



WDB YOUTH COMMUNITY FORUM

Wall Notes: October 14, 2016

The Workforce Development Board of Ventura County (WDB) convened the Youth Community Forum (Forum) on October 14, 2016, from 2:00 p.m. to 4:00 p.m., at the VCCF Nonprofit Center in Camarillo, CA. A regional public meeting, the Forum provided an opportunity for brainstorming and feedback on workforce development programs and services to benefit out-of-school youth in Ventura County. Discussion focused on three questions related to six categories:

- *What are successful models of workforce development programs for out-of-school youth in Ventura County?*
- *Where are the gaps?*
- *How can we close them?*
 - Barriers to employment
 - Limited English proficiency
 - Disabilities
 - Integration and retention in regional sector pathways programs to living wage jobs
 - Specialized supportive services
 - Outreach to out-of-school youth

Thank you to the thought leaders from community, education, agency, and youth organizations for their insightful and enthusiastic participation in the Forum. Summaries of their comments and recommendations are included in the attached Wall Notes document. For more information, please contact the WDB staff at (805) 477-5306.



WDB YOUTH COMMUNITY FORUM

Wall Notes: October 14, 2016

BARRIERS TO EMPLOYMENT

- Drug and alcohol use
- Mental health: untreated issues
- Age limit
- Immigration status
- Transportation
- Foster status
- Homeless
- Incarcerated parents
- Teen parents
- Teen pregnancy
- LGBTQIA
- Tattoos
- Systems for release of confidentiality in connecting to programs
- Job-seeking mechanisms
- Jobs requiring diploma/GED
- Lack of education
- Employers want traditional degrees vs. vocational/certificates
- Job training/skills
- Interviewing skills
- Soft skills
- Self-esteem
- Appropriate clothes for interviews

Successful Models

- PathPoint
- VCOE Career Education Center
- ROP: Regional Occupation Program/Career Education
- Department of Rehabilitation
- Boys and Girls Clubs
- Youth Empowerment Program
- Youth Employment Opportunity Programs
- One Step a la Vez in Fillmore
- MICOP: Mixteco/Indigena Community Organizing Project
- Independent Living Program for foster/probation youth
- Extended Foster Care: provides a social worker if youth decides to stay in care (after 18 years of age)
- Sports



WDB YOUTH COMMUNITY FORUM

Wall Notes: October 14, 2016

LIMITED ENGLISH PROFICIENCY

Successful Models

- Vocational English Second Language Program (ESL) in the workplace
- English as a Second Language program in schools
- ESL Programs in Community
- ESL Programs at Ventura Adult and Continuing Education (VACE)
- ELL: English Language Learner - Adult Ed ESL
- Literacy reading program while in jail

Gaps

- Tutors (accessibility)
- Access: geographical limitations
- Transportation
- Access to technology
- No one access point
- Child care
- Poverty: food vs. education
- Funding
- Awareness

Closing the Gaps

- Use faith-based organizations (Sunday schools)
- Scholarships
- Organization of education
- Referral system from community colleges
- Use of Social Media
- Collaborating/connecting with other providers
- Survey EL Classes to see where they search for jobs
- ESL Programs (Language Barrier)
- Possible to include out-of-school youth in/with school-funded ESL Programs?
- Access online (www)
- Online classes
- "Youth" – TAY – Language
- Mentor programs
- Mentorship programs
- Mentors/outreach to this age group
- Peer mentors (with lived experience)
- Establish peer mentoring and outreach programs for out-of-school youth in their native language
- Job/Career fairs
- Outreach and marketing programs
- Outreach – does not align with youth
- Advertise in high traffic areas (transit station, corner markets, 99cents store)



