

WELCOME TO TODAY'S TRAINING!

**MAKE YOUR**  
**PROGRAM WORK FOR**  
**GANG INTERVENTION**  
**AND DIVERSION!**

**PRESENTED BY**  
**LARRY ROBBIN**  
**EXECUTIVE DIRECTOR**  
**ROBBIN AND ASSOCIATES**

**TRAINING \* CONSULTING \* PROGRAM IMPROVEMENT**  
**SPECIAL PROJECTS \* KEYNOTE SPEECHES \* WEBINARS**

**Over 45 Years Of Youth and Adult**  
**Workforce Development Experience!**

**More Than 100,000 People Trained!**

**Over 1000 Government Agencies,**  
**Public And Non-Profit Organizations And**  
**Private Sector Clients Served!**

**ROBBIN AND ASSOCIATES**  
**Turning Workforce Development**  
**Program Challenges Into Success Stories for Over 45 Years!**

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## **SOME OF OUR MOST POPULAR TRAINING AND CONSULTING TOPICS!**

### ***How to Get Money and More From Businesses!***

Position your program to be able to get money, volunteers, joint projects and other forms of support from private sector businesses. Discover how many ways businesses can support your work!

### ***Through Disconnected Eyes! How Disconnected Youth Want You to Recruit, Engage and Retain Them for Employment Success!***

Find out from interviews with over 500 disconnected youth why your program does not work for them. Become demand driven by the voice of youth and you can achieve new levels of success!

### ***Winning Over the Hearts and Minds of Gang Oriented Youth!***

### ***Make Your Youth Employment Program Work for Gang Diversion and Intervention!***

Discover how to transform the strategies gangs use to appeal to youth and put them into your program so you can compete successfully with gangs for the hearts and minds of youth!

### ***You Can Be a Change Agent! How to Increase Employment Motivation in Youth!***

Get a completely new toolbox of innovative and powerful motivation strategies that can shift your youth from “no work no way” to “I got the job!” in less time than ever!

### ***Jails to Jobs! How to Help Justice Involved Youth Become Working Youth!***

Help your youth put the legal system behind them and the world of work in front of them with these powerful strategies! Learn how to help youth overcome employer resistance to hiring them!

### ***Are You Talking Like Businesses Think? Get the Private Sector to Use Your Services!***

You choose what you want this session to focus on – hiring, work experience, OJT, supported work, internships etc. Learn how to use private sector sales techniques to get employers to work with you!

### ***The Revolutionary Strength and System Based Captain and Coach Approach to Case Management!***

This new approach teaches youth how to case manage themselves! Organize other people in the life of the youth into a powerful pro-work team with the youth as their captain and you as the coach!

### ***Make Your Program a Magnet! How to Recruit Challenging Populations of Youth!***

Combine private sector marketing and sales strategies with feedback from youth about why they do not come to programs and you can turn recruitment challenges into waiting lists!

**We offer over 50 other youth employment program topics!**

**All topics are customized to your population of youth, program and goals!**

**Sessions can be done on-site and through low cost webinars!**

**USE OUR 45 YEARS OF YOUTH EMPLOYMENT EXPERIENCE  
AND TURN YOUR PROGRAM CHALLENGES INTO SUCCESS STORIES NOW!**

**ROBBIN AND ASSOCIATES**

**WWW.LARRYROBBIN.COM LARRY@LARRYROBBIN.COM**

**POINTERS**

NAME	THEIR POINTER
<b>YOUR NAME</b>	<b>ONE THING I DO OR OUR ORGANIZATION DOES THAT IS EFFECTIVE FOR YOUTH GANG DIVERSION AND/OR INTERVENTION IS</b>

## **IMPROVING PROGRAM OUTCOMES**

**1. Get ideas to make your program work for gang diversion and intervention. Organize an Advisory Committee of people with first hand knowledge of gangs in your community or get their input.**

- 1. Former youth gang members**
- 2. Family members of gang involved youth**
- 3. Recreation center leaders**
- 4. Emergency room personnel**
- 5. People from faith based organizations**
- 6. Police, people from the legal system and corrections that are rehabilitation oriented**
- 7. Seniors that gang oriented youth talk to**
- 8. Staff of agencies that work with gang members**
- 9. Business people that have hired gang members**
- 10. Popular entertainers and cultural figures**
- 11. Youth that in gang areas that are not gang members**

**Use this input to help design your services or program so they will work for your local gang oriented youth.**

- 2. Are gang diversion and intervention desired outcomes, goals or the purpose of your program? This determines what youth you can best serve and how to focus your program.**

## **COMMON LEVELS OF GANG ORIENTED YOUTH**

- 1. KEY GANG LEADERS**
- 2. GANG LEADERSHIP CIRCLE**
- 3. CORE GANG MEMBERS**
- 4. ASSOCIATE GANG MEMBERS**
- 5. GANG APPRENTICES**
- 6. GANG RECRUITS**
- 7. SEMI-RETIRED GANG MEMBERS**
- 6. WANNABE GANG MEMBERS**
- 7. VACILLATING GANG GROUPIES**

**3. Learn from best practices so you do not reinvent the wheel. Do your research!**

**PREPARING AT-RISK AND GANG-INVOLVED YOUTH FOR THE WORKFORCE: AN ANALYSIS OF PROMISING PROGRAMMATIC STRATEGIES FROM LOCAL AND NATIONAL YOUTH EMPLOYMENT PROGRAMS**

