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Meeting of the Sacramento Works Youth Council

Date: Wednesday, January 14, 2009

Time: 8:30 a.m.

Location: SETA Board Room
925 Del Paso Blvd., Suite 100
Sacramento, CA 95815

AGENDA

1. Call to Order/Roll Call/Welcome New Members
2. Review and approval of Minutes of the November 12, 2008 meeting
3. **Action:** Recommendation for Appointment of Youth Council member
4. Overview of the rights and responsibilities of Youth Council (Phil Cunningham)
5. **Action:** Review of WIA Youth program performance and recommendation for corrective action
6. **Action:** Approval to allocate Youth Council Initiative Funds
7. Update on upcoming Human Services Workforce Convening
8. Update on Economic Stimulus Package
9. Other happenings!

Members: Mike Brunelle, Patricia Espinosa, Chris Ferguson, Matt Kelly, John Koogle, Bina Lefkovitz, Mika Lytell, Dennis Morin, Deborah Portela, Tim Ray, Maurice Read, Jeanette Rodriguez, William Warwick, and David Younger.

DISTRIBUTION DATE: FRIDAY, JANUARY 9, 2009

Joint Meeting of the Sacramento Works Planning/Oversight Committee and Youth Council

Wednesday, November 12, 2008

1. Discussion on how to reach youth at risk of dropping out (currently 30-50% drop-out) and other at-risk youth.
 - Overall higher level strategy plan – what role does the WIB play?
 - In addition to the WIA youth programs, members of the WIB and Youth Council sponsor the following activities:
 - Construction Career Awareness Day
 - SBE Design-Build Event
 - ACE mentoring program
 - Burbank/Raley's Scholarship program
 - SCUSD Construction program
 - Ready by 21 Compact has been endorsed by the Youth Council
2. Issues:
 - Connect finishing high school to a job
 - Teach A-G in an employment related program
 - Systemic Change for educators
 - WIB can encourage and support by finding Business Partners
 - Figure out options for youth who have dropped out
3. Small Learning Communities at SCUSD – 6 years It's Working
 - Students engaged in small (200-300) communities
 - Interventions when students are failing
 - Learning is relevant to life/work
 - Business connection

Are there services/supports that WIB and members can provide to increase success?

 - Business Entrepreneurs
 - Survey Schools to determine needs
4. ACE Mentorship Program
 - Grown from 3 to 13 schools (96 mentors from 45 companies)
 - Mentoring for Architects, Engineers, and Construction sectors
 - Explores all levels of jobs in targeted sectors
 - How do we engage more at-risk students in these types of activities?
 - Tracking for grade point average graduation rates, employment
5. Things the WIB and Youth Council can do:

- Publicize reasons that youth dropout – talk to youth
 - Local best practices:
 - Career pathways
 - Area Congregations Together’s drop out prevention programs.
 - Relationships – creating engaging environments
- Supporting teacher training and training for youth providers - Human Service Workforce investment
 - Youth Council is co-sponsoring the Human Services Workforce convening with Youth Development Network in the Spring 2009.

6. How do we contribute more to the effort to enhance education and drop-out prevention recovery?

- Who else is doing work in this area
- LEED, Valley Vision – pull together folks who are doing work in this area
- Impact of economy on youth employment – need for more subsidized employment

7. Valley Vision has new project mapping youth services

- Developing a website to identify youth resources
- Option to link available jobs and business opportunities to youth resources identified by Valley Vision and Youth Development?
 - AT & T funded mapping of youth services

Next linkage should be to workforce development

8. Planning/Oversight: Focus on Workforce development for non-secondary school students advocacy with State of California to increase programs in Adult education and apprenticeship.

9. All career exploration funding has been eliminated from high schools

- Possibility to connect One-Stops to K-12 for career exploration
- Career Groups. Community connection to high schools
- Communicate better with counselors at schools
- Work more closely with alternative schools
- Outreach with community college and high schools
- Reach out to Charter schools/independent study

10. Need for Retreat – Write up for November 19, 2008

- Marketing
- Community Involvement
- Motivated to work for kids
- Industry involvement and commitment to action
- Strategy about Board Commitment to action
- Ready by 21 = Advocacy group

ITEM 3 - ACTION

RECOMMENDATION FOR APPOINTMENT OF YOUTH COUNCIL MEMBER

BACKGROUND:

SETA and Sacramento Works, Inc. have partnered with Area Congregations Together (ACT) for the past three years on a variety of youth issues. ACT routinely employs youth as community organizers and is recommending Shuntae Campbell, an ACT Youth organizer to be a member of the Sacramento Works Youth Council.

