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SACRAMENTOWORKS

**Meeting of the Sacramento Works
Youth Committee**

Date: Thursday, January 13, 2022

Time: 3:00 p.m.

Location: via Zoom

<https://us02web.zoom.us/j/84456708426?pwd=TUx5cGI0RThLVmNr aWRoWm9TaitXdz09>

In response to the AB361 (Brown Act Section 54953) relating to the COVID-19 Pandemic, the Sacramento Works Youth Committee is conducting this meeting on Zoom at <https://us02web.zoom.us/j/84456708426?pwd=TUx5cGI0RThLVmNraWRoWm9TaitXdz09>. Members of the public may join the meeting by clicking the link above or typing the meeting address above into their web browser or dial by your location 1 669 900 6833 US (San Jose). Meeting ID: 844 5670 8426. Passcode: 970186. Find your local number: <https://us02web.zoom.us/j/84456708426?pwd=TUx5cGI0RThLVmNr aWRoWm9TaitXdz09>. Members of the public are encouraged to participate in the meeting by submitting written comments by email to: Monica.Newton@seta.net. Any member of the public who wishes to speak directly to the board regarding any item on the agenda may contact Monica Newton at (916) 263-3753, or Monica.Newton@seta.net. Please include in your request which item you would like to participate on. Additionally, during the meeting any questions or comments may be submitted via the Q&A or chat features on Zoom. Public comments will be accepted until the adjournment of the meeting, distributed to the Youth Committee and included in the record.

In the event of disruption which prevents broadcasting of the meeting to members of the public using the call-in or internet-based service options, or in the event of a disruption which prevents members of the public from offering public comments, the Board shall take no further action on items appearing on the meeting agenda until public access to the meeting is restored.

Closed captioning will be available. 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
2. **ACTION:** Approval of Findings and Authorization to Extend Use of Teleconferencing Procedures for Committee Meetings During Declared State of Emergency and/or While State or Local Officials Continue to Impose or Recommend Measures to Promote Social Distancing (Legal Counsel)
3. **ACTION:** Approval of the October 14, 2021 Minutes
4. **ACTION:** Approval of Appointment of Youth Committee Member

5. **ACTION ITEM:** Approval of 2021-2022 Youth Committee Goals
6. **INFORMATION ITEM:** Summary of WIOA Youth Program Enrollments for PY 2021-2022 (Information to be Presented at the Meeting)
7. Public Input
8. Adjournment

Members: Staci Anderson, Jacobe Caditz, David Gordon, Lisa Hutchinson, Gary King, Brandon Louie, Claudia Negrete, Johnny Perez, Tina Reynolds, Jane Ross, Lorenda Sanchez, Randi Kay Stephens, Pedro Vargas, Joyce Veal, Jackie White

DISTRIBUTION DATE: Tuesday, January 4, 2022

ITEM 2 - ACTION

APPROVAL OF FINDINGS AND AUTHORIZATION TO EXTEND USE OF TELECONFERENCING PROCEDURES FOR COMMITTEE MEETINGS DURING DECLARED STATE OF EMERGENCY AND/OR WHILE STATE OR LOCAL OFFICIALS CONTINUE TO IMPOSE OR RECOMMEND MEASURES TO PROMOTE SOCIAL DISTANCING

BACKGROUND:

California Governor Gavin Newsom has recently extended until March 31, 2022 the long-existing state of emergency related to COVID-19. Governor Newsom had previously authorized local agencies, by Executive Order, to conduct meetings under the Brown Act utilizing Zoom or other remote procedures to conduct meeting by modified teleconference procedures. Recently the legislature signed and passed into law AB 361, which amended Section 54953 of the Brown Act to similarly authorize teleconferencing of Committee Meetings, provided necessary procedures are followed. The Sacramento Works Youth Committee on January 13, 2022 will be the first board meeting conducted utilizing the AB 361 Procedures, which are reflected in the Notice for the Committee Agenda.

Under AB 361, in the event of disruption which prevents broadcasting of the meeting to members of the public using the call-in or internet-based service options, or in the event of a disruption which prevents members of the public from offering public comments, the legislative body shall take no further action on items appearing on the meeting agenda until public access to the meeting is restored.

