



SQUEEGEE ALTERNATIVE PLAN

At the direction of Mayor Bernard C. "Jack" Young, the Mayor's Office of Children and Family Success (MOCFS) has spent the past 2 months consulting with youth who engage in squeegeeing activities, youth advocates, business owners, and education and human service professionals to better understand the growing and persistent population of youth panhandlers in Baltimore. The conversations have resulted in the creation of a comprehensive support model with the goal of disrupting environments that encourage panhandling or "squeegeeing". The ultimate goal is to coordinate sustained programming that advances the educational and socioeconomic development of youth panhandlers ("squeegee" youth); strengthens families adversely impacted by poverty; and provides alternative pathways to personal growth. To achieve these goals, the Squeegee Alternative Plan emphasizes intensive case management, consistent youth engagement, and access to immediate financial resources. The path to eradicating squeegeeing cannot include criminalizing poverty; alternatively, we must improve educational outcomes; better coordinate human service resources; and deploy intervention responses that are grounded in empathy for all.

SQUEEGEE ALTERNATIVE AREAS

SAFETY & WELLBEING

SUPPORT SYSTEMS

BARRIER REMOVAL

EDUCATION

WORK

SAFETY & WELLBEING

There has been a growing number of inappropriate incidents between the squeegee youth and commuters. Due to the escalating nature of these interactions, it is imperative that appropriate safety precautions are taken. It is critical that the City's response is humane, measured and addresses the safety and wellbeing of all stakeholders.

Immediate Response: Deploy bike patrol police officers to the locations where there are the most reported complaints with the goal of ensuring the safety of young people who earn money by squeegeeing and commuters on the President Street thoroughfare.

Sustainable Solution: (1) Establish a new 311 assistance protocol that allows commuters to call for assistance and triggers the deployment of outreach/program staff to support youth participating in squeegeeing. (2) Educate young people on the expectations of being responsible, respectable and accountable for their interactions with the public. (3) Install new high resolution cameras at MLK/Washington Blvd; President/Pratt Center Median; and President/Lombard Center Median. There are existing CitiWatch cameras located at President St./Lombard St. and E. Conway St./S. Charles St. with full & complete visibility.

SUPPORT SYSTEMS

Youth who earn money squeegeeing are predominately African-American males ages 14-21 who routinely experience extreme poverty, substance abuse, homelessness, and food insecurity. In order to help these young people to access all of the available resources and to support them through any situational crisis that may occur, it is critical that every youth is assigned an adult mentor to provide daily support.

Immediate Response: Two full-time staff have been hired to lead outreach and recruitment of youth who squeegee into the MOCFS Connect-2-Success program (see details below). The Youth Support Services Program Manager and Program Specialist work on a daily basis to recruit youth off intersections and into the Connect-2-Success support program.

Sustainable Solution: Implementation of a Credible Mentor program that pairs young people with a mentor (1:10) that is responsible for providing daily contact, monitors the youth's navigation through their personal development plan, and advocates for education and human services resources as needed. Credible mentors are neighborhood leaders and trained youth advocates with relevant life experiences whose role is to divert youth from adverse behaviors, help youth accomplish their developmental milestones, and position youth to reach their greatest potential.

BARRIER REMOVAL

Because many youth who participate in squeegeeing are unaccompanied, they do not have access to vital records such as birth certificates, social security cards, and/or Maryland State ID. In addition, these young people do not have money to cover the costs of transportation or other incidentals associated with work. In order for young people to become employable or enroll in education programs, they must have access to their vital records.

Immediate Response: The MOCFS Youth Support Services Manager and the Program Specialist are currently leading the effort to ensure youth have the necessary identification and vital records to enroll in school and/or to get a job.

Sustainable Solution: (1) Credible Mentors will serve as the primary advocate who ensures every youth has immediate access to their vital records and identification. They will help youth to petition state agencies for assistance with acquiring their necessary documents. (2) Establish PopUp/Satellite Youth Connection Center in areas of concern so young people can seek out assistance including: food, hygiene items, a bathroom, etc.



EDUCATION

Most youth that squeegee are either school age and are no longer attending school, or they are not school age and do not have a high school diploma/GED. It is imperative that all youth are assessed to determine the most appropriate educational path so they can pursue meaningful employment and long term personal growth. As long as youth are disengaged from school and are considered undereducated, they will continue to be at-risk of panhandling and will experience challenges entering the workforce.

