

SERVE PHILADELPHIA VISTA CORPS

 OFFICE OF CIVIC ENGAGEMENT & VOLUNTEER SERVICE



2021 — 2022
Serve Philadelphia VISTA Positions

SERVE PHILADELPHIA VISTA CORPS



OFFICE OF CIVIC ENGAGEMENT & VOLUNTEER SERVICE

The Mayor's Office of Civic Engagement and Volunteer Service is now accepting applications from qualified candidates to join the 2021-2022 Serve Philadelphia VISTA Corps. Serve VISTAs serve full-time for a year working on systems level change in City government. Our administration, led by Mayor Jim Kenny, has invested in a multi pronged approach—focused on stabilizing households, increasing skills and incomes, and investing in education— to lift residents out of poverty and to break the cycle for future generations. The work of Serve VISTAs is an important part of moving the City's anti-poverty strategy forward. Applications close April 30th.

What do Serve VISTAs do?

Each VISTA position is unique to the City department or initiative, but all VISTAs will build capacity. Capacity building activities can include, but are not limited to:

- Creating tools, systems and guides like databases, policy briefs and marketing materials.
- Generating resources through partnerships, volunteers and/or grant-writing.
- Developing, organizing and/or assessing programs, events and/or meetings.
- Supporting, establishing or strengthening cross-departmental and cross-sector partnerships.

Requirements:

- 18 years or older, high school degree
- US citizen or permanent resident*
- Criminal background check (if accepted)

*See [AmeriCorps VISTA FAQ](#) for more info

Start date: July 19th, 2021

End date: July 20th, 2022

Term of Service: 1 year

Qualifications:

- Demonstrated interest in anti-poverty efforts, social justice and volunteerism.
- Able to work and collaborate with diverse communities and stakeholders.
- Strong organizational, time management and communication skills.
- Open to new experiences and growth.
- Each individual VISTA position lists additional relevant and preferred qualifications.

Benefits:

- Bi-weekly living stipend (approx. \$542.22)
- Segal Education Award (\$6,195) or End of Service Award (approx. \$1,800)
- Relocating 50+ miles to serve: settling-in allowance of up to \$750 and relocation travel allowance of \$0.40/mile
- Monthly SEPTA transportation pass (Zone 1)
- Ten days of personal leave and ten days of medical leave
- Healthcare Allowance or Health Benefit Plan
- Loan Forbearance or Deferment for Federal Student Loans
- +5 points on the City of Philadelphia's Civil Service exam
- Non-Competitive Eligibility (NCE) for federal jobs
- Monthly professional development and team building
- Valuable work experience and networking with local government and partners

The Serve Philadelphia VISTA Program is committed to diversity and inclusion. People of color, women, individuals with disabilities and veterans are strongly encouraged to apply.

Applications close April 30th 2020 11:59 PM

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Unified Benefits Application VISTA

Office of the Chief Administrative Officer

Project Goal

One-third of Philadelphia homeowners spend more than 35% of their income on housing. The Discover Benefits project pivoted in response to COVID-19, and is now the Unified Benefits Application (UBA). UBA seeks to increase the utilization of City services and programs, including critical housing and tax assistance programs. The goal of UBA is to provide residents with a unified application experience for the City's benefits programs.

VISTA Role

The VISTA will build on the work done this year to connect more Philadelphians with the housing benefits and services by engaging community groups as project partners, building a toolkit of resources to help community organizations effectively administer the UBA tool, and collecting vital feedback from community organizations.

Key Activities

- Build upon existing outreach and engagement strategy to ensure the successful launch of Unified Benefits Application (UBA) and that community partners and agencies have the tools they need to support residents in using UBA.
- Collect feedback from partners and residents and manage an ongoing feedback mechanism to ensure that the project team documents feedback and can utilize the feedback to inform further development of the UBA tool.
- Work with partner departments to devise next wave of programs to integrate into UBA by collecting feedback from departments and partners on which programs bring residents most value.

Preferred Skills/Experiences

- Bi-lingual in Spanish and/or Mandarin is a plus but not required
- A passion for community engagement and coalition-building
- Experience or desire to learn data collection techniques
- Ability to work autonomously and with a team to move a project forward
- A general interest in addressing housing insecurity
- Excellent listening skills

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PHL PreK Social Emotional Support VISTA *Department of Behavioral Health and Intellectual disAbility Services*

Project Goal

The PHL PreK VISTA will assist with the establishment and evaluation of DBHIDS' effort to support children in Philadelphia Pre-K programs who are experiencing social emotional and behavioral concerns and who may be at risk of expulsion. DBHIDS has received support to fund a Social Emotional Support for PHLpreK team. This team will provide direct support to families and Early Learning and Child Care Providers to address and identify gaps in services and supports.

VISTA Role

The PHL PreK Social Emotional Support VISTA will be part of a team that develops a model and protocol for addressing the social emotional and behavioral concerns of young children in PHL PreK including protocols related to teleintervention.

Key Activities

- Work with the PHL PreK Social Emotional Support team to identify gaps in services and support to PreK staff and families and make recommendations to address these gaps.
- Support the PHL PreK Social Emotional Support team to develop policy and practice that meets the requirements of Pennsylvania's Office of Child Development and is in collaboration with existing public and private partners including Community Behavioral Health.
- Assist in the design and development of data collection, progress reporting and the evaluation of the effectiveness of this effort.
- Participate in Citywide efforts to address social-emotional concerns in a trauma-informed approach as early learning centers reopen or utilize teleintervention.

Preferred Skills/Experiences

- Skilled in research, writing, data analysis, and project management.
- Interested in improving outcomes for young children.

Infant and Toddler Homelessness Resource VISTA

Department of Behavioral Health and Intellectual disAbility Services

Project Goal

The goal of this VISTA project is to improve Infant Toddler Early Intervention's (ITEI) capacity to identify potentially eligible infants and toddlers who are experiencing homelessness by supporting a collaboration between Infant Toddler Early Intervention and the Office of Homeless Services (OHS) along with OHS' community partner agencies. Through these collaborations, the VISTA will enable ITEI to account for recent changes in OHS policy and practice, leverage the available data systems, operate with limited resources and successfully connect vulnerable and impoverished families with young children to Infant Toddler Early Intervention.

VISTA Role

The Homelessness Resource VISTA will help us extend and evaluate our outreach and connection to families with infants and toddlers who are experiencing homelessness.

Key Activities

- Work with the Infant Toddler Early Intervention (ITEI) team, especially EI Intake and Child Find, to identify practices that support the identification of young children who are potentially eligible for ITEI and will also support data collection and analysis to evaluate ITEI's continuing efforts to identify infants and toddlers experiencing homelessness.
- Support the ITEI team to ensure that we are aware of and responsive to current policy and practice by the Office of Homeless Services to improve our effectiveness with this collaboration, and the VISTA will also support the EI-FIT initiative to increase referrals from emergency and transitional housing sites across the City.
- Facilitate communication between ITEI and the School District of Philadelphia to increase referrals of children experiencing homelessness to appropriate services provided by ITEI and the school district.

Preferred Skills/Experiences

- Skilled in research, writing, data analysis, and project management.
- Have an interest in improving outcomes for young children.

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Crisis Response System VISTA

Department of Behavioral Health and Intellectual disAbility Services

Project Goal

Individuals with behavioral health needs constitute some of the most vulnerable citizens of Philadelphia. Many are poor and homeless. For many the initial point of entry into the behavioral health system is the Crisis Response Center (CRC). The VISTA member assigned to the office of the Chief Medical Officer for DBHIDS will continue to work with CRCs to streamline and improve patient flow through the CRC. The VISTA will analyze results of time studies and process maps to assist CRC Directors to identify bottlenecks throughout the intake, assessment and discharge process. The goal is to collect actionable data to use to identify opportunities to improve the process for low-income Philadelphians.

VISTA Role

Use data collected through process mapping and time study to create process improvement plans that will improve patient flow through the Crisis System

Key Activities

- Analyze data collected from process mapping and time study and develop recommendations for CRC process improvement.
- Partner with CRC Directors to develop process improvement plans.
- Create metrics to measure progress.
- Conduct "secret shopper" surveys to collect qualitative data.