AB 361 also authorizes public agencies to continue to hold subsequent meetings via teleconference procedures during any state of emergency that directly impacts the ability of the members to meet safely in person or while State or local officials continue to impose or recommend measures to promote social distancing. The Governor's declared continuing state of emergency remains active and continues to serve to protect members of the public from unnecessary risk and exposure to COVID-19. In addition, Sacramento County continues to follow recommendations of the federal CDC promoting social distancing outside of the home and especially indoors. Given these circumstances, in order to allow for the next Committee meeting to be held by teleconference procedures consistent with AB 361, the Committee must make the following findings no later than 30 days after the first teleconferencing meeting and every 30 days thereafter by majority vote:

- a. The legislative body has reconsidered the circumstances of the state of emergency.
- b. Any of the following circumstances exists:

ITEM 2 -ACTION (continued)

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- i. The state of emergency continues to directly impact the ability of the members to meet safely in person.
- ii. State or local officials continue to impose or recommend measures to promote social distancing.

RECOMMENDATION:

Authorize the continued use of teleconferencing for Sacramento Works Youth Committee meetings under AB 361, occasioned by the continuing state of emergency issued by Governor Newsom and the continuation of local and federal recommendations promoting social distancing outside of the home and especially indoors and, based thereon, make the following findings in support of this action:

- a. The Committee has reconsidered the circumstances of the state of emergency.
- b. The following circumstances exist:
 - i. The state of emergency continues to directly impact the ability of the members to meet safely in person.
 - ii. State or local officials continue to impose or recommend measures to promote social distancing.

PRESENTER: Legal Counsel

ITEM 3 – ACTION

APPROVAL OF MINUTES OF THE OCTOBER 14, 2021 REGULAR MEETING

BACKGROUND:

Attached are the minutes of the October 14 regular meeting for review.

RECOMMENDATION:

The Committee review, modify if necessary, and approve the attached minutes.

Sacramento Works Youth Committee

Minutes

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

Meeting held electronically

Thursday, October 14, 2021
3:00 p.m.

1. **Call to Order/Roll Call:** Mr. David Gordon called the meeting to order at 3:02 pm. The roll was called and a quorum achieved.

Members Present: Randi Kay Stephens, Jacobe Caditz, Brandon Louie, Tina Reynolds, Michael Laharty, Jane Ross, Lorenda Sanchez, Staci Anderson, Jackie White, David Gordon

Members Absent: Gary King, Pedro Vargas, Joyce Vea, Claudia Negrete, Johnny Perez, Lisa Hutchinson

Others Present: Terri Carpenter, Kathy Kossick, Phil Cunningham, Roy Kim, Jessica Medina, Josh Woodson, Ron Ellis

Ms. Jackie White was introduced as a new member of the Youth Committee; a brief introduction of her background was given.

2. **ACTION:** Approval of Findings and Authorization to Extend Use of Teleconferencing Procedures for Committee Meetings During Declared State of Emergency and/or While State or Local Officials Continue to Impose or Recommend Measures to Promote Social Distancing

Mr. Cunningham reviewed this item. The mandate stipulates every 30 days action must be taken to continue remote meetings on a virtual platform. Every meeting will be treated as a new meeting, since this committee does not meet every 30 days.

Moved/Stephens, second/Reynolds, to approve the Findings and Authorization to Extend Use of Teleconferencing Procedures for Committee Meetings During Declared State of Emergency and/or While State or Local Officials Continue to Impose or Recommend Measures to Promote Social Distancing.

Roll call vote:

Aye: 10 (Stephens, Caditz, Louie, Reynolds, Laharty, Ross, Sanchez, Anderson, White, Gordon)

Nay: 0

Abstention: 0 ()

Absent: 6 (King, Vargas, Vea, Negrete, Perez, Hutchinson)

3. **ACTION:** Approval of the August 18, 2021 Minutes

The minutes were reviewed; no questions or concerns.

Moved/Louie, second/Stephens, to approve the August 18, 2021 Minutes

Roll call vote:

Aye: 9 (Stephens, Caditz, Louie, Reynolds, Laharty, Ross, Anderson, White, Gordon)

Nay: 0

Abstention: 1 (Sanchez)

Absent: 6 (King, Vargas, Vea, Negrete, Perez, Hutchinson)

4. **ACTION ITEM:** Review/Update the 2020-2021 Youth Committee Goals

Ms. Carpenter reviewed the goals for the program year. A subcommittee was created to address Goal 1: Develop strategies to amplify the youth voice in all SETA- Sacramento Works activities and programs that serve youth. Mr. Pedro Vargas was the chair of the subcommittee. We should revisit Goal 1, as attendance has been dropping for the subcommittee meetings. With new funding and programs Goal 2: Increase learn and earn work-based opportunities for youth, was achieved. Goal 3: Identify digital literacy and skills partners that can provide expanded services to youth enrolled in programs. There is more work to be done on Goal 3. Going forward does the committee want to reinforce the three goals as the committee's top priorities for the coming year? Does there need to be adjustments or additions?

