



**Workforce Investment Board
Youth Council
Community Foundation Santa Cruz County
7807 Soquel Drive, Aptos, CA 95033
Wednesday, December 9, 2015 @ 3:00 PM**

1000 Emeline Avenue
Santa Cruz, CA 95060
(831) 454-4873
www.santacruzwb.com

YOUTH COUNCIL MEMBERS:

- Elyse Destout, Chair*
Photography by Elyse Destout
- Andy Hartman, Vice Chair*
IBEW Union, Local 234
- Jo Ann Allen, Coordinator, Student Support Services*
Santa Cruz County Office of Education
- Shareen E. Bell, Executive Director*
Your Future Is Our Business
- Christina Cuevas, Program Director*
Community Foundation of Santa Cruz County
- Mark Dammann, Director, Human Resources*
Housing Authority Santa Cruz County
- MaríaElena De La Garza, Executive Director*
Community Action Board Santa Cruz County
- Fernando Giraldo, Chief Probation Officer*
Santa Cruz County Probation Department
- Hipolito Gutierrez, Parent*
Driscoll's
- Brenda Burke-Herrmann, Conservation Administrator*
California Conservation Corps
- James Howes, Assistant Director, ROP*
Santa Cruz County Office of Education
- Nancy Ortiz, Youth Representative*
Santa Cruz County Office of Education
- Rock Pfothenhauer, Dean of Instruction, CEED*
Cabrillo College

WIB DIRECTOR:
Andy Stone

- I. Call to Order / Introductions**
- II. Approval of Agenda 1**
- III. Public Comment**
- IV. Approval of Minutes of April 22, 2015 meeting 2-5**
- V. Consent Items**
 - 1. WIA Youth Services Financial and Performance Status with Participant Information Report 4th Quarter of PY 2014-15..... **6-7**
 - 2. WIOA Youth Services Financial and Performance Status with Participant Information Report 1st Quarter of PY 2015-16 **8-9**
- VI. Administration**
 - 1. WIOA Work Experience Policy **10-13**
 - 2. WIA Youth Services Annual Report for PY 2014-15..... **14-25**
 - 3. Work4Youth-Summer Youth Employment Program Updates.. **26**
- VII. Presentation**
 - 1. Creative Careers for Youth..... **27**

VIII. Chairperson's Report

IX. Adjournment

Next Meeting: April 27, 2016 at 3:00 PM
Sueños Youth Employment Program
17 Aspen Way, Watsonville, CA 95076

The County of Santa Cruz does not discriminate on the basis of disability, and no person shall, by reason of a disability, be denied the benefit of the services, programs, or activities. This meeting is located in an accessible facility. If you are a person with a disability and require special assistance in order to participate in the meeting, please contact the WIB at (831) 763-8900 (TDD Number 454-2123) at least 72 hours in advance of the meeting in order to make arrangements. Persons with disabilities may request a copy of the agenda in an alternative format. As a courtesy to those affected, please attend the meeting smoke and scent free.

"Building a Comprehensive, Coordinated Youth Workforce Development System that Prepares Youth for Successful Futures"



Workforce Investment Board
Youth Council
April 22, 2015 @ 3:00 PM
Sueños, 17 Aspen Way
Watsonville, CA

1000 Emeline Avenue
Santa Cruz, CA 95060
(831) 454-4873
www.santacruzwb.com

YOUTH COUNCIL MEMBERS:

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Andy Hartmann, Vice Chair
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Community Action Board Santa Cruz County
Fernando Giraldo, Chief Probation Officer
Santa Cruz County Probation Department
Celeste Gutierrez, Job Developer
Work4Youth, Santa Cruz County Office of Ed.
Hipolito Gutierrez, Parent
Driscoll's
Brenda Herrmann, Conservation Administrator
California Conservation Corps
James Howes, Assistant Director, ROP
Santa Cruz County Office of Education
Nancy Ortiz, Youth Representative
Sueños Program
Rock Pfothenhauer, Dean of Instruction, CEED
Cabrillo College

DIRECTOR:
Andy Stone

The Chair called the meeting to order at 3:04 p.m. at which time a quorum was established.

