



## WORKFORCE INVESTMENT BOARD OF VENTURA COUNTY

### YOUTH COUNCIL MEETING

Wednesday, March 4, 2015  
3:00 p.m.-4:30 p.m.

#### **NOTE MEETING LOCATION**

Ventura County Human Services Agency (Pepper Tree Room)  
855 Partridge Drive, Ventura, CA

### AGENDA

|           |   |                 |
|-----------|---|-----------------|
| 3:00 p.m. | <b>1.0 Call to Order and Agenda Review</b>  | Tony Skinner    |
| 3:05 p.m. | <b>2.0 Public Comments</b><br>Procedure: The public is welcome to comment. All comments not related to items on the agenda may be made at the beginning of the meeting only.  | Tony Skinner    |
| 3:10 p.m. | <b>3.0 Approval of Minutes: February 4, 2015</b>  | Tony Skinner    |
| 3:30 p.m. | <b>4.0 Transition from WIA to WIOA: Discussion of an Ideal Strategic Plan—A What-if Scenario</b> <ul style="list-style-type: none"><li>• Constraints: Legal and Demographic (The Givens)</li><li>• Current Program Strengths and Weaknesses</li><li>• Who Needs to Be Involved?</li><li>• What Information Is Needed?</li><li>• What Are the Opportunities?</li></ul> | Council Members |
| 4:15 p.m. | <b>5.0 Council Member Comments</b>  | Council Members |
| 4:30 p.m. | <b>6.0 Adjournment</b>  | Tony Skinner    |

#### Next Meeting

April 1, 2015 (3:00 p.m.–4:30 p.m.)  
VCCF Nonprofit Center (Board Room)  
4001 Mission Oaks Blvd., Camarillo, CA

Individuals who require accommodations for their disabilities (including interpreters and alternate formats) are requested to contact the Workforce Investment Board of Ventura County staff at (805) 477-5306, at least five days prior to the meeting. TTY line: 1-800-735-2922.

**WIB Youth Council**  
**February 4, 2015**

**MINUTES**

**Meeting Attendees**

Council Members

Bernardo M. Perez\* (Acting Chair)  
Jerry Beckerman  
Mary Benton  
Claudia Harrison  
Linda Fisher-Helton  
Teresa Johnson\*  
Juan Mercado  
Cristina Miranda  
Mary Navarro-Aldana\*

WIB Staff

Richard McNeal  
Cheryl Moore

Guests

Jeffrey Albaugh (Ventura Adult and  
Continuing Education)  
Mariana Cazares (Boys and Girls Clubs of  
Greater Oxnard and Port Hueneme)  
Leslie Webster (DOR)  
Kim Whitaker (PathPoint)  
Omar Zapata (Boys and Girls Clubs of  
Greater Oxnard and Port Hueneme)

*\*WIB Members*

**1.0 Call to Order and Agenda Review**

Bernardo M. Perez called the meeting to order at 3:10 p.m. After a round of self-introductions, Leslie Webster was introduced as the new nominee for Youth Council representative from the Department of Rehabilitation.

**2.0 Public Comments**

No comments

**3.0 Approval of the Minutes of December 3, 2014**

Motion to approve: Mary Benton  
Second: Jerry Beckerman  
Abstain: Linda Fisher-Helton  
Motion carried

**4.0 Reflections on the CWA Youth Conference**

Linda Fisher-Helton reported on her participation at the recent CWA Youth Conference in Long Beach. She commented that:

- Ventura County youth program efforts are successful in comparison with those of other areas.
- More youth should be represented on the Council, and the Council might consider meeting in places more convenient for youth to attend.
- The Council should represent more widely the groups serving the County's youth.
- Youth need to be involved in developing outreach efforts that meet the needs and expectations of youth.
- Some formal method or coordinating mechanism for referring youth to resources would assist Council members in directing potential participants to the WIA program.
- Program providers need to take a more integral role in the Council's ongoing business—perhaps by being regular members rather than sitting in the audience.
- Program providers should be encouraged to work with one another to leverage their various abilities.
- Youth programs suffer from an obsession with data and WIA requirements at the expense of strategic vision. ("Neatness is a menace to creativity.")



