Plan, etc.) of planning activities related to EDUCATION, VOCATIONAL TRAINING OR EMPLOYMENT TRAINING PROGRAM for after the youth's case closed?**

- Yes
- No
- Planning activities not needed (explain why)

HOUSING

Page 6

Measure 55

*** 29. What type of housing was the youth in IMMEDIATELY PRIOR to his/her case being closed? [Select from drop down list]**

*** 30. What was the start date of the youth's entry into the housing noted in the previous question?**

Placement date: MM / DD / YYYY
 / /

*** 31. What type of housing was the youth planning to have when their case closed? [Select one from the drop down list.]**

*** 32. Is there evidence in the record that the youth had housing upon case closure?**

Yes

No

4a

33. If the youth did NOT have housing upon case closure, is there documentation in the record as to why?

- No documentation in the record
- Youth was unable to find housing that he/she could financially afford
- Lack of housing available in the youth's community
- Lack of planning to ensure that youth would have housing at the time of case closure
- Other (please note a reason)

EDUCATION/TRAINING

Measure 55

*** 34. What was the youth's highest level of educational attainment at the time of case closure?**

- Some Junior High School
- Some High School
- High School Diploma
- GED Preparation
- GED
- Associate's Degree
- Some College
- Unable to determine
- Other (please specify)

*** 35. Is there evidence in the record that the youth needed assistance to enroll or participate in his/her education, vocational training or employment program?**

- Yes
- No

*** 36. Is there evidence in the record that the youth was ENROLLED in school or vocational training or employment training at the time of case closure?**

- Yes
- No

5a

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Measure 55

37. If the youth was NOT enrolled in school or vocational training or employment training at the time of case closure, is there documentation in the record as to why?

- No documentation in the record
- Youth was employed and did not need further education or training at that time
- Youth was unable to access program due to transportation difficulties
- Youth was unable to access program due to conflict with schedule
- Youth was unable to access program due to financial limitations
- Youth declined or not interested
- Other (please note a reason)

| _____ |

5b

38. What type of school, vocational training or employment training program?

- High School
- Alternative High School
- GED
- 4 year college
- 2 year college
- Vocational training
- Employment training program
- Other (please specify)

| _____ |

39. Is there evidence in the record that the youth was actively PARTICIPATING in his/her education, vocational training or employment training program?

- Yes
- No

Measure 55

40. If the youth was NOT actively PARTICIPATING in his/her education, vocational training or employment training, is there documentation in the record as to why?

- No documentation in the record
- Youth did not provide information
- Youth was unable to access program due to transportation difficulties
- Youth was unable to access program due to conflict with schedule
- Youth was unable to access program due to financial limitations
- Youth declined participation
- N/A-Youth did actively participate in school or training program
- Other (please note a reason)

41. Is there evidence in the record that DCF assisted the youth in enrolling or participating in an educational, vocational training or employment training program?

- Yes
- No

42. If DCF did NOT assist the youth in enrolling or participating in his/her educational, vocational training or employment training program, is there documentation in the record as to why? [Select one or more]

- No documentation in the record
- Worker did not have information necessary to assist youth in enrolling or participating
- Worker encountered barriers in assisting youth (note barriers in Other)
- Youth did not need assistance in enrollment or participation
- Youth declined assistance
- N/A-DCF did assist the youth
- Other (please note other reason/barriers)

5c

*** 43. Was the youth a participant in the NJ Scholars program at the time of case closure?**

- Yes
 No

5d

44. Is there evidence in the record that the youth was given information about the NJ Scholars program?

- Yes
 No

45. If youth is NOT participating in NJ Scholars, indicate reason:

- Not eligible because not HS graduate
 Not eligible because surpassed financial aid limits
 Youth declined participation
 Other (please specify)

46. Is there evidence in the record that the youth was assisted in applying for the NJ Scholars program?

- Yes
 No

47. If the youth was NOT assisted in applying for the NJ Scholars program, is there documentation in the record as to why? [Select one or more]

- No documentation in the record
 Youth declined assistance
 DCF worker was unable to assist youth (note reason in Other)
 Youth did not need assistance
 N/A-Youth was assisted in applying
 Other (please note a reason)

Measure 55

EMPLOYMENT

***48. Is there evidence in the record that the youth needed assistance in obtaining employment?**

- Yes
 No

***49. Is there evidence in the record that the youth was employed at the time of case closure?**

- Yes
 No

6a

50. If the youth was NOT employed at the time of case closure, is there documentation in the record as to why? [Select one or more]

- No documentation in the record
 Youth was enrolled in education, vocational training or employment training program and was not seeking employment at the time
 Youth was unable to obtain employment (note reasons in Other)
 Other (please note a reason)

6b

51. What type of job?

- Full time (paid)
 Full time (unpaid)
 Part time (paid)
 Part time (unpaid)
 Unable to determine based on documentation

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52. Is there evidence in the record that DCF assisted the youth with obtaining employment?

- Yes
 No

53. If DCF did NOT assist the youth with obtaining employment, is there documentation in the record as to why?

- No documentation in the record
 Youth was already receiving assistance and did not need assistance from DCF
 Youth declined assistance
 N/A-Youth was assisted in obtaining employment
 Other (please note a reason)

CONCLUSION

*** 54. Please list three strengths of the work to assist and link this youth to housing.**

Strength #1: _____
Strength #2: _____
Strength #3: _____

*** 55. Please list three areas that need improvement (ANI) about the work to assist and link this youth to housing.**

ANI #1 _____
ANI #2 _____
ANI #3 _____

*** 56. Please list three strengths of the work to assist and link this youth to employment, education or training programs.**

Strength #1: _____
Strength #2: _____
Strength #3: _____

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*** 57. Please list three areas that need improvement (ANI) about the work to assist and link this youth to employment, education or training programs.**

ANI #1

ANI #2

ANI #3

End