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915 Broadway
Sacramento, CA 95818
(916) 324-6202

CITRUS HEIGHTS

7640 Greenback Lane
Citrus Heights, CA 95610
(916) 676-2540

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7000 Franklin Blvd., Suite 540
Sacramento, CA 95823
(916) 262-3200

GALT

1000 C Street, Suite 100
Galt, CA 95632
(209) 744-7702

GREATER SACRAMENTO URBAN LEAGUE

3725 Marysville Blvd.
Sacramento, CA 95838
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Sacramento, CA 95827
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Sacramento, CA 95828
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Administrative Offices & Employer Services

925 Del Paso Blvd.
Sacramento, CA 95815
(916) 263-3800

Website: <http://www.seta.net>



MEETING OF THE SACRAMENTO WORKS, INC. YOUTH COUNCIL

Date: Wednesday, February 13, 2008

Time: 8:30 a.m.

Location: SETA – Board Room
925 Del Paso Blvd.
Sacramento, CA 95815

While the Sacramento Works, Inc. Youth Council welcomes and encourages participation in the Sacramento Works, Inc. meetings, it would be appreciated if you would limit your comments to five minutes so that everyone may be heard. Matters under the jurisdiction of the Youth Council and not on the posted agenda may be addressed by the general public following completion of the regular agenda. The Youth Council limits testimony on matters not on the agenda to five minutes per person and not more than fifteen minutes for a particular subject. Meeting facilities are accessible to persons with disabilities. Requests for Assisted Listening Devices or other considerations should be made through the Clerk's office at (916) 263-3827. This document and other Board meeting information may be accessed through the Internet by accessing the SETA home page: www.seta.net.

A G E N D A

1. Call to Order/Roll Call
2. Consent Item: Approval of September 12, 2007 Minutes

Category #1: Organize/Optimize

3. Introduction of new members and new applicants
 - Discussion Item: Process of recruiting and selecting new Youth Council members
4. Program Performance
 - Review of SMARTware Universal and Individualized reports

Category #2: Youth & Community Voice

5. Report on WIA Youth Navigator and Youth Challenge grant programs

➤ Article in the Sacramento Business Journal

Category #3: Engaging, Educating & Coordinating – Youth, Community & Projects

6. Discussion Item: Report on 2007 Summer Employment Opportunities

7. Discussion/Action Item: Approval of proposed plan for WIA Year-round and Summer Employment opportunities

8. Public Input

Members: Mike Brunelle, Patricia Espinosa, Matt Kelly, John Koogle, Bina Lefkovitz, Dennis Morin, Maurice Read, William Warwick

DISTRIBUTION DATE: FRIDAY, FEBRUARY 8, 2008

**REGULAR MEETING OF THE
SACRAMENTO WORKS, INC. YOUTH COUNCIL**

Minutes/Synopsis

(Minutes reflect the actual progression of the meeting.)

SETA-Board Room
925 Del Paso Blvd.
Sacramento, CA 95815

Wednesday, September 12, 2007
8:30 a.m.

1. **Call to Order/Roll Call:** Mr. Matt Kelly called the meeting to order at 8:35 a.m.

Members Present: Colleen Clark, Matt Kelly, Bina Lefkovitz, Dennis Morin, Maurice Read, William Warwick

Member Absent: Mike Brunelle, Patricia Espinosa, John Koogle

Others Present: Julie Davis-Jaffe, Christine Welsch, Phil Cunningham, Rosa Ramirez-Galvez, Bette Blanchard, Laura Acuña, Fina Dempsey.

2. **Consent Item:** Approval of July 11, 2007 Minutes

Minutes were reviewed; no questions or corrections.

Moved/Morin, second/Warwick, to approve the minutes.
Voice Vote: Unanimous approval.

4. **Action Item:** Approval of Performance Measures for Sacramento Works WIA Youth Program Services

Ms. Christine Welsch reviewed this item which will combine performance measures for programs serving adult and youth and eliminate customer satisfaction requirements. Common performance measures were reviewed. In addition, for those young people enrolled in skills training, staff is asking that 75% of them be in critical industries.

Moved/Read, second/Lefkovitz, to:
 1. Approve the discontinuation of the youth specific performance measures listed in Section 136 of the Workforce Investment Act and,
 2. Implement the youth common performance measures described in Tables 1 and 2 and the youth local performance outcomes.Roll Call Vote: Aye: 6, Nay: 0, Abstentions: 0

5. **Discussion/Action Item:** Human Services Development Careers – Impact on Community and the Viability of Inclusion to Sacramento Works “Critical Occupational Groups”

Ms. Welsch reviewed the critical industries areas currently identified. Due to the implementation of some social services programs, there will be a very large need for social services/human services workers.