Immediate Response: Connect-2-Success Personal Growth Plans require all young people to participate in appropriate educational programming. School age youth are referred to Baltimore City Public Schools for intensive supports including a mandatory Student Support Team meeting and review of the student's current school placement to ensure it supports their individual academic needs. In addition, school age youth and their parents/guardians are referred to the Family League Local Care Team for additional human service supports focused on family preservation. Non-school age youth are strongly encouraged to consider enrolling in a GED program.

Sustainable Solution: Increased educational attainment is essential to the success of young people who are participating in squeegeeing activities. We must provide immediate financial relief and ongoing financial incentives to deter youth from panhandling/squeegeeing activities. The current mindset of the youth who squeegee is that they cannot afford to attend school. All youth who successfully meet the educational milestones included in their Personal Growth Plan will be provided Earn-As-You-Grow incentives.

WORK

It is typical for squeegee youth to be disengaged from school or to have dropped out of school in order to participate in panhandling activities full-time. They are consumed with financial pressures and are in desperate need of immediate assistance. Unfortunately, many youth do not have a work history, have criminal backgrounds, and/or do not have the work readiness aptitude for permanent employment.

Immediate Response: In order to provide immediate financial relief to school age and non-school age youth, MOCFS has developed partnerships with non-profits and workforce readiness providers to implement a transitional jobs/Earn-As-You-Grow program. Transitional job readiness programs allow youth to continue to have access to on demand compensation while they progress through their personal growth plan with the ultimate goal of securing more permanent employment.

Sustainable Solution: Once a young person has demonstrated adequate progress through their personal development plan, they will be referred to permanent employment opportunities. The Mayor's Office of Employment Development has existing relationships with corporations and small businesses that are interested in providing entry-level positions to work ready youth.

CONNECT-2-SUCCESS SUPPORT PROGRAM



Note: The Connect-2-Success Support Program is dynamic and personalized. It is expected that each youth will require at least one year of support in order for them to become stable and positioned for long-term success. There will be instances when youth will experience progress and then regress and/or become disengaged because of situational crisis that often arise throughout a young person's lifecycle. Engaged youth will continue to receive services included in the Connect-2-Success Support Program from their assigned Credible Mentor until they have demonstrated stability and personal growth.



IMMEDIATE RESPONSE

Expense Category	Expense Description	Cost per Unit	# of Units	Total Cost
Staffing 2-Fulltime positions	Youth Support Services Manager Youth Support Services Specialist			\$120,000
Barrier Removal	Birth Certificates/Social Security Cards/State Issued ID	\$50	50	\$2,500
	Transportation	\$72	50	\$3,600
	Criminal Record Expungement Filings	\$30	50	\$1,500
	Emergency Food/Clothing	\$150	50	\$7,500
Weekly Support Group Meetings	Presenters/Special Events/Social Capital Building Activities	\$100	50	\$5,000
Earn-As-You-Grow Incentives	Wages/Stipends			\$26,000
Transitional Workforce Readiness Partnerships	Youth Entrepreneurship			\$10,000
	Beautification/Landscaping			\$30,000
TOTAL				\$206,100

SUSTAINABLE SOLUTIONS

Credible Mentor Staffing Expenses	Units	Hourly Rate of Pay	Hours per Week	Cost per Unit	Annual Cost
Project Coordinator	1	\$30.00	40	\$62,400.00	\$62,400.00
Credible Mentor Supervisors	2	\$20.00	40	\$41,600.00	\$83,200.00
Credible Mentors	10	\$15.00	40	\$31,200.00	\$312,000.00
Monthly Telecommunications & Transportation Stipend	10			\$50	\$6,000.00
Squeegee Youth/Mentee Program Expenses	Units	Cost Per Unit	# of Mentees	Annual Cost per Mentee	Annual Cost
Weekly Support Group Meetings	156	\$100.00	75	\$208.00	\$15,600.00
Earn As You Grow Opportunities	52	\$70.00	75	\$3,640.00	\$273,000.00
Barrier Removal	75	\$50.00	75	\$50.00	\$3,750.00
Building Social Capital Experiences	50	\$100.00	75	\$66.67	\$5,000.00
Transitional Workforce Readiness Partnerships	7	\$10,000.00	75	\$133.33	\$70,000.00
Safety & Wellbeing Expenses					
Security Cameras	3	\$27,000.00			\$81,000.00
PopUp/Satellite Youth Connection Center	1	\$55,000.00			\$55,000.00
Inner Harbor Youth Activation Activities	5	\$25,000.00	75	\$5,000.00	\$25,000.00
TOTAL					\$991,950.00