Ms. Reynolds suggested for Goal 1, the committee should develop tactics to implement and help amplify the youth voice.

Ms. Carpenter suggested at the next Youth Committee meeting we allot time to revisit the ideas given in the subcommittee report out.

Ms. Stephens said we need more youth on the committee to hear their voice. We need to engage their voice at the least on the subcommittee.

It was asked that the raw notes from a previous meeting be shared or added to this meetings minutes.

Ms. Carpenter suggested we include time on the next meeting's agenda to discuss tactics.

Mr. Louie commented on logistical challenges of youth joining an adult space, such as the Youth Committee. Developing a mentor to mentee relationship could help the youth to ease into the process of being an active member.

Ms. Stephens suggested stipends for youths to encourage participation. It would help offset the cost of their time to participate away from work.

Ms. Carpenter said a discussion was had on a recommended amount; we need to look at the budget to move forward.

Mr. Caditz asked in regards to Goal 2, do we have a definition of the new internships; are they with SETA or the community at large?

Ms. Carpenter said the original thought was to increase opportunities within SETA and the WIOA Youth program, but also create more opportunities for the youth in the community, beyond SETA/Sacramento Works operated youth programs.

Mr. Caditz said SMUD just hired six new interns. How do we connect to make sure the opportunities are being met? He asked if Goal 3 was set due to distance learning.

Ms. Carpenter replied it was set pre-COVID-19. With COVID-19 it only increased the issues with the digital divide.

Ms. White asked what the definition of youth is.

Ms. Carpenter answered ages 16-24.

Ms. White asked which meeting would they sit on, Youth Committee or subcommittee.

Ms. Carpenter replied it would be for both Youth Committee and the subcommittee. The goal is to involve the youth in an active decision-making role on the Committee.

Ms. White asked about reaching out to student board members.

Ms. Carpenter replied the subcommittee has made note of that.

Mr. Gordon stated for the first goal the committee has a way forward. He would like to serve as a mentor for youth. For Goal 2, how can we get more internship opportunities throughout the county for young people?

Ms. Anderson asked if there should be different targeted industries. We should define the targeted industries better.

Ms. Reynolds said this could be treated like mini campaigns in which we outreach to companies within the priority industry sectors, and then match the interns based on their career interests.

Ms. Anderson suggested we define what the industries or companies would be.

Mr. Cunningham suggested reaching out to Mr. Ron Ellis with the Employer Outreach Committee, and other employers.

Ms. Carpenter suggested we look at the top ten industries of the workforce board. Based on today's input a new draft of Goal 2 for review at the next meeting is needed.

Ms. Ross asked would the internship opportunities she creates be counted in the goal of 20 internships.

Ms. Carpenter answered that as part of the Youth Committee those internships would be counted towards the goal set.

Ms. White suggested it could be helpful to look at the career tech education pathways, as a way to see what students are interested in and what is in need for the labor market.

Ms. Ross said there are certain industries that are hard to get into even with interest, such as health care.

Ms. Stephens said there are many opportunities for entry-level jobs for students; are they seeking jobs because they are a faster route instead of internships.

Ms. Carpenter asked if the committee is on track for Goal 3. Will Ms. White take over for Mr. Perry or move it around?

Mr. Gordon said we might want to update Goal 3 due to COVID-19. The nature of the need may have changed since its initial start.

Ms. Ross stated she has done research; what digital literacy offered before is not the same as now. Especially in terms of ethical use.

Mr. Gordon asked if Ms. Ross would work on Goal 3 for future consideration.

Ms. Stephens asked if we are relabeling the goals for 2022.

Ms. Carpenter replied yes, we will relabel the goals for 2021-2022. This is usually done on an annual basis; due to COVID-19 we are a bit behind.

Ms. Stephens commented on the potential for refugees coming to the Sacramento area; do we need to focus on a youth refugee program?

Ms. Jane Ross left the meeting at 3:30 p.m.

Ms. Carpenter replied SETA has a refugee program, focusing specifically on assisting refugees and connecting youth to services including the SETA/Sacramento Works youth programs.