Speakers before the Board:

Michelle Kiajas, Sacramento Division of Mental Health. She spoke of Proposition 63 which taxes incomes over \$1 million and the funds go to expand mental health services. The goal is to use model programs that have been implemented elsewhere. They are now focusing on developing and transforming a system that is culturally sensitive and focuses on wellness and recovery. Statewide, the mental health services act is expected to produce 4,500 new positions such as psychologists, clinical social workers, etc. Locally, five new programs have begun creating 130 new jobs. They are struggling to fill new positions and to meet the demand for qualified staff which impacts the number of people being served. Contract providers are competing for staff. There is competition for salary and movement of staff which affects continuity of care. There is a need for psychiatrists and psychologists in the prison system; there was an increase in the salaries for the prisons and many went to the prisons for services. There is a critical need for bilingual and bicultural staff for the provision of services. The authors of Proposition 63 set aside funding to develop a workforce that is culturally sensitive; the specific needs in Sacramento is unknown but a county wide workforce assessment was released looking at all positions. There is already a shortage of staffing; if positions cannot be filled, services to people living with mental illness cannot be provided.

Frank Pizzi, consultant, after school programs in Sacramento. They administer Proposition 49 funds. Their funding has almost tripled; they now administer \$680 million for K-8 programs. There are now 5,000 programs statewide employing several thousand workers. There is a need for at least 2,000 more workers in the Sacramento County for after school programs. There is a need for the workers to meet minimum qualifications for an instructional assistant. There is a high turnover rate since they utilize a lot of college students. They are recruiting workers within the community college system. While the community college model is promising, it will only address a small portion of the overall need in Sacramento.

Kim Muller, City of Sacramento, Department of Parks and Recreation. She stated that the City is one of the largest employers of young people. Annually, 1,500-2,000 are employed. It is becoming more difficult in hiring and retaining qualified staffing. Staff is required to have an educational requirement now and they are looking for staff to have a higher work set ability. Ms. Muller urged the addition of human services as one of the critical cluster groups.

Staci Anderson, People Reaching Out. The issues for the young people in the field are more complicated. The kids needing services now have multiple issues.

Staff needs to have more training in order to provide services for youth. Staff compensation is a huge issue. There are often jobs with no benefits because they are part-time jobs. There is a need to look at the compensation issue to hire and retain staff and create a training program that prepares people to be in the field. Awareness is another issue for staff to provide services in the mental health field.

Ms. Lefkovitz stated that she has been working in this field and there is a huge turnover in staffing. Consistency is extremely important for the success of young people. She wants this to be brought to the WIB to be added to the critical industries list.

Mr. Morin asked how adding human services workforce would help. Ms. Lefkovitz stated that it gives a signal to SETA staff working in the human services field. SETA is in a great position to spearhead human services training coordination.

Moved/Lefkovitz, second/Warwick, to request the WIB to consider adopting the human services workforce as a critical industry/critical occupational group.

Voice Vote: Unanimous approval.

Category #1: Organize/Optimize

3. **Discussion Item:** Program Performance
Review of SMARTware Universal and Individualized reports

Ms. Welsch reviewed services provided by the youth specialists at the career centers. Services are provided to youth regardless of eligibility. Each youth specialist must see 200 youth per year at each career center.

Category #2: Youth & Community Voice

Category #3: Engaging, Educating & Coordinating – Youth, Community & Projects

6. Other Business: Ms. Lefkovitz announced that Jeffrey Canady will be coming to Sacramento on November 8. He runs a program in Harlem building a social infrastructure. He is a very dynamic speaker and she encouraged people to hear him speak.
7. Public Input: Ms. Erica Flores, Asian Resources, stated that she is happy with her job as a youth specialist.

Meeting adjourned at 10:02 a.m.

Information for Youth Council – February 13, 2008

Information Item #4. Program Performance.

Attached are reports generated from the SMARTware system that outlines the WIA Individualized services and the Universal services provided by the Youth Specialists stationed throughout the Sacramento Works Career Center system.

