

CAREER CENTERS

BROADWAY

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

CITRUS HEIGHTS

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

FRANKLIN

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
(916) 286-8600

HILLSDALE

5655 Hillside Blvd., Suite 8
Sacramento, CA 95842
(916) 263-4100

LA FAMILIA COUNSELING CENTER

5523 34th Street
Sacramento, CA 95820
(916) 227-2577

LEMON HILL

5451 Lemon Hill Avenue
Sacramento, CA 95824
(916) 433-2620

MARK SANDERS COMPLEX

2901 50th Street
Sacramento, CA 95817
(916) 227-1395

MATHER

10638 Schirra Avenue
Mather, CA 95655
(916) 228-3127

RANCHO CORDOVA

10665 Coloma Rd., Suite 200
Rancho Cordova, CA 95670
(916) 942-2165

SOUTH COUNTY

8401 - A Gerber Road
Sacramento, CA 95828
(916) 689-3560

Administrative Offices & Employer Services

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

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



SPECIAL MEETING OF THE SACRAMENTO WORKS, INC. YOUTH COUNCIL

Date: Monday, May 16, 2005

Time: **3:00 p.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.

AGENDA

1. Call to Order/Roll Call

Category #1: Organize/Optimize

2. Consent Item: Approval of March 5, 2005 Minutes

3. Action Item: Nomination of New Chair for The Sacramento Works Youth Council (Continued from the 3/5/05 meeting)

4. Action Item: Approval of Committee Plan in Response to the Sacramento Works, Inc. Board Retreat

Category #2 Youth Voice

5. Youth Friendly Binders

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

6. Approval of Funding Extension Recommendations for the WIA, Title I, Youth Program, for FY 2005-2006.
7. Public Input

Members: Matthew Avery, Yolette Barnes, Mike Brunelle, Patricia Espinosa, Brittany Hall, Deanna Hanson, Matt Kelly, John Koogler, Rick Larkey, Gerry Lawrence, Bina Lefkowitz, Maurice Read, Anthony Simpson, Larry Sinor, William Warwick, Kamika Whetstone.

DISTRIBUTION DATE: THURSDAY, MAY 12, 2005

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

Minutes/Synopsis

(The minutes reflect the actual progression of the meeting.)

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

Thursday, March 3, 2005
3:00 p.m.

1. Call to Order/Roll Call: Mr. Bill Warwick called the meeting to order at 3:14 p.m.

Members Present: Matthew Avery, Yolette Barnes, Patricia Espinosa, Brittany Hall, Matt Kelly, Rick Larkey, Bina Lefkovitz, Maurice Read, Larry Sinor, William Warwick, Kamika Whetstone

Members Absent: Mike Brunelle, Deanna Hanson, John Koogle, Gerry Lawrence, Anthony Simpson

Others Present: Dr. Jim Hernandez, Phil Cunningham, Bette Blanchard.

Category #1: Organize/Optimize

- Welcome to new members – Brittany Hall, Kamika Whetstone, and Matthew Avery

The three new Youth Council members were welcomed to the Board. They were appointed to the board last month. Ms. Welsch distributed an updated Youth Council roster.

Dr. Jim Hernandez was acknowledged as former chair of the Youth Council. Dr. Hernandez expressed his appreciation for the opportunity to work with the Youth Council.

2. Consent Item: Approval of December 2, 2004 Minutes

Minutes were reviewed; no corrections.

Moved/Kelly, second/Espinosa, to approve the minutes of the December 2, 2004 meeting as distributed.

Voice Vote: Unanimous approval

Category #2 Youth Voice:

4. Announcements: Deanna Hanson - Partnerships for College Access and Success (PCAS) funds

Ms. Welsch announced that LEED Sacramento was awarded a grant to work with young people 9th grade and up to ensure their preparation for college. An update will be provided at the next Youth Council meeting.

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

5. Report back from Youth Council Workgroups

→ Positive Career Development – Work Scholarship Initiative

Mr. Snaer reported that this program has finished the primary recruitment, selected the youth participants, and he will be notifying the youth that were accepted. Initially the program was going to work with a small group at Luther Burbank to keep things more central. However, staff found out that it made too small a pool of freshman and had to expand the recruitment to include more of the school. In the pre-start up phase, had several students attending pre-meeting workshops to allow students to ‘try out’ the program. This was a way to learn about the applicants and whether they would be appropriate for the program.

Ms. Welsch asked about a survey that was taken of the students. What did they want to do in the upcoming three years? The list of the things that they wanted to learn in the program matched exactly to what the program wants the kids to know...how to look for a job, dressing for success, interviewing skills.

Ms. Lefkowitz inquired how does this program differ from the other WIA programs? Mr. Snaer replied that the first and largest difference is that this program starts with freshmen and sticks with them until they are seniors. In the WIA program, kids can start at any age and it is not definite that they will stay with the program. A lot of the activities are similar but this scholarship program is being done differently. Another difference is that Raley’s has offered to hire the scholarship participants when the youth are ready. Raley’s contacted us to develop a program according to an East-coast store that had a similar program. They wanted to connect with some local youth and assist in keeping the employees employed. This program keeps kids from quitting or being fired.

Mr. Kelly asked if there had been any thought of contacting any of the other grocers in the area to see if they would be interested in this program. Ms. Hanson has contacted others to find out but Mark is not aware of the progress.

→ Planning and Indicators – Ms. Christine Welsch stated that last month the workgroup met. She distributed information from the last workgroup meeting.

At the last Youth Council meeting there was a lot of discussion regarding the supervisorial districts. The city council districts were also being reviewed along with information, by neighborhood, about where the eligible WIA youth are located.

6. Discussion Item: WIA Youth Program Performance Review

Ms. Bette Blanchard reviewed the most current program performance review and answered questions. Ms. Christine Welsch reviewed the most recent SMARTware statistics indicating the number of youth visiting career centers.

7. Action Item: Release Request for Quotes and/or develop a process to select a current WIA Youth provider(s) for contract augmentation to provide WIA youth services for the Work Scholarship Initiative program and Universal Youth Specialists

Ms. Welsch reviewed this item and explained the options available to the Youth Council.

Moved/Kelly, second/Read, to authorize staff to develop a process to select current WIA Youth Providers for contract augmentation. In addition, if funds are available, arrange for two youth specialists. Mr. Larkey requested if funds are available to fund a construction youth specialist.