Preferred Skills/Experiences

- Skill in using Microsoft office suite, including Excel, PowerPoint.
- Experience working in mental health or crisis/emergency services preferred.
- Some knowledge of data collection and analysis preferred.
- Creativity and resourcefulness.



Early Intervention VISTA

Department of Behavioral Health and Intellectual disAbility Services

Project Goal

Infant Toddler Early Intervention serves children from birth to three years of age that exhibit or are at risk for delays in their development. The Early Intervention VISTA will work to improve long-term health and education outcomes for children by enhancing and increasing participation in Early Intervention, especially for those families affected by substance (including opioid) use, and by working to alleviate gaps in effective service delivery. The VISTA will build on the work of previous years to ensure that automatic referral systems at important referral sources are fully sustainable and will also analyze data from the first year Plans of Safe Care implementation to provide feedback about their effectiveness to stakeholders.

VISTA Role

The Infant Toddler Early Intervention VISTA will increase participation in Early Intervention and support the next level implementation of Philadelphia's Plan of Safe Care, a required and coordinated plan for infants prenatally exposed to substances, including alcohol, and their families.

Key Activities

- Evaluate the implementation of Plans of Safe Care in Philadelphia, and use concrete data from the first year of implementation to advocate for its effectiveness and importance in helping connect children affected by substance use and their families to services and supports.
- Identify and support the implementation of evidence based interventions, such as Attachment Biobehavioral Catch-Up (ABC), that specifically address the needs of infants prenatally exposed to substances, including alcohol, and their caregivers.
- Support referral sources in adjusting to a more automatic and sustainable referral system, and perform data analysis to show the effectiveness and value in moving to a referral method integrated within Electronic Health Record systems.

Preferred Skills/Experiences

- Interested in or skilled at research, data analysis, writing and project management.
- Interested in improving outcomes for young children.

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Evidence-Based Practice Racial Disparity VISTA *Department of Behavioral Health and Intellectual disAbility Services* **EPIC**

Project Goal

Evidence-Based Practice and Innovation Center at DBHIDS was established to advance system-wide strategies that support implementation, sustainability and accessibility of behavioral health evidence-based practices in Philadelphia. VISTA will support EPIC's mission of increasing access to EBPs for people receiving medical assistance and impacted by poverty, racism, and violence. Racial equity is a top priority and VISTA will support the development and implementation of strategies to address racial equity by engaging key stakeholders, conducting research on health disparities and guest speakers, and supporting the development of an EBP racial equity advisory board.

VISTA Role

VISTA will support the integration of racial equity strategies in the public behavioral health system through training and event support, resource development, and communications.

Key Activities

- Conduct research and create resources to support the development of the Evidence-Based Practice racial disparity advisory board
- Develop innovative communication strategies with behavioral health providers related to anti-racism practices and racial equity training.
- Create surveys and other mechanisms to assess the impact of racial equity training and related efforts to inform next steps and share with stakeholders
- Conduct research on behavioral health disparities and identify expert speakers, compile resources, and provide operational support for events

Preferred Skills/Experiences

- Survey development
- PowerPoint
- Communications tool development

Behavioral Health Strategic Priorities VISTA

Department of Behavioral Health and Intellectual disAbility Services

Project Goal

Nearly half of Philadelphia is eligible for Medicaid, demonstrating the poverty of our city. This project will target the strategic priority areas of homelessness, children/families, substance use, treatment access, and justice system. The VISTA will align, coordinate, & integrate a continuum of treatment, supports, and services to maximize impact. The VISTA will facilitate the collection of data/information for communication, education, and to identify outcomes. From a population health approach, this project will span a vast continuum that addresses not only behavioral health, but also the social determinants of health. This project will facilitate data-driven decision making and policy so that we can maximize our community impact.

VISTA Role

Implement the Centralized System for Requests which catalogs data and information on various programs, initiatives, and services.

Key Activities

- Collecting and cataloging data and information from various programs, initiatives, and services.
- Share data/information on various community-based initiatives through internal and external communications. The goal will be to increase community participation in these initiatives.
- Create and update communication educational materials that highlight the various programs, initiatives, and services. These materials will be given to community members and leaders to reduce stigma and educate the community on behavioral health being just as important as physical health, and increase participation in prevention, early intervention, and treatment services.
- Project management of mission critical initiatives and pilots to expand treatment access. The goals of these efforts are to get more people participating in treatment at a faster rate.
- Aligning and coordinating data and information (outputs) to explore the identification of outcomes. The outputs will inform impact and can be matched with other available data to explore outcomes. With outcomes, the success rate of these activities can inform decision making around expansion and best practices.

Preferred Skills/Experiences

- Evaluation or communications experience preferred

Young Adult and Education Workforce VISTA

Department of Commerce

Project Goal

This VISTA project will support committed efforts between the School District of Philadelphia (SDP), City of Philadelphia and other education partners. One of the projects will be supporting a citywide Career Connected Learning (CCL) system to prepare SDP graduates for post-secondary career success. This work is essential to ensuring Philadelphia youth build the skills and experiences needed to secure living wage jobs with opportunities for ongoing advancement. Over three years, the VISTA will establish a streamlined system to effectively engage employers in advising on work readiness curriculum design, providing career exposure opportunities, developing credit-bearing and paid work-based learning experiences, and building direct pipelines to permanent employment.

VISTA Role

Young Adult and Education Workforce VISTA will manage partnership development across the City, School District, employers and workforce intermediaries to increase opportunities for all students to learn about and prepare for career opportunities in industries with strong growth and earning potential.

Key Activities

- Establish a streamlined system to effectively engage employers in advising on work readiness curriculum design
- Identify best practices in employer-led career exposure opportunities
- Work with necessary partners to develop and pilot credit-bearing and paid work-based learning experiences tied to students' career interests

Preferred Skills/Experiences

- Strong organizational and interpersonal skills.



Workforce Data Systems VISTA

Department of Commerce

Project Goal

The goal of this project is to build capacity across anchor institutions citywide (including, but not limited to: City of Philadelphia, Community College of Philadelphia, Philadelphia Works Inc. and School District of Philadelphia) to both share data across systems, and use that data to make critical programmatic and funding decisions aimed at improving the overall efficacy of the public workforce system.

VISTA Role

The Workforce Data Systems Coordinator will build capacity across anchor institutions to share workforce-related data, and to use that data to make critical programmatic and funding decisions in support of the City's workforce and economic recovery agenda.

Key Activities

- Ensure all data sharing agreements and partnerships established in Years 1 and 2 are codified and sustainable with existing staff and/or new resources.
- Document impact of sharing data across City agencies and institutions.
- Ensure the sustainability of cross functional data teams comprised of data and content area experts to guide data sharing and analysis practices.

Preferred Skills/Experiences

- Strong writing and research skills
- Background in GIS mapping, and quantitative data systems and/or analysis is a plus

Immigrant Outreach Program VISTA

Department of Revenue

Project Goal

We estimate that more than 105,000 eligible households don't take advantage of Real Estate Tax assistance, including the Homestead Exemption (now worth up to \$629 every year) and the Low-income Senior Tax Freeze (which freezes the tax bill of low-income seniors). We believe that immigrant communities are especially vulnerable to real estate assessment fluctuations in rapidly changing neighborhoods. We plan to use a VISTA to test engagement strategies that spur action in immigrant communities with the goal of improving participation in Real Estate Tax assistance programs in those communities. Ultimately, the VISTA will produce a road map of best practices that Revenue can incorporate into our existing outreach efforts.

VISTA Role

This year, the VISTA will collaborate with Revenue's research staff to utilize income, language, and assistance enrollment data to refine our understanding of enrollment gaps, and lay the groundwork with community groups for future service delivery.

Key Activities

- Collaborate with Revenue's research staff to utilize income, language, and assistance enrollment data to refine our understanding of enrollment gaps.
- Meet stakeholder groups (such as neighborhood action committees, CDCs, and faith-based organizations), virtually or in-person, and survey their staff and constituents.
- Work with the City's data scientist to design an intervention that can be measured with statistical methods.