Members in Attendance:

Jo Ann Allen	Celeste Gutierrez
Shareen Bell	James Howes
Brenda Burke-Herrmann	Nancy Ortiz
Mark Dammann	Bob Williamson
MariaElena De La Garza	

Members not in Attendance:

Christina Cuevas	Hipolito Gutierrez
Elyse Destout	Rock Pfothenhauer
Fernando Giraldo	

Staff in Attendance:

Andy Stone – WIB Director
Teresita Hinojosa – WIB Senior Analyst
Laurel Gazza – WIB Office Coordinator

Guests:

Nicole Davis – Academy for College Excellence (ACE)
Diego Navarro – ACE
Todd Livingstone – Watsonville/Aptos Adult Education

SUBJECT: Welcome and Introductions

DISCUSSION: The meeting was called to order and introductions were made.

SUBJECT: Changes to the Agenda

DISCUSSION: Public Comments and Chair/Director Comments were moved to after the Presentation P.1.

SUBJECT: Public Comment

DISCUSSION: MariaElena De La Garza invited everyone to the Community Action Board Open House from 4:30-6:30pm. Brenda Burke-Herrmann reported that the California Conservation Corps is moving to the Watsonville Airport Armory building.

SUBJECT: Chair/Director's Comments

DISCUSSION: The Chair introduced and welcomed new WIB Director Andy Stone who provided a few details about his background. Brenda Burke-Herrmann and Bob recapped their recent attendance at the January 2015 California Workforce Association Annual Youth Conference.

SUBJECT: Approval of December 17, 2014 Minutes

DISCUSSION: The Chair opened the floor for any corrections and/or additions to the meeting minutes.

ACTION: Approve December 17, 2014 minutes.

STATUS: Motion to Approve: Jo Ann Allen
Motion Seconded: MariaElena De La Garza
Abstentions: James Howes
Committee Action: All voted in favor minus noted abstentions; motion passed.

Consent Items

**SUBJECT: C.1 Youth Services Financial Status Report 3rd Quarter of PY 2014-15
C.2 Draft PY 2014-15 Monitoring Report for WIA Youth Services
Program Santa Cruz County Office of Education
C.3 Work4Youth Program Updates**

ACTION: Approve Consent Agenda Items C.1 through C.3

STATUS: Motion to Approve: Brenda Burke-Herrmann
Motion Seconded: Jim Howes
Abstentions: Jo Ann Allen, Celeste Gutierrez
Committee Action: All voted in favor minus noted abstentions; motion passed.

Presentation Item

SUBJECT: P.1 Presentation Item

Diego Navarro, founder and director of the Academy for College Excellence (ACE) formerly known as the Digital Bridge Academy, and Nicole Davis, project manager for ACE, discussed the origins and background of the ACE program. A PBS video was shown about the national studies that have been conducted and the evidenced based successes of the program. The video included current and past graduates of the program talking about their experiences and how the program has helped them prepare for college.

Discussion Items

SUBJECT: D.1 Workforce Innovation and Opportunity Act Updates

DISCUSSION: The WIB Director highlighted WIOA changes on how the youth program service delivery model would potentially be changed after the Act is implemented.

Discussion centered on the challenges of attracting Out-of-School (OSY) youth to the program that needs to be addressed, while still focusing on quality of program over quantity of enrollment. Also, the marketing challenges will need to be addressed in order to meet the increased need to serve OSY participants. In addition, the issue of the three zip codes in which the program is required to operate and the potential barriers this could create under the new WIOA model.

ACTION: Discuss and accept the staff report on WIOA potential impacts and further changes on the service delivery model of the Youth Services program.

STATUS: Motion to Approve: James Howes
Motion Seconded: Brenda Burke-Herrmann
Abstentions: Jo Ann Allen
Committee Action: All voted in favor minus noted abstentions; motion passed.

Information Items

SUBJECT: I.1 Youth Council Attendance Roll Call

ACTION: None Required

SUBJECT: I.2 Youth Council Strategic Planning Update for PY 2014 – 15

ACTION: None Required

SUBJECT: I.3 Annual Youth Council Meeting Schedule for 2015-16

ACTION: None Required

SUBJECT: I.4 Labor Market Information

ACTION: None Required

Announcements / Information Sharing

Bob Williamson was recognized for his role on the Youth Council and was presented with a Certificate of Appreciation for his service to youth in the community.

