



ESTOY: Evaluating Services for Texas Opportunity Youth
Ray Marshall Center for the Study of Human Resources
LBJ School of Public Affairs
The University of Texas at Austin

Program Staff and Advocate Survey Tool

The Ray Marshall Center has received funding, primarily from the J.P. Morgan Chase Foundation, to undertake research that will contribute to answering questions regarding the needs of youth and young adults who are disconnected from education, training, and employment. To this end, RMC staff are seeking the wisdom of staff and advocates currently engaged with opportunity youth to gain insights into what elements of the education and training programs are most important in supporting their goals and contributing to their program retention. Your responses will be kept confidential.

Read the list of 9 Relationship & Connection program elements, then rank the top 5 elements you feel are most important for a program to embody to support program participants in achieving their goals. Rank the most important element as #1.

Relationships/Connections	
	Participants feel welcome when they first enter the program
	Mentoring relationships with adults
	Opportunities to contribute to their larger community
	Staff that reflect the participant population (race/ethnicity, LGBTQ)
	Staff with lived experience
	Organization fosters connections among program participants
	Participants feel a sense of belonging at the organization
	Participants have opportunities to experience challenges and succeed
	Participants have opportunities to collaborate with staff and share responsibility for the development of the program

Read the list of 11 Education and Training program elements, then rank the top 5 elements you feel are most important for a program to embody to support program participants in achieving their goals. Rank the most important element as #1.

Education and Training Program Elements

	Career Pathways: Provide support for participants to advance their education and training along a career path.
	Workforce Readiness: Job search skills, resume writing, application completion, and interviewing skills.
	Trauma Informed Care/Healing Centered Care
	Career Exploration
	Practical Life Skills: Money management, filing taxes, etc...
	Communication at work
	Broad range of training opportunities
	Employer Expectations
	Job Placement
	Stipends for training participation
	Paid work experience

Read the list of 9 Support Services, then rank the top 5 elements you feel are most important for a program to embody to support program participants in achieving their goals. Rank the most important element as #1.

Support Services	
	Housing
	Youth Space
	Transportation
	Child Care
	Medical Care
	Food
	Nutritious food
	Clothing
	Materials and supplies needed for employment
	Mental Health Support
	Assistance obtaining a drivers license*

Note: The final Support Services program element, “Assistance obtaining a drivers license” was added after the original survey was distributed.

What is your role at your organization:

- ☐ Organizational Leader: I lead the organization or lead a major team at the organization (e.g., Executive Director, Officer, President).
- ☐ Program Leader: I oversee the development, design, and implementation of one or more programs, supports, and services to youth at the organization (e.g., Program Manager, Program Director, Program Coordinator, Youth Development Manager).
- ☐ Site Leader: I oversee the implementation and supervise the delivery staff at a site (e.g., Site Director, Youth Minister, Youth Librarian).
- ☐ Frontline Staff: I work directly with youth and deliver programs, supports, and services at the organization (e.g., Instructor, Youth Development Professional, Case Manager, Job Coach, Advocate).
- ☐ Other (please specify).

My program provides services in:

- ☐ Urban areas
- ☐ Rural areas
- ☐ Both urban and rural areas

COMMENTS: Use the space below for any comments you would like to share with the evaluators regarding this survey tool, such as, suggestions for additional elements for the RMC team to include, or any other insights regarding this tool you would like to share.

If you are interested in sharing further insights with the ESTOY evaluators regarding how your organization supports participants in achieving their goals, please include your contact information below. Your name will not be connected to your survey responses.

Name	
Organization	
Email address	

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