Voice Vote: Unanimous approval.

3. Action Item: Nomination of New Chair for the Sacramento Works Youth Council

Mr. Cunningham stated that the only criteria is that the chair has to be a member of the Sacramento Works Board. That is an internal rule in the WIB bylaws. Mr. Cunningham stated that an amendment to the bylaws can be made if the Youth Council wants to consider a non-WIB board member as chair.

Moved/Sinor, second/Larkey, to nominate Gerry Lawrence as chair.

Mr. Read offered to be the temporary chair and ask the WIB to change the bylaws to allow a non-WIB member to the chair. In addition, he requested that this be continued to the next meeting. Mr. Lawrence needs to be told that many people are interested in him as a chair.

8. Other Business – None.

Mr. Kelly reported that the Fifth Annual Greater Career Awareness Day will be held April 22 at Granite Construction. Approximately 900 area youth and high school students will be attending this event which centers on the construction industry.

Ms. Welsch reported that Starbucks is issuing grants to community based organizations ranging \$10,000 to \$75,000.

The meeting adjourned at 4:48 p.m.

ITEM 3 - ACTION

NOMINATION OF NEW CHAIR FOR THE SACRAMENTO WORKS YOUTH COUNCIL

BACKGROUND:

Dr. Jim Hernandez has resigned as the chairperson of the Sacramento Works Youth Council. According to the current bylaws of the Sacramento Works, Inc. the chairperson is selected from membership from the Workforce Investment Board. Historically, the chairperson serves a two-year term of office. Currently, Mr. Maurice Read is serving as vice-chairperson. The process of selection of a new chairperson is as follows:

- ✓ Youth Council nominates a candidate for Chairperson
- ✓ Youth Council submits nomination to the Workforce Investment Board Executive Committee and/or Chairperson
- ✓ Chairperson affirms the nomination and appoints a new Youth Council Chairperson

RECOMMENDATION:

Nominate a candidate for Chair of the Sacramento Works Youth Council.

ITEM 4- ACTION

APPROVAL OF COMMITTEE PLAN IN RESPONSE TO THE SACRAMENTO WORKS, INC. BOARD RETREAT

BACKGROUND:

Sacramento Works, Inc., the local workforce investment board for Sacramento County held a strategic planning retreat on April 20, 2005. The updated goals for Sacramento Works, Inc for 2005-2006, the committee action plan and the notes from the retreat are attached for your review.

RETREAT THEME: **Becoming Sacramento's Workforce Resource**

- How do we connect workforce development to economic development and regional planning?
- Is the system driven by employer demand?
- Will the supply of workers be able to meet the demands of employers?

RECOMMENDATION:

Staff is recommending that each committee discuss the goals and action plan and develop a committee plan to present to the full board at the June 1 meeting.

Strategic Business Plan

March, 2001

Sacramento Works, Inc.

Role of Sacramento Works, Inc., the Local Workforce Investment Board

Sacramento Works, Inc., the local Workforce Investment Board is a 36-member board charged with providing policy, planning and oversight for local workforce development initiatives.

Vision:

Jobs for People and People for Jobs

Mission:

Sacramento Works unites business, education and public agencies to assure qualified and trained workers are available to meet the needs of the region's economy.

Guiding Principles:

**PARTNERING TO GROW
PEOPLE, BUSINESS, AND
COMMUNITY**

Promote a thriving local economy by

- Creating, attracting, and sustaining higher wage jobs in the region,
- Preparing the local workforce to compete for higher paying jobs,
- Identifying resources and income-supports for workers in low-wage jobs,
- Preparing local youth to compete in the workforce of today and tomorrow

Engage the business community educators, labor and workforce development professionals, in creating a Sacramento area workforce that creates, attracts and sustains higher paying jobs by

- Connecting and integrating public sector workforce development resources and systems
- Understanding, and fulfilling the employment needs of the business community.
- Engaging the local under-skilled workforce and connecting them to training which results in skilled jobs and better pay.
- Identifying the skills sets necessary and important to the business community and engaging educators to create curriculum that meets those needs.
- Restructuring workforce development systems to meet the needs of the business community.

Create partnership opportunities with providers of ancillary services to provide supports for workers, including

- Child care/After-school care
- Housing
- Transportation
- Life-long Career Development
- Career Counseling
- Legal Assistance
- Adaptive Services
- Mentors

Priority Goals

GOAL 1 – Train Workers for Critical Industries

The Board will take a proactive role in engaging the business community by assessing the regional labor market, identifying critical industries, and developing a plan to train workers for critical industries.



GOAL 2 – Develop a Private-sector Driven Initiative to Increase Employer Involvement and Satisfaction

The Board will increase employer involvement and satisfaction with the workforce system by developing a comprehensive business led employer outreach and marketing plan and measuring employer customer satisfaction

GOAL 3 – A Workforce that Creates, Attracts, and Sustains Higher paying Jobs

The workforce system will become more visible, accessible and better coordinated by engaging the business community, labor, educators and workforce professionals by focusing attention and resources on minimizing barriers to employment (literacy, childcare, transportation, and housing), promoting career ladders, and preparing a workforce that creates, attracts, and sustains higher paying jobs.

GOAL 4 – Prepare Youth to Compete in the Local Economy

The Board will ensure that local youth are prepared to compete in the local economy by supporting education, employer and community partners to ensure that all K-12 students have a quality education and an introduction to the world of work.

GOAL 5 – Evaluate and Improve the One-Stop System

The Board will evaluate the one stop system and make recommendations to continuously improve the system to make it more effective, efficient and relevant to current and future needs of employers.

Strategic Business Plan Update

Priority Goals and Committee Tasks
December 23, 2002

Sacramento Works, Inc.



Sacramento Works, Inc. -- Priority Goals

GOAL 1 – Train Workers for Critical Industries

The Board will take a proactive role in engaging the business community by assessing the regional labor market, identifying critical industries, and developing a plan to train workers for critical industries.