The meeting was adjourned at: 4:31 PM

Next Meeting: September 23, 2015 @ 3:00 PM
Sueños Youth Employment Services
17 Aspen Way, Watsonville, CA 95076

DRAFT



Action
 Consent
 Information
 Discussion

C.1 Financial & Performance Data- 4th QTR

COMMITTEE:	Youth Council	MEETING DATE:	December 9, 2015
STAFF NAME: Andy Stone, WIB Director; Teresita Hinojosa, Sr. Analyst			

SUMMARY:

The WIB received the new CalJOBS cumulative performance data for the 4th Quarter of 2014-15. As you may be aware, we changed over to the new CalJOBS system May 5, 2014 and this has changed the way reporting is provided. We were informed by the State that the data may not be accurate because the approved 2014-15 local performance measures may not have been used in two of the three goals.

Attached are the charts showing the financial, enrollment, and the preliminary Formula WIA YOUTH Performance for the 4th Quarter as of June 30, 2015.

New Performance and Financial Requirements:

Out-of-School Youth: This was the first year that both the expenditures and enrollments for OSY were increased from 30% to 40% respectively per the RFP of PY 13-14.

As you know, with the new WIOA requirements for increased OSY expenditures of 75%, it will require a review of program strategies that were positive and effective, and to review the lessons learned from this pilot program year 2014-15. Many challenges are ahead for the program and WIB staff will continue to work with the contractor to improve program efficiencies, but more importantly, the ability to serve a broader group of youth.

Attachment(s)

SUGGESTED MOTION: (if applicable)

I move to accept the Consent Agenda item Financial & Performance Data- 4th QTR

COMMITTEE DATE	12/09/15	COMMITTEE APPROVAL:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Other: Executive Comm.10/07/15
BOARD DATE		BOARD APPROVAL:	<input type="checkbox"/> Yes <input type="checkbox"/> No Other:

Youth Services Financial and Performance Report for 4th Quarter of PY 2014-15

WIA Financial Status Report for Youth Services

WIA FORMULA Grant	Formula Youth	SCCOE Contract
BUDGET		
Carry-In from FY 2013-14	52,384	42,222
FY 2014-15 Allocation	957,506	807,788
Total Budget	1,009,890	850,000
EXPENDITURE		
YTD Expend as of 6/30/15	875,943	726,684
Balance	133,947	123,316
Percent Expend	86.7%	85.5%

Youth Performance Goals

Measure	Target Performance Level	4 th Quarter Performance Level	Local Success Level	Met 80% Target?
Entered Education or Employment Rate*	70.5%	110.32%	156.48%	YES
Attained Degree or Certificate	64.0%	150.46%	235.09%	YES
Literacy & Numeracy Gains	72.0%	123.45%	171.45%	YES

Youth Enrollments and Performance Based Outcomes

Youth	Annual Plan	Actual	% Annual Plan
Cumulative Enrollments	190	152	80%
Placement in employment or post-secondary education	84	85	101%
Attainment of degree or certificate and participate in a paid or unpaid WEX	101	101	100%
Utilize e-CASAS and participate in work place skills workshop	113	114	101%



Action
 Consent
 Information
 Discussion

C.2 Financial & Performance Data- 4th QTR

COMMITTEE: Youth Council	MEETING DATE: December 9, 2015
STAFF NAME: Andy Stone, WIB Director; Teresita Hinojosa, Sr. Analyst	

SUMMARY:

The WIB received the new CalJOBS cumulative performance data for the 1st Quarter of 2015-16. We were recently informed by the State that the data may not be accurate because the approved 2014-15 local performance measures may not have been used in two of the three goals.

Attached are the charts showing the financial, enrollment, and the preliminary Formula WIA Youth Performance for the 1st Quarter as of September 30, 2015.

New Performance and Financial Requirements:

Out-of-School Youth: This is the first year of the new WIOA requirements to increase the expenditures for OSY from 40% to 75%

As you know, the new WIOA requirements increased OSY expenditures from 40% to 75%, and has changed some of the program strategies from the lessons learned from the pilot program of 2014-15. Many challenges still remain for the program and COE are requesting a change in policy to be able to serve a broader group of older youth in order to access more OSY throughout the county.

Attachment(s)

SUGGESTED MOTION: (if applicable)

I move to accept the Consent Agenda item Financial & Performance Data - 1st QTR for PY 2015-16.