- A greater variety of guests, specifically smaller organizations and businesses, might be invited to Council meetings, both to provide better information to the public about the Council's work and to solicit input about the needs of youth.
- Some means of defining the Council's success might be in order.
- The WIB and the Council might profit from joint meetings.
- In general, the Youth Council needs to consider carefully its role and the groups it plans to serve.

## 5.0 Transition from WIA to WIOA

To facilitate its discussion of the transition from WIA to WIOA, the Council considered six summary documents:

- An updated Section 4 (Youth) of the Ventura County Local Plan
- Effective Programs for Dropout Prevention and Recovery Survey, provided by VCOE
- WIOA Eligibility Requirements for Youth (WIOA Sec. 129)
- WIOA Required Youth Program Elements (WIOA Sec. 129)
- WIOA Youth Performance Measures (WIOA Sec. 116)
- Provisions for Oversight of Youth Funding Activity (WIOA Secs. 107 and 129)

These documents provide the major framework, insofar as we know it at present, within which decisions can be made about the future direction of the youth program under WIOA and possible existence and constitution of a youth committee. Discussion centered on the following:

- The need to enhance access to the WIOA youth program and provide a method or methods of referral to it
- The potential ability of providers to respond to the requirement of spending 75% of funding on older youth and 20% on work-related activities
- The relationship of the WIOA youth program to ongoing efforts to implement AB86 and the several Career Pathways grants; the need for partnerships to leverage and braid these various resources
- The function of the Youth Council as a neutral convener and facilitator to clarify youth issues and connect programs and entities—not to solve all problems

The Council agreed to form a work group to investigate the method for potential coordination/communication of referrals to WIA youth programs and other resources: Teresa Johnson, Mary Benton, Linda Fisher-Helton, Tiffany Morse and Richard McNeal.

Suggestions for future meetings: 1) Presentation from 211. 2) Brainstorming a "what if" picture: how ideal access to the assistance needed by Ventura County youth should look, the gaps between that and what we have now, and possible ways to close those gaps.

## 6.0 Council Member Comments

There were no comments.

## 7.0 Adjournment

Bernardo M. Perez adjourned the meeting at 4:35 p.m.

### Next Meeting

March 4, 2015 (3:00-4:30 p.m.)

Human Services Agency (Pepper Tree Room)

855 Partridge Drive, Ventura, CA.

# Enough is Known For Action

## Preparing to Deliver Expanded Services to Out-of-School Youth



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UNITED STATES DEPARTMENT OF LABOR

The Workforce Innovation and Opportunity Act

# Today's Presenters

## **Lori Crockett Harris, Moderator**

Office of Workforce Investment  
Employment and Training Administration  
U.S. Department of Labor

## **Evan Rosenberg**

Office of Workforce Investment  
Employment and Training Administration  
U.S. Department of Labor

## **Expert Peer Presenters**

Sean Kelly and Jill Walters, Portland, Oregon  
Andrea Robins, Kansas City, Missouri



**Portland**



**Kansas City**



# Webinar Context

## Enough is Known For Action:

Preparing to Deliver Expanded Services to Out-of-School Youth

- First of 3-part webinar series
- We heard your needs in our WIOA Consultations!
- Title builds on Brandeis Enough Is Known For Action Conference
  - Materials available at <http://cyc.brandeis.edu/Employ-educate-support-youth/EnoughIsKnownforAction.html>

