

Venture Philanthropy Partners

Prince George's County Council

April 23, 2018

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Venture
Philanthropy
Partners

VENTURE PHILANTHROPY PARTNERS | 04/23/18 | VPPARTNERS.ORG

Our mission



Our mission is to lead **positive systemic change** that builds a **better future** for vulnerable youth in Greater Washington.



We envision a future where **all young people** have the **opportunity to succeed** and **contribute to the productivity, health and well-being** of Greater Washington.

VPP's theory of change

VPP will
achieve...

Improved Outcomes for Children and Youth
Living in Greater Washington

through...

Stronger Organizations
Better Functioning Systems & Ecosystems
More Effective & Diversified Investor Community

by
providing...

Growth Capital
Strategic Assistance
Investor Development
Field-building



We believe

Large amounts of scarce
growth capital

+

Hands on, strategic assistance

+

Trusted relationship

=

Stronger organizations,
delivering better outcomes for
more children and youth



Ready for Work

In 2015, VPP launched Ready for Work. *Ready for Work: Champions for Career and College Ready Graduates in Prince George's County* is a six-year, \$15 million investment to help young people in Prince George's County successfully transition to adulthood career and college ready.

In partnership with County Government, the school system, employers, nonprofits and philanthropy, *Ready for Work* is being implemented in three Transforming Neighborhood Initiative high schools: Suitland, High Point, and Oxon Hill.

Ready for Work is a three-part strategy:

- I. Career Academies.** Increase number of graduates possessing the academic and technical skills enabling them to be career and college ready for the County's growth industries by strengthening and expanding access to career and technical education.
- II. youthCONNECT Model.** Increase number of graduates possessing the foundational life skills enabling them to be successful employees in the County's growth industries by integrating place-based networks of youth-serving nonprofits into the *RfW* high schools.
- III. Work Experience.** Increase number of students receiving direct work experiences (e.g., internships, job shadowing, and apprenticeships) before they graduate.



Champions for Career and
College Ready Graduates in
Prince George's County



Ready for Work Nonprofit Capacity Building Program

VPP's **Ready for Work Nonprofit Capacity Building Program** is investing in the capacity of youth-serving nonprofits in Prince George's County so that existing programs can be further enhanced and more children can successfully transition to self-sustaining adulthood.

- **Program Alignment:** Supports Strategy Two of *Ready for Work*'s three-prong strategy—improving students' life and employment-readiness skills, and supporting their socio-emotional development.
- **Program Goal:** Increase the impact and sustainability of youth-serving nonprofits in Prince George's County.
- **Program Content:** Effective leadership; strategic governance and stewardship; organizational management; program design, implementation and evaluation; communications; and collaboration.
- **Program Benefits:**
 - Customized strategic assistance for three years
 - Networking and shared learning
 - Opportunity to be awarded programmatic funding of up to \$50,000
 - Engagement with a community of funders interested in the County
 - Potential to join a youthCONNECT network at a *Ready for Work* high school



Participating Nonprofits

- Joe's Movement Emporium
- First Generation College Bound
- End Time Harvest Ministries; and
- The Foundation for the Advancement of Music and Education



