

## 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) 452-3601

### **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**

10381 Old Placerville Rd.,  
Suite 150  
Sacramento, CA 95827  
(916) 255-3255

### **SOUTH COUNTY**

8401 - A Gerber Road  
Sacramento, CA 95828  
(916) 525-4717

### **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:** Thursday, March 20, 2008

**Time:** 8:30 a.m.

**Location:** SETA – Board Room  
925 Del Paso Blvd., Suite 100  
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](http://www.seta.net).

## **A G E N D A**

1. Call to Order/Roll Call
2. Consent Item: Approval of February 13, 2008 Minutes

### **Category #1: Organize/Optimize**

3. Introduction of new members

**Category #2: Youth & Community Voice** – Update on Sacramento Works for Youth JOBS Initiative

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

4. Action Item: Approval of Funding Extension Recommendations for the Workforce Investment Act, Title I, Youth Program, for Program Year 2008 - 2009

5. Information Item: Employer Sponsorships for youth employment
6. Public Input

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

**DISTRIBUTION DATE: FRIDAY, MARCH 14, 2008**

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

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

Wednesday, February 13, 2008  
8:30 a.m.

1. Call to Order/Roll Call: Mr. Morin called the meeting to order at 8:33 a.m.

Members Present: Mike Brunelle, Patricia Espinosa, Bina Lefkovitz, Dennis Morin, William Warwick

Members Absent: Matt Kelly, John Koogle, Maurice Read

Others Present: Julie Davis-Jaffe, Christine Welsch, Phil Cunningham, Ginger Brunson, Bette Blanchard, Marsha Strode, Kathy Kossick.

2. Consent Item: Approval of September 12, 2007 Minutes

Minutes were reviewed; no questions or comments.

Moved/Warwick, second/Brunelle, to approve the September 12, 2007 minutes.  
Voice Vote: Unanimous approval.

**Category #1: Organize/Optimize**

3. Introduction of new members and new applicant: No new members.

- Discussion Item: Process of recruiting and selecting new Youth Council members

Youth service providers are encouraged to submit applications for youth board members. Currently, representatives are needed to represent housing and the juvenile justice system. Mr. Kelly reported that he attended the Board Development Committee and that some of the four new members may be interested in joining the Youth Council.

4. Program Performance

- Review of SMARTware Universal and Individualized reports

Ms. Welsch reviewed the core services reports which track the services provided by youth specialists at the career centers. The report includes the first six months of the fiscal year; 4,000 youth were served.

## Category #2: Youth & Community Voice

5. Report on WIA Youth Navigator and Youth Challenge grant programs  
➤ Article in the Sacramento Business Journal

Ms. Ginger Brunson introduced Mauricio Camarena, Youth Employment Specialist at Hillsdale Career Center, and Benjamin Murti, Challenge Grant, and Stephanie Ly, Challenge Grant at Lemon Hill. Melanie Rice at Asian Resources and Zachary Stevenson are also working on the Challenge Grant.

The article in the Sacramento Business Journal reviewed the two programs. There are 200-300 youth on parole in Sacramento County. If the new early release initiative goes through, there will be many more parolees. Staff provide employment services and assist youth to get back on track with their academic plans. There are also dual diagnosis (mental health and substance abuse) services. There are limited funds for housing since housing is usually made available by the state.

Mr. Murti and Mr. Camarena spoke of the barriers they have found with their youth customers. Staff work very closely with parole staff to ensure youth parolees receive services.

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

6. Discussion Item: Report on 2007 Summer Employment Opportunities

Ms. Julie Davis-Jaffe provided a report on last year's summer program. Ninety kids actually participated in the boot camp. Of those that completed the program, 50 were able to be tracked and found employment. With the 50 going to work, nine received assistance from SETA with employers that attended the Dave Jones breakfast. Forty-one got employment through SETA job developers and the Sacramento Chinese Community Services Center. Most of the youth were hired by new employers.

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

For many years SETA/Sacramento Works has had summer youth programs. Unfortunately the program has not been funded for ten years. Workers' Compensation Insurance is a big issue that prevents young people from being employed. Ms. Welsch introduced Lyn Corbett, City of Sacramento Office of Youth Development. Youth need a lot of activities. Mr. Corbett suggested that rather than having a few jobs, have a summer job initiative so there would be a coordinated effort. The mayor and community leaders would get together to develop jobs for the whole community. Youth boot camps would be provided.

