

CAREER CENTERS

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CITRUS HEIGHTS

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FRANKLIN

7000 Franklin Blvd., Suite 540
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1000 C Street, Suite 100
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GREATER SACRAMENTO URBAN LEAGUE

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5655 Hillside Blvd., Suite 8
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LA FAMILIA COUNSELING CENTER

5523 34th Street
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Website: <http://www.seta.net>



MEETING OF THE SACRAMENTO WORKS, INC. YOUTH COUNCIL

Date: Wednesday, September 12, 2007

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 July 11, 2007 Minutes
- Category #1: Organize/Optimize**
3. Discussion Item: Program Performance
 - a. Review of SMARTware Universal and Individualized reports
 4. Action Item: Approval of Performance Measures for Sacramento Works WIA Youth Program Services

Category #2: Youth & Community Voice

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

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

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

DISTRIBUTION DATE: FRIDAY, AUGUST 31, 2007

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

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

Wednesday, July 11, 2007
8:30 a.m.

1. **Call to Order/Roll Call:** Mr. Matt Kelly called the meeting to order at 8:37 a.m.

Members Present: Mike Brunelle, Colleen Clark, Matt Kelly, John Koogle, Bina Lefkovitz, Dennis Morin, William Warwick

Member Absent: Patricia Espinosa, Maurice Read

Others Present: Julie Davis-Jaffe, Christine Welsch, Phil Cunningham, Ginger Brunson, Melissa Noteboom, John Chamberlin, Bette Blanchard, Diane Eid, Cheryl Powell, Pamela Hartley, Sibba Alexander, Robin Purdy, Kathy Kossick.

- Introduction of new members and new applicants: None. Ms. Welsch stated that new WIB board member, Robert Bradley has expressed interest in being on the Youth Council.

Category #1: Organize/Optimize

2. **Consent Item:** Approval of May 16, 2007 Minutes

No questions or corrections to the minutes.

Moved/Morin, second/Warwick, to approve the minutes.

Voice Vote: Unanimous approval.

Category #2: Youth & Community Voice – Update on Summer Youth and new funding opportunities

Ms. Julie Davis-Jaffe reported that over the summer, 128 youth have participated in boot camps in the Meadowview, Oak Park, and Del Paso areas. Of the 128 youth, 95 have graduated and demonstrated the skills to get a job. Forty one of the 95 are employed, and 11 cannot be located. The average wage is \$8.00 an hour.

Ms. Welsch stated that five programs were funded for the youth program. She reviewed the types of jobs and training the youth were involved in. The biggest issue was finding unsubsidized jobs, especially for 16 year olds.

Mr. Kelly stated that Sacramento City Unified School District and the Building Trades have a labor agreement in place. There is a construction academy that would provide training opportunities for youth at Rosemont High school or at Burbank High School. There was a two-week orientation period and 29 students were prepared to be placed in internship programs. The type of work the youth are doing is not what a real construction worker would do. There is a great deal of learning experiences but the youth were not allowed to start or operate any equipment.

Two new fundings have been received: The Agency applied for a Juvenile Justice Challenge grant from the Department of Corrections and Rehabilitation to serve youthful ex-offenders; and the grant was funded for \$1.3 million. Partners in the grant include Sacramento Chinese Community Services Center, Asian Resources, and The Effort. A member of the staff would assist the youth to make the transition from incarceration to the working world. SETA was the only one stop center to be funded.

In addition, SETA was awarded a WIA Governor's Discretionary grant for \$350,000 to serve foster youth, probation youth and youth with disabilities.

Diane Eid from the Lemon Hill Career Center announced that every Tuesday parolees come to an orientation and they are given resources, for housing, and substance abuse. This is required for a person paroling into the area. A lot of them come into the school and many go into the truck driving program.

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

3. Presentation on Career Technical Preparation – Mike Brunelle: No report.
4. **Guest speaker** – John Chamberlin

Ms. Welsch introduced John Chamberlin. Mr. Chamberlin stated that during his visit, he toured seven local career centers. He has been in all 50 states and in all of them, our centers do what others do not. In Sacramento, there is a level of youth integration that did not exist years ago when there were no specialized services for youth. During his tours, he noticed that at some sites there were more youth in the centers than adults. The youth were integrated into the whole career center. He stated that Sacramento Works has made an effort that has not been done in any other centers in the country. One of the biggest thing is that the youth get universal services and are welcomed whether they are eligible for services or not. In addition, the mandate that the youth provider be in a collaborative is working well.