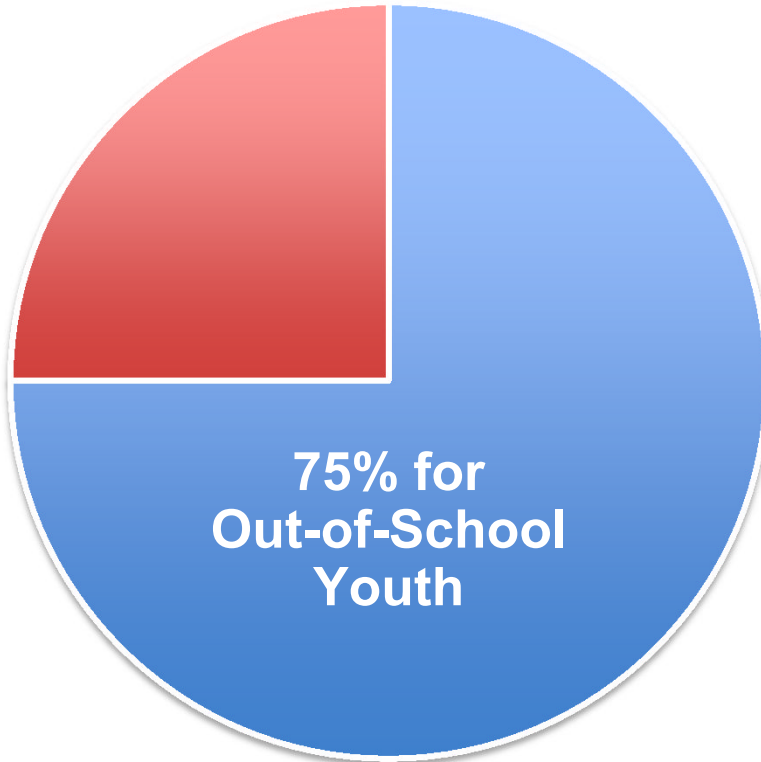


# Setting the Stage for Today

- Policy & Considerations
- Identifying Essential Partners
- Recruiting Quality OSY Providers
- Recruiting Eligible OSY
- Serving Eligible OSY



# WIOA Provisions for OSY



**State & Local  
Youth Funding**

- **WIOA** requires **75%** of state and local Youth funding be used for out-of-school youth
  - State and Local calculations
  - Exception





# OSY Eligibility Requirements

## To be eligible youth must be:

- Not attending any school  
(as defined under State law)
- Aged 16 to 24
- Meet one or more additional conditions



# OSY Eligibility Requirements

## Additional Conditions (Must Meet 1)

- School dropout
- Within the age of compulsory school attendance, but has not attended school for at least the most recent complete school year calendar quarter
- Recipient of a secondary school diploma or its recognized equivalent who is low-income and either basic skills deficient or an English language learner
- Subject to the juvenile or adult justice system
- A homeless individual defined in sec. 41403(6), Violence Against Women Act (42 U.S.C. 14043e–2(6)), a homeless child or youth, a runaway, in foster care or has aged out of the foster care system, a child eligible for assistance under section 477, Social Security Act (42 U.S.C. 677), or in an out-of-home placement
- Pregnant or parenting
- An individual with a disability
- Low-income individual who requires additional assistance to enter or complete an educational program or to secure or hold employment





# OSY Eligibility and Income

- Low income is not required for all OSY
- Low income is only required if use “condition” **III** or **VIII**
  - **III.** Recipient of a secondary school diploma or its recognized equivalent who is low-income and either basic skills deficient or an English language learner
  - **VIII.** Low-income individual who requires additional assistance to enter or complete an educational program or to secure or hold employment



# OSY Expenditure Rates in PY12



Average OSY expenditure rate nationally is **57%**

Ranges from a low of **37%** to a high of **84%**

**2** states already above **75%**

**22** states at **60%** or above



# Checking In: Polling Question

Considering what you know now, how ready are you to Implement the **75% OSY Expenditure Requirement**?

- Confident and ready-to-roll!
- Expect to increase OSY expenditures but getting to 75% may be difficult
- Very concerned; seeking more guidance & technical assistance

**Invitation  
to Chat**

***What % of your funds  
were spent on OSY  
last Program Year?***



# Considerations

## Your Hot Issues = Our Key Considerations

- Collaboration with Education and Health and Human Services partners
- Implementing OSY with minimal negative impact to ISY
- Funds Allocation & Carry Over
- Tracking & Reporting
- Upcoming TEGL addressing many of these transition issues



# Enough is Known for Action

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[www.workforce3one.org](http://www.workforce3one.org)