Mr. Gordon said we will bring the goals back at the next meeting. Goals 2 and 3 are being reimagined. We will increase the focus on Goal 1.

This item was discussed, no action was taken.

5. **INFORMATION ITEM:** Summary of WIOA Youth Program Enrollments for PY 2021-2022

Ms. Carpenter reviewed the enrollment programs. The deadline for enrollment this year is Friday, January 28, 2022. All programs except for three are on track to meet enrollment. Lao Family Community Development and JUMA Ventures currently have zero enrollments; both are on a corrective action as well. We are working with them and providing technical assistance to make sure their enrollments are met. Waking the Village usually meets enrollment by the deadline; they primarily serve the homeless youth.

6. **INFORMATION ITEM:** Update on Youth and Young Adult Mental Behavioral Programs

Ms. Anderson reviewed programs provided through a variety of partners. The Mind OneSix program successfully engages youth to become ambassadors for mental wellness on their campuses and in the larger community. Youth will receive a \$500 stipend for completing 40+ hours of service and applied work-based learning that supports peer and community mental wellness. Youth are placed on school sites and work with school staff to implement this program for the students. The program consists of 20 hours of training to build students' core mental wellness competencies and 20 hours of community service doing peer support and advocacy. There is a focus on middle schools to introduce the youth to these opportunities early in life. The Mental Wellness Champions training program was in response to the need for increased mental wellness services for K-12 students due to COVID-19. AllVoicesUnited is another program in partnership with Sacramento City Unified School District focused on high school campuses, specifically youth of color and LGBTQIA2+ identifying youth. Other projects were reviewed. Many of the Cross-system Collaboration partners are requesting training for their employees.

Ms. Carpenter provided an overview of the work SETA has been involved in to help increase the talent pipeline for careers in mental/behavioral health. SETA partnered with the Health Education Council to create the Peers Helping Peers program, a 7-week community health training and paid internship program for youth and young adults ages 17-24. Upon completion of the training, youth receive a mental health aide certificate, a stipend of \$300 and are placed in a 40-

hour paid internship with a Mental/Behavioral Health Services organization. All training is done virtually. To date, the program has graduated over 70 youth with placement in mental/behavioral health internships. There is one more cohort to graduate in January 2022. There is a huge talent shortage in the mental/behavioral health field at every level, from entry-level to licensed positions. SETA sought a grant through the California Workforce Development Board, resulting in \$250,000 in grant funding to support the Grow Your Own Mental/Behavioral Health Talent Initiative. The vision for the initiative is to develop a comprehensive and cohesive career pathway map for the mental/behavioral health field. This initiative is being implemented with the California State University, Sacramento and the Los Rios Community College system. The work will continue to focus on outreach and prepare the workforce for peer certification. California was one of the last states to recognize peer review certificates. This initiative has 25 internships for students enrolled in entry-level certificate programs through master's degree level mental/behavioral health programs of study. A final summary report will be prepared after December 2022. The Mental/Behavioral Health Apprenticeship will launch in the fall of 2022.

Ms. Reynolds asked if we are looking for college students.

Ms. Carpenter answered yes.

Mr. Caditz asked if there is a way we can support the program through SMUD?

Ms. Carpenter and Ms. Anderson replied yes, and will continue conversation outside the meeting individually.

Ms. Carpenter announced that Mr. Josh Woodson will be leaving SETA, he is moving to Oregon.

7. **Public Input:** None
8. **Adjournment:** The meeting was adjourned at 3:56 p.m.

ITEM 4 – ACTION

APPROVAL OF APPOINTMENT OF YOUTH COMMITTEE MEMBER

BACKGROUND:

The Sacramento Works Board's Youth Committee is responsible for the planning and procurement of the Workforce Innovation and Opportunity Act (WIOA) youth services. The Sacramento Works Youth Committee seeks to develop a continuum of services to engage youth in the workforce system; works with community partners to coordinate youth initiatives; and is responsible for the oversight of youth providers. WIOA requires no minimum or maximum number of representatives on the Youth Committee. The WIOA and the State of California have identified the following categories of membership on the Youth Committee:

- Members of the local board with special interest or expertise in youth services or policy;
- Representatives of youth service organizations, including juvenile justice and local law enforcement agencies;
- Representatives of local public housing organizations;
- Education representatives;
- Parents of local youth seeking assistance under WIOA;
- Youth, including former participants and representatives of organizations that have experience relating to youth activities; and
- Representatives of the Job Corps.