WDB YOUTH COMMUNITY FORUM

Wall Notes: October 14, 2016

DISABILITIES

Successful Models

- Tri-Counties Regional Center
- Transitional Age Youth (TAY) Tunnel at Ventura County Behavioral Health (VCBH)
- Transition Partnership Program (Department of Rehabilitation and Ventura Unified School District)
- VCBH Programs : Transitions, RISE
- Independent Living Program (ILP) for foster/probation youth
- Casa Pacifica
- Special Olympics
- GIAD (hearing impaired)
- Department of Rehabilitation
- Oxnard, Ventura, Moorpark Colleges: Educational Assistance Centers
- PathPoint
- The Arc of Ventura County
- YEOP: Youth Employment Opportunity Program
- Sparks Program
- Ahead with Horses
- St. Francis Equestrian Program

Gaps

- Hire the right people
- Retention/pay level for employees who work with disabled
- Pay more for the profession
- Financial incentives
- Shortage of ASL Interpreters available
- How to pay for assistive technology?
- How to pay for interpreters?
- Accessibility
- Stigma of mental health
- How to access mental health supports if not at a crisis level
- Misdiagnosis
- Lack of understanding
- Not knowing how to approach/what to do
- Denial
- Medications – how to pay or get prescriptions
- Self-medicating with substances (may impact acceptance into support programs)
- Removing expiration date on Individualized Education Plan (IEP)
- Supported housing specific to disability
- Housing specific to TAY youth (mental health and foster youth)
- Training/education for employers
- Employment opportunities
- Social security (lack of incentive)
- Awareness/support
- Transportation



WDB YOUTH COMMUNITY FORUM

Wall Notes: October 14, 2016

DISABILITIES

Closing the Gaps

- Transition fairs
- Social media campaigns
- Forums/ discussions
- More opportunities
- Internships
- Mentoring programs
- Outreach programs, clubs/ student/ parent lead
- Recognition for employers to hire youth with disabilities
- Educate employers
- Coaching - on the job
- Funds for disability programs
- Gold Coast Transit reduced fare ID
- Early intervention
- Inclusiveness
- City planning



WDB YOUTH COMMUNITY FORUM

Wall Notes: October 14, 2016

INTEGRATION/RETENTION IN REGIONAL SECTOR EDUCATION/TRAINING

Successful Models

- Military
- Job Corps
- CA Conservation Corps
- WIOA youth training programs
- C.R.E.W. of Ojai
- City Corps
- Big Brothers Big Sisters of Ventura County
- Mentorship programs to engage youth in a pathway with guidance
- Building connection to mentor/teacher/counselor
- Ventura County Office of Education: Career Education Center (CEC)/ROP industry certifications
- Oxnard Union High School District Linked Learning academy programs
- Work experience or internships
- Ventura Adult and Continuing Education
- Adult education certification Programs
- Other adult education programs
- H.S. Equivalency Diploma, HiSET, GED
- Public/Private Partnership to provide youth with housing and internship opportunities
- Naviance
- Get Focused, Stay Focused Career Interest Inventory
- Pacific Clinics Career Club
- Space Camp
- Stipends for showing up at a competition
- Incremental incentives
- Bring your child to work day
- Direct sales companies

Gaps

- Literacy
- Lack of high school diploma
- Not enough mentors
- Conflict resolution/skill development
- Feeling not capable
- Self-confidence
- Lack of motivation/determination
- Lack of dedication
- "Do I make a difference?"
- Lack of family support
- Lack of Incentives
- Spending restrictions in federal contracts
- Financial limitations (fee-based programs)
- Barriers to creative service in federal rules regarding funding
- Inclusion of potential employers in solution development
- Transportation
- Treatment for mental health and drug dependency



WDB YOUTH COMMUNITY FORUM

Wall Notes: October 14, 2016

INTEGRATION/RETENTION IN REGIONAL SECTOR EDUCATION/TRAINING

Closing the Gaps

- Paid internship
- Internship
- Quicker programs (3-6-9 months)
- Mentoring
- School tours
- Job shadow
- Career exploration workshops
- Educating employers on current training programs: offer all upward mobility in business
- Outreach programs to “follow” youth when they leave/drop out of an educational program (dropout recovery)
- Marketing/social media: show what it’s like to be uneducated
- Higher education support programs referring students that have not met SAP (Satisfactory Academic Progress) and don’t intend to continue with their education temporarily
- Provide eviction prevention services (housing loss more likely to lead to job loss than job loss leading to housing loss- Matthew Desmond)
- Transportation companies to step up – bus passes, etc. (donated!)
- Funding – model after successful in-school programs