## Three areas we can plan for **NOW**



Identifying  
Essential Partners



Recruiting Quality  
OSY Providers



Expanding  
Services to OSY



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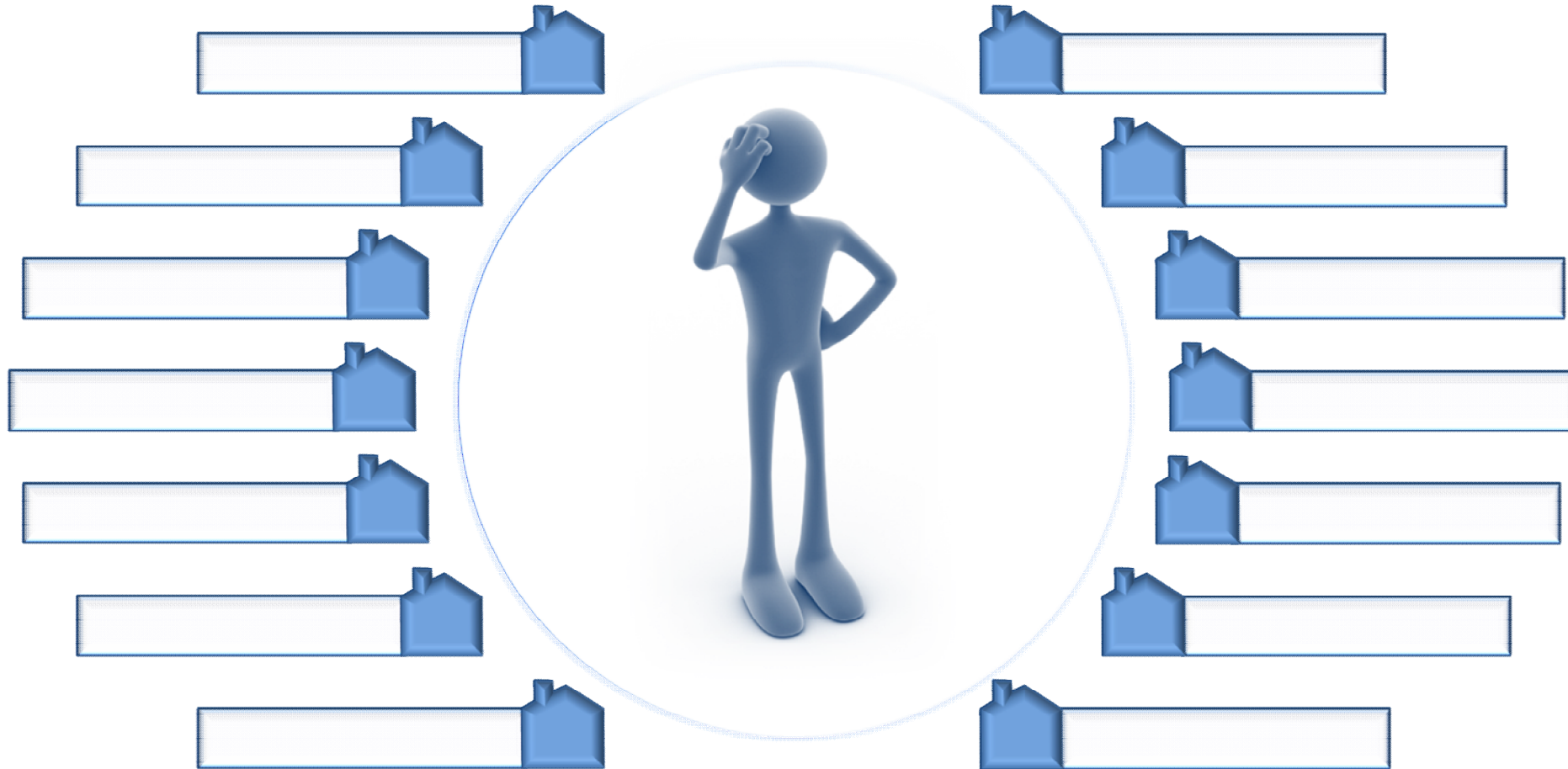
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# Who Are Your Essential Partners?

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# Are Your Partners Lined Up?