**<http://www.mass.gov/eopss/docs/eops/shannon-pub-8.pdf>**

**NATIONAL GANG CENTER**

**[www.nationalgangcenter.gov](http://www.nationalgangcenter.gov)**

**GETTING OUT OF GANGS STAYING OUT OF GANGS**

**[/www.nationalgangcenter.gov/Content/Documents/Getting-Out-Staying-Out.pdf](http://www.nationalgangcenter.gov/Content/Documents/Getting-Out-Staying-Out.pdf)**

**A NEW WAY TO FIGHT GANGS WITH JOBS**

**<https://news.usc.edu/28469/a-new-way-to-fight-gangs-with-jobs/>**

**A POLICE PROGRAM FOR THE EMPLOYMENT OF YOUTH GANG MEMBERS**

**<http://journals.sagepub.com/doi/abs/10.1177/0306624X8202600302?journalCode=ijoe>**

**NATIONAL YOUTH EMPLOYMENT COALITION**

**[www.NYEC.org](http://www.NYEC.org)**

**GOOGLE GANGS!**

## WHAT GANG ORIENTED YOUTH WANT

WHAT THEY WANT THAT WE CAN DELIVER	WHAT OUR PROGRAMS TYPICALLY OFFER	WHAT DO WE NEED TO DO TO COMPETE IN THIS AREA?
<b>FEELING OF FAMILY</b>	<b>PROGRAM PARTICIPANT</b>	
<b>EXCITEMENT SURPRISES</b>	<b>BOREDOM PREDICTABLE</b>	
<b>YOUTH CULTURE</b>	<b>NO USE OF YOUTH CULTURE</b>	
<b>YOUTH DRIVEN EXPERIENCE</b>	<b>ADULT DRIVEN EXPERIENCE</b>	

**OTHER THINGS GANG ORIENTED YOUTH WANT  
THAT YOU CAN PUT INTO YOUR PROGRAM**

- 1. COMPETITION**
- 2. RITUALS**
- 3. A RESPECT HIERARCHY**
- 4. ACTIVITIES THAT WEAVE THEM TOGETHER  
AS A GROUP AND A TEAM**
- 5. ADULT MENTORS THAT HAVE BEEN GANG  
MEMBERS**
- 6. STRATEGIES AND RESOURCES TO HELP  
THEM START A BUSINESS**
- 7. A YOUTH LEADERSHIP STRUCTURE**
- 8. FAST PATHWAYS TO HIGH WAGE JOBS AND  
CAREERS**
- 9. HELP AND SUPPORT FOR RESISTING  
RECRUITMENT EFFORTS OR LEAVING A  
GANG**



## **HELPFUL STRATEGIES**

- 1. Make sure you know about apprenticeship opportunities in the skilled trades and short term high wage training programs in your area.**
- 2. Partner with mental health resources to make your program trauma informed and for referrals.**
- 3. Hire staff that are former gang members with private sector employment history and some post-secondary education or training.**
- 4. Develop strong linkages with substance abuse programs and train your staff on these issues**

- 5. Pull together a broad Referral Network and cross train each other about referral counseling**
- 6. Organize a Business Advisory Board**
- 7. Make a disability assessment part of your program**
- 8. Use work and earn strategies, paid work experience and internships, OJT and any employer hiring incentives**
- 9. Bring in working former gang members to talk with current program participants.**
- 10. Get the feedback of your gang oriented youth on an ongoing basis and use it to improve your program. Study the drop out problem and learn from it.**

**WINNING OVER THE HEARTS AND MINDS OF GANG ORIENTED YOUTH**

<p><b>REASONS FOR JOINING OR STAYING IN A GANG</b></p>	<p><b>REASONS FOR NOT JOINING OR LEAVING A GANG</b></p>

**I AM NOT A BULLET MAGNET ANYMORE!**

**I COULD TAKE A BULLET I COULD TAKE A HIT  
I HAVE THE SCARS TO SHOW IT  
PROBLEM WAS  
THE BULLET DIDN'T FIND ME I DIDN'T GET THAT HIT**

**THE BULLET FOUND MY GRANDMOTHER  
SHE TOOK IT SHE GOT THE HIT  
I DIDN'T SHOOT THE BULLET BUT THE TRUTH IS  
I WAS THE MAGNET THAT BROUGHT THAT BULLET  
THROUGH OUR WALL AND INTO HER HEART**

**I CAN'T BRING HER BACK BUT I DID SOMETHING FOR  
HER, MY FAMILY AND ME I WILL NOT BE THE BULLET  
MAGNET ANYMORE SAFETY FOR MY MOTHER,  
SISTER AND BROTHER**

**I LEFT THE COLORS BEHIND I GOT INTO THE  
PROGRAM I AM BACK IN SCHOOL I GOT A JOB  
I AM THE PEACE, SAFETY AND FUTURE MAGNET NOW  
TOO LATE FOR MY GRANDMA BUT NOT TOO LATE  
FOR MY MOTHER, SISTER AND BROTHER AND ME**

**REST IN PEACE GRANDMA I HOPE YOU ARE LOOKING  
DOWN AND PROUD OF ME FINALLY**

**THINGS I WANT TO REMEMBER**  
**FROM THIS WORKSHOP**