Committee	Task/Assignment
Planning Committee	<ol style="list-style-type: none"> 1. Proactively identify employment needs in critical industries 2. Conduct Industry cluster needs assessment and identify specific skills needed by employers
Employer Outreach Committee	<ol style="list-style-type: none"> 1. Develop collaborations with critical industry employers
Youth Council	<ol style="list-style-type: none"> 1. Encourage public schools to increase vocational education classes 2. Coordinate training efforts with education entities
One Stop Committee	<ol style="list-style-type: none"> 1. Connect critical industry employers and employment seekers
Executive Committee	<ol style="list-style-type: none"> 1. Pull major employers representing critical industries into the WIB

GOAL 2 – Develop a Private-sector Driven Initiative to Increase Employer Involvement and Satisfaction

The Board will increase employer involvement and satisfaction with the workforce system by developing a comprehensive business led employer outreach and marketing plan and measuring employer customer satisfaction

Committee	Task/Assignment
Planning Committee	<ol style="list-style-type: none"> 1. Determine needs of employers 2. Ensure that job seekers know what employers want
Employer Outreach Committee	<ol style="list-style-type: none"> 1. Identify and develop a private sector-led training initiative 2. Coordinate better with local workforce organizations 3. Change perception as government agency. Merge public and private sectors 4. Develop strategic partnerships with employers 5. Develop a strong regional marketing program for Sacramento Works 6. Market SWI as vehicle for employment solutions 7. Educate employers and job seekers through marketing efforts 8. Introduce hiring managers to one stop managers 9. Increase visibility in the business community
Youth Council	<ol style="list-style-type: none"> 1. Improve interaction between employers and education, especially the K-12 school system

One Stop Committee	1. Improve customer satisfaction with one-stop services
Executive Committee	1. Conduct focus groups of board members to assess success of effort and follow-up

GOAL 3 – A Workforce that Creates, Attracts, and Sustains Higher paying Jobs

The workforce system will become more visible, accessible and better coordinated by engaging the business community, labor, educators and workforce professionals by focusing attention and resources on minimizing barriers to employment (literacy, childcare, transportation, and housing), promoting career ladders, and preparing a workforce that creates, attracts, and sustains higher paying jobs.

Committee	Task/Assignment
Planning Committee	Improve our system for determining the needs of our customers—both employers and job seekers
Employer Outreach Committee	1. Cultivate career ladder resources for workers 2. Develop strategic partnerships with employers
Youth Council	1. Act as a catalyst to bring together educators and youth community based training programs.
One Stop Committee	1. Reach out through one-stops to the non-English communities for training purposes
Executive Committee	1. Evaluate success of efforts to minimize barriers to employment and promote career ladders

GOAL 4 – Prepare Youth to Compete in the Local Economy

The Board will ensure that local youth are prepared to compete in the local economy by supporting education, employer and community partners to ensure that all K-12 students have a quality education and an introduction to the world of work.

Committee	Task/Assignment
Planning Committee	1. Improve our system for determining the needs of our customers—both employers and job seekers 2. Ensure that youth know what employers want
Employer Outreach Committee	1. Strategic alliances with key organizations
Youth Council	1. Act as a catalyst to bring together educators and youth community based training programs. 2. Increase involvement of secondary educational institutions
One Stop Committee	1. Increase efficiency utilization and recognition of one stops by youth
Resource Development Committee	1. Look for alternative funding sources 2. Develop a private fundraising effort
Executive Committee	1. Support staff to ensure that youth goals and performance measures are met and exceeded.

GOAL 5 – Evaluate and Improve the One-Stop System

The Board will evaluate the one stop system and make recommendations to continuously improve the system to make it more effective, efficient and relevant to current and future needs of employers.

Committee	Task/Assignment
Planning Committee	<ol style="list-style-type: none">1. Improve our system for determining the needs of our customers—both employers and job seekers2. Determine how resources will be used in the one stop system3. Identify services to be offered in the one stop system to meet the needs of customers
Employer Outreach Committee	<ol style="list-style-type: none">1. Strategic alliances with key organizations2. Re-create the one-stop system to meet the needs of employers.3. Ensure that system is recognized and utilized by business and public agencies
Youth Council	<ol style="list-style-type: none">1. Increase involvement of secondary educational institutions
One Stop Committee	<ol style="list-style-type: none">1. Increase efficiency utilization and recognition of one stops2. Improve customer satisfaction with one stop services3. Reach out through the one stops to the non-English communities for training purposes4. Connect employers and employment seekers
Resource Development Committee	<ol style="list-style-type: none">3. Look for alternative funding sources4. Develop a private fundraising effort
Executive Committee	<ol style="list-style-type: none">2. Support staff to ensure that one stop system goals and performance measures are met and exceeded.

Sacramento Works, Inc.

CRITICAL INDUSTRIES

Sacramento Works, Inc., the local Workforce Investment Board, has taken on the role of engaging the business community by assessing the regional labor market, identifying critical industries, and developing a plan to train workers for critical industries. The Sacramento Works, Inc. Planning Committee has identified seven industries in our area as "Critical Industries". These seven industries represent those industries that are most consistent with our goal of helping job seekers, through the one-stop system, to find long term, career oriented employment. The following information provides a brief description of the "Critical Industries".

ADVANCED MANUFACTURING AND PRODUCTION

The Manufacturing and Production industry category is comprised of a diverse group of occupations directly related to actual manufacturing and/or production of goods. Also included in this category are occupations related to the storage, distribution, and transportation of manufactured goods. SACTO reports that a large number of manufacturing firms and retail distribution centers are expressing a strong interest in the Sacramento region.

Locally, for the occupations included in this industry, an increase of nearly 8,500 jobs due to growth and 7,500 jobs due to separation are projected between 2001 and 2008.

CONSTRUCTION

The Construction industry category is primarily comprised of occupations involved in the construction of buildings. Also included in this group are specialty trade contractors (e.g. Electricians, Painters, Carpet Installers, etc.), Cost Estimators, Building Inspectors, and landscape construction related occupations. EDD indicates that the construction industry posted 3,300 new jobs between February 2003 and February 2004.

Locally, for the occupations included in this industry an increase of more than 7,000 jobs due to growth and nearly 5,000 jobs due to separation are projected between 2001 and 2008.

FINANCIAL AND CUSTOMER SERVICE

The Financial and Customer Service industry category is comprised of a diverse group of occupations. In addition to occupations directly related to financial, customer service, and call center activities, also included in this group are insurance related occupations (e.g. Claims Examiners, Policy Processing Clerks, and Insurance Agents). Customer Service Reps (including Call Center Workers) and Insurance Claims Adjusters and Policy Processing Clerks combined are projected to represent nearly 3,800 of the projected new jobs between 2001 and 2008.