Mr. Chamberlin discussed the problems of changing the youth funding emphasis from young youth to older youth. The youth have a much harder time getting a

job. New York is the only state that puts a lot of funds into youth programs. They put a great deal of money into their summer program. A lot of the jobs are in the service industry.

Mr. Chamberlin spoke of reauthorization of WIA but youth performance measures will be significantly different. The age for youth is likely to change to 16-24 and the mainstream will be 17 and up. He stated that there is a good chance more youth money will be made available, perhaps for summer programs or youth scholarships. The funds would not be for counseling, or one stop services, but very specific directed vocational training.

He spoke of the ex-offender population and the level of service and commitment to excellence. The level of service is excellent in the Sacramento area. The mix of service is greater to assist ex-offenders. There is a very high partnership with disability programs and refugee programs and immigration programs. The Sacramento area is doing more in the centers than others in the country.

Mr. Chamberlin was asked where the bottlenecks were. He stated one of the bottlenecks is the availability of computers at career centers. So many services are available on computers. The youth are better at that than adults. The computers are full at the career centers most of the time. Staff has to figure out how to get more computers at the centers, and make the computers faster. Career Centers will become more dependent on computers and there needs to be more money put into technology and computers.

Secondly, Mr. Chamberlin stated SETA has to do better outreach to employers and the business community, both for jobs and to help them prosper.

Mr. Chamberlin stated that there are so many things where SETA is doing a great job; he has a lot of great ideas to 'steal' and give to other areas.

He was asked about the Immigration Bill. Mr. Chamberlin stated that the bill died but will come back to life after the next election. When the Immigration Bill does go through, the illegal immigrants will go to the one stops to go to get their paperwork. It will be an onslaught to the career centers. Some day, the demand for services will double, especially in the areas that have high refugee population.

5. Other Business: None.

6. Public Input: None.

Meeting adjourned at 9:48 a.m.

ITEM 4 - ACTION

APPROVAL OF PERFORMANCE MEASURES FOR
SACRAMENTO WORKS WIA YOUTH PROGRAM SERVICES

BACKGROUND:

In 2005, the U.S. Departments of Labor (DOL) Employment Training Administration (ETA) announced its intention to implement a set of Common Performance Measures for all of the department's employment and training programs. The State of California has requested a waiver from the U.S. Department of Labor to discontinue use of the 17 performance measures that are currently required by the Workforce Investment Act and reducing the WIA outcome measures to 6 Common Measures. The key elements of the waiver include:

- Combining performance measurement of customers served with Adult and Dislocated Worker funds;
- Using a single set of measures for customers served through the Youth funding stream, (instead of splitting youth into Older and Younger youth performance measures);
- Eliminating the credential measure for Adults and Dislocated Workers; and
- Eliminating the customer satisfaction measurement system required by DOL.

California currently reports 17 performance measures for the WIA Title I programs. There are four primary measures across three funding streams – Adult, Dislocated Worker, and Older Youth, three performance measures for Younger Youth, and two customer satisfaction measures (see Information Item – WIA Annual Report, section 2 for details on the current performance measures).

Table 1 below lists the six performance measures California is proposing to implement effective July 1, 2007. Table 2 provides a detailed definition for each of the Common Measures.

TABLE 1. COMMON PERFORMANCE MEASURES

<u>PROGRAM</u>	<u>PERFORMANCE MEASURE</u>	<u>TOTAL MEASURES</u>
Adults & Dislocated Workers	Entered Employment; Employment Retention; Average Earnings	<u>3</u>
Youth	Placement in Employment or Education, Attainment of a Degree or Certificate; Literacy and Numeracy Gains	<u>3</u>
Total Measures		<u>6</u>