COMMITTEE DATE 12/09/15	COMMITTEE APPROVAL: <input type="checkbox"/> Yes <input type="checkbox"/> No Other:
BOARD DATE	BOARD APPROVAL: <input type="checkbox"/> Yes <input type="checkbox"/> No Other:

Period Ending 9/30/2015

WIOA FORMULA Grant	Formula Youth	SCCOE Contract
BUDGET		
Carry-In from FY 2014-15	133,948	<123,316>*
FY 2015-16 Allocation	965,631	915,000
Total Budget	\$1,099,579	915,000
EXPENDITURE		
YTD Expend as of 9/30/15	66,278	0
Balance	\$1,033,301	\$915,000
Percent Expend	6.03%	0.00%

*Actual amount of contract carry-in but not part of the total contract amount for PY 15-16.

Youth Performance Goals

Measure	Target Performance Level	1st Quarter Performance Level	Local Success Level	Met 80% Target?
Entered Education or Employment Rate*	70.5%	60%	85.10%	YES
Attained Degree or Certificate	64%	100%	156.25%	YES
Literacy & Numeracy Gains	72%	100%	138.88%	YES

Youth Enrollments and Performance Outcomes

Youth	Annual Plan	Actual	% Annual Plan
Cumulative Enrollments	150	66	44%
Placement in employment or post-secondary education	77	38	49%
Attainment of degree or certificate and participate in a paid or unpaid WEX	73	0**	0%
Utilize e-CASAS and participate in work place skills workshop	78	23	29.48%

*There was no certified teacher during the first quarter, so certificates were not able to be distributed but will be in the second quarter.



Action Consent Information Discussion

VI.1 WIOA Youth Work Experience Policy

COMMITTEE: Workforce Investment Board	MEETING DATE: December 9, 2015
STAFF NAME: Andy Stone, WIB Director; Teresita Hinojosa, Sr. Analyst	

SUMMARY:

Background:

Workforce Investment Act (WIA) Youth Work Experience policy has previously been part of the contractor agreement and has required paid and unpaid work experience (WEX) including internships and job shadowing in demand occupations. The WEX was linked to the youth's Individual Service Strategy (ISS) and was provided as part of the summer/after school employment program also known as the Summer Youth Employment Program (SYEP). Throughout the years the WIB has adopted various directives for staff/contractors that include portions of WEX to implement, however no one policy for this function exist.

Related to the WEX component of services, are two previous policies that were adopted that include the Incentive Policy (Attachment 1) approved by your Board on April 23, 2014, and the Supportive Services Policy (Attachment 2) that was approved on September 25, 2013, for WIA Youth Services.

WIOA Legislative Requirements:

The new legislation requires the expansion of WEX activities to include Pre-apprenticeship programs and on-the-job training opportunities, in addition to required academic and occupational education (previously provided under WIA) with additional time constraints, training in specific occupations, occupational clusters, or career pathways. Additionally, 20% of Youth Formula funds must be used to pay wages and related benefits for work experience in the public, private, for-profit or non-profit sectors relating to the youths ISS plan. New WIOA WEX policy (Attachment 3) must reflect duration of the work experience assignment, limitations on the number of hours, and appropriate incentives and stipends, including limitation on the type and dollar amount (Attachments 1 & 2).

Contractor Action Steps:

The WIOA Youth Services contractor, Santa Cruz County Office of Education Sueños Program, has established policies for the WEX program that meets WIA requirements. The contractor will revise its current Sueños Policies and Procedures manual of 2014-15 to reflect the new recommended changes effective January 1, 2016.

Therefore, it is recommended that the current policies/directives be amended to include WIOA Work Experience requirements in order to meet new program requirements, and to forward the recommended policy to the Executive Committee and WIB Board for review and approval.

Attachment(s)

SUGGESTED MOTION: (if applicable)

I move to approve the Work Experience policy in order to meet new WIOA program requirements, and to forward the recommended policy to the Executive Committee and WIB Board for review and approval.

COMMITTEE DATE 12/09/15	COMMITTEE APPROVAL: <input type="checkbox"/> Yes <input type="checkbox"/> No Other:
BOARD DATE	BOARD APPROVAL: <input type="checkbox"/> Yes <input type="checkbox"/> No Other:

VI.1 Attachment 1

WORKFORCE INVESTMENT BOARD OF SANTA CRUZ COUNTY POLICY ON INCENTIVES FOR YOUTH PROGRAMS

Section: Workforce Investment Board Manual		Date Issued: March 20, 2002 Revised: <i>September 25, 2013</i> Revised: <i>April 23, 2014</i>
Policy: WIB: Administrative: Incentives for Youth Programs		Effective Date: April 25, 2002 Revision Effective Date: <i>October 30, 2013</i> Revision Effective Date: <i>April 23, 2014</i>
Purpose	The purpose of this policy is to make provision for granting incentive awards to youth enrolled into the Title I WIA Youth program.	
References	<i>Workforce Investment Act of 1998</i> , Sections 101 (46), 129 (a)(5) and Title 20 of the Federal Regulations 664.440.	
Definition	<ul style="list-style-type: none"> • An incentive is a one-time or a regular payment, either cash or non-cash, to a WIA Youth participant for the successful participation in, and achievement of, expected program and performance outcomes linked to training and education. 	
General Principles	<ul style="list-style-type: none"> • Incentives are intended to be used to encourage and motivate WIA youth to reach specific goals and obtain positive outcomes. • Such awards are not an entitlement and are subject to the availability of WIA Youth funds. • They must be tied to activities that achieve the WIA Youth program elements (WIA 129(c)(2)(A-J) or the Common Measures. • Program contractors have the option of including in their program design those incentives that they deem most appropriate for their participants; but these awards must conform to the guidelines set forth in the Workforce Investment Act and this policy. 	
Policies	<ul style="list-style-type: none"> • A statement of incentives and a line item in the budget will be a part of the agreement of each contractor of a Youth program. • No more than \$600 may be allotted for incentives for any one participant. Exceptions to this maximum allotment require the prior approval of the Director of the WIB. • Incentives are to be carefully distinguished from regular supportive services, tuition and other similar needs-related payments; and any allotment for incentives is exclusive of these services. • Incentive payments must be scheduled and documented in each participant's Individual Service Strategy (ISS) and case notes. A signature of receipt by the participant must be included in the participant's file. • These awards may be given for services rendered by non-employees; they are not, therefore, to be provided to participants in OJT. 	

VI.1 Attachment 2

WORKFORCE INVESTMENT BOARD OF SANTA CRUZ COUNTY POLICY ON SUPPORTIVE SERVICES FOR YOUTH PROGRAMS

Section: Workforce Investment Board Manual		Date Issued: March 20, 2002 Revised: <i>September 25, 2013</i>
Policy: WIB: Administrative: Supportive Services for Youth Programs		Effective Date: April 25, 2002 Revision Effective Date: <i>October 30, 2013</i>
Purpose	The purpose of this policy is to make provision for granting supportive services to youth enrolled into the Title I Workforce Investment Act Youth program.	
References	<i>Workforce Investment Act of 1998</i> , Section 134 (e)(2) and CFR Subpart H, 633.	
Definition	<ul style="list-style-type: none"> • A supportive service refers to those financial based or physical accommodations that are reasonable and necessary and/or required for a participant to participate in activities as authorized under Title 1 of the Workforce Investment Act. 	
General Principles	<ul style="list-style-type: none"> • Supportive Services is a required youth program element to be made available based on demonstrated need and is intended to be used to reach specific goals. • Such awards are not an entitlement and are subject to the availability of WIA Youth funds. • As supportive services, such awards must be allowable, necessary for the participant's success in the program and reasonable. • They must be tied to activities that achieve the WIA Youth program elements (WIA 129(c)(2)(A-J) or the Common Measures. • Program contractors must include in their program design those supportive services that they deem most appropriate for their participants; but these awards must conform to the guidelines set forth in the Workforce Investment Act and this policy. 	
Policies	<ul style="list-style-type: none"> • A statement of supportive services and a line item in the budget will be a part of the agreement of each contractor of a Youth program. • No more than \$500 may be allotted for supportive services for any one participant. Exceptions to this maximum allotment require the prior approval of the Director of the WIB. • Supportive services are available up to a lifetime maximum aggregate total amount of \$1,000 to the WIA youth participant and/or through the participant on behalf of his/her immediate family. • Youth in training or Follow-up services under WIA may be eligible for supportive services if they are unable to obtain services from other programs providing such services. All efforts to secure supportive services from other sources must first be exhausted by the participant and documented in the proper form before expending WIA funds. • Supportive services may include need related payments, childcare, transportation, housing assistance and a variety of other related expenses. • Supportive service payments must be scheduled and documented in each participant's Individual Service Strategy (ISS) and case notes. A signature of receipt by the participant must be included in the participant's file. • Under no circumstance may a participant be denied supportive services without documented concurrence of a supervisor or manager. • These awards may be given for services rendered by non-employees. 	