Preferred Skills/Experiences

- Bi-lingual in any language prominent in Philadelphia's immigrant communities (Spanish, Mandarin, Korean, French, etc.)
- Data analysis (acceptable experience includes coursework in Microsoft Excel, statistics, economics, GIS, or related topics).
- Demonstrated oral and written communication abilities.
- Demonstrated instances of ingenuity and problem-solving skills.



Housing Policy and Partnerships VISTA

Division of Housing and Community Development

Project Goal

As Philadelphia transitions from a majority homeowner to renter city, it is necessary to re-evaluate housing policies and programs to ensure affordable housing needs are met. Current initiatives are wide ranging but skew toward keeping homeowners in their homes, responding, in part, to the housing crisis of 10+ years ago. More recent changes, both tenure- and pandemic-related, have focused on the need to accommodate a highly vulnerable renter population. The Housing Policy and Partnerships VISTA will evaluate the effectiveness of recently launched efforts to address this shift, while simultaneously researching best practices and recommending future interventions, including the relation of health to quality, affordable housing.

VISTA Role

The Housing Policy and Partnerships VISTA will evaluate the effectiveness of recently launched efforts to serve low-income renters, while simultaneously researching best practices and recommending future interventions, including the relation of health to quality, affordable housing.

Key Activities

- Develop templates from which to model the performance of existing programs
- Research best practices and recommend future interventions to support renters and the preservation of quality, affordable rental housing
- Identify and engage stakeholders on issues ranging from renter housing stability and upward mobility to affordable rental housing quality and nexus of health and housing

Preferred Skills/Experiences

- Communication skills (written and verbal)
- Quantitative and qualitative data analysis skills
- Experience/coursework in data management, data analysis, data visualization, and program evaluation
- Experience/coursework in GIS preferred; Programming experience/coursework a plus
- Proficiency in Microsoft Office Suite (particularly Excel and/or Access)



Tax Foreclosure Prevention VISTA

Division of Housing and Community Development

Project Goal

In Philadelphia, tens of thousands of households face eviction or foreclosure in a single year. The VISTA will assist the Division of Housing and Community Development in engaging its partners around eviction and foreclosure issues, help inform community outreach strategy, and analyze and communicate the outcomes of related programs and activities. Ultimately, the VISTA will help increase participation in foreclosure and eviction prevention programs, thereby decreasing the rate of eviction and foreclosure in Philadelphia during and after the pandemic. The VISTA will also make programs and outreach more effective through analysis and best practice research.

VISTA Role

The Eviction and Foreclosure Prevention VISTA will increase the capacity of the Division of Housing and Community Development to serve households facing eviction and foreclosure by helping to inform outreach strategy, policy, and program design.

Key Activities

- Develop methods for analyzing the impact of activities on rates of eviction and foreclosure
- Compile data and create visualizations and reports to track and communicate outcomes
- Generate policy, program, and pilot recommendations based on analysis and best practice/peer city research

Preferred Skills/Experiences

- Quantitative and qualitative data analysis skills
- Communication skills (written and verbal)
- Experience in data management, data analysis, data visualization, and program evaluation
- Experience with GIS preferred
- Programming experience/coursework a plus
- Proficiency in Microsoft Office Suite (particularly Excel and/or Access)

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Blight Reduction VISTA

Law Department

Project Goal

Law's VISTA will assist with determining best practices in Code Enforcement specifically as to rental properties with outstanding violations, which disproportionately impact low income tenants, and vacant properties and lots, which devalue neighborhoods, cause blight and lead to increased violence in communities. The VISTA will research how to make the process more efficient so that landlords and tenants can more readily resolve minor disputes without resort to court as well as addressing vacant blighted properties. The VISTA should find means to streamline the process so that limited enforcement resources can be appropriately directed and lift the burden from low-income communities.

VISTA Role

The VISTA will assist Law in finding and implementing alternate means of dispute resolution for cases involving low income property owners and tenants, developing effective strategies for addressing blighting conditions caused by vacant properties.

Key Activities

- Research to supplement any of the strategies or policies identified in the previous VISTA's research or to aid in implementation.
- Drafting of policies, procedures, and memorandum and other documentation needed for implementation of the identified strategies.
- Gathering of data and review for measuring impact of the strategies and/or another means of tracking/recording impact.

Preferred Skills/Experiences

- Legal background or interest in law
- Research and writing skills
- Interest in public policy, and/or statistical analysis

Rebuild Workforce Systems VISTA

Managing Director's Office, Rebuild

Project Goal

As part of a multi-year investment in the City's parks, rec centers & libraries, Rebuild is leveraging contracts to create career pathways for women & minorities interested in trades union membership. Our goal is not to launch stand-alone projects, but to align and connect existing Rebuild programs to create sustainable opportunities and access grounded in meaningful community engagement. A VISTA will support the connection of career pathways with community engagement at Rebuild sites by conducting research, facilitating partnership development, capturing best practices, and developing digital tools and collateral. This will expand staff capacity to create replicable long-term programs across a robust network of stakeholders.

VISTA Role

The Workforce Systems VISTA will support the establishment and growth of Rebuild's programs by conducting research, analyzing data, engaging stakeholders, and helping to build partnerships centered on best practices in community engagement and workforce development.

Key Activities

- Develop tools that help integrate Rebuild's workforce development programs with community engagement efforts
- In collaboration with other stakeholders, collect and analyze program information that can be used to advance/develop community engagement and workforce development programs
- Gather stories from community members and workforce development participants to use in creating marketing and outreach materials
- Research best practices related to design, development, and construction projects in other regions to help Rebuild facilitate access to community services and wraparound supports through ongoing community engagement efforts

Preferred Skills/Experiences

- Strong communication and writing skills
- Some experience with research and data analysis.



Opioid Response Unit VISTA

Managing Director's Office, Opioid Response Unit

Project Goal

COVID-19 has greatly impacted people who use opioids and community members in proximity to open-air drug use. The pandemic has caused a spike in homelessness and in opioid overdoses, disrupting the health and safety of both unsheltered individuals and people living in highly-impacted neighborhoods. VISTA support will ensure the Opioid Response Unit (ORU) will have capacity to work towards and achieve long-term goals. These efforts are aimed at reducing opioid overdoses, mortalities, disease transmission, community trauma homelessness, drug-related violence, and provide workforce development for young people that may be recruited for drug trade.

VISTA Role

The main responsibilities of the VISTA will be cross-agency communication, project tracking, and research.

Key Activities

- Revise the ORU strategic plan,
- Maintain and report out on the ORU initiatives tracker,
- Support 2-4 interagency strategy groups,
- Provide lessons learned and best practice research on innovative practices for opioid use disorder and community impact

Preferred Skills/Experiences

- Meeting facilitation
- Writing report style documents
- Email etiquette to include meeting notes and scheduling



Community Support Strategies VISTA *Managing Director's Office, Health and Human Services*

Project Goal

Options for employment are few for residents in some communities. Philadelphia's poverty rate is concentrated in neighborhoods, not city-wide, making the 23% poverty rate much higher with those communities. The VISTA will work on opportunities to interrupt poverty and facilitate youth employment. Over 3 years, the VISTA will provide for a review/update of data, community/stakeholder engagement, & strategy planning, as well as making recommendations for effective programs & early stage piloting. After 3 years will be a set of replicable planning processes & strategies for meeting specific public health, public safety and community development indicators which impact poverty, youth employment & facilitate upward mobility.

VISTA Role

The VISTA will focus on integrated/coordinated public health, public safety, community engagement and community development support strategies, including increased economic/employment opportunity for youth, living in poor communities.

Key Activities

- Review and update, where needed, of data, research and existing planning strategy.
- To inform planning, further engagement with constituencies/stakeholders both internal and external to the City.
- Use all information to begin to develop plans, processes, and programs for Years 2-3.

Preferred Skills/Experiences

- Must be comfortable in a diversity of settings and communities, including places of conflict
- Cultural competence in black/brown communities
- Must be adaptable and flexible, able to work on multiple tasks at the same time.
- Must be a "self-starter," able to work independently and as a team member
- Ability to speak Spanish, is a plus, but not required.