WDB YOUTH COMMUNITY FORUM

Wall Notes: October 14, 2016

SPECIALIZED SUPPORTIVE SERVICES

Situational Needs

- Low income
- Homelessness
- Social moves
- Undocumented
- Physical/emotional abuse
- Drug abuse
- Mental health limitations
- Case management for expectant and parenting teens/AFLP/CAL–Learn
- Foster youth
- AB 540 students
- Child care
- 211 phone line
- Clients feeling shame about admitting needs
- Cultural barriers
- Lack of experiences
- On probation
- Criminal record
- Transition from incarceration or institutional programs

Closing the Gaps

- Need to coordinate supportive efforts (need warm hand-off)
- Develop program awareness
- Need Ventura County help with multi-program communication and confidentiality issues
- Elimination of stigmas
- Addressing other barriers with this population: economic, cultural, housing, family dynamics



WDB YOUTH COMMUNITY FORUM

Wall Notes: October 14, 2016

OUTREACH TO OUT-OF-SCHOOL YOUTH

Successful Models

- Workability
- City Corps
- California Conservation Corps
- Juvenile Hall, works with schools to re-engage in school
- WOS Mott Alpha Program Juvenile Hall
- ILP (Independent Living Program) incentive
- Casa Pacifica Transitional Youth Services (16-25)
- Grizzlies Youth Academy
- Ventura Training Institute
- Court-appointed special advocates
- Youth Employment Opportunity Program
- BGCOP Youth Empowerment Program
- One Step a la Vez
- The City Center Ventura (faith-based)
- Kingdom Center Gabriel's House Oxnard (faith-based)
- Church outreach to gang-involved youth
- YMCA (Young Men's Christian Association)
- Adult education programs

Gaps

- Need more outreach staff
- Lack of adult supporters for foster youth
- Awareness
- Mobility
- Ability to access youth
- Technology
- Funding
- Identifying/funding out-of-school youth

Closing the Gaps

- Radio ads
- Social media; social media blitz
- Web resources
- Target areas in which youth spend time at gym, Starbucks, web, social media
- Ask youth about youth
- Self-referral systems
- Drop out recovery (last program enrolled follows up)
- Social programs (such as CalWORKs) to work to link with education programs for out-of-school youth
- Referrals to/between other agencies
- Collaborative efforts to identify resources, programs, and partnerships
- Job/career fairs specifically targeting out-of-school youth
- Awareness of library resources
- Community events (fund and serve food; do raffles)
- Community boards to advertise services
- Gang intervention

WDB YOUTH COMMUNITY FORUM

Wall Notes: October 14, 2016

FEEDBACK FROM FORUM PARTICIPANTS

What We Liked about the Forum

- Interactive
- Open forum
- Eye opener

- Being open minded on ideas for the youth
- Different views and ideas
- Small group discussions
- Like being asked for input

- Time efficiency (short & to point)
- Brainstorming process
- Quick brainstorming exercise
- Categories so we can organize our brainstorming
- Sticky wall

- Youth participants
- University involvement

- Collaborative effort among different organizations and agencies
- Networking

What to Change for Next Time

- Having more time for discussion in focus groups

- Allow time to network with other service providers
- Networking amongst attendees: participant list, rotate tables, business card exchange
- Have people sit with people they don't know
- Have participants exchange cards if they want

- Brief program descriptions of all guests
- Get a contact list of everyone here
- Provide list of all attendees and programs

What to Do Next

- Get more youth feedback
- Informal youth surveys by youth program providers
- Fillmore focus group
- Santa Paula focus group

- While the sticky wall process is great for brainstorming, more time is needed to sort and prioritize the feedback and ideas to lead to a plan for which there is consensus about its proposals

- Develop targeted strategies for youth ages 16-18 and for youth 19-24

- Develop youth resource directory

- *Si se puede* for youth change!

- Employer engagement