WIA Youth SMARTware Core Service Activity Report

7/1/07 - 12/31/07

	Sacramento Works Career Center												System
	BW	CH	FK	GT	HD	LF	LH	MS	MT	RC	SC	UL	
YS Orientation First Visit	226	196	348	147	173	63	292	32	0	62	595	175	2309
Foster Youth Services Referral	11	25	64	0	31	1	11	10	0	0	31	0	184
YS School & Community Links	12	0	1	6	23	6	166	1	0	32	488	450	1185
YS Services	169	94	501	105	93	0	379	2	0	78	542	418	2381
YS Workshop	57	67	386	366	66	1	86	0	0	90	75	406	1600

Youth Services Definitions

- YS Orientation/First Visit A career center orientation given to any youth by a Youth Specialist.
- Foster Youth Services Referral A referral made to Foster Youth services, including the Casey Foundation and the Independent Living Program.
- YS School & Community Links A linkage between schools and community services facilitated by a Youth Specialist.
- YS Services All other services provided to youth at the career center by a Youth Specialist.
- YS Workshop A workshop for youth facilitated by a Youth Specialist.

BW - Broadway, **CH** - Citrus Heights, **FK** - Franklin, **GT** - Galt, **HD** - Hillsdale, **LF** - La Familia, **LH** - Lemon Hill, **MS** - Mark Sanders, **MT** - Mather, **RC** - Rancho Cordova, **SC** - South County, **UL** - Urban League

WIA Youth Activity Reports

7/1/07 to 2/5/08

Youth Program	JTA Program Code	Enrollments Served			Active Enrollments			Work Experience					Additional Required Services			Additional Services				
		Total	New	Carryover	Total	New	Carryover	Job Shadowing	Paid Internship	Unpaid Internship	OJT	Employment w/ CM	Leadership	Occupational Skills	Degree / Diploma	Follow-up	Adult Mentoring	Guid. & Counseling	Supportive Services	Tutoring & Dropout
In-School																				
City of Sac	C46	54	20	34	21	20	1	0	0	0	0	49	49	48	1	24	0	0	32	0
Sac Chinese (FRK)	N52	26	5	21	18	5	13	0	1	2	0	23	16	17	0	4	0	2	7	7
Sac Chinese (HD)	H52	12	9	3	12	9	3	0	0	0	0	11	9	3	0	0	0	0	3	2
Out-of-School																				
La Familia	L34	58	25	33	43	20	23	3	1	0	24	11	34	22	14	5	0	0	2	5
Sacramento USD	E74	40	11	29	33	11	22	0	1	6	0	9	18	17	5	2	20	8	7	2
Galt USD	P92	25	3	22	24	3	21	0	5	0	0	17	2	9	2	0	0	0	1	7
Grant JUHSD	U31	56	19	37	47	19	28	14	7	0	0	16	29	33	23	7	0	1	5	0
Elk Grove USD	C22	87	52	35	87	52	35	0	18	1	3	13	53	5	59	0	0	19	37	14
Asian Resources (CHTS)	C07	8	8	0	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian Resources (BW)	A07	63	34	29	52	34	18	0	2	0	23	6	28	14	3	3	0	0	24	1
San Juan USD	W66	17	0	17	0	0	0	0	0	0	0	14	2	1	1	0	0	0	17	0

ITEM 5 – INFORMATION

REPORT ON WIA YOUTH NAVIGATOR AND YOUTH CHALLENGE GRANT
PROGRAMS.

BACKGROUND:

The Sacramento Business Journal recently highlighted SETA's WIA Youth Navigator and the Youth Challenge grant programs. Attached is information about the programs and the Business Journal article.

Sacramento Business Journal - October 15, 2007

<http://sacramento.bizjournals.com/sacramento/stories/2007/10/15/story9.html>



Friday, October 12, 2007

Infused with funding, Sacramento Works expands youth programs

Two grants add \$1.65M to coffers; will add counseling, training services

Sacramento Business Journal - by [Kelly Johnson](#) Staff writer

After 19-year-old Daniel Romero finished serving almost two years in California's criminal justice system for assault, he quickly started taking steps toward a new life.

The North Highlands man, now free for three months, began working part time at a restaurant, getting help with his résumé, taking classes on interviewing skills and avoiding debt, and planning for a career in firefighting.

From the start, job training agency **Sacramento Works Inc.** was helping him along the way, and nudging when necessary.

Two new grants totaling \$1.65 million enable the program of the **Sacramento Employment and Training Agency** to help Romero and other young people on probation, parole or at risk of getting into trouble.

- The state Department of Corrections and Rehabilitation Division of Juvenile Justice awarded SETA \$1.3 million for two years to assist 110 youth age 16 to 25 on probation or parole. It took effect in June and allows Sacramento Works to provide employment and training services as well as mental health counseling. Sacramento Works was the only recipient in the region, and one of five in California.
- A second grant of \$350,000 came from the Workforce Investment Act Governor's Discretionary Grant Fund. Over 18 months, the grant program will target 90 at-risk youth age 16 to 21 who are foster youth, with disabilities or on probation.

The programs mean the business-community gains prospective employees who are better prepared, said Christine Welsch, Sacramento Works' work force development manager. Employers also can operate in a safer community.