Locally, for the occupations included in this industry, an increase of more than 13,500 jobs due to growth and more than 14,000 jobs due to separation are projected between 2001 and 2008.

HEALTHCARE AND BIOTECHNOLOGY

The Healthcare and Biotechnology industry category is comprised of occupations employed by Hospitals, Nursing and Residential Care, Physician's Offices, Dental Offices, Outpatient Care Centers, and Medical/Diagnostic laboratories as well as Biological Technicians employed by a variety of employers performs a variety of biological research activities. Nationally, it is predicted that between 2000 and 2010, 13 percent of all new wage and salary jobs will be in Health Services. Also, in that same period, 9 of the 20 fastest growing jobs will be in Health Services.

Locally, for the occupations included in this industry, an increase of approximately 6,850 jobs due to growth and more than 4,759 jobs due to separation are projected between 2001 and 2008.

INFORMATION TECHNOLOGY AND TELECOMMUNICATIONS

The Information Technology and Telecommunications industry category is comprised of occupations that involve the design, production, installation, and/or maintenance of computer hardware and software systems and networks as well as cable and telephone communications systems. As with Office and Administration Support related occupations, a large number of the occupations in this category are employed, to some degree, across most other industries. Nationally, between 2000 and 2010, 8 of 10 fastest growing occupations will be IT related.

Locally, for the occupations included in this industry, an increase of more than 6,500 jobs due to growth and nearly 1,100 jobs due to separation are projected between 2001 and 2008.

MAINTENANCE AND REPAIR

The Maintenance and Repair industry category is primarily comprised of occupations involved in restoring machinery, equipment, and other products to working order as well as occupations that typically provide general or routine maintenance or service on products to ensure they work efficiently and to prevent breakdown and unnecessary repairs. Automotive Service Technicians will account for nearly 2 out of every 10 new jobs in this industry between 2001 and 2008.

Locally, for the occupations included in this industry, an increase of nearly 3,800 jobs due to growth and more than 3,200 jobs due to separation are projected between 2001 and 2008.

TOURISM AND HOSPITALITY

The Tourism and Hospitality industry category is primarily comprised of occupations involved in providing accommodations and food service related activities as well as occupations providing customer service, recreation, and entertainment related activities. Nearly 75 percent of the jobs in this industry are in the Food Service sector.

Locally, for the occupations included in this industry, an increase of nearly 8,400 jobs due to growth and more than 13,800 jobs due to separation are projected between 2001 and 2008.

Major goals/issues identified by Sacramento Works board members at last retreat

1. Growing the community to be a better place to live and work by guiding and managing future workforce development efforts
2. Supply services which result in upgrading worker skills
3. Navigate the workforce system-balancing supply and demand
4. Get the private sector "hooked"
5. Act as a conduit between the needs of business and job seeking people
6. Measure the market and develop training
7. Develop and connect the workforce system for the business community
8. Partner with employers to meet their business needs
9. Develop a system which becomes a resource to employers
10. Partner with employers to help solve their workforce problems
11. Assess, develop and implement workforce solutions
12. Become the glue between employees and employers

Leadership roles for Local Workforce Investment Boards developed by State of California Workforce Investment Board

1. Human resources and support system for local businesses
2. Catalyst for community planning and integration of services
3. Job training resource for key industry sectors in the local economy

Sacramento Works Board Retreat

Minutes/Synopsis

Radisson Hotel
500 Leisure Lane, Room 303
Sacramento, CA 95815

Wednesday, April 20, 2005
8:45 a.m.

Welcome: Mr. Randall King and Mr. Mike Dourgarian welcomed board members. Mr. Dourgarian introduced Virginia Hamilton, Executive Director of the California Workforce Association.

Members Present: Walt DiMantova, Maurice Read, Jim Pardun, Kathy Kossick, Francisco Rodriguez, Larry Suddjian, Kingman Tsang, Peter Gregerson, Bruce Parks, Gerry Lawrence, Jack Padley, Joan Polster, John Koogler, Mark Ingram, Kim Parker, Larry Buchanan, Anne Moore, Mike Dourgarian, Rick Dibble, Deborah Portela, Joanne McDermott, Barbara Hayes, Anette Smith-Dohring, Mark Erlichman.

Youth Council Members Present: Kamika Whetstone, Bina Lefkovitz, Rick Larkey, Mike Brunelle, Pattie Espinosa, Anthony Simpson, Jr., Yolette Barnes.

Others Present: Virginia Hamilton, Judy Branaman, Mike Micciche, Robin Purdy.

Ms. Virginia Hamilton reported on the status of the Workforce Investment Act reauthorization. She also discussed potential state legislation.

Local WIB Accomplishments:

- x Increased private sector involvement
- x Outreach to employers
- x Quality of board members and meetings
- x Fantastic public/private partnerships in nursing and construction
- x Identified critical industries
- x Streamlined board meetings/agendas
- x Alignment with the goals that were set up two years ago.
- x More clarity regarding board purpose/customer services
- x Better relationships among board members and service providers
- x Quality of one-stop presentations

The board discussed where it has spent the most energy, and what members have learned over the last two years.

Break: 10:00 – 10:10 a.m.

Strategic Directions

Ms. Hamilton inquired what is the business of the WIB. What would a community with a competitive workforce advantage look like? The seven characteristics were reviewed.

1. **Forward thinking community leaders.**
2. **Business investment in human capital.**
3. **Strong and diverse economy.**
4. **Each community has an infrastructure for employers and workers.**
5. **Effective and articulate education system.**
6. **Clearly defined and accessible work paths.**
7. **Ready willing and able workforce.**

Board members broke into groups. Each group took one goal, talked about whether the goal still makes sense, is there some tweaking to be done, something missing, something that needs to be added? Each group modified existing goals as follows:

GOAL 1 – Facilitate Workforce Development for Critical Industries

The Board will take a proactive role in engaging the business community by assessing the regional labor market, identifying critical industries, and facilitating plans to train *and retain* workers for critical industries.

GOAL 2 – Develop Private-sector Driven Initiatives to Increase Employer Involvement and Satisfaction

The Board will increase employer *interest*, involvement and satisfaction with the workforce system by developing a comprehensive business led employer outreach and marketing plan and measuring employer customer satisfaction.