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## Key Partners for Successful WIOA OSY Implementation

- Adult Education, Community Colleges, K-12, and Alternative Schools
- Job Corps and YouthBuild
- HHS/TANF agency
- Juvenile Court; Juvenile Probation
- Group Homes, Homeless shelters and other transitional residential agencies
- Vocational Rehabilitation
- Veteran's Hospitals and other readjustment services for returning Armed Services members
- Community and Faith Based Organizations
- Apprenticeship and Pre-Apprenticeship



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## Recruiting/Contracting for Quality OSY Providers

**Workforce<sup>e3</sup>One**  
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### Identifying Possible Providers

- Based on Program Design decisions
- Role of Youth Council (soon to be Committee)
- Exploration of CBOs

### Developing the RFP

- Consider Scope
- Determine contract length & timing
- Flexible terms and language

**Invitation  
to Chat**

**Chat to share YOUR ideas!**



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## Recruiting and Serving Eligible OSY Participants

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# Peer Presentations!



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## Recruiting and Serving Eligible OSY Participants

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**Sean Kelly**

Senior Project Manager  
Worksystems, Inc.  
Portland, Oregon  
[worksystems.org](http://worksystems.org)



**Jill Walters**

Executive Director  
Portland YouthBuilders  
Portland, Oregon  
[pybpdx.org](http://pybpdx.org)



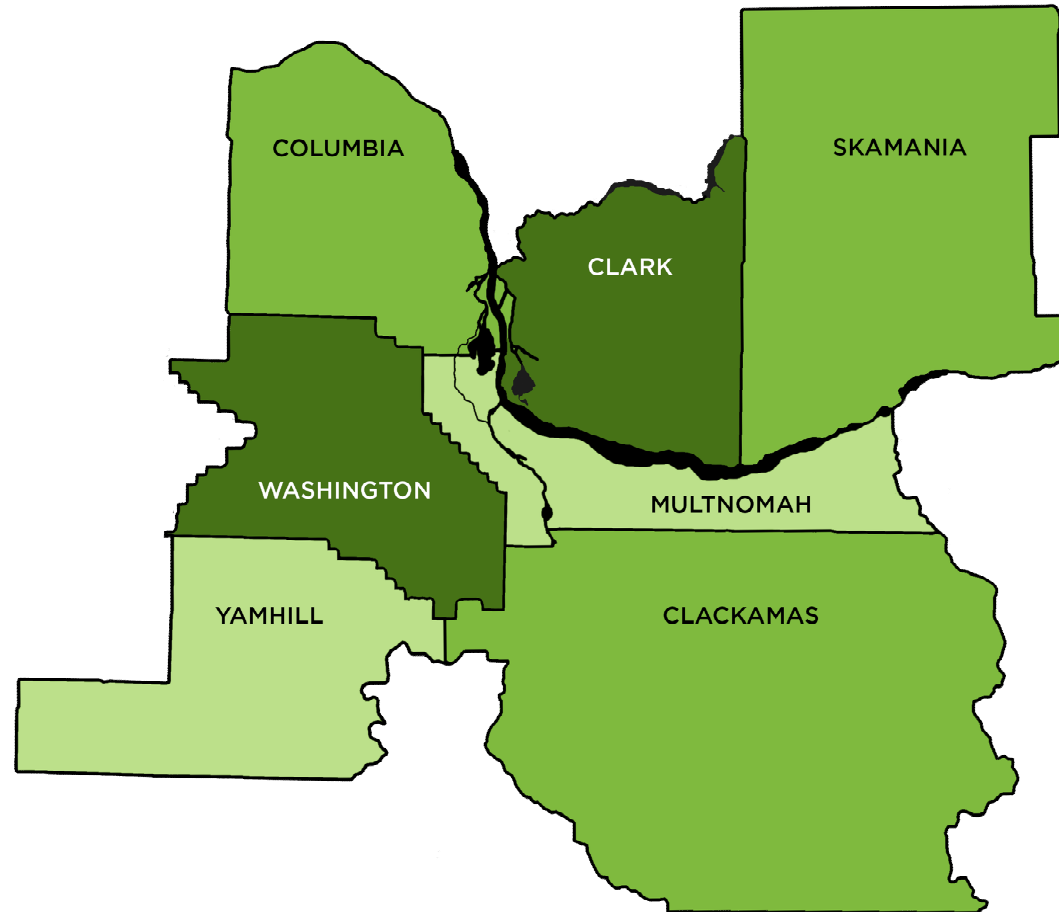
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# Worksystems, Inc.