VI.1 Attachment 3

WORKFORCE INVESTMENT BOARD OF SANTA CRUZ COUNTY POLICY ON YOUTH WORK EXPERIENCE

Section: Workforce Investment Board Manual		Date Issued: January 24, 2002 Revised: December 9, 2015
Policy: WIOA YOUTH: Youth Work Experience Program		Effective Date: January 24, 2002 Revision Effective Date: January 1, 2016
Purpose	The purpose of this policy is to make provision for work experience opportunities for youth enrolled into the Title I WIOA Youth program.	
References	<i>WIOA (Public Law 113-128) Sections e, 107, 116, 123, 128, and 129; WIA (Public Law 105-220) Sections 101 and 129; TEGL 23-14 WIOA Youth Program Transition (3/26/2015); and WSD15-03 WIOA Youth Program Requirements</i>	
Definition	<ul style="list-style-type: none"> • A work experience provides In-School-Youth (ISY) and Out-of-School Youth (OSY) with an opportunity to develop work place skills. 	
General Principles	<ul style="list-style-type: none"> • The duration of work experience assignment • The limitations on the number of hours • Appropriate incentives and stipends shall be provided as appropriate • WEX activities must be tied to activities that achieve the WIOA Youth program elements (WIOA 129(c)(2)(A)) • Requires that 20% of youth formula funds be used on paid and unpaid work experiences (WIOA Section 129 (c)(4)) • Program contractors shall include in their program design those incentives and supportive services that they deem most appropriate for their participants work experience; but these awards must conform to the guidelines set forth in the Workforce Innovation and Opportunity Act and this policy. 	
Policies	<ul style="list-style-type: none"> • A minimum of 20% of youth formula allocation must be spent on paid and unpaid work experience. • An average work experience assignment may be from four to 12 weeks and exceptions may be made based on availability of funding, and approved by the Project Coordinator, • Hours of paid and unpaid work experience will be offered at a minimum of 60 hours 10 180 hours, based on the availability of funding, and approved by the Project Coordinator • Hourly wage is based on the state minimum wage requirements, or may be approved by another state agency (educational), and may be higher based on the availability of funding and approval by the Project Coordinator and WIOA Youth Analyst • Appropriate incentives and/or supportive services may be provided based on the Incentive and Supportive Services policy allowances, and as needed for the successful completion the work experience • Incentive and supportive services payments must be scheduled and documented in each participant's Individual Service Strategy (ISS) and case notes. A signature of receipt by the participant must be included in the participant's file. 	



Action Consent Information Discussion

VI.2 Youth Services Annual Report

COMMITTEE: Youth Council	MEETING DATE: December 9, 2015
STAFF NAME: Andy Stone, WIB Director; Teresita Hinojosa, Sr. Analyst; Jo Ann Allen, Mgr., Student Support Services	

SUMMARY:

Annually, the WIA Youth Services contractor, Santa Cruz County Office of Education (COE) Sueños Program, provides a report (attached) on the final results for PY 2014-15.

COE successfully met all the state performance goals, and has implemented the new local requirement of 40% enrollment and expenditures of Out-of-School (OSY) youth. This local requirement was as a result of the Request for Proposal for WIA Youth Services during PY 2013-14.

Thirty-one percent of the participants were OSY with an average age of 18.9 years, of which the majority were recent high school graduates. Fifty-two percent of expenditures were on OSY youth. Sixty-nine percent of enrollments were for In-School Youth (ISY) with an average age of 16.5 years. The majority of program participants were female at sixty-three percent.

The three top Work Experience placements were in Education & Child Development (23), Marketing, Sales and Service (11), and Fashion and Interior Design (9). A total of 124 youth participated in a paid work experience at 81 work sites throughout the county.

Attachment(s)

SUGGESTED MOTION: (if applicable)

I move to accept the WIA Youth Services annual report for PY 2014/15.

COMMITTEE DATE 12/09/15	COMMITTEE APPROVAL: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Other: Executive Comm. 10/7/15
BOARD DATE	BOARD APPROVAL: <input type="checkbox"/> Yes <input type="checkbox"/> No Other:



Santa Cruz County Office of Education,
ALCANCE Community Action Board,
and Workforce Santa Cruz County

SUEÑOS COLLABORATIVE PARTNERSHIP

Youth Council Report Program Year 2014-15

WIA Youth Employment Program – Sueños

WIA Formula Grant - Sueños Updates

The Sueños program provides workforce development services to youth in targeted Watsonville zip codes between the ages of 16 - 21. Services include a Hospitality, Tourism and Customer Service Occupational Certification Academy; tutorial support and enrollment in Alternative Education, Adult Education and Cabrillo College; subsidized job placement; a partnership with ALCANCE/Community Action Board (CAB) to provide developmental assets/leadership academies; and a variety of supportive services to ensure youth can achieve the WIA common measures of High School Graduation; attainment of a GED or occupational skills certification; entered employment, post secondary training or the military upon service completion. Out -of-school youth that are basic skills deficient receive instruction in basic workplace math and literacy skills.