Louie Toro, owner of **Wireless World** in downtown Sacramento, hired three teens through various Sacramento Works programs. One didn't make it through his trial period for multiple reasons, including inappropriate behavior and failing to show up. Another teen was a "good young man" and a solid worker, but he didn't quickly learn the high-tech business of cell phones.

The third is Sergio Ahumada, who was a Sacramento High student who went to Sacramento Works for résumé and other help to prepare for his first job. Ahumada could speak to Wireless World's Spanish-speaking customers and had such a natural talent for the business that two years later he still works for the shop.



Noel Neuberger | Sacramento Business Journal

Sergio Ahumada, left, sells cell-phone accessories at Sacramento City College while Araina McCloud, center, and Sara Ward shop. Ahumada went to Sacramento Works for job preparation.

[View Larger](#)

'The best thing'

Toro, who worked for 15 years as a job training counselor, said he's glad to support Sacramento Works' efforts. Introducing them to the work world is "the best thing that can be done for a young person," he said.

Sacramento Works hopes to sign up 50 additional employers to participate in the grant-funded youth programs. The agency, which operates through a network of 12 career centers, can work with any type of employer, but construction often is a viable place for former offenders, Welsch said.

Because of the grants, Sacramento Works can pay a portion of workers' wages.

Sacramento Works serves 5,000 youths a year in Sacramento County through its various programs. Demand continues to increase because "there are more young people at risk," Welsch said. "This population is going up every year."

In Sacramento County, more than 1,900 young people are in foster care, and 5,000 are on county probation on any given day. About 8,200 youth age 14 to 21 are enrolled in special education in the county. This group is less likely than the general population to finish school, go to college or find work.

While need is increasing, guaranteed, consistent funding for young people in these categories has decreased over the past decade. Sacramento Works is more dependent these days on one-time grants because it receives less annual funding under government formulas related to population, income level and its performance. That can mean gaps in funding during which certain programs or services might not be available for six months or a year.

Most ever in one year

The new grants provide the most grant money for youth that Sacramento Works has ever received in one year. The \$1.3 million grant will fund a pilot program based on a program developed in 2001 with federal funds. Of the 120 served in that program, 75 percent were offenders and only 10 percent re-offended; on average, 38 percent of juvenile parolees go back to jail within a year, and 51 percent within two years. Most participants completed high school and some entered college, Welsch said.

The program, through which Ahumada participated, ran for five years until funding ran out.

The recently released Romero gained skills in firefighting while he was incarcerated and planned to pursue it as a career regardless, but with Sacramento Works' help, everything is "coming to me a lot easier," he said. "They're helping me out a lot. It's a good, good, good program."

After initially being angry, he even came to appreciate when the agency told his parole officer that he had missed his interview skills workshop, which resulted in his parole officer threatening to lock Romero up if he didn't shape up, he said. "It was for the best."

Romero continues to work and perform community service. He is scheduled to start an emergency medical technician class Jan. 30.

Sacramento Works Inc.

Role: Job-training agency partners with business, education, labor, government and nonprofits to ensure qualified workers are available

News: Received \$1.65 million in grants for work with young people

Budget: \$22.5 million

Employees: 181

People served: 43,000

Contact: seta.net

kjohnson@bizjournals.com / 916-558-7860

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SACRAMENTO WORKS Youth Navigator and Youth CHALLENGE Grant Programs

The Sacramento Employment and Training Agency (SETA) and Sacramento Works, Inc. is providing intensive re-entry services to juvenile parolees and probationers released from secure facilities in the Sacramento region. SETA is also targeting youth with disabilities including those transitioning from the probation and foster care system. SETA has received discretionary WIA funds and California Department of Corrections and Rehabilitation funds to serve these youth. Youth may be referred by probation or parole or can self-refer. The youth teams provide services throughout Sacramento County at various Sacramento Works One Stop Career Centers.

Program Design and Services: The Sacramento Works for Youth Challenge Program brings together a team of experts in juvenile justice, education, social services and employment to meet the aftercare needs of youth transferring from the local correctional facilities. The Sacramento Works for Youth Challenge Program is designed to provide a comprehensive wrap-around approach to youth re-entry services through the coordination of academic, vocational and employment services coupled with mental health and substance abuse counseling. A plan of action is developed to meet the youth's vocational and academic interests and needs.

Services include:

- Academic and vocational assessment and counseling
- Computer Literacy
- Job Search assistance and employment services
- Mental health and substance abuse counseling
- Pre-vocational Skills training
- Vocational training
- Ongoing casemanagement and follow-up
- Disability awareness and assessment services.