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# The Career Connect Network

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- Aligns WIA, CDBG, and Portland general funds
- Network of college and career preparation programs
- Goal for all youth:
  - Prepare youth for successful careers through continued education and work-based learning



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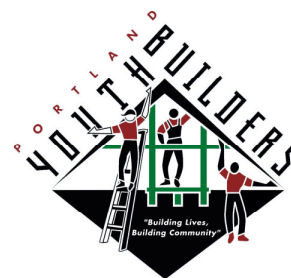
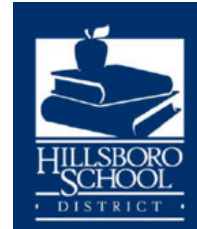
# Key Partners

## Culturally and Population Specific Service Providers

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# Emphasis on Work Experience

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PORTLAND + MULTNOMAH + WASHINGTON COUNTIES

**WEXY**  
WORK EXPERIENCE FOR YOUTH



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# Work Readiness is Critical

- **Created College and Career Readiness Competency Matrix**
- **5 Competency Areas**
  - Proactive Communication and Collaboration
  - Reliability
  - Self-Management
  - Taking Initiative
  - Academic/Technical Skills
- **4 Levels of Readiness**



# Youth Profile

- Aged 16-21 years; limited capacity to serve 22-24 year olds
- Low-income
- Legal to work
- Multnomah or Washington Counties
- Experience barriers like juvenile justice involvement, homelessness, human services involvement, pregnant or parenting, etc.





# Approach



- Multi-year services
- Culturally competent and/or population specialization
- Industry or career pathway specialization
- Career coaching
- Orientation & enrollment



# What's Next

## Sector Bridge Pathways:

- Healthcare
- IT/Software
- Advanced Manufacturing
- Construction



# A Key Partner: YouthBuild

- Exceptional out of school youth provider
- Great alignment and leverage opportunity for WIBs to partner with local YouthBuild program
- Long-term – 20 year relationship in Portland





# Effective Outreach, Recruitment, and Engagement Strategies for OSY at Portland YouthBuilders

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# Portland YouthBuilders

- Serving OSY for 20 years in DOL-funded YouthBuild Program
- Eligible OSY are enrolled in WIA and YouthBuild
- Ages 17-24
- Multi-year program
- High school completion and post secondary readiness
- Construction and technology training for credentials
- Leadership development
- AmeriCorps/Community service
- Structured long-term post-placement programming



# Outreach and Recruitment

- **Cast a Wide Net**

- Maximize referral network
- OSY help develop and execute strategies
- Social media
- Regularly scheduled admissions events

- **Careful Selection of Applicants**

- Cross-referral network with other OSY providers for best-fit system



# Engagement Strategies

- **Immediate Connection to Future Success**

- For relevance and inspiration
- Real world work/career experiences

- **Leadership and Community Service**

- Opportunities are integrated throughout all program components
- Building affordable housing
- Refurbishing computers and completing multi-media projects for non-profits, schools, and low-income community members
- Builds participant confidence, civic responsibility, and attachment to program

- **Relationships are Key**

- With staff, peers, and mentors
- Create community

**Invitation  
to Chat**

**How do you  
keep OSY  
engaged?**



# Engagement Strategies

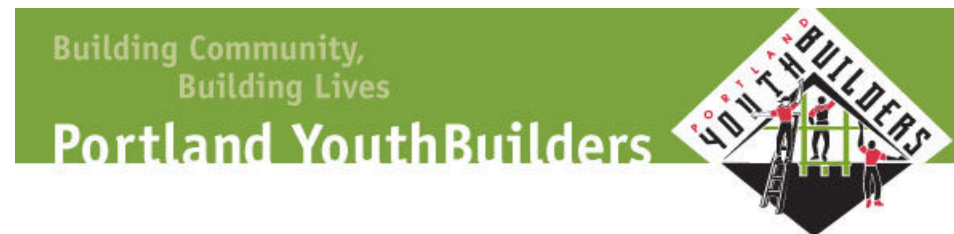
- **High Standards Coupled with High Support**
  - Reflect what is required for post-secondary and career success
- **Partnerships are Essential for Opportunities**
  - Program consultation, employment, internships, career exposures, volunteers, referrals, funding, etc.
- **Accelerate Learning and Student Progress**
  - Outside responsibilities may result in shorter program tenure than desired
- **Individualization and Flexibility**
  - To accommodate individual goals and outside responsibilities





