

END-OF-YEAR REPORT



DOMUSWORKS

FISCAL YEAR 2025 (7/1/2024 - 6/30/2025)

Long-Term Impact

100% of program graduates remained employed and thus on the path to self-sufficiency 1 year later.¹

The average pay rate for this group is \$18.70 per hour working in industries such as general construction, customer service, and caregiving.

Indicators of Success

35% avg. improvement in monthly work readiness scores²

86% participant retention rate

77% secured jobs or enrolled in educational program³



How Are We Doing?⁴

91% of YOUNG PEOPLE

feel the help the program provides is *very/extremely* helpful.

89% of YOUNG PEOPLE

feel DomusWorks staff *always* treats them with respect.

Net Promoter Score: 87 (world class)

The Domus Relational Model

The entirety of our work is based on the undeniable power of love to transform lives. Our staff work relentlessly to engage young people, never giving up until they feel a sense of safety and belonging. We use a unique, powerful combination of trauma-responsive and anti-racist practices, positive youth development principles, loving relationships, and skill building rooted in Thoughts, Emotions, & Behaviors, a form of Cognitive Behavioral Therapy. Together, these elements engage a young person's entire nervous system to increase their safety, health, wisdom, resilience, and skills. Fundamentally, they help youth regulate, relate, and reason as they practice shifting from a chronic stress response (*fight, flight, or flee*) to engage their *calm and connect* systems. Thus, when facing life's inevitable challenges, youth can interrupt unproductive, automatic reactions and respond more capably. Through these loving, evidence-based interventions, Domus empowers young people to achieve life-changing outcomes.

This year, Domus engaged 719 disengaged young people, each with an average of 3 traumatic experiences that have impacted their ability to succeed. Our evidence-supported interventions, in combination with the elements of our Relational Model, provided the support needed to help them re-engage and thrive.

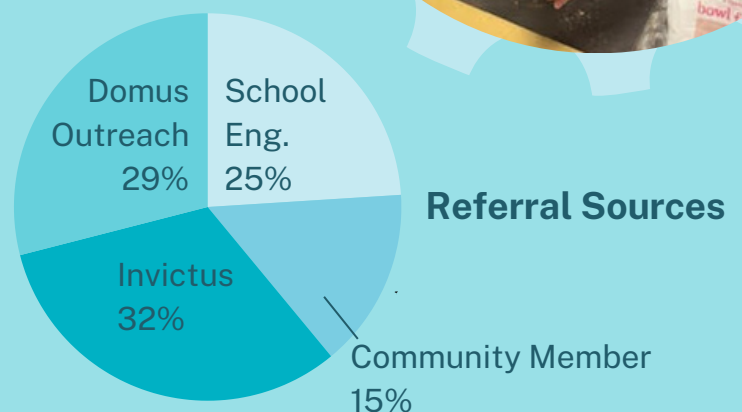
[Enrolling in the program] was one of the best things for my life.
—DomusWorks Participant



Our Young People

- 96%** Are young people of color.
- 85%** Are male.
- 58%** Live in unstable housing situations.
- 83%** Have unreliable transportation.
- 96%** Were unemployed at enrollment; others were underemployed.

84 Young People Served



Essential Supports for Success

- Engaging in **2,258 one-on-one meetings** to build relationships and provide support and coaching while in subsidized employment and for 6 months after obtaining unsubsidized employment.
- Teaching **63 group sessions** to develop work readiness skills.
- Providing **on-site employment coaching 4 times per week for 46 weeks**.
- Utilizing **monthly work readiness evaluation to assess employment readiness** in areas such as punctuality, initiative, quality of work, initiative taking, and response to supervision.

Preparing us for the real world...
letting us express ourselves in a
way [we're] understood.

—DomusWorks Participant

About the Program

DomusWorks engages young people aged 17 to 26 who are disengaged or disconnected from the workforce and unemployed or underemployed. The program gives them the support and skills-building opportunities they need to gain employment on the path to self-sufficiency. Participants go through the program for approximately one year:

- a two-week orientation builds relationships with staff and peers and develop work-readiness skills.
- employment in Domus' social enterprise (an average of 25 hours per week), working alongside a staff crew leader for 3 to 6 months to apply classroom learning to real-life subsidized employment while receiving daily feedback about their employment-readiness skills and earning money.

DomusWorks staff support young people until they find unsubsidized employment and secure medical benefits. Participants continue to meet weekly with staff for support and coaching to ensure each young person successfully transitions to and maintains unsubsidized employment for 6 months. Once they maintain employment for 6 months, participants successfully graduate from the program.



Program Successes

A goal this year was to **find more strategic partners** to hire our young people when they are ready to work. We connected with GE CoCreate, a community creative space with an experience and design center, custom fabrication facility, makerspace, and coffee spot. GE hired five DomusWorks graduates full-time: Two work in the manufacturing side, and three work in the makerspace. GE also donated staff time and their space to host a pilot program, *Business Builders*, in the spring. We connected with the Connecticut Carpenters Union, which provides monthly trainings for our young people at their site with their instructors. Another goal was to **secure new contracts**. We successfully added to our roster of clients, acquiring landscaping contracts from Catholic Cemeteries, Boys & Girls Club, and Yerwood Center.

Additionally, we worked with an educational consulting firm to update, standardize, and professionalize our workforce development curriculum. It's now online, with lesson plans that embed the Domus Relational Model. We also had participants like Safara (photo, pg 1) testify in Hartford at a legislative committee hearing on the impact of workforce development programs.

Organization-Wide Successes

YOUTH & FAMILY WELL-BEING: We awarded 120 youth wellness scholarships of \$100 each. Young people applied to purchase items or services to improve their physical or mental well-being. We also provided *Spring into Summer* gifts of fun, activity-based supplies to 250 families.

SERVICE LEARNING: 75 Domus youth from across our programs planned and executed a community-wide spring/Easter celebration for over 100 local children. The celebration included pictures with the Easter Bunny, numerous egg hunts, and arts & crafts activities.

Families received food to help defray the cost of feeding their children during spring break.

ADVOCACY FOR DISCONNECTED YOUTH: Domus youth and staff educated decisionmakers about challenges facing disengaged and disconnected young people.

- Youth and staff testified in Hartford on several pieces of legislation.
- Domus joined with six other nonprofits across the state to form the 119K To Zero advocacy collaborative to support efforts reducing the number of disconnected youth in the state.
- Staff and youth met with the governor, the House minority leader, and many state representatives to share their experiences.

Endnotes

¹In FY2024 (7/1/23-6/30/24), 15 young people graduated the program, and 6 young people left the program without graduating.

²Average improvement in Work Readiness Assessment scores among participants: Scores improved, on average, from 25 to 33 (out of 40 possible points) over an average of 3.5 months.

³77% of young people (60 individuals) who completed the program's Job Training & Skill Building stage and are declared *job ready* by program staff secured employment or enrolled in an educational/certification program.

⁴Survey response rate: 88%; Net Promoter Score is a globally used customer loyalty survey of one question asking if someone will recommend a program or service to friends and family. Scores range between -100 and 100; scores above 0 are considered *good*, with 50 and above classified as *excellent* and 80 or higher as *world class*.



Photos, pgs 2, 3, 4: J. Fioreck, 2024

LOVE LIVES HERE