GOAL 3 – Coordinate the development of A Workforce system that Creates, Attracts, and Sustains Higher paying Careers/Professions

By engaging the business community, labor, educators and workforce professionals by focusing *strategic* attention and *aligning* resources on minimizing barriers to employment (literacy, childcare, transportation, and housing), promoting career ladders, and preparing a workforce that creates, attracts, and sustains higher paying *careers/professions*.

GOAL 4 – Ensure Youth are Prepared to Compete in the Local Economy

The Board will ensure that local youth are prepared to compete in the local economy by supporting *the workforce development system*, education, employer and community partners to ensure that all K-12 students have a quality education and an introduction to the world of work.

GOAL 5 – Evaluate and Improve the One-Stop System and Processes

The Board will evaluate the one stop system and make recommendations to continuously improve the *process* to make it more effective, efficient and relevant to current and future needs of employers *and job seekers*.

Board members agreed on these revisions.

Lunch from 12:00 – 12:40 p.m.

Strengths of this board:

- Good at goal setting/results oriented.
- Positive participation from the private sector
- Good staff support.
- Experience; this board has really matured in the last four years.
- Strong one-stop system.
- Combination of partners and private business that can influence the results.
- Growing education partnership; the education members are getting more active.
- The people are all nice!
- There's a lot of respect between board members. There is trust between/among board members.
- A lot of diversity.
- Good track record.
- We host the capitol.

Weaknesses of the Board:

- Funding is continually shrinking.
- Restrictions on funding misalign with the goals of the WIA.
- Over-regulated, which curbs creativity and responsiveness.
- No marketing.
- No good accountability system in place dealing with employer needs
- Distractions/uncertainty in Washington, D. C.
- Most of the partners in this area are regional in scope. The WIBs are more local. There could be a lot more efficient way to work as a regional area. We have to work together with the other workforce development areas.
- Our public perception is still weak; the public still does not know who we are.
- Continuity of identify problem. Have to be consistent throughout the country so that there is name recognition.
- Struggle with miscommunications between committee and the board.
- Disconnected integrated systems.
- Still need to engage our local political people.

Opportunities:

- Engage more elected officials on our board.
- Integration of services.
- Expectation to continue job growth.
- Opportunity to fill all of the jobs from retiring staff.
- Business community has identified that economic development is the number one priority.

Reducing duplication between organizations. There should not be competition but collaboration.

System redesign in a lot of other systems so this would be a good way to be integrated.

Have an opportunity to be a model region.

Partnership for Prosperity: the WIB is also involved in this so it's an opportunity for economic development.

Utilizing the resources of our youth in ensuring that they are involved in decision making at all levels in our community.

Threats:

Washington, D. C./Sacramento

The economy/housing

Ongoing changes

Retirement of staff in all of the critical industries.

Shortage of skilled labor pool.

The youth of today have an entirely different set of values so we have to learn how to deal with it.

People are still not accessing our services.

Need to be better organized.

Turf issues.

Threat of large employers leaving the region unless the business community is more hospitable.

Ms. Hamilton asked board members to consider underlying contradictions in Sacramento County.

Underlying contradictions:

What is standing in the way?

1. There are resources but there is no authority.
2. We don't know how to implement big. We don't know how to implement the resources that are available on a large scale.
3. There is no real connection between the WIBs in the region. A lot of the initiatives are regional.
4. Sacramento has/had a good economy
5. Belief that Sacramento has it all together so that we don't need extra funds/assistance.
6. The people that need us the most are not accessing the system or the services.
7. A lot of the resources are being utilized by people who are not employable and would be better served with social services dollars.
8. There is no collaboration of partners at the state or federal level.
9. The goals are long term but we are driven by short-term expectations and measurements.
10. There are two systems for youth: WIA eligible and non-WIA eligible.

11. There are not a lot of services available for youth as there are for adults.

The board members broke into six groups and were asked to answer the following question:

What are innovative practical actions that will move us toward our goals and address the contradictions?

Action items were developed and are summarized in an attached matrix.

Analogies for what the board has done today

- 1) An ant colony
- 2) Elephant with an enormous memory
- 3) Beehive
- 4) Lots of feathers stuck together
- 5) A mountain climber taking it step by step.

Board members were asked to summarize today's board retreat in one word. Some of the final thoughts include:

productive	open communication	enlightening
affirmation	reconnecting	potential
wealth of knowledge	informative	work in progress
enlightened	purpose	helpful
energetic priority	reenergized	trust
focused	encouraged	very informative
fun	teamwork	strategic
daunting	HELP!!!	ready for next year
Afraid to leave the room since her committee has the bulk of the work!		

Ms. Parker asked board members to provide the names of business owners/decision makers to bring to the employer focus group on May 8. She wants to target 60 people and would like to have them in the critical industries but it's important that employers that currently do not utilize the career centers.

The meeting was adjourned at 2:35 p.m.

Sacramento Works, Inc.

Sacramento Works Committees

Executive Committee	Youth Council	Employer Outreach Committee	Planning and Oversight Committee	Ad Hoc Committee
Committee works on developing "Characteristics of a Community with a Competitive Workforce Advantage":				
* Forward Thinking Community Leaders * Strong and Diverse Economy	* Effective, Articulated Education System	* Business Investment in Human Capital * Clearly Defined and Accessible Career Pathways	* Integrated Infrastructure * Ready, Willing and Able Workforce	* Support Development of an Effective, Articulated Education System
Committee works on Sacramento Works, Inc. Goals:				
Coordinate the development of a workforce system that creates, attracts and sustains higher paying careers and professions	Ensure youth are prepared to compete in the local economy	Develop a private sector initiative to increase employer involvement and satisfaction	Evaluate and improve the one-stop system and processes	Facilitate workforce development for critical industries
Sacramento Works Committee Action Plans				
Regional Workforce Investment Board Summit focused on economic and workforce development (component of Partnership for Prosperity?)	Develop continuum of activities to engage more youth in the workforce system	Quantify and promote our success	Develop integrated database of job seekers that connects people to jobs	Educational Summit
Establish strategic agreements with neighboring Workforce Investment Boards	Ensure that career centers are more youth friendly	Outreach to employers	Catalog existing career training and support programs	Engage school superintendents with the board
Engage and educate local elected officials. Improve perception by elected officials of the workforce system	Showcase positive, successful youth to show models, promote image, "tell our story"	Employability <i>Work Success</i> Skills Institute: Identify the employability <i>work success</i> skills needed by employers & develop programs to teach them	Implement new soft skills programs in the Career Centers to prepare and certify unskilled job seekers for jobs (use with WorkKeys)	Connect with school superintendents
Systematically engage appropriate stakeholders and leverage 501 ©3 status for fund development	Recruit a pool of qualified youth workers	Support efforts to coordinate Employer symposiums/summits for Critical Industries (Convergence – Los Rios Community College)	Create a team to develop/pursue more regional collaborative funding opportunities	Include non-traditional educators/trainers in the process
Joint Meeting of WIB and Youth Council	Prepare youth workers for jobs		Be aggressive in pursuing new resources	