# Engagement Strategies

- **Integrate Across Program Elements**
  - Consistent messaging, targeted skills, and standards
- **Comprehensive Support**
  - Barriers must be addressed for stabilization and progression
- **Prioritize Post-Placement Support**
  - Resource and structure with the same care as other services



# Recruiting and Serving Eligible OSY Participants

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## Thank You

**Jill & Heather**

**In Portland**



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## Recruiting and Serving Eligible OSY Participants

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### Andrea Robbins

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# Full Employment Council, Inc. (FEC)

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- 28 Years of Experience
- One-Stop Operator and Fiscal Agent of the Missouri Career Centers for two Workforce Investment Board (WIB) Regions
  - Covering more than 2,700 square miles
  - Kansas City & Vicinity and Eastern Jackson County



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# Youth Profile

- **WIA Youth Formula Grants serve 85% out of School Youth** who are economically disadvantaged with at least 1 barrier to employment
- **Project RISE targets disconnected young adults** who are unemployed and not attending school
  - **62%** not engaged with work or school in last two years or more
  - **75%** suspended or expelled from a formal school setting
  - **63%** homeless, living with a friend or relative
  - **41%** have children
  - **83%** function at or below the eighth grade level





# Outreach and Recruitment

- **Street Recruitment**
  - Staff person who is comfortable in the neighborhood
  - Has “street credibility”
- **Friend & Family Referral**
- **Prescreened and “Vouched For Referral” from community agencies with whom we have an MOU**
  - Electronic referral (e.g., email)
  - Commitment to provide feedback on client
- **Social media**

**Invitation  
to Chat**

**How do you  
recruit OSY?**



# OSY Service Flow



# Engagement & Retention Strategies

- **Immediate immersion in career planning**

- Career Pathways Reinforcement
- Essential for screening and effective training and placement

- **Supportive Services**

- **Employment opportunities**

- Go beyond what youth would normally have
- In-demand occupations only
- Livable wage
- Tied to career pathways



# Career Pathways Reinforcement

- 1-2 week intensive workshop series
- Designed to engage any young adult interested in getting their life on track through education and/or employment
- Provides career and educational assessment
- Immediate engagement with a positive peer-group coupled with labor market information and specific career guidance
- Addresses up front things that would hinder success



# Supportive Services Menu

- **Similar budget for each participant**
- **Prioritized according to the needs of the participant**
- **Focused on a set of approved support services**
  - Transportation
  - Legal Aid Assistance
  - Work and School related clothing
  - Training Related Supplies
  - Testing Fees
  - Utilities, etc.
- **All activities vouchered**





# Project Rise

- **12-Month Program**
- **1-2 Week Career Pathway Reinforcement**
  - Eligibility determination
  - Program compatibility
- **4-6 week Pre-Internship Phase**
  - Job Readiness - Group Project
  - Academic Tutoring
- **Paid internship**
  - Conditional on concurrent attendance in an educational activity
- **Transition to unsubsidized employment**
- **At least 6 months of continued education post-internship**
- **Case management for the full 12-months of the program**
- **All cohort-based**



# Summer Jobs Program Training & Internship Program (T.I.P.)

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[www.workforce3one.org](http://www.workforce3one.org)

## Combining Classroom Training with Paid Internships

- **Classroom Training**

Participants enrolled in Occupational Skill Training courses through area 2- or 4-year colleges designed provide exposure to in-demand occupations

- **Internships**

Participants who successfully completed classroom training eligible to participate in a paid internship at a local business, in areas comparable with the training they received



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# HiSet & Occupational Skill Training