Sent under separate cover for your review is Shawn O'Briant's, Vocational Specialist with the Sacramento County Office Education (SCOE), Youth Committee Application and Resume.

RECOMMENDATION:

Approve the appointment of Shawn O'Briant to the Sacramento Works Youth Committee.

ITEM 5 - ACTION

APPROVAL OF 2021-2022 YOUTH COMMITTEE GOALS

BACKGROUND:

Based on the environment of COVID-19 and other factors impacting the youth in our community, the following goals were approved for the Committee work in 2020-2021 and based on the Committee discussion at the October meeting have been updated and are being recommended for approval of the goals for the Committee work in 2021-2022:

1. Develop strategies to amplify the youth voice in all SETA-Sacramento Works activities and programs that serve youth.

Action: The Youth Voice Subcommittee to make recommendations on how to improve the engagement with youth and what services are needed most by the youth in our community.

2. Increase learn and earn work-based opportunities for youth.

Action: Create 20 new internship opportunities by identifying priority industry-sector employers that are willing to place youth in paid internships. Establish a baseline of all internships created through the work of youth-serving organizations on the Youth Committee including those developed by SETA/Sacramento Works through December 2022.

3. Identify Digital Literacy and Skills program and resources that can provide expanded services to youth enrolled in programs.

Action: Review digital literacy programs and resources that could be shared with Youth Program providers and the youth they serve to improve their digital literacy skills

RECOMMENDATION:

Approve the 2021-2022 Youth Committee goals.

Tina Reynolds, Pedro Vargas, Brandon Louie, Randi Kay Stephens

ITEM 3 - INFORMATION REVIEW OF 2020-2021 YOUTH COMMITTEE GOALS

BACKGROUND: Based on the environment of COVID-19 and other factors impacting the youth in our community, the following goals are being proposed for the committee to discuss and adopt as priorities for the Committee work in 2020-2021:

Item 1. Develop strategies to amplify the youth voice in all SETA-Sacramento Works activities and programs that serve youth.

Action: Create a subcommittee to make recommendations on how to improve the engagement with youth and what services are needed most by the youth in our community.

Action Items & Ideas

1. Assessment/Identify Activities of SETA/Sacramento Works
 - a. What services are provided to youth and where is the opportunity for youth voice? How are staff working with youth lifting their voice?
 - b. In-School or Out-of-School Youth, or both on parallel tracks
 - c. What does Youth Leadership mean to SETA?
 - d. How do youth find SETA? How is SETA finding youth?
2. Workshops
 - a. Panelists
 - b. claudia ready to graduate high school - share what she knows - Internship
 - c. Pedro going to community college share his experience - Internship

Commented [1]: What does youth voice mean to SETA/Sacramento Works? Do we define that?

What has been done before? What worked well and what didn't?

Goal - don't isolate any groups.

- d. Joyce - graduated from UC Davis - share her experience
- e. Employer - on the panel (claudia ask)
- 3. Stream yard - Live steaming interview/panelists weekly interview
- 4. Create a compelling youth landing page on the website
- 5. E-blast to inform youth coalitions, youth-commissions, youth-serving organizations
- 6. Use Social Media
 - a. TikTok
 - b. Instagram - Youth Take-Over
 - c. SnapChat
- 7. Youth-Friendly Experience/Culture in this Committee and at SETA
- 8. Incentives for Youth
- 9. Youth Voice Committee - youth leadership advising the SETA Board.

Next meeting - our group will create goals, objectives, tactics

2. Increase learn and earn work-based opportunities for youth. Action: Create 20 new internship opportunities by identifying employers that are willing to place youth in paid internships. 3. Identify Digital Literacy and Skills program and resources that can provide expanded services to youth enrolled in programs. Action: Review digital literacy programs and resources that could be shared with Youth Program providers and the youth they serve to improve their digital literacy skills

May 7th (Terri, Pedro, RK)

Younger individuals involved in committee and youth process. Engage them in planning and activities. Expand leadership capabilities of youth. Get youth input on process of how the wioa program works (day-to-day functions).

**

How do we really engage youth in the committee. Pedro suggests adding more youth - juniors, seniors (more ages and continuity). Youth that were part of foster care programs. Explore having more youth on the committee.

Application for youth has been redeveloped.

TC - graduates from programs that have been part of the programs.