HHS COVID Recovery VISTA

Managing Director's Office, Health and Human Services

Project Goal

COVID laid bare the erosion of our social safety net and its disparate impacts on communities of color. In its recovery, the City can build a just & equitable safety net. This project will expand & deepen an inclusive planning process that is transparent, fosters partnerships & includes voices of all stakeholders. The VISTA will add to the City's recovery efforts, focusing on the needs of the housing insecure or homeless.

VISTA Role

This VISTA will contribute to the City's recovery planning efforts for the health and human service delivery system, with a specific focus on the needs of those who are housing insecure and/or homeless.

Key Activities

- Coordinate health and human services to ensure that Philadelphians are safe, healthy and educated.
- Maximize local, state and federal resources to ensure that Philadelphians are safe, healthy and educated.
- Ensure that the existing social service system is racially just and inclusive.
- Improve integration of health and human services to further address the social determinants of health.
- Incorporate evidence informed practices in the response and recovery.
- Expand and deepen an inclusive planning process that is transparent, fosters partnerships, and includes voices of individuals and families with lived experience, providers, and community stakeholders.

Preferred Skills/Experiences

- Project management
- Research skills, including data analysis and dashboard creation
- Grant writing
- Good organizational skills

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Child Behavioral Health VISTA

Managing Director's Office, Health and Human Services

Project Goal

The Child Behavioral Health VISTA will develop and improve new pathways for children and youth receiving Medicaid to access mental health services in Philadelphia. This includes building upon the existing landscape of behavioral health services available for Philadelphia youth to develop implementation strategies of new services, before building the capacity to sustain increased access to preventative mental and behavioral health services.

VISTA Role

The Child Behavioral Health VISTA will work with the City's child serving agencies and committed partners to support the evaluation, improvement and messaging of recent and planned school and community based mental and behavioral health programs to build resiliency for youth across the City.

Key Activities

- Create a manual outlining the process of moving a grant funded behavioral health program to a Medicaid funded program as a template for future work.
- Develop internal and external communications documents for a variety of audiences to record and raise awareness regarding investments and progress made in key behavioral health programs.
- Conduct qualitative surveying and quantitative data analysis on metrics to illustrate outcomes of City behavioral health programs, culminating in reports of findings.
- Provide project management support for academic research and initiatives that protect youth's mental health and prevent abuses and systemic disparities while in the City's care.

Preferred Skills/Experiences

- Demonstrated interest or experience in children's mental/behavioral health, education, the child welfare system and/or public policy, particularly Medicaid
- Experience and interest in data analysis and visualization, including Excel
- Experience summarizing large datasets or detailed program information into publicly digestible and interesting materials
- Time management skills to attend to multiple, ongoing projects
- Strong interpersonal, verbal and written communication skills to collaborate with various partners



H.O.P.E VISTA

Mayor's Office of Youth Engagement

Project Goal

The purpose of the Office of Youth Engagement (OYE) is to support Millennial & Gen Z Philadelphians navigate local government, engage more deeply with their communities & find opportunities for professional development. A 2014 study by Pew Charitable Trusts found that among 18- to 34-year-olds, nearly 30 percent were considered to be below the federal poverty line in 2012; the citywide figure was 27 percent. OYE will utilize support from a VISTA to begin to build out a comprehensive Youth Work Study Program that would pay high school students to work within City departments. This would result in more stable jobs income and ultimately intergenerational wealth for low-income Millennial & Gen-Z residents.

VISTA Role

The VISTA will conduct research, do stakeholder mapping and develop partnerships to create workforce opportunities for Millennial & Gen-Z Philadelphians experiencing poverty.

Key Activities

- Develop a comprehensive list of service providers/nonprofit organizations in Philadelphia that are currently working in the youth workforce development space.
- Conduct outreach to the corporate community in an effort to gauge interest in supporting a City-driven work study program.
- Support the development of a steering committee to begin strategic planning.

Preferred Skills/Experiences

- Interest in Youth Advocacy
- Interest in Workforce Development
- Interest in Systems Building
- Excellent Written/Verbal Communication/Outreach Skills
- Organizational Skills
- Team Player

Black Male Partnerships VISTA

Mayor's Office of Public Engagement

Project Goal

The Black Male Partnerships Development VISTA will create a sustainable Black male resource directory in order for OBME to build and maintain strong relationships with community stakeholders. This directory will enable Philadelphia residents to access City and community resources more effectively. According to the Brotherly Love Health Report, roughly 23% of black men are living in poverty and this directory will help in ensuring access to the vast resources our City has to offer. The VISTA will conduct stakeholder mapping, a needs assessment, and design the infrastructure, work with Communications Team for the implantation of this constantly expanding digital tool.

VISTA Role

The Partnerships Development VISTA will create a sustainable Black male resource directory in order for OBME to build and maintain strong relationships with community stakeholders.

Key Activities

- Stakeholder mapping, needs assessment, digital design, implementation

Preferred Skills/Experiences

- Proficiency in spreadsheets
- Good communication and organizational skills
- Able to attend OBME events

Affordable Reentry Housing Policy for Women VISTA *Mayor's Office of Public Engagement*

Project Goal

Nothing has put Philadelphia's lack of affordable housing in the spotlight more than the four month encampment of hundreds of unsheltered people in Philadelphia that began in June, 2020. The 3-year goal of this VISTA project will be to explore existing family housing options for formerly incarcerated women; identify the gaps; and identify resources to close the gap. The project will include a virtual public engagement summit with stakeholders including women with lived experience to develop policy for a coordination of services to enhance housing options for reentering women with children.

VISTA Role

VISTA member will serve as a Policy Research/Analyst whose project will help develop affordable housing policies for reentering women with children.

Key Activities

- Build on the work of the 1st year VISTA
- Follow-up access to affordable stakeholders with plan for next steps
- Explore potential housing funding sources for social service agencies that serve reentering women with children.

Preferred Skills/Experiences

- Excellent communications and research skills
- Familiarity with intersectional feminism that takes into account the ways that variables like race, ethnicity, socio-economics, gender identity and age impact systemic racism
- An interest in social and restorative justice

Poverty and Policy Research VISTA

Mayor's Policy Office

Project Goal

The goal of this VISTA project is to assist the Mayor's Policy Office (MPO) in the development of a supplemental poverty measurement tool, which may inform future policy and funding priorities within the City's anti-poverty strategy. Poverty is currently measured solely by one's income. Yet, many Philadelphians experiencing poverty rely on a variety of subsidies to stay afloat. MPO, in collaboration City departments, aims to develop a policy that stabilizes our most vulnerable, increase incomes, and invests in the future. To ensure effective policy Philadelphia would like to build a supplemental poverty index that can measure impact beyond income and help us lift residents out of poverty.

VISTA Role

The Poverty and Policy VISTA will assist the Mayor's Policy Office in the development and application of a supplemental poverty measure for the City of Philadelphia.

Key Activities

- Understand research from the previous VISTA to construct an SPM for Philadelphia, including data sources, statistical methods, and limitations
- Using the research from the previous VISTA, convene researchers and policymakers to have continued discussions about the best approach to measure income and poverty in Philadelphia and socialize the development of an SPM.
- Collaborate with City of Philadelphia operational agencies to integrate and analyze the data to identify specific opportunities to inform policy or program decisions that will benefit low-income families and individuals that are not included in the official poverty measure.

Preferred Skills/Experiences

- Experience with Statistical Analysis, including familiarity with R and other statistical software
- Quantitative and qualitative research background preferred
- Strong presentation skills.



Community School Parent and Community Engagement VISTA *Office of Children and Families*

Project Goal

To create a system of capacity-building opportunities to increase volunteer opportunities for families and community members to support and to engage in school-based activities and events that enhance school climate. By developing regularly occurring opportunities at the school or nearby, families and community members will have structured opportunities to engage, volunteer, and build community at the school and at the neighborhood level. The project goal is to increase the quality of opportunities, the number of new volunteers, and the sustainability of the opportunities available to parents and the community.