- Encourage one-stop visits by board members

California Workforce Association *Board of Directors*

Dorothy Chen

Alameda County Workforce Investment Board

Ruben Aceves

Anaheim Workforce Investment Board

Patricia Unangst

Carson/Lomita/Torrance Workforce Investment Network Board

Robert Lanter

Contra Costa County Workforce Development Board

Phillip Dunn

Foothill Workforce Investment Board

Blake Konczal

Fresno County Workforce Investment Board

Gary Peterson

Golden Sierra Workforce Investment Board

Ray Worden

Greater Long Beach Workforce Development System

Jacqueline Debets

Humboldt County Workforce Investment Board

Efrain Silva

Imperial County Workforce Investment Board

Verna Lewis

Kern, Inyo, and Mono Counties Workforce Investment Board

John Lehn

Kings County Job Training Office

Robert Sainz

City of Los Angeles Workforce Investment Board

Josie Marquez

Los Angeles County Workforce Investment Board

Herman Perez

Madera County Workforce Investment Board

Nanda Schorske

Marin County Workforce Investment Board

Colleen Henderson

Mendocino County Workforce Investment Board

Andrea Baker

Merced County Workforce Investment Board

Joseph Werner

Monterey County Office for Employment Training

Candace Katosic

Mother Lode Job Training Agency

Craig Smithson

Napa County Workforce Investment Board, Inc.

Charles Peterson

North Central Counties Consortium (NCCC)

Mike Curran

North Valley Job Training Consortium (NOVA)

Charles Brown

Northern Rural Training and Employment Consortium (NoRTEC)

Al Auletta

Oakland Workforce Investment Board

Andrew Munoz

Orange County Workforce Investment Board

Upesi Mtambuzi

Richmond Works

Jerry Craig

Riverside County Workforce Development Board

Kathy Kossick

Sacramento Workforce Investment Board
Sacramento Works, Inc.

Kathy Flores

San Benito County Workforce Investment Board

Ernest Dowdy

City of San Bernardino Workforce Investment Board

Barbara Halsey

San Bernardino County Workforce Investment Board

Larry Fitch

San Diego Workforce Partnership

Pamela Calloway

San Francisco Workforce Investment Board

John Solis

San Joaquin County Workforce Investment Board

Lee Ferrero

San Luis Obispo County Workforce Investment Board

Fred Slone

San Mateo Workforce Investment Board

Patti Nunn

Santa Ana Workforce Investment Board

Peggy Rueda

Santa Barbara County Workforce Investment Board

Kathy Zwart

Santa Cruz County Workforce Investment Board

Jeff Ruster

Silicon Valley Workforce Investment Network (WIN)

Robert Bloom

Solano County Workforce Investment Board

Jerry Dunn

Sonoma County Workforce Investment Board

Jan Vogel

South Bay Workforce Investment Board

Ron Crossley

Southeast Los Angeles County Workforce Investment Board (SELACO)

Terry Plett

Stanislaus Economic Development and Workforce Alliance

Joe Daniel

Tulare County Workforce Investment Board, Inc.

Madelyn Blake

Verdugo Workforce Investment Board
Verdugo Consortium

Bruce Stenslie

Ventura County Workforce Investment Board

Christiana Smith

Yolo County Workforce Investment Board



January 2004

INTRODUCTION

California Workforce Association Building Communities with a Competitive Workforce Advantage

Draft Policy Framework

The California Workforce Association is a statewide non-profit membership organization that develops public policy strategies and local capacity to address workforce issues in California. The Association's unique composition of private-sector volunteer boards, governmental agencies, and community-based organizations allows it to represent and serve both the public interest and California employers.

The current workforce development system can and should be improved. What we think has been missing, however, is a vision of the "end game." Efforts to streamline systems and coordinate agencies and services are taking place at every level of government, and these efforts are needed. Streamlined systems are good government. More recent initiatives have centered on ways to realign workforce development agencies to respond to the demands of businesses. Better more relevant services to employers will definitely improve their bottom line. But what outcomes will serve the broadest interests of the community and assure California's economic vitality?

With a grant from the James Irvine Foundation, CWA has convened hundreds of stakeholders and private sector business leaders to develop a new framework with which to think about the role of Workforce Investment Boards and the purpose of workforce development entities. This framework shifts attention away from workforce agencies and delivery systems, broadening the vision instead to the overall competitiveness of communities and regions. The end game is best played when we focus on the overall competitiveness of the labor force in our local communities and regions. Participants in CWA's initiative have constructed a framework that describes communities with a competitive workforce advantage. We believe that Workforce Investment Boards should see their role as stewards of this framework, ensuring that each characteristic of such a community has active champions and players. The Board's role is to catalyze attention and action in each arena, and to seek data and information with which community leaders in all domains can make better public policy decisions.

This paper describes our thinking about the characteristics of a community with a competitive workforce advantage. We have described the ideal community, in which all of the seven characteristics are in place. We use the term community, but this could refer to a region, a group of cities or counties, or one city. To help stimulate thinking, we have included examples of the kinds of roles WIBs are currently playing in each of the arenas. This is still a work in progress, and we are interested in continued dialogue and feedback about this framework.

Seven Characteristics of a Community with a Competitive Workforce Advantage

Forward Thinking Community Leaders

Each community with a competitive workforce advantage has a set of community leaders who care about and are engaged in workforce issues. This leadership includes local elected officials, business, non-profit and faith-based leaders, and “civic entrepreneurs,” all of whom understand that the needs of business and the skills of its workers are critically important to the economic health of the region. There is strategic rather than reactive political leadership. Community planning is based on data, and leaders have a deep understanding of the demographics of its workforce and the present and future skill requirements of its key industries.