- Combines HS equivalency and nationally-recognized credential issued by a college
- Blends three distinct and separate education needs (adult basic education, occupational job skills and work experience) into one synchronous education program
- Uses instructor-led, short term, on demand, flex place, flex time, non-semester based training
- Provides basic skill development and occupational skill specific training for in-demand occupations, followed by employment related activity or training on the back end



# Diverse Work Experience and Intensive Job Placement

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- Information Technology
- Financial Services
- Healthcare
- Bioscience
- Business Services
- Customer Service
- Advanced Manufacturing



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# Recruiting and Serving Eligible OSY Participants

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## Thank You

**Andrea**

**In Kansas City**



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# Out-of-School Youth Resources

- **Department of Labor WIOA Resource Page**  
<http://www.doleta.gov/WIOA/>
- **Department of Education WIOA Resource Page**  
<http://www2.ed.gov/about/offices/list/ovae/pi/AdultEd/wioa-reauthorization.html>
- **TEGL 33-12: WIA Youth Program Guidance for PY 2013**  
[http://wdr.doleta.gov/directives/attach/TEGL/TEGL\\_33\\_12\\_Acc.pdf](http://wdr.doleta.gov/directives/attach/TEGL/TEGL_33_12_Acc.pdf)
- **TEGL 13-09: Contracting Strategies that Facilitate Serving the Youth Most in Need**  
[http://wdr.doleta.gov/directives/corr\\_doc.cfm?DOCN=2854](http://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=2854)
- **Workforce<sup>3</sup>one Youth Connections Community of Practice – Peer Resources**  
<https://youth.workforce3one.org/page/resources>



# Out-of-School Youth Resources

- **Brandeis *Enough Is Known For Action* Conference Materials**  
<http://cyc.brandeis.edu/Employ-educate-support-youth/EnoughIsKnownforAction.html>
- **Portland's Career Connect Network Guide**  
[http://www.worksystems.org/sites/default/files/Career%20Connect%20Network%20Providers\\_0.pdf](http://www.worksystems.org/sites/default/files/Career%20Connect%20Network%20Providers_0.pdf)
- **Whatever It Takes: How Twelve Communities are Reconnecting Out-of-School Youth**  
<http://www.aypf.org/resources/whatever-it-takes-2006/>
- **Focused Futures: Serving Out-of-School Youth**  
<http://jfs.ohio.gov/owd/WorkforceProf/Youth/Docs/OutofSchoolYouth.pdf>
- **Engaging Out-of-School Youth**  
<http://www.schoolandmain.org/storage/smi-materials/engaging%20out%20of%20school%20youth1203.pdf>



# Out-of-School Youth Resources

- **NGA Policy Brief: State Policies to Reengage Dropouts**  
<http://www.nga.org/files/live/sites/NGA/files/pdf/1107REENGAGEDROPOUTS.PDF>
- **Building Roads to Success: Key Considerations for Communities and States Reconnecting Youth to Education**  
<http://nyec.org/content/documents/Building%20Roads%20cover-FINAL.pdf>
- **DoE Guide: Bringing Students Back to the Center: A Resource Guide for Implementing and Enhancing Re-Engagement Centers for Out-of-School Youth**  
<http://www2.ed.gov/programs/dropout/re-engagement-guide121914.pdf>
- **Building a Skilled and Educated Workforce: Exploring Multiple Pathways to Community College for Out-of-School Youth**  
<https://www.workforce3one.org/command/view.aspx?look=5000723343405970074&mode=info&pparams=>
- **Improving Services and Performance: Toolkit for Effective Front-Line Services to Youth**  
[http://www.doleta.gov/youth\\_services/Toolkit-improve.cfm](http://www.doleta.gov/youth_services/Toolkit-improve.cfm)



# What Else?! What Else?!

## Two More Webinars in the Series

- **Work Based Learning**  
March 25
- **Credentialing/Outcomes**  
April 29



# Enough is Known For Action: Preparing to Deliver Expanded Services to Out-of-School Youth

**Workforce<sup>e3</sup>One**  
Find resources for Workforce System Success  
[www.workforce3one.org](http://www.workforce3one.org)



## A Few More

## Questions?



**EMPLOYMENT AND TRAINING ADMINISTRATION**  
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The Workforce Innovation and Opportunity Act