Mr. Corbett introduced the concept if the employer cannot employ a youth, they can donate \$1,600 so someone else can do it. Ms. Espinosa inquired whether there is a plan in place to get this going. Ms. Welsch stated that she is in the process of writing the plan. Staff is meeting to develop the program and get the program started.

In addition to doing an employer blitz, City Councilmember Dave Jones and the mayor will host a breakfast. SETA committed to host the boot camps throughout the community. Advertisements in the Sacramento Bee would recognize employers that hired young people last year. This would cost money but it would acknowledge employers and recruit new employers. Members of the Youth Council would like to meet with the Employer Outreach Committee to work on the advertising.

Mr. Brunelle stated that kids who work in year-round ROP programs are covered by workers compensation insurance. The Sacramento County Office of Education workers compensation covers the ROP program insurance needs. The county has offered to sponsor all of the programs for the summer. There are sufficient classes that kids can be enrolled in.

Ms. Lefkovitz inquired whether there is a way to support youth entrepreneurship. Ms. Welsch reported that it would have to be taken on by an operator; it is an allowable activity.

Moved/Lefkovitz, second/Espinosa, to approve the planning process to increase summer employment opportunities and enhance the WIA year-round services.  
Voice Vote: Unanimous approval.

## 8. Public Input

Ms. Welsch reported that the Human Services critical occupation cluster was approved by the WIB, it is now one of the critical occupation areas. Staff is developing a plan of action as to how it will be targeted. Her staff met with mental health department staff to talk about the mental health needs.

Ms. Cheryl Rose reported on the youth program operated by the City of Sacramento.

Meeting adjourned at 9:42 a.m.

## ITEM 4 - ACTION

### APPROVAL OF FUNDING EXTENSION RECOMMENDATIONS FOR THE WORKFORCE INVESTMENT ACT, TITLE I, YOUTH PROGRAM, FOR PROGRAM YEAR 2008 - 2009

#### BACKGROUND:

Five years ago, in response to shrinking resources and increased demand for services, the Sacramento Works Youth Council implemented the WIA Youth Collaborative approach to service delivery. This collaborative approach enhances the program funding, resources and services available to the community. The Collaboratives are required to include active membership and participation from:

- Educational Institutions
- Sacramento Works One Stop Career Centers (SWCC),
- Community Based Organizations, and
- Provide access to the **required WIA Program Elements:**
  - **Improving Academic Achievement**  
Secondary school completion & drop out prevention strategies (ISY)  
Alternative secondary school services (OSY)
  - **Preparing for & Succeeding in Employment**  
Occupational skills training  
Work Experience / On-the-Job Training directly linked to academic and occupational learning
  - **Supporting Youth Development**  
Leadership development opportunities  
Supportive services  
Adult mentoring  
Comprehensive guidance & counseling including alcohol and drug abuse  
Follow-up services for one year

The Youth Council, SETA staff and youth providers continue to reach out to the community to increase and enhance this collaboration. The principles that guide the work of the Youth Council and the WIA Youth program include:

- Asset-based - **Youth Development** approach
- Focus on the identified **critical occupational groups** for training and placement;
- Focus on **soft skills** to attain and retain employment and academic achievement
- Promote **academic achievement** and lifelong learning
- **Universal services to all youth through Youth Specialists** co-located at Sacramento Works One Stop Career Centers
- Services to **high-risk populations**, including **probation youth** and **juvenile offenders**, youth at risk of criminal involvement, and current and emancipating **foster youth**;

- Continually reach out to the community, youth and employers to enhance and increase the services to Sacramento youth.

**Evaluation Process**

SETA staff monitor the Youth program services and performance. Areas that are reviewed and addressed include:

- Attainment of enrollment, training completion and placement goals
- SMARTware documentation of services and progress toward goal attainment
- Understanding and adhering to the Youth Council’s program design and performance requirements
- Ensuring that targeted challenged communities are served
- Commitment to youth development and a collaborative approach to service delivery
- Staffing infrastructure – ensuring that funded agencies have an adequate staff to participant ratio
- Ability to implement all component elements.