What WIBs do:

- Engage and inform County Boards of Supervisors, Mayors and City Councils
- Convene summits about workforce issues
- Publish “State of the Workforce” reports
- Invite elected officials to WIB meetings and One-Stop tours
- Convene focus groups with key industry clusters
- Participate in community planning efforts

Business Investment in Human Capital

Each community with a competitive workforce advantage has businesses in which workers are viewed as assets. Employers invest in training workers to meet present and future needs. Employers work with others in their industry -- both other companies and organized labor -- to anticipate training and skills development needs. Employees are aware of opportunities for advancement and are given incentives to improve their skills.

What WIBs do:

- Convene employers in the same industry to discuss skills needs
- Connect employers to public resources for skills upgrade training
- Act as a broker with community colleges/higher education and University Extensions for curriculum design
- Provide data about prevailing wages, occupations, future trends
- Act as human resource departments for small business

Strong and Diverse Economy

Each community with a competitive workforce advantage uses workforce as part of their economic development strategy. The community has both a business retention and a growth strategy, as well as the more traditional business attraction approach. There are multiple sectors represented in the region. There is “life cycle” diversity within the region -- a mix of older established industries, growing sectors, and new and emerging industries. Investments in economic development are strategic and focus on employers with high wage jobs in addition to businesses with high sales tax revenue.

What WIBs do:

- Have cross representation on WIBs and Economic Development corporations and agencies
- Participate in overall economic development planning
- Cross-train front line staff in One-Stops and economic development organizations
- Collect and provide information about the community’s workers and their skills
- Participate in co-developed employer retention surveys with economic development

Integrated Infrastructure

Each community with a competitive workforce advantage has an infrastructure for both employers and workers. In addition to physical infrastructure for businesses -- such as roads, water, and electricity -- it includes a diverse housing supply, access to affordable quality childcare, health care and adequate regional transportation. Residents have access to a One-Stop career center system that helps them find and keep jobs. There are sufficient cultural and recreational opportunities and other “quality of life” assets.

What WIBs do:

- Participate in a broad range of regional and community planning efforts
- Include a broad range of partners and services in One-Stops
- Advocate for changes in public policy and administrative procedures
- Engage local elected officials in problem solving
- Have cross representation on WIB and community boards and agencies

Effective, Articulated Education System

Each community with a competitive workforce advantage has a K-12 system that works. High school graduates have the requisite skills to enter the labor force or go on to college. The education system is responsive to employer needs. The system is well articulated from high school to community college and higher education programs. Residents have easy access to higher education and non-degree occupational training that prepares them well for jobs in the community. All students have access to the supportive services they need, career guidance, caring adults, leadership opportunities and academic excellence.

What WIBs do:

- Establish and nurture strong youth councils that work for all youth
- Catalyze dialogue between employers and education
- Collect and provide information about skills needs
- Include youth in One-Stop system services
- Provide accessible information about careers
- Provide accessible information about performance of job training programs and providers

Clearly Defined and Accessible Career Pathways

Each community with a competitive workforce advantage has ongoing communication between industry and education/training entities. Education & training programs are designed with a deep understanding of how people move within occupational clusters. Students, job seekers and workers see clear career pathways within occupational groupings and understand how skills build upon one another to meet the needs of business. There are strong connections to union apprenticeship programs. Employers within an industry understand their career pathways and encourage skill development within the worker pipeline.

What WIBs do:

- Convene employers within an industry to study career pathways
- Collect and disseminate information about career pathways and occupation requirements
- Partner with labor unions
- Train career guidance counselors and others in career information

Ready, Willing, and Able Workforce

Each community with a competitive workforce advantage has employers who can recruit local residents for available jobs. The labor pool has the knowledge, skills and ability needed by employers. Job training programs produce workers who meet employers’ needs. Job applicants have minimally acceptable soft skills. People have the willingness to perform jobs. Economic Development uses information about the available labor pool as a key component of their business attraction strategy.

What WIBs do:

- Develop measures to evaluate the quality of job training programs
- Ensure quality in One-Stop career centers
- Develop customized training to meet employer needs
- Partner with community colleges and other education programs to deliver quality training
- Reach into all communities and constituencies to connect people to jobs and training
- Find funding to meet community needs for training



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ITEM 6 - ACTION

APPROVAL OF FUNDING EXTENSION RECOMMENDATIONS FOR THE WIA, TITLE I, YOUTH PROGRAM, FOR FY 2005-2006

BACKGROUND:

In 2003 the Sacramento Works Youth Council implemented a collaborative approach to youth service delivery. The intent of the collaborative approach is to enhance the program funding, resources and services available to the community. The WIA Youth Collaboratives are required to include active membership and participation from:

- Educational Institutions
- Sacramento Works One Stop Career Centers (SWCC) and,
- Community Based Organizations

The Youth Council also required that Youth Collaboratives adhere to Youth Development Principles and include the following required WIA program elements:

- ✓ Universal services for all youth through Youth Specialists co-located at Sacramento Works One Stop Career Centers;
- ✓ Summer employment opportunities that directly link to academic and occupational learning;
- ✓ Paid and unpaid work experience including internships and job shadowing;
- ✓ Occupational skills training;
- ✓ Leadership development opportunities;
- ✓ Support services;
- ✓ Adult mentoring for one (1) year or more;
- ✓ Follow-up services for one (1) year or more after program completion, and
- ✓ Comprehensive guidance and counseling including alcohol and drug abuse.

Current Collaborative System

The Youth Council elected to continue the current collaborative delivery system design based on the following:

- ➔ In fall 2004, the Youth Council Planning and Indicator Workgroup held public hearings to gather input on the gaps in the current youth system and the available resources. Based on the data and testimony collected and the available resources, it was determined that the WIA Youth program is serving the most appropriate neighborhoods and targeting those youth most in need of WIA services.
- ➔ The WIA Reauthorization was pending throughout most of 2004. WIA Reauthorization was approved by the House of Representatives in March, 2005 and should be acted on in the Senate HELP Committee on May 18, 2005. Once it is reauthorized by both bodies, a congressional conference committee will finalized the language affecting the youth allocations and target populations.