VISTA Role

The VISTA will report to the Community School Coordinator to ensure new opportunities supplement existing family and community engagement efforts.

Key Activities

- Review the previous VISTAs' plan and findings to increase the number of volunteers and opportunities for engagement (includes events and other activities).
- Continue the implementation of the work plan: Recruit volunteers and implement engagement strategies as developed in your plan. Identify how to continue work after completion of VISTA project.
- Assess and develop sustainability plan for the next year

Preferred Skills/Experiences

- Community Outreach and Engagement skills.



Fines & Fees Reform VISTA

Office of Community Empowerment and Opportunity

Project Goal

Fines and fees were designed without considering the inability of low-income individuals to pay. This project will help the City of Philadelphia remove barriers to re-entry and promote economic mobility by reducing fines and fees against low-income individuals and communities. The VISTA will assist us in building a coalition of City departments that will work to reform fines and fees in Philadelphia to be more equitable to low income individuals and communities of color.

VISTA Role

The role of the VISTA will be assist in coalition building and research related to our fines and fees reform efforts.

Key Activities

- Prepare communications to departments engaged in this work, organize convenings and side meetings, staff meetings, and prepare minutes
- Research relevant questions, which could include preparing reports on the activities of City Departments, researching innovative approaches from other cities, and researching the latest analysis and proposal with regard to fines and fees
- In consultation with all stakeholders and at the direction of CEO leadership, prepare communication materials and final recommendations to reform fines and

Preferred Skills/Experiences

- Research, analysis, planning, and evaluation.

Financial Equity VISTA

Office of Community Empowerment and Opportunity

Project Goal

We are seeking VISTA support in assessing under-served populations in our financial counseling programming. The VISTA will work with our Financial Empowerment Center staff to understand why certain populations experiencing poverty are not proportionately served by our financial counseling services and design remedies. The ultimate goal of this work is to better tailor our services to the needs of all communities experiencing poverty through application of the appropriate economic justice and racial equity lenses to our program design.

VISTA Role

To assess the reasons why our financial counseling services are not reaching the needs of all populations experiencing poverty and design interventions.

Key Activities

- Help design interventions to better serve the underserved communities based on the previous VISTA's work.
- Review the data from the last 7 years of our financial counseling services
- Identify those populations that are under served, and work with the community and other social service providers to understand what we need to do better to meet the needs of all communities experiencing poverty.

Preferred Skills/Experiences

- Data analysis, community engagement, and program assessment.

Eviction Prevention Policy VISTA

Office of Community Empowerment and Opportunity

Project Goal

In Philadelphia, over 22,000 evictions are filed each year, a majority due renters' inability to afford housing. New research has demonstrated a strong connection between housing instability and persistent poverty, especially for women with children. In June 2018, the Mayor's Task Force on Eviction Prevention and Response issued a report outlining a series of recommendations to address the eviction crisis in Philadelphia. The Eviction Prevention Policy VISTA will build the capacity of a cross-sector implementation team convened to carry out the recommendations of the Task Force. The Eviction Prevention Policy VISTA will research best practices, support new programming, analyze data, evaluate programs, and manage working group meetings.

VISTA Role

The Eviction Prevention Policy VISTA will build the capacity of a cross-sector implementation team convened to carry out a series of priority recommendations designed to reduce eviction filings and increase housing security.

Key Activities

- Community engagement and logistical support to expand the reach of a public education/communications campaign on eviction prevention
- Providing support to specific eviction prevention projects identified by the Housing Security Working Group, including program development, researching funding sources, and grant writing
- Improving reporting templates and creating systems for streamlining recurring tasks (meeting scheduling, minutes, attendance, metrics collection/reporting)
- Support for HSWG and sub-committees (Action Teams) in meetings, communications, and resource development

Preferred Skills/Experiences

- Expected to gain an in-depth knowledge of the process of eviction in Philadelphia (including relevant state and local laws)
- Have strong analytical and time management skills
- Be enthusiastic about interacting with diverse stakeholders
- Excellent communication skills (written and verbal), as well as experience in data analysis (quantitative and qualitative) are preferred
- Experience in project management, web development, or graphic design are also helpful but not required

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Promise Zone VISTA

Office of Community Empowerment and Opportunity

Project Goal

The West Philadelphia Promise Zone will begin the eighth year of the ten year federal designation. With a strong foundation of more than 100 Promise Zone partner agencies implementing a collective impact strategy, Promise Zone VISTAs will focus on the work that supports resident capacity building and resources needed to make our work sustainable for community based organizations, civic and resident groups. Project goals include: 1. Comprehensive data, reporting, and policy analysis; 2. Greater community capacity building and volunteer engagement; 3. Targeted youth engagement; 4. Continued communications and resident engagement; 5. Funding sustainability.

VISTA Role

Promise Zone VISTAs will build capacity to support residents and over 100 partner agencies to create greater access to opportunity in the West Philadelphia Promise Zone.

Key Activities

- Expanding and improving Promise Zone data systems, including increasing alignment of data collection to Promise Zone outcomes
- Analyzing data and creating policy briefs to reflect outcomes of Promise Zone work
- Building capacity for Promise Zone partner-run committees by developing resources, tools and partnerships that tie directly to the five Promise Zone policy domains: Education, Public Safety, Workforce & Economic Opportunity, Housing, and Health & Wellness
- Create systems to ensure Promise Zone partners have access to funding and grant opportunities.

Preferred Skills/Experiences

- Strong writing and communications skills; knowledge of Microsoft office, social media tools, and basic web-based technologies (Zoom, Wix/SquareSpace/ Survey Monkey, etc.)
- Basic analytical skills (quantitative and qualitative)
- Familiarity with census data and other openly available data sources
- Public speaking experience

Workforce Development VISTA

Office of Homeless Services

Project Goal

The Workforce VISTA plays an integral role in assisting the Office of Homeless Services in continuing its employment initiative throughout the homeless system, by taking into consideration the best way to support participants seeking employment and the necessary employment supports needed during COVID and beyond through its Help for the Hurdles employment project, an initiative that offers targeted employment supports, childcare and transportation for participants seeking employment and are eligible to move from shelter to Rapid Rehousing. The VISTA will assist with developing and refining program implementation and evaluation, specifically focusing on lowering barriers to employment for people experiencing homelessness.

VISTA Role

Assist with efforts to reduce barriers to employment for people experiencing homelessness.

Key Activities

- Research best practices
- Develop relationships with key partners in order to refine outcomes, goals, and reporting metrics developed by the previous VISTA.
- Collect and analyze data on program participants to determine gaps and resources needed to expand efforts
- Document lessons learned and recommendations to improve program operations amongst various stakeholders to assist with program evaluation
- Partner with shelter staff, City agencies and workforce development offices to ensure participants access high quality childcare

Preferred Skills/Experiences

- Strengths include project management, collaborating with multiple stakeholders
- Ability to work both autonomously and as part of a team
- Basic skills in Microsoft Office software (Word, Excel, and PowerPoint) and data analysis.
- Interest or basic understanding of homeless services, program development, and working with vulnerable populations is preferred.

Training Specialist and Instructional Coordinator VISTA

Office of Homeless Services

Project Goal

The goal of the Office of Homeless Services is to make homelessness rare, brief, and non-recurring. Essential to this mission is to provide training to the large network of organizations that directly service people who experience poverty and homelessness. The VISTA member will provide training that builds capacity and creates sustainable outcomes for OHS staff, housing providers, shelter providers, safe-haven providers who serve the current needs of people who experience poverty and homelessness.

VISTA Role

The Training Specialist and Instructional Coordinator VISTA will develop educational programs and materials as well as assist with curriculum implementation and evaluation.