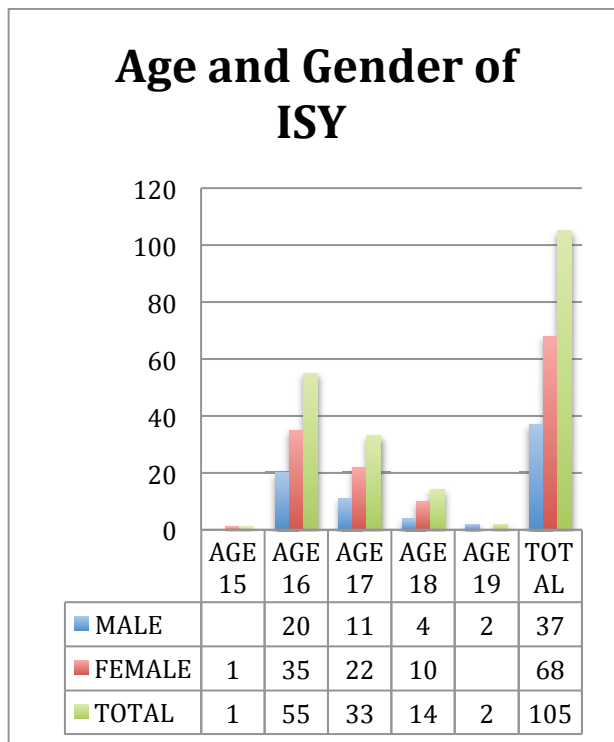
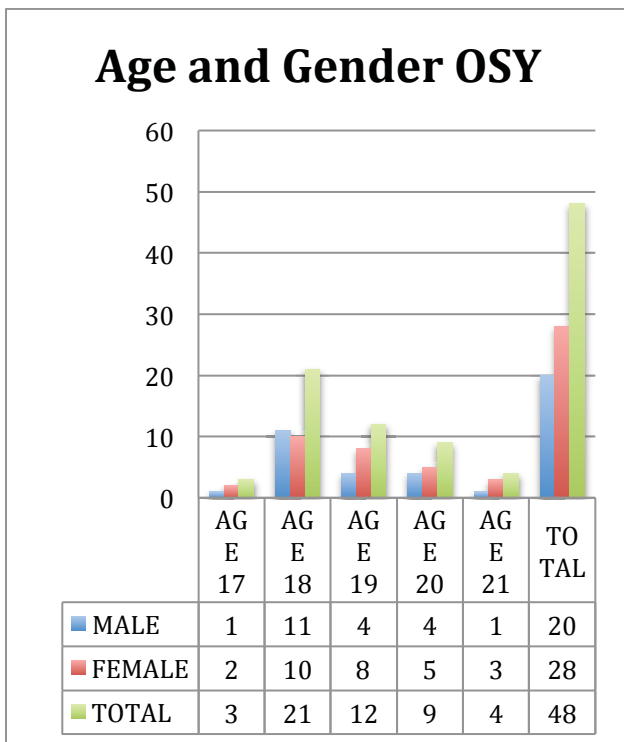
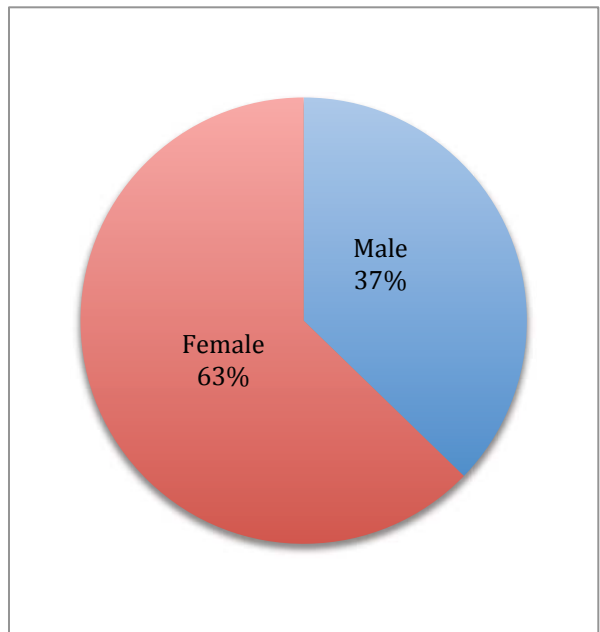
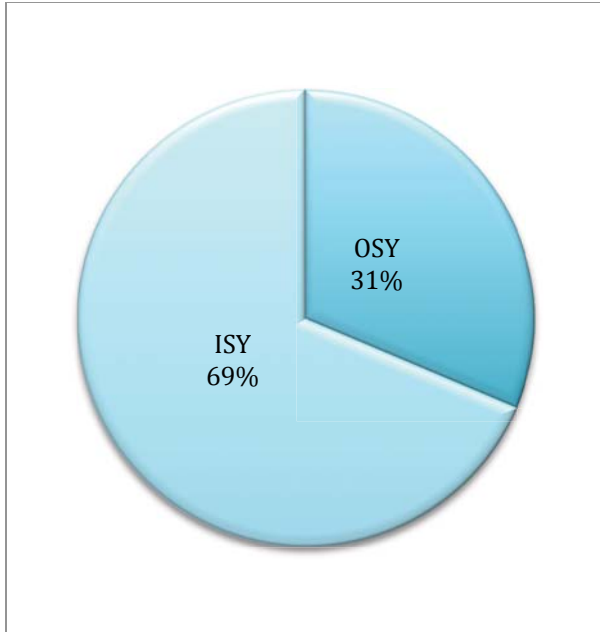
We had a goal to serve 190 WIA eligible youth by June 2015. Due to a variety of unforeseen issues, we were only able to meet the 80% threshold of our projected enrollments for a total of 153 participants. This is the first year we have not exceeded our enrollment projections. We are in the midst of restructuring our recruitment strategies for the 2015-16 fiscal year. The Chart below depicts our outcomes for 2014-15.