Shuntae Campbell's background

- Shuntae Campbell is 19 years old.
- Employed at Area Congregations Together (ACT) as a part-time organizer.
- Attends Sacramento City College as a freshman. His favorite subjects are English and Communications.
- Plans to have a career in organizing and to continue giving back to his community. His work-related interest is to be a part of the social change process and to continue being a leader in our community.

This recommendation will be forwarded to the Sacramento Works Inc. Executive Committee and the SETA Governing Board.

RECOMMENDATION:

Approve the appointment of Shuntae Campbell to the Sacramento Works Youth Council.

ITEM 5 - ACTION

WIA YOUTH PROGRAM PERFORMANCE AND RECOMMENDATIONS FOR
CORRECTIVE ACTION

BACKGROUND:

In May 2008, this board approved the funding recommendations for the Sacramento Works WIA youth programs. This funding recommendation was later increased as Sacramento received more WIA youth funds and the board approved additional allocations to serve more youth. This additional and continued funding was subject to satisfactory year-end program performance reviews. Subgrantees not meeting ongoing performance goals and benchmarks could face deobligation of funds. Programs are evaluated on the following factors:

- WIA Youth Individualized services using SMARTware case management system
- Youth Common Measures of Performance
- Attainment of enrollment and activity goals
- Progress on addressing any corrective action issues
- Appropriate staffing and service delivery.

The WIA Youth Common Measures of Performance for Sacramento are:

| | |
|--------------------------------------|-----|
| Placement in Employment or Education | 70% |
| Attainment of Degree or Certificate | 53% |
| Literacy & Numeracy | 35% |

A performance review in September 2008 revealed several programs with program performance issues. Staff recommended, and the Youth Council concurred, that corrective action plans would be implemented and programs would be reviewed in three months. During the fall and winter 2008 SETA staff provided technical assistance to the programs to address these issues. However, there are several programs with ongoing performance and benchmark deficiencies. For the purposes of this evaluation, “real-time” performance is used for the period of May 1, 2008 to December 31, 2008.

Overall Findings: SETA staff provides ongoing technical assistance and training to the WIA youth providers. SETA staff continues to have a concern about inadequate staffing and program oversight to appropriately meet the enrollment and activity goals. Additionally, many of the providers continue to experience challenges in meeting WIA Youth Common Measures. (Another training on the WIA Youth Common Measures is scheduled for January 14, 2009.) Staff will continue to monitor enrollment status and program performance.

The following is an overview of the programs with ongoing performance deficiencies:

City of Sacramento – Serving In-School Youth

Findings: Deficient in placement and enrollment performance sporadically for two years. Previous performance year outcomes were below goal on two of the three performance indicators and enrollment goals. SMARTware documentation reveals inadequate staffing based on funding and participant goals. Program has new staff requiring ongoing training and technical assistance. The program is funded to serve a total of 65 youth for the program year. Enrollment goal for quarter ending 12/31/08 is 65 – actual enrollments are 47 youth enrolled.

Twin Rivers Joint Unified School District – serving In-School Youth

Findings: Deficient in placement and enrollment performance sporadically for three years. This year, after two years of corrective action, opted to change target group from Out-of-school Youth to In-School youth. Performance outcomes for previous year were below goal on two of the three indicators. Staff did not begin enrollments until September 2008. SMARTware documentation and participant engagement continues to be a challenge for this program. Program is funded to serve 67 youth for the program year. Based on the current enrollment status of 27 youth, it is not clear the program will attain goal of 67. Enrollment goal for quarter 12/31/08 ending is 45.

Elk Grove USD – Serving Out-of-School Youth

Findings: Previous corrective action resulted in improvement in placement and enrollment goals. Program has had an ongoing staff vacancy. Based on current enrollment status of 55, it does not appear that program will attain goal of 100. Enrollment goal for the quarter ending 12/31/08 is 88.

LaFamilia Counseling Center – Serving Out-of-School youth

Findings: Deficient in placement and enrollment performance sporadically for two years. Program has new case management staff. Enrollment goal for quarter ending 12/31/08 is 53. Current enrollment is 29 with 28 applications pending.