Key Activities

- Design curriculum and deliver a variety of training throughout the provider network
- Develop e-learning modules and online trainings for OHS Staff and provider community
Building an online database of trainings that will be utilized by OHS staff, housing providers, shelter providers, safe-haven projects, and organizations that deal with specialized populations (eg. youth, elderly, and veterans).
- Assist in organizing symposiums that include advocates, providers, and persons with lived experience
- Examples of the symposiums/trainings that were offered by our agency this year include:
Understanding Addiction, Overdose, and Housing Crises in the 21st Century
Trauma Informed Care, De-Escalation, and Self Care
Authentic Youth Inclusion in Policy and Planning
The Training Specialist and Instructional Coordinator VISTA will be active in planning and conducting these trainings.
- Research training materials, methods, content, and best practices of other HUD funded training programs

Preferred Skills/Experiences

- Teaching/Training Experience
- Instructional Design Experience



Kensington Transition to Housing First VISTA

Office of Homeless Services

Project Goal

The opioid crisis is a complex health and social issue negatively impacting Kensington and surrounding neighborhoods in Philadelphia. As a result, there is an unprecedented, increasing number of unsheltered individuals living in encampments and spread through the community. The project will support efforts that increase access to safe and affordable housing for those experiencing homelessness and at imminent risk of homelessness. The VISTA will engage the public and bring interests and assets from within the community together with external stakeholders to create community-based solutions that build capacity and can be used as a model to increase future preparedness to address public health and societal issues in Philadelphia.

VISTA Role

The Kensington Transition to Housing First VISTA will take a collective impact approach towards the implementation and sustainability of strategies and programs aimed to reduce the unsheltered population, prevent encampments and build community capacity to address the opioid crisis and increase access to housing in Kensington.

Key Activities

- Record systems and best practices to enhance communication among homeless outreach teams, social service, treatment and housing providers in Kensington to reduce the number of unsheltered individuals in Kensington.
- Conduct a program evaluation that examines the Office of Homeless Services participation in the Encampment Resolution efforts and support new encampment focus areas throughout Philadelphia.
- Support the City in developing an education and media campaign to address waste and litter caused by meal providers in Kensington.
- Educate and convene Kensington community meetings with service providers and neighbors to curtail trash and litter concerns in Kensington.

Preferred Skills/Experiences

- Passionate, outspoken, and highly organized
- Member strengths should include written and verbal communication, problem-solving, and time management.
- Experience working with vulnerable populations, research and evaluation experience, and the ability to work autonomously and/or with a team to move projects forward.
- Interest in addressing housing insecurity, food insecurity, and opioid use disorder is also recommended.
- General knowledge of housing policy, mental health, substance abuse disorder, poverty and social welfare policy, and/or public health is a plus.

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Neighborhood Engagement VISTA

Office of Homeless Services

Project Goal

The Neighborhood Engagement VISTA has an integral role in assisting the Office of Homeless Services in expanding the Coordinated Entry and Assessment-Based Housing Referral System (CEA-BHRS) throughout Philadelphia. CEA-BHRS is a streamlined and standardized process of connecting individuals and families at-risk of, or currently experiencing homelessness to housing and services that end their housing crisis. The VISTA will assist with developing and refining CEA-BHRS operations, specifically focusing on efforts to increase access for those who do not access services through traditional, well established access points or shelters. The goal of this VISTA project is to connect more people experiencing homelessness to housing.

VISTA Role

Assist with efforts to increase access to housing for people experiencing homelessness.

Key Activities

- Provide technical assistance and guidance to mobile assessors and at least one new access point via onsite support and regular check-in meetings
- Collect and analyze data around who access points and mobile assessors are serving, gaps in services provided, and resources needed to expand efforts
- Document lessons learned and recommendations to improve access point and mobile assessor operations
- Refine toolkit for setting up additional access points and/or increasing the number of mobile assessors
- Develop plan to integrate activities into OHS operations for long-term sustainability.

Preferred Skills/Experiences

- Strengths include project management, collaborating with multiple stakeholders, the ability to work both autonomously and as part of a team
- Basic skills in Microsoft Office software (Word, Excel, and PowerPoint) and data analysis
- Interest or basic understanding of homeless services, program development, and working with vulnerable populations is preferred

Hub of Hope VISTA *Office of Homeless Services*

Project Goal

Philadelphians experiencing poverty often lack access to safe and affordable housing. There are an estimated 1,400 unsheltered individuals in Philadelphia and many more people that do not have permanent places to stay during the daytime. The Hub of Hope, public-private-non-profit collaboration, provides daytime services such as laundry, meals, and showers as well as onsite medical, dental, and case management services to the most vulnerable. The Hub of Hope VISTA will engage with non-profit organizations, establish partnerships, and support partners in order to plan and implement best practices in service provision at the Hub of Hope to meet the needs of clients while they transition to stable housing and self-sufficiency.

VISTA Role

The Hub of Hope VISTA will continue to work with non-profit service providers to expand and evaluate services at the Hub of Hope, and will develop and disseminate outreach, operations, and fundraising guides to support the continuation of programming past the end of the final project year.

Key Activities

- Develop evaluation metrics for programming and use feedback to inform program development and solicit additional funding (City, philanthropic, other streams, etc)
- Collaborate with other Center City service providers to establish a network of services, centers, and resources for people experiencing homelessness.
- Establish partnerships and opportunities with providers who offer highly requested services (housing, employment, ID assistance)
- Develop system for monitoring local, state, and federal policies that impact the population being served (i.e SNAP, funding for homeless services providers, etc).
- Support provider network through advocacy efforts, grassroots organizing, etc
- Secure additional long term funding sources for the Hub of Hope programs. Work beside Project HOME and the City of Philadelphia to develop a database of philanthropic contacts and program grants
- Develop and disseminate Hub of Hope 101's onboarding guide and program overview to new service providers, fellows, interns, and employees working in this focus area and/or at the Hub of Hope

Preferred Skills/Experiences

- Excellent research, writing, and communication skills and the ability to work independently and on a team
- Time management, interpersonal, and problem solving skills
- Interest in addressing homelessness, data analysis, and program evaluation is strongly recommended.

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Immigrant Community Capacity Building VISTA

Office of Immigrant Affairs

Project Goal

As we have learned through the COVID-19 pandemic, the vitality of the immigrant community in Philadelphia depends on the government's ability to partner with community-based organizations that provide key culturally competent services. Black immigrant communities in Philadelphia face issues of poverty, language access, trauma (as refugees), unequal access to quality and reliable health care and race-based discrimination. OIA seeks to support African and Caribbean immigrant serving organizations as vehicles for community growth and economic development. OIA will develop a capacity building collaborative to provide culturally competent technical assistance and organizational development tools to 15 organizations in a three year period.

VISTA Role

The VISTA will work with immigrant-led community-based organizations to increase their capacity to more effectively and efficiently serve the broad needs of African and Caribbean immigrants, refugees and asylees in Philadelphia.

Key Activities

- Structure and design the cohort-based capacity building model that leverages the knowledge and strengths of larger nonprofits to partner with smaller grassroots organizations and programs
- Develop curriculum and training modules to support community-based organizations by partnering with local capacity building institutions
- Serve as the monthly or bi-monthly convener of cohorts for check-ins and training opportunities
- Connect priority City agencies and departments to cohort for training opportunities
- Lead on-going evaluation efforts to manage constant improvement process

Preferred Skills/Experiences

- Ability to take direction and responsibility for work portfolio
- Knowledge of nonprofit organizations and how they serve various communities
- Ability to build relationships with community leaders, including conducting outreach
- Ability to research resources for nonprofit organizations
- Interest in grantwriting, resource development and nonprofit management and leadership
- Interest in immigrant populations and inclusive government
- Highly organized and detail oriented with a strong ability to follow through on tasks and timelines
- Experience with Black immigrant populations, including ability to speak an African or Caribbean language or deep knowledge of an African or Caribbean population

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Digital Equity VISTA

Office of Innovation and Technology

Project Goal

The VISTA will address the digital equity needs of Philadelphia residents. It is estimated that 26% of Philadelphia households lack broadband internet, and income is the strongest determinant of access in Philadelphia; 39% of households with incomes under \$20,000 have no internet access. The City of Philadelphia is developing a Digital Equity strategy to focus on this challenge and the VISTA will work with city agencies, community groups, and other stakeholders to develop the processes and procedures required to implement the strategy. After three years of service, the VISTA will have created systems that enable more Philadelphians to get free or low-cost internet, devices, and the 3 digital skills needed for full participation in society.