There is language in both bills that would change the target population to focus more on out of school youth and limit the amount of funds that can be used to serve younger youth. It is expected that the conference committee will resolve these issues over the next few months. Any changes to the target population would occur in the 2006-2007 fiscal funding.

The Youth Council elected to continue current programs based on their performance. Over the six months, the Youth Council will continue to work with local youth providers to design a new service delivery system that will meet both the WIA requirements and the needs of Sacramento's youth.

Performance

The Planning and Indicator Workgroup of the Youth Council reviewed the WIA Youth program performance by:

- × Reviewing the agency's quarterly program monitoring reports.
- × Reviewing the SMARTware data for youth served in both the Universal services at the career centers and those that are case managed through the Individualized program delivery system.

Additional Priorities and Gaps in current system

The Youth Council also elected to integrate three additional priorities into the current collaborative service delivery system:

- ① Youth Development and Crime Prevention program serving youth at risk of criminal behavior.
- ② Work Scholarship Initiative designed to provide structured after-school academic enrichment, mentoring and employment with a major Sacramento employer.
- ③ Youth Service Provider Network (YSPN) providing training to staff and subgrantees funded with WIA Youth funds on Youth Development principles.

During the public hearing process, the Youth Council received considerable positive feedback on the value of the Universal Youth Specialists. Two of the larger career centers – Franklin and Hilldale - do not have Universal Youth Specialists. The Youth Council made it a high priority to fill this gap.

The good news:

Over 600 youth are served annually in the WIA Individualized program

Over 5,000 youth received "Universal" services at the Sacramento Works Career Centers by the WIA Youth Specialists and other career center staff

The Sacramento Works Career Centers are working to become more "youth friendly"

Through our partnership with outstanding youth providers, the Sacramento Works WIA Youth program met and/or exceeded the WIA Performance Standards

The concept of collaboration and coordination of a youth delivery system increased the amount and quality of services to youth in the community.

The current WIA program year ends June 30, 2005. Annual performance reports will be completed and ready for review by August 2005. Given the funding approval process to

both the Workforce Investment Board and the SETA Governing Board, staff is recommending the continuation of program services subject to the fourth quarter performance review.

SETA was informed in early May 2005 that next year's WIA Youth and Adult allocation will not be finalized until June 2005. Therefore, this funding recommendation is based on an estimate that \$2,230,913 will be available for subgrants in FY 2005-2006. Staff is recommending the following allocation:

Older Youth	\$ 873,028
Younger Youth	\$1,332,885
Other Priorities	\$ 25,000

The staff funding recommendation is attached.

RECOMMENDATION:

Review and approve staff recommendation funding for the WIA, Title I, Youth Program, FY 2005-2006. Funding extension recommendations are subject to satisfactory program performance reviews. The Youth Council retains the right to augment or modify contracts based on the performance review by August 2005.

Sacramento Employment and Training Agency						
Workforce Investment Act Title I, Youth Program 2005-2006						
Older Youth			\$ 873,028			
			Youth Council Recommendation for Funding Year			
Collaborative Name	One Stop	Lead Agency	\$ Amount	Universal	Individualized	# of Slots
EMPOWER - Employment-Mentoring-Peer Support-Occupational Skills-WEX-Resource	Lemon Hill	Sacramento City U.S.D.	\$ 179,800	\$ 55,000	\$ 124,800	26
Older Youth Collaboration For Success	La Familia	La Familia Counseling Center, Inc.	\$ 148,318	\$ 23,567	\$ 124,751	26
**Rancho Cordova Youth Collaborative	Rancho Cordova	Sacramento Chinese Community Service Center	\$ 94,282	\$ 51,000	\$ 43,282	10
Together We Succeed	Broadway	Asian Resources, Inc.	\$ 207,495	\$ 17,477	\$ 190,018	48
WRAP group	Citrus Heights	San Juan Unified School District	\$ 144,632	\$ 30,000	\$ 114,632	29
Universal Youth Specialist	Franklin	Sacramento Chinese Community Service Center	\$ 48,500	\$ 48,500		
Universal Youth Specialist	Hillsdale	San Juan Unified School District	\$ 50,000	\$ 50,000		
			\$ 873,028	\$ 275,544	\$ 597,484	139

** Funding only from 7/1/05 to 9/30/05 when it will transition to Dept. of Justice funding

Sacramento Employment and Training Agency Workforce Investment Act Title I, Youth Program 2005-2006						
Younger Youth				\$ 1,332,885		
			Youth Council Recommendation for Funding			
Collaborative Name	One Stop	Lead Agency	\$ Amount	Universal	Individualized	# of Slots
City of Sacramento, WIA Youth Program	La Familia	City of Sacramento/Dept. of Parks and Rec.	\$ 126,305		\$ 126,305	31
GRADs Collaborative	Citrus Heights	San Juan Unified School District	\$ 255,787	\$ 33,000	\$ 222,787	56
Grant	GSUL	Grant Joint Union High School District	\$ 159,990	\$ 39,990	\$ 120,000	25
Path To Success	Galt	Galt Joint Union High School District	\$ 191,883	\$ 33,483	\$ 158,400	33
South County Youth Works	South County	Elk Grove U.S.D./Adult Education	\$ 211,557	\$ 55,000	\$ 156,557	46
Together We Succeed	Broadway	Asian Resources, Inc.	\$ 96,651	\$ 17,477	\$ 79,174	25
Younger Youth Collaboration for Success	La Familia	La Familia Counseling Center, Inc.	\$ 181,770	\$ 23,566	\$ 158,204	49
**Youth Development & Crime Prevention	Franklin	Sacramento Chinese Community Service Center	\$ 28,343	\$ -	\$ 28,343	6
**Youth Development & Crime Prevention	Hillsdale	SETA	\$ 30,600		\$ 30,600	6
Work Scholarship Initiative	Burbank H.S.	SETA	\$ 50,000		\$ 50,000	20
		Total	\$ 1,332,885	\$ 202,516	\$ 1,130,369	297

** Funding only from 7/1/05 to 9/30/05 when it will transition to Dept. of Justice funding

Other Priorities	
Youth Services Provider Network	\$ 15,000
Youth Council Initiative	\$ 10,000

Total Recommendation \$ 2,230,913