RECOMMENDATION:

Staff is recommending that the programs listed above implement a corrective action plan to address placement and attainment of performance deficiencies. Staff further recommends that if enrollments and performance do not improve by February 20, 2009, that the Youth Council authorizes that the deobligation of funds process (deduction in allocation) begins for the above programs. Allocations will be adjusted to serve the number of youth enrolled.

In addition to the above recommendations, staff is recommending that any deobligated funds be held in reserve until more information about the economic stimulus funding is known. There have been discussions at the state and federal level of reviving the summer youth employment program and these funds could be directed to that activity.

ITEM 6 - ACTION

APPROVAL TO ALLOCATE YOUTH COUNCIL INITIATIVE FUNDS

BACKGROUND:

During the annual funding allocation the Youth Council set aside funds to be used for Youth Council initiatives which could include sponsoring job fairs, community outreach, supporting the Youth Development Network, and youth leadership training. During the Summer 2008, a portion of these funds supported two Sacramento Works for Youth Job Fairs. Members of the Youth Council and Sacramento Works, Inc. participate in a variety of initiatives in the community including:

Design Build Competition and Construction Career Awareness Day

These events provide hundreds of high school students the opportunity to learn more about the construction industry, meet apprenticeship programs, and employers working in the industry.

The Design Build Competition engages youth in the actual design and building process of a structure. Historically, Sacramento Works, Inc. provides approximately \$5,000 in sponsorship for the Design Build Competition.

The Construction Career Awareness Day, coordinated by Association of General Contractors, and hosted by Granite Construction is supported by private and public donations including \$50,000 from the SETA-administered CalTrans funding.

Sacramento Works for Youth Employer Outreach

For the past two years, Assemblymember Dave Jones has partnered with SETA/Sacramento Works, Inc., ACT and the City of Sacramento to host employer breakfasts. "Sacramento Works for Youth Employer Breakfasts" seeks to promote youth employment to the employer community and engage them in this effort. Given the economic downturn, staff is very concerned that youth employment will be even more challenging this year.

Human Services Workforce

The human services workforce is one of critical occupational groups identified by the Sacramento Works, Inc. For the past year, the Youth Development Network, SETA, the County of Sacramento and other community partners have been planning a strategy to address the issue of the human services workforce. This strategy includes researching the careers in the cluster, identifying the gaps and challenges in the workforce, identifying career pathways, and developing training to increase the capacity of new and

existing workforce. The partnership is hosting a Human Services Workforce convening on March 5, 2009 to engage and inform the community about this issue.

Staff is recommending an allocation of \$5,000 for the Human Services Workforce convening.

CareerGPS Enhancements

SETA/Sacramento Works, in collaboration with the Partnership for Prosperity (PFP) and LEED Sacramento, have developed CareerGPS.com. CareerGPS.com is a web-based application designed to provide job seekers, students, workforce development professionals, teachers, and employers with one central location to find the information they need to make informed education and career decisions. The application is comprised of two individual searchable online relational databases; the first database contains a comprehensive listing of public and private sector education and training providers in the Sacramento region as well as and the programs they offer (Sacramento Regional Education and Training Resource); and the second database contains industry/occupational forecast information on the top 75 industry sectors and their occupational composition. These 75 sectors, and sub-sectors, represent approximately 80% of the employment in the Sacramento region. The forecast includes the breakdown of occupational employment by industry sector over the next 2 years, 5 years, and 10 years as well as the ability to view industry sector data based on the training level of each individual sector.

Currently CareerGPS contains information on all of the education and training providers in the region that provide post secondary and adult educational programs targeting critical industries. In order to increase the usefulness of the website to high school students, parents, and educators, staff is recommending an expanding the education and training provider listing to include all Career Technical Education Programs offered in all secondary schools in the region. This effort would include:

- Reaching out to the State Department of Education and all secondary schools in the region to introduce CareerGPS, talk about the importance of a regional inventory of programs, and gain agreement to participate in developing the information necessary to compile the inventory.
- Collecting contact people and program information on all Career Technical Education programs in the region
- Developing a standardized format to present the information on the CareerGPS website

Staff is recommending a sole source contract with LEED Sacramento for \$12,000 to complete this work. As the recognized education intermediary for the Sacramento region, LEED is uniquely qualified to complete this work and has the linkages and

relationships necessary to collect and verify the information and provide it in the standardized format for the website.

RECOMMENDATION:

Approve the following allocation of youth initiative funds

- 1) \$5,000 to support the Human Services Workforce convening, and
- 2) 12,000 to support Career GPS.com enhancements through LEED.