VISTA Role

The Digital Equity VISTA will develop the systems needed to implement, evaluate, and sustain Philadelphia's Digital Equity Strategy.

Key Activities

- Design, gather, prepare, and analyze qualitative and quantitative data, including family interviews, resident surveys, and data captured from our Issue Escalation form from the first year of the PHLConnectED initiative to provide internet access to K-12 households. This data will be used to draft recommendations to be carried out for the second year of the PHLConnectED program.
- Develop and implement a broad program evaluation of PHLConnectED that will track Key Performance Indicators (KPIs) through June 2022, design evaluation tools that include methods to gather community interviews and other feedback, and track the expansion of internet connectivity across Philadelphia.
- Support the Office of Children and Families, the Free Library of Philadelphia, the Office of Innovation and Technology, and the Workforce board in developing a playbook for public technology centers and accompanying best practices in digital literacy. The VISTA will also help create the training materials to create and support those digital literacy programs.
- Develop and maintain a policy and financial sustainability tracker to identify key policies across the federal, state, and local levels related to digital equity. This policy and sustainability tracker will help inform city government of promising best practices and financial models that could sustain the work.

Preferred Skills/Experiences

- Highly organized and able to manage multiple activities concurrently
- Ability to communicate effectively with a wide range of stakeholders, including government, nonprofit, community, and institutional
- Ability to create clear and engaging presentations and slide decks

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Reentry Housing VISTA

Office of Reentry Partnerships

Project Goal

Returning citizens face challenges obtaining safe, affordable housing. When basic housing needs go unmet, people transition from incarceration with nowhere to live, with dramatic consequences. We need better cross-sector collaboration to make appropriate resources available. The Reentry Housing VISTA will help develop the capacity of reentry stakeholders (City departments, criminal justice agencies, Reentry Coalition service providers, formerly incarcerated Philadelphians) and housing stakeholders (City departments, task forces, housing agencies, service providers, landlords, real estate management companies) to implement cross-system initiatives to more effectively connect formerly incarcerated Philadelphians to safe, stable housing.

VISTA Role

The Reentry Housing VISTA will research best practices, liaise with the Office of Homeless Services and the Reentry Coalition's Housing Subcommittee to gather and disseminate information, and contribute to strategy development.

Key Activities

- Research best practices for 1) landlord and real estate management company engagement, 2) public education about housing rights, 3) screening incarcerated and formerly incarcerated individuals' housing needs, and 4) program elements of successful reentry housing services 5) cross-sector coordination of housing-related referrals and service linkages.
- Liaise with the Office of Homeless Services, the Department of Behavioral Health and disability Services, and the Reentry Coalition's Housing Subcommittee to understand shared goals, gather and disseminate relevant information, and support the development of cross-system initiatives.
- Identify related opportunities for training and capacity-building of stakeholders including City departments, criminal justice agencies, Reentry Coalition service providers, housing agencies, different types of landlords, and real estate management companies.

Preferred Skills/Experiences

- Possess basic research skills and able to analyze and synthesize information
- Flexible and adaptable, being resourceful with strong problem-solving skills
- Comfortable with outreach and interaction with diverse organizations and representatives
- Organization and attention to detail, focused and efficient
- Familiarity with and commitment to social justice principles
- Comfortable working independently work effectively with a team
- Working with communities impacted by the criminal justice system is a plus
- Knowledge about the criminal justice system and housing policy/programs is a plus
- Working with government and/or nonprofit agencies that provide direct services

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Reentry Workforce Development VISTA

Office of Reentry Partnerships

Project Goal

Returning citizens experience many barriers that limit their access to employment/career pathways and economic stability. Philadelphia needs better cross-sector collaboration to make appropriate resources and opportunities available. The Reentry Workforce Development VISTA will help develop the capacity of reentry stakeholders (City depts, criminal justice agencies, Reentry Coalition providers, formerly incarcerated Philadelphians); workforce development stakeholders (City depts/task forces, training/education institutions, service providers; employers) to implement cross-system initiatives to connect more returning citizens to workforce development. Opportunities including education, training, job placement, and career pathways.

VISTA Role

The Reentry Workforce Development VISTA will research best practices, liaise with the Office of Workforce Development and the Reentry Coalition's Employment Subcommittee to gather and disseminate information, and contribute to strategy development to launch the Office of Reentry Partnerships' workforce development efforts.

Key Activities

- Research best practices for 1) employer engagement, 2) industry partnerships, and 3) workforce development services/program referral networks in the context of reentry.
- Liaise with the Office of Workforce Development and the Reentry Coalition's Employment Subcommittee to understand shared goals, gather and disseminate relevant information, and support the development of cross-system initiatives.
- Identify related opportunities for training and capacity-building of stakeholders including City departments, criminal justice agencies, Reentry Coalition providers, formerly incarcerated Philadelphians) & workforce development stakeholders (City departments/task forces, training/education institutions, service providers, & employers).

Preferred Skills/Experiences

- Possess basic qualitative and online research skills
- Flexible and adaptable
- Comfortable with outreach and interaction with diverse organizations
- Familiarity with and commitment to social justice principles
- Comfortable working independently
- Able to analyze and synthesize information
- Resourceful, strong problem-solving skills
- Experience working with communities impacted by the criminal justice system is a plus
- Knowledge about housing policy/programs and working with government/nonprofits that provide direct service is a plus

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A Running Start - Health VISTA

Department of Public Health

Project Goal

Philadelphia social service staff provide supportive services to many families living in poverty. The goal of the Family Health Training Academy is to educate these staff so they can provide health education and referral information to the families they serve. The A Running Start - Health VISTA will work with subject-matter experts to produce training e-modules, add them to various video-sharing platforms, promote the trainings, and design an evaluation plan. After 3 years, the Training Academy will be embedded into the training infrastructure of Philadelphia social service agencies through Learning Management Systems, onboarding materials, and employee newsletters.

VISTA Role

Continue managing and implementing the Family Health Training Academy, which aims to educate Philadelphia's social service agency staff by producing family health-related e-modules to help provide health education and referral information to families they serve.

Key Activities

- Work with subject-matter experts to produce brief e-modules
- Collaborate with various agency training directors across the city to add e-modules to online training platforms,
- Build and manage Training Academy Resource Hub, which serves as repository for family health resources
- Ensure quality improvement by reviewing e-module feedback and making changes as needed.

Preferred Skills/Experiences

- Organized, strong communication skills
- Familiar with PowerPoint and presentation software (bonus)
- Creative
- Interested in health education and program design/implementation/evaluation.

Health Equity VISTA

Department of Public Health

Project Goal

Many of the families served by Philadelphia Department of Public Health, Division of Maternal, Child, and Family Health (MCFH) programs are families that experience poverty. Poverty & racism perpetuate health inequity & put families at risk for negative health experiences and outcomes such as maternal & infant mortality. The VISTA will develop a health equity workshop series, a health equity committee, & health equity metrics for MCFH. These activities will help MCFH build internal capacity to better serve children and families. Staff will learn about the relationship between health equity, structural racism, & maternal & child health outcomes, and make improvements on incorporating a health justice lens to all programmatic & internal work.

VISTA Role

The role of the Health Equity VISTA will be to build internal capacity for MCFH staff to understand and address health disparities & health equity among the families they serve, through applying a health justice lens to all MCFH work.

Key Activities

- Collaborate with MCFH staff to develop a series of health equity workshops,
- Work with MCFH Evaluation and Surveillance Team to develop health equity metrics for all program evaluations
- Develop a health equity committee for MCFH.

Preferred Skills/Experiences

- Understands the importance of quantitative and qualitative data
- Passionate about racial justice
- Works well in a team and independently
- Knowledge of health equity, social determinants of health, and systemic racism



Isolation and Quarantine (I&Q) Support VISTA

Department of Public Health

Project Goal

As the city of Philadelphia prepares for Phase 2 of the COVID-19 response, integral planning is in place for the contact tracing and case containment initiatives. One of the major determinations of success for this initiative is a strategy for IQ for all populations, especially those who are unable to effectively isolate. One of these groups are individuals who are street homeless or living in homeless shelters and other congregate settings. Currently, to support this need, there have been locations designated around the city as IQ sites with intake criteria surrounding those who have been affected by COVID-19 and are unable to effectively isolate due to homelessness and housing constraints.