FIRST
GENERATION
COLLEGE
BOUND



END TIME HARVEST
MINISTRIES



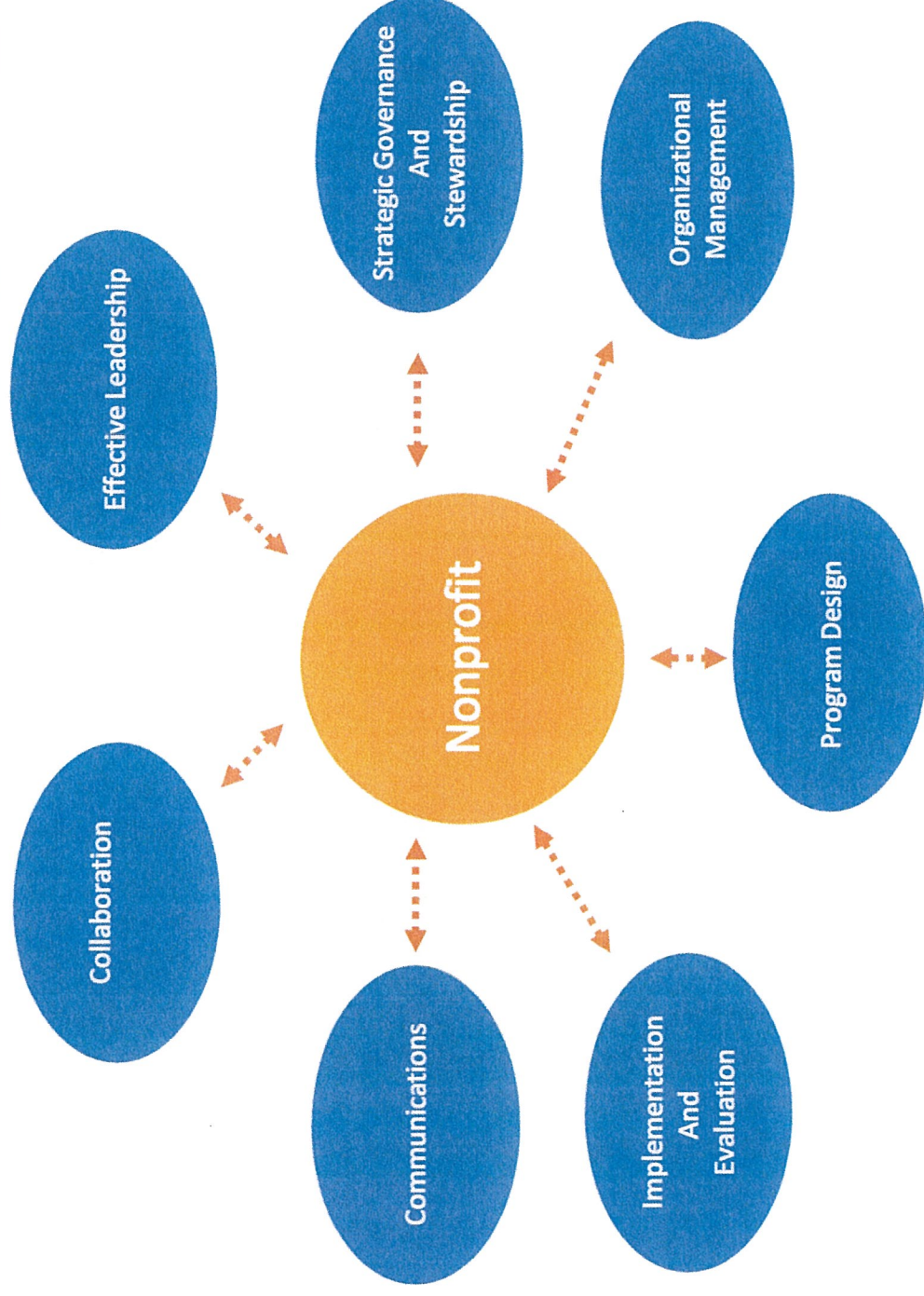
Selection Process Key Learnings

Five common areas of need were identified

- Program Design/Theory of Change
- Fund Development
- Performance Management (process & systems)
- Succession Planning
- Organizational Structure and Management



Capacity Building Focus Areas



Building Trust Through Strategic Assistance

As a strategic advisor, VPP and Fair Chance work with the leadership of each nonprofit organization (e.g., executive and senior management, board) to:

- Raise expectations and understanding of what's needed to achieve their aspirations.
- Create and maintain unrelenting focus on the key strategic issues related to the organization's success and growth.
- Assist getting the “right people on the bus” to reach strategic objectives.
- Support results-oriented culture – focused on accountability and transparency – to achieve greater impact.
- Establish and maintain relationship of mutual respect and trust.



Building Trust Through Performance Assessment

VPP and Fair Chance work with the nonprofit organizations to assess performance and hold the organizations accountable for results. Funding is contingent upon achievement of mutually agreed upon milestones and performance against those targets – which is monitored through a set review processes.

- Weekly meetings with capacity building specialist on items in the individualized workplans
- Quarterly Review of performance on the workplans with Fair Chance
- Monthly meetings between Fair Chance and VPP about organization's progress on the workplans
- Quarterly Review of performance on Fair Chance's milestones with VPP
- Annual Review





Annual Review Process to:

- Assess past performance to milestones and set annual milestones/goals for the ensuing year.
- Review performance against aspiration and refine milestones (if necessary).
- Update due diligence (if necessary).
- Gain approval of the VPP Executive Committee for continuation.
- Negotiate and execute Continuation Agreement (including funding and milestones).



Capacity Building Process

- Organizational Capacity Assessments - **completed**
- Individualized Workplans – **being finalized**
- Weekly Capacity Building Meetings- **underway**
- Workshops and Other Support– **over the next 3 years**
- Mini-Grant Competitions– **beginning of years 2 & 3**





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