TABLE 2. COMMON MEASURES AT-A-GLANCE

ADULT MEASURES	YOUTH MEASURES
<p>Entered Employment <i>Of those who are not employed at the date of participation:</i></p> <p>The number of adult participants who are employed in the first quarter after exit quarter divided by the number of adult participants who exit during the quarter</p>	<p>Placement in Employment or Education <i>Of those who are not in post-secondary education or employment (including the military) at the date of participation:</i></p> <p>The number of youth participants who are in employment (including the military) or enrolled in post-secondary education and/or advanced training/occupational skills training in the first quarter after the exit quarter divided by the number of youth participants who exit during the quarter.</p>
<p>Employment Retention <i>Of those who are employed in the first quarter after exit:</i></p> <p>The number of adult participants who are employed in <u>both</u> the second and third quarters after exit quarter divided by the number of adult participants who exit during the quarter</p>	<p>Attainment of a Degree or Certificate <i>Of those enrolled in education (at the date of participation or at any point during the program):</i></p> <p>The number of youth participants who attain a diploma, GED, or certificate by the end of the third quarter after the exit quarter divided by the number of youth participants who exit during the quarter</p>
<p>Average Earnings <i>Of those adult participants who are employed in the first, second, and third quarters after the exit quarter:</i></p> <p>The total earnings in the second plus total earnings in the third quarters after the exit quarter divided by the number of adult participants who exit during the quarter</p>	<p>Literacy and Numeracy Gains <i>Of those out-of-school youth who are basic skills deficient:</i></p> <p>The number of youth participants who increase one or more educational functioning levels divided by The number of youth participants who have completed a year in the program (i.e., one year from the date of first youth service) plus the number of youth participants who exit before completing a year in the youth program.</p>

Locally Developed Performance Measures:

The Request for Proposals issued in 2006 also included some local outcomes to measure the effectiveness and quality of the WIA youth services. These included:

1. 75% of vocational training services is targeted in critical occupational clusters identified by Sacramento Works, Inc.
 - a. Administrative and Support Services
 - b. Architecture and Engineering
 - c. Construction
 - d. Healthcare and Support Services
 - e. Information Technology and Telecommunications
 - f. Installation, Maintenance, and Repair
 - g. Tourism and Hospitality
 - h. Transportation and Production

2. Out of school youth without a high school diploma must be engaged in GED preparation or high school completion activities.
 - a. GED preparation course completion rate of 50%
 - b. GED/High School graduation rate of 40%.

Staff is submitting a recommendation to the Planning Committee of the Sacramento Works, Inc. that, effective July 1, 2007, the Sacramento Works Career Center system discontinue use of the 17 performance measures listed in Section 136 of the Workforce Investment Act and implement the common performance measures described in Tables 1 and 2 of this item.

RECOMMENDATION:

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 as listed above.

ITEM 5 - DISCUSSION/ACTION

HUMAN SERVICES DEVELOPMENT CAREERS – IMPACT ON COMMUNITY AND THE VIABILITY OF INCLUSION TO SACRAMENTO WORKS “CRITICAL OCCUPATIONAL GROUPS”

BACKGROUND:

It has been requested that staff research the Human Services Workforce for possible inclusion as a Sacramento Works “Critical Occupational Group”. There are several initiatives, including Pre-school for All, the Child Welfare Design Effort, Proposition 49 (After School Education and Safety Program Act of 2002) and Proposition 63 (Mental Health Services Expansion Funding) that will require a significant number of **new** human services workers. Additionally, as with many other industries, the impending retirement of the baby boomers is shrinking the pool of potential employees.

The Employment Development Department Labor Market Division projections indicate a growth rate of 27% in this sector. Additionally, the average hourly wage exceeds the self-sufficiency standard established by the Sacramento Works, Inc. board. This appears to meet the criteria set by the Sacramento Works, Inc. to be included as a critical occupational group. However, the education level for the majority of the occupations represented is either baccalaureate or masters level. In the past the Sacramento Works, Inc. has focused on occupational groups that did not require advanced degrees. Recommendations for the inclusion of additional critical occupational groups will be forwarded to the Sacramento Works, Inc. and appropriate committees.

A primary component of Sacramento Works Youth Council services is the infusion of youth development principles into the service delivery. Members of this board have suggested that the Youth Council develop strategies to create and support more entry-level human service worker occupations. National studies have shown that there is a link between the quality of the workforce and our ability to improve the outcomes for youth.

Staff and members of the community will provide an overview of the Human Services Workforce and the impending gaps in the workforce needs.

RECOMMENDATION:

Review public testimony and determine the viability of the inclusion of Human Services Workforce as a critical occupational group.