Program	Enrollments	ISY	OSY	Exits	Credentials at Exit	Employed at Exit	Entered Post-Second at Exit	Military	OSY Literacy/ Numeracy Attainment
Total	153	105	48	107	91	33	21	0	28
COE	118	83	35	89	80	24	20	0	25
CAB	35	22	13	18	11	9	1	0	3

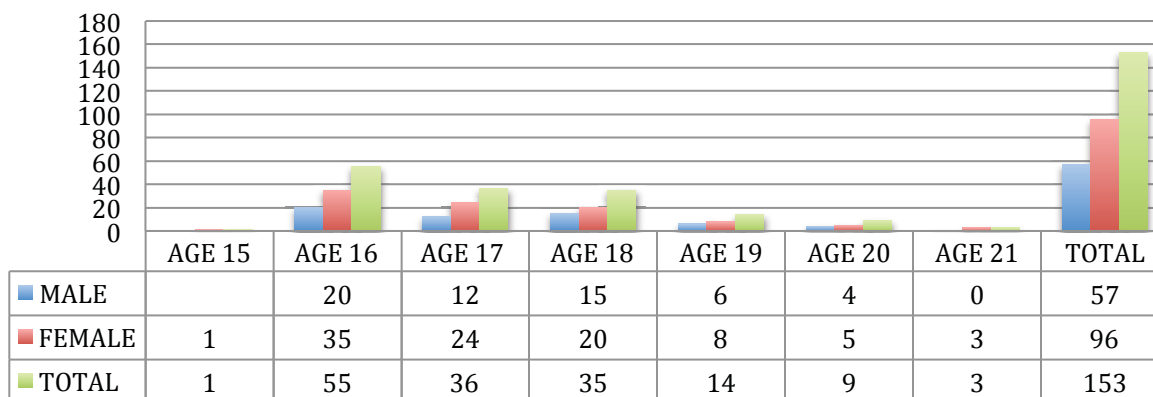
In addition, staff served 151 youth in follow-up services; ensuring additional positive outcomes were attained aligned with participants' Individual service plans.

Program	Follow-Up	Credential	Employed	Post-Secondary	Both Employed & Post-Sec	Military
Total	151	136	61	67	8	0
COE	131	119	47	66	7	0
CAB	20	17	17	1	1	0