The two program teams includes representatives from:

- Sacramento Employment & Training Agency/Sacramento Works Career Centers
- Sacramento County Probation
- Sacramento Parole offices
- Sacramento Chinese Community Service Center
- Asian Resources, Inc.
- The Effort
- Crossroads Diversified Services

Program Goal - The goal of the Sacramento Works for Youth Challenge Program is for youth to positively transition into adulthood, for the juvenile offenders to complete probation or parole, improve their social behavior and redirect their lives towards a positive and productive lifestyle.

For more information about the Sacramento Works for Youth Programs and to refer youth, please contact Ginger Brunson at 263-3833 or email: Ginger@delpaso.seta.net.

ITEM 6 - INFORMATION

REPORT ON 2007 SUMMER EMPLOYMENT OPPORTUNITIES

BACKGROUND:

The following is a listing of employers hired youth from the Sacramento Works for Youth Jobs Bootcamp and feedback gleaned from both employers and youth.

Dave Jones Breakfast Employers:

DA's Office	3
Golden 1 Credit Union	3
Radiology Associates	2
Bar Association	1
Total:	9

SETA/Sacramento Works Employers:

JC PennEy	2	Macy's	1
Mervyn's	1	Sojourner Truth Arts Center	1
100 Black Men of Sacramento	1	Footlocker	2
El Pollo Loco	2	City of Sacramento (Landscaping)	5
In-Home Services	1	Sacramento City – Construction	1
Pet Smart	3	Premier Landscaping	1
California Development	1	DD's Discount	1
Café Au Crème	3	KBTv	1
Safeway	1	Caroline Allee	1
B&B Masonry	2	Weather Bees (Yard Work)	1
Chuck E Cheese	1	Land Park Academy	1
EDD	1	Fed Ex	1
Rusty Duck	1	KFC	1
Raging Waters	2	Walgreen's	1

Total: 41

Feedback from employers:

SETA's job developer spoke with several employers that hired youth from the JOBS Bootcamp. The employers felt that the program was very beneficial to the students, allowing them to enter the World of Work at a young enough age that will enhance their future in goal, decision making, what employers look for in an employee, dependability, team work and customer service. The employers would hire youth again. Employers contacted included a cross section of SETA contacts and those attending the breakfast meetings.

Feedback from youth:

The youth hired at these jobs indicated they were very happy with the training and assistance with job search. Many of the youth went out of their way to call and/or send thank you cards to staff for the opportunity to learn and go to work.

ITEM 7 - DISCUSSION AND ACTION ITEM

APPROVE PLANNING PROCESS FOR WIA YEAR-ROUND AND SUMMER EMPLOYMENT ACTIVITIES

BACKGROUND:

For many years SETA and the Sacramento Works Youth Council have supported various youth summer employment projects. Prior to the advent of Workforce Investment Act, subsidized summer employment was a separate funded activity. However, in the WIA Youth Program, summer employment is one of the ten WIA Youth Program Elements for the enrolled WIA youth.

As reported, during the summer 2007, several bootcamps were conducted throughout the community. In addition to the Sacramento Works for Youth Bootcamps, the Youth Council also sponsored subsidized summer employment as part of the year-round activity. Both venues emphasized the importance and positive outcomes in preparing youth for employment, rather than simply conducting job fairs. However, there are some challenges that need to be addressed:

- Engage more employers to “buy-in” to employing youth
- Workers Compensation costs - Employers expressed concern about higher workers compensation costs when hiring youth.
- Performance – The WIA does not allow for a summer employment program as a stand-alone activity and it is difficult to attain the required performance during a shortened program year.
- Economy – availability of jobs for youth considering the declining economic outlook.

SETA has identified carryover WIA youth program funds – final amounts will be available in March 2008. Staff is recommending that the carryover funds be used to enhance the year-round WIA program and provide summer employment opportunities for additional WIA eligible youth. These activities encompass several themes:

- **Promoting youth employment by engaging more local employers and the community.**
- **Conducting short term pre-employment workshops – Bootcamps**
- **Coordinating with ROP to enroll youth in vocational training opportunities**
- **Providing subsidized summer employment opportunities to youth that can transition to year-round WIA program.**

Staff has engaged community partners in this planning process, including the City of Sacramento Office of Youth Development, Area Congregations Together, Sacramento County Office of Education (SCOE), community-based organizations, and EDD. Community partners will be in attendance at this Youth Council meeting to provide input of this process.

In March 2008, staff will bring back funding recommendations for these activities.

RECOMMENDATION:

Hear staff and community report. Approve the planning process to increase summer employment opportunities and enhance the WIA year-round services.