Funding from WIOA - focus on out-of-school, disconnected youth (18-24). They could provide more feedback to help us with our program design, outreach to hard-to-reach audiences...

Outreach strategies are hard for out-of-school youth. Do we go to different community programs. Representation on the committee is needed.

OOS alumni, I-S alumni, other youth in age groups. Categories - justice involved youth, foster youth, youth with disability.

Possible to have a stipend for young people to participate.

Take application and send it to youth providers. Recruit alumni via our current providers!

Youth committee with equal footing - reps from adult meeting go to youth meeting. Create more autonomy of youth. Chair / Vice Chair youth committee goes to regular meeting.

Ideas -

- Meet youth where they are (in-person or online).
- Stipend for youth participants.
- Work with our current partners to do youth voice sessions at their place.
- What are other youth committees across state doing.
- Can we ask our providers to do a roundtable. Lift success stories.
- Pedro to talk to all of our youth providers
 - Showcase a youth on a regular basis and get youth perspective
 - Reach out to recruit youth committee members
- Youth testimonials via video about what's working, what isn't, what other resources they need.
- Survey graduates of SETA youth programs.
 - Do our providers have staff that were previously in the program (could they be our voice).
- **Youth Activities:**
 - **Working group/roundtable discussions**
 - **Youth video testimonials.**

Next steps:

- **Terri to send out application for the youth to Pedro**
- **Terri & Pedro to connect with the providers to engage in steps to get more youth on board.**

Commented [2]: @Terri.Carpenter@seta.net
Assigned to terri.carpenter

May 11th Subcommittee-

- What does it mean to sit on this board
 - Training and support to effectively participate
 - Support, clarify, equity and role,
- Connect with young people to join this effort (policy - committee work)
- How to actively engage young people in having voice
 - Youth takeover of insta, youtube, tiktok
 - Share with partner agencies

What we know/want to know:

- Youth are struggling to find voice in current committee set-up. “The “T” in SETA stands for “Training” so sounds like we need to be a bit more intentional about that aspect:)”
- The question about what other youth committees are doing with respect to authentic youth leadership is super interesting and valuable...could be a great research question for youth themselves to investigate and report back on with recommendations
- Define our work more carefully
- **Mentor and peer training** to participate in the committee
 - Mentors can support youth in general, but also with specific aspects of their engagement in the committee (e.g., meet with them before meetings to review Board packet together, brainstorm ideas/questions to bring up in the meeting, debrief after the meeting to reflect on how it went and next steps, etc.)
- Perhaps we all could **benefit from some training and onboarding** when we join? Like maybe do it once or twice a year so new cohorts can go through it together?
- Clearly define youth voice and greater committee’s purpose

- Best option for youth participation (workshops not necessarily committee policy meetings)
- We often ask youth over and over again what they need but then don't actually take action and do anything about it. So, there needs to also be some sense that ideas that come out of this will actually lead to changes.
- Tap into our current members that are youth to raise their voice...standard section of our meeting.

- Committee has prepared questions and seeks out the youth voice. Youth members are adequately prepared to engage and answer questions and raise concerns.

AUTHENTIC ENGAGEMENT & LISTENING WITH RESOURCES

- Having a question from the SETA committee each meeting for the youth to respond to at the next meeting
- Questions (Claudia): how do I begin to map out life after HS and college?
- What would be the most helpful support for you as you look for a job? go to school and look for work? think about your future career plans?
- Recognize today's school to career experience is so different in 2020 (covid, virtual, recession, skills, etc.)
- YOUTH ARE EXPERTS, Especially on Youth!
- Human Centered Design
 - Write all the nouns about youth employment...
- youth to develop a program that is unique on how to engage new youth - big ideas - no boundaries - anything you want or can imagine
- Can we have 15 minutes on every agenda to do something "functional" in support of youth employment beyond standard meeting necessities. [B](#)

Commented [3]: We also often ask youth over and over again what they need but then don't actually take action and do anything about it (Brandon)

Commented [4]: So there needs to also be some sense that ideas that come out of this will actually lead to changes (brandon)

Formatted: Highlight

- Youth employment/life concerns - getting apartment, credit establishment, real world experience (financial literacy), resume support, real living skills,
 - Workshops on credit, money, car insurance, health insurance, 401k, etc.
 - Recognize backgrounds that are different and we need to provide support for all new professionals
 - Workshops “on my own” - how to adult.
 - Tiktok videos on adulting - sponsor for activities (golden one on how to bank,

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