**Funding Challenges and Available Funding**

The current WIA program year ends June 30, 2008. Annual performance reports will be completed and ready for review by August 2008. SETA has not received notification of next year’s WIA Youth Allocation for Sacramento County. We expect to receive this notification from EDD by May 2008. The attached recommendation is based on the estimate of available funds. Additionally, as last year’s allocation for Workforce Skills Preparation services was significantly under-utilized, those funds were moved into the year-round services. Staff is recommending the following allocation:

<b>Individualized services</b>	<b>\$1,963,167</b>
Universal Services	\$ 580,000
SWY JOBS Initiative	\$ 35,000
<u>Youth Council Initiatives</u>	<u>\$ 45,000</u>
Total	<u>\$2,623,167</u>

**Youth Council Initiatives**

**Sacramento Works for Youth JOBS Initiative**

Staff continue to work with Area Congregations Together and the City of Sacramento Office of Youth Development to expand and enhance services to Sacramento youth. Staff is recommending the continuation of the Sacramento Works for Youth JOBS Initiative to prepare youth for summer and year-round employment. The training will be held beginning in late April. Youth attend a five-day twenty hour pre-employment and soft skills training with an opportunity to interview employers at the culmination of the training. It is anticipated that seven to eight trainings will be conducted, five in the City

of Sacramento limits and three in the County. Staff is recommending augmenting current providers \$5,000 to assist in this effort. The funding will cover space rental, staffing, and youth incentives including food and transportation.

### **Increase subsidized employment for youth**

With the advent of WIA, the summer employment program was eliminated as a stand-alone activity. However, youth unemployment continues to rise and every summer there is widespread community interest in addressing this issue. Staff is recommending augmenting providers that have expressed interest in serving more youth with subsidized employment funds. Youth would receive up-front subsidized summer employment, followed by year-round services to address ongoing employability and academic issues. To provide this service in the summer and facilitate positive performance outcomes, youth would be enrolled into the year-round program beginning in May 2008, moving the program start-date up by two months.

### **Youth Advocates at the Sacramento Works Career Centers**

Universal Youth Specialists provide “core” services to youth accessing the Sacramento Works Career Centers. These services include outreach, recruitment, job search assistance and access to resources. Last year, the Youth Council expanded this concept to recruit former WIA participants and hire them as youth interns at the Career Centers or other designated community locations for one year. Although the concept has been slow to implement, staff would like to continue the concept. To support this activity, staff is recommending \$15,000 in additional funding to those providers that are co-located at the SWCC sites, provide paid work experience activities and have demonstrated the capacity to implement this concept.

### **Work Scholarship Program**

Staff is recommending that the Youth Council allocate \$35,000 to continue the program that SETA/Sacramento Works currently operates in partnership with Raley’s Grocery Stores. This program, located at Luther Burbank High School, provides after-school work readiness programs, leadership development and academic counseling services. Students who successfully complete the program are offered employment by Raley’s in their junior or senior year.

### **Outreach to the Community and other Youth Council Initiatives**

The Youth Council is reserving \$45,000 for other Youth Council Initiatives including sponsoring job fairs, community outreach, the Youth Service Provider Network, and youth leadership training. Sacramento Works Employer Services is partnering with the City of Sacramento to host Sacramento Works for Youth Job Fairs in two to three locations in May 2008 to serve an additional 250 youth.

A chart outlining the funding recommendation is attached. Any additional funding stipulations will be provided under separate cover.



RECOMMENDATION:

Review and approve the staff recommendation funding for the WIA, Title I, Youth Program, PY 2008-2009 with the program year beginning May 2008.

Approve with the stipulations noted above and that all funding recommendations are subject to satisfactory year-end program performance reviews. Subgrantees that do not meet performance goals and benchmarks will be evaluated in August, 2008 and may face deobligation of funds. If the WIA Youth allocation is less than the anticipated amount, SETA retains the right to reduce the contracted amounts.