VISTA Role

The IQ Support VISTA will evaluate the protocols, best practices and strategies for engaging stakeholders to document how to effectively run an IQ site in the City of Philadelphia

Key Activities

- Review educational materials and protocols developed from the first year VISTA and improve or expand on the educational materials and trainings for the IQ Site
- Liaise with COVID-19 Containment's training coordinator to discuss about IQ training needs and ideas
- Analyze peer logs to conduct a comparison on the data collected after the implementation of suggestions recommended by the 1st year VISTA
- Find ways to engage individuals while occupying IQ sites
- Analyze data collected from the funded organizations for the IQ RFP project

Preferred Skills/Experiences

- Working knowledge of Microsoft office package (Excel, Word, PowerPoint, Outlook, SharePoint and Teams)
- Good Communication Skills
- Ability to work in a fast-paced environment
- Leadership Skills
- Ability to problem solve on their own
- Team work and Collaboration Skills

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Economic Opportunity VISTA

Department of Parks and Recreation

Project Goal

FDR Park is South Philadelphia's largest park and one of its most important institutions, serving as a gathering space for many immigrant communities. For decades, FDR Park has been home to a vibrant vendor community serving as an economic lifeline for many immigrant families. Today, over 60 Asian and Latin American vendors work in FDR Park. Vending community leaders have been begun work to form the Vendor's Association of FDR Park, with support from Park Staff. This VISTA position will provide organizing support for the Park and Association, and provide vendors with technical support and assistance with navigating city regulations. Our goal is improve economic opportunity through an organized and empowered vendor community at FDR Park.

VISTA Role

A VISTA position working to support, organize, and empower FDR Park's immigrant entrepreneur community through a new partnership with Park Staff and the Vendor's Association of FDR Park

Key Activities

- Assist the immigrant vendor community in organizing and capacity building during the inaugural year of the Vendor's Association
- Help develop basic administrative and communications systems to support the vendor community
- Serve as a liaison to support partnership and dialogue between Park Staff and the vendor community
- Work with Park Staff and the Vendor's Association to assist individual vendors in navigating city and park regulations

Preferred Skills/Experiences

- Passion for, or experience with, engaging diverse and immigrant communities
- An interest in small business and entrepreneurship
- Strong outreach and communications skills
- Spanish or a southeast Asian language proficiency (Khymr, Vietnamese, Thai, or Laotian) a plus

Workforce Development VISTA

Department of Parks and Recreation

Project Goal

FDR Park is South Philadelphia's largest park and one of its most important public institutions, reflecting this community's remarkable racial, cultural and economic diversity. FDR Park is developing a youth empowerment and career readiness program providing paid internship opportunities for South Philadelphia teens from low income households. This program will launch in Summer 2021 and will provide employment, training and mentorship to prepare these teens for college and for careers in natural lands conservation and park management. VISTA's will have the opportunity to help at this developmental stage with research of best practices, program design, outreach efforts to low income communities, and direct support to our teaching staff.

VISTA Role

A VISTA will work to develop and implement a youth empowerment and workforce readiness program, working with a racially and culturally integrated cohort of young people, in service of one of Philadelphia's most vibrant and diverse public parks.

Key Activities

- Document youth program curriculum for 2021 and work to develop and expand the program curriculum for 2022
- Explore partnerships with other South Philadelphia youth and workforce organizations to support continued education, employment, and mentorship opportunities for our youth cohort
- Utilize our expanding network of partners to support outreach and recruitment to identify youth for the 2022 cohort
- Work with our Park Staff and PowerCorps fellows to develop enriching conservation and service projects in support of our diverse park communities

Preferred Skills/Experiences

- Passion for youth mentorship and development
- Experience working with diverse and immigrant communities
- Interest in conservation and park management a plus
- Spanish or Southeast Asian language proficiency (Khmyr, Vietnamese, Thai, or Laotian) a plus



Community Engagement VISTA

Department of Parks and Recreation

Project Goal

The PPR Community Engagement VISTA will work on a pilot program that builds community engagement strategies through a neighborhood hub model. Through this work, the Community Engagement VISTA will increase access to city services, recreation and park facilities, and high-quality programs for youth and families in some of Philadelphia's most in-need communities. The Community Engagement VISTA will assist Philadelphia Parks and Recreation in building out new systems to support increased community engagement skills across the workforce, an inventory of available assets, resources, and programs, and increased social cohesion amongst community groups, volunteers, and program participants through targeted engagement and programming.

VISTA Role

The Community Engagement VISTA will lead engagement and outreach strategies in a neighborhood hub pilot program with the Philadelphia Parks and Recreation (PPR) to increase access to services and create a network of Philadelphia community members.

Key Activities

- Perform research in youth and adult leadership models.
- Implement pilot projects, specifically focusing on teen leadership and incorporating a youth voice into Parks and Recreation programming.
- Research and refine evaluation methods for community engagement.
- Perform data entry as needed.

Preferred Skills/Experiences

- Bilingual in Spanish preferred
- Experience working with diverse communities
- Customer Service

Age Friendly VISTA *Mayor's Commission on Aging*

Project Goal

Philadelphia has the highest overall poverty rate of the top 10 cities in the US and about one in 10 older people live in deep poverty or have a household income of < \$6,000. The WHO Global Network for Age-friendly Cities and Communities, was established to foster the exchange of learning between communities worldwide. The VISTA will work with the Mayor's Commission on Aging (MCOA), its key stake-holders and older consumers to develop an Age-Friendly City to support more low-income older Philadelphians in housing, transportation, health services, civic participation, and employment. The sustainable outcome is an Age-Friendly Philadelphia, Livable City for All, with more services for low income elderly in the community.

VISTA Role

Support the development of the Age Friendly City, Livable Philadelphia action plan for addressing poverty through awareness, research and engagement of older Philadelphians in the process.

Key Activities

- Research towards the implementation of the action plan
- Identify older Philadelphians and other stakeholders in City government, the non-profit and private sector to support planning related to housing, transportation and outdoor spaces and buildings
- Develop a template for tracking commitment, feedback and activities.

Preferred Skills/Experiences

- Good analytical skills
- Comfortable with diversity of thought
- Able to effectively engage diverse stakeholder communities
- Be conversant in Excel

National Service Diversity Accelerator VISTA

Mayor's Office of Civic Engagement and Volunteer Service

Project Goal

Service years are impactful experiences that prepare individuals to build successful careers in education, policy, health care, environmental stewardship and more. Unfortunately, service years aren't always accessible to low-income individuals and people of color, yet evidence shows that they would benefit most from these opportunities as a career and educational pathway. This project will build a sustainable model for a diversity accelerator fellowship that will lower barriers for Philadelphians who are financially disadvantaged, BIPOC identified, have less than a high school degree, or don't have access to affordable/ stable housing. Ultimately, this diversity accelerator will create a pathway out of poverty for low-income individuals.

VISTA Role

The VISTA will help lay the foundation for the National Service Diversity Accelerator Fellowship through identifying barriers to service and developing a fundraising plan.

Key Activities

- Develop and implement a system to integrate the recommendations set by National Service Task Force Steering Committee consultants to pilot the National Service Diversity Accelerator. The NSTF Steering Committee convenes cross sector leaders to work on service expansion with a focus on reducing existing barriers to service.
- Engage key national service program stakeholders and partners for the National Service Diversity Accelerator
- Build a recruitment and orientation plan for program fellows and participating service year programs to pilot the fellowship with
- Design and implement the professional development and mentoring component of the fellowship pilot program
- Develop a strategic fundraising plan to sustain the National Service Diversity Accelerator

Preferred Skills/Experiences

- Experience engaging diverse communities
- Strategic fundraising
- Works well in a team and independently