## WIA YOUTH FUNDING PY 2008-2009

Provider	2007-8 Allocation	Staff Recommendation for FY 2008-2009					Neighborhood Served
		WIA 10 Elements	# of Youth	+Youth Advocate	+ Wages for summer	Total	
<b>OUT-of-SCHOOL (70% of enrollments to serve out-of-school youth)</b>							
Elk Grove Unified School District	\$ 260,100	\$ 245,100	90	\$ 15,000	\$ 60,000	\$ 320,100	5, 6, 22
Galt Joint Union High School District	\$ 146,261	131,261	40	15,000	24,000	170,261	32
Grant Joint Union High School District * and **	\$ 170,888	170,888	42	0	0	170,888	3,4,9,21
La Familia Counseling Center	\$ 178,899	163,899	50	15,000	50,000	228,899	1,2,5,6,17
Sacramento City Unified School District * and **	\$ 155,925	155,925	33	0	0	155,925	1,2,5,6,12,26
Asian Resources, Inc. *	\$ 303,168	273,168	64	30,000	0	303,168	1,2,5,6,12,19,20,25
<b>IN-SCHOOL (70% of enrollments to serve in-school youth)</b>							
Sacramento Chinese Community Service Center***	\$ 317,753	287,753	78	30,000	76,000	393,753	2,6,14,16,19, 21
City of Sacramento **	\$ 135,173	135,173	62	0	50,000	185,173	1,2,5,6,12,26
Work Scholarship Program	\$ 35,000	35,000	15	0		35,000	2, 6, 14
<b>Total</b>	<b>\$ 1,703,167</b>	<b>\$ 1,598,167</b>	<b>474</b>	<b>\$105,000</b>	<b>\$ 260,000</b>	<b>\$ 1,963,167</b>	

<b>Sacramento Works for Youth JOBS Initiative</b>							
Elk Grove USD, LaFamilia, Sacramento Chinese Commtty Service Ctr (2), City of Sacramento, Crossroads, Urban League		\$5,000 / site	240			35,000	1, 2, 3, 4, 5, 6, 12, 21, 26
Youth Council Initiatives						45,000	
<b>Total</b>	<b>\$ 1,703,167</b>	<b>\$ 1,598,167</b>	<b>474</b>	<b>\$ 105,000</b>	<b>\$ 260,000</b>	<b>\$ 2,043,167</b>	

\* Provider declined additional summer wages

\*\* Provider does not meet parameters of paid Youth Advocate concept (either does not provide paid WEX or not co-located at SWCC site)

\*\*\* Provider will provide subsidized wages for Sacramento Work Scholarship Program

## WIA YOUTH FUNDING PY 2008 - 2009

UNIVERSAL SERVICES				
Provider	Number of Youth	2007-2008 Allocation	2008-2009 Staff Recommendation	SWCC
Asian Resources, Inc.	200	\$ 55,000	\$ 58,000	Broadway
Crossroads	200	\$ 55,000	\$ 58,000	Rancho
Crossroads	200	\$ 55,000	\$ 58,000	Citrus Heights
Elk Grove Unified School District	200	\$ 55,000	\$ 58,000	South County
Greater Sacramento Urban League	200	\$ 55,000	\$ 58,000	GSUL
La Familia Counseling Center	200	\$ 55,000	\$ 58,000	LFCC
Sacramento Chinese Community Service	200	\$ 55,000	\$ 58,000	Franklin
Sacramento City Unified School District	200	\$ 55,000	\$ 58,000	Lemon Hill
SETA	200	\$ 55,000	\$ 58,000	Hillsdale
SETA	200	\$ 55,000	\$ 58,000	Galt
<b>Total</b>		<b>\$ 550,000</b>	<b>\$ 580,000</b>	

Universal Services	\$ 580,000
Individualized (both In& Out school)	1,963,167
Youth Council Initiatives	45,000
SWY JOBS Initiative	35,000
<b>Total</b>	<b>\$ 2,623,167</b>

## ITEM 6 – INFORMATION

### EMPLOYER SPONSORSHIPS FOR YOUTH EMPLOYMENT

#### BACKGROUND:

As reported at the last Youth Council meeting, Mr. Lyn Corbett from the City Office of Youth Development introduced the concept of employer sponsorships for youth employment. During the employer outreach to place youth in jobs, if the employer cannot provide a position for a youth, the employer would be given the option to donate funds to sponsor a youth at another business. It is estimated that youth earns approximately \$1,800 for part-time summer employment. Employers would make the donation to SETA since the infrastructure is in place and existing providers would be augmented to serve more youth. The City of Sacramento is interested in testing this concept to engage more employers to hire youth. Employers that donate funds would be recognized for this contribution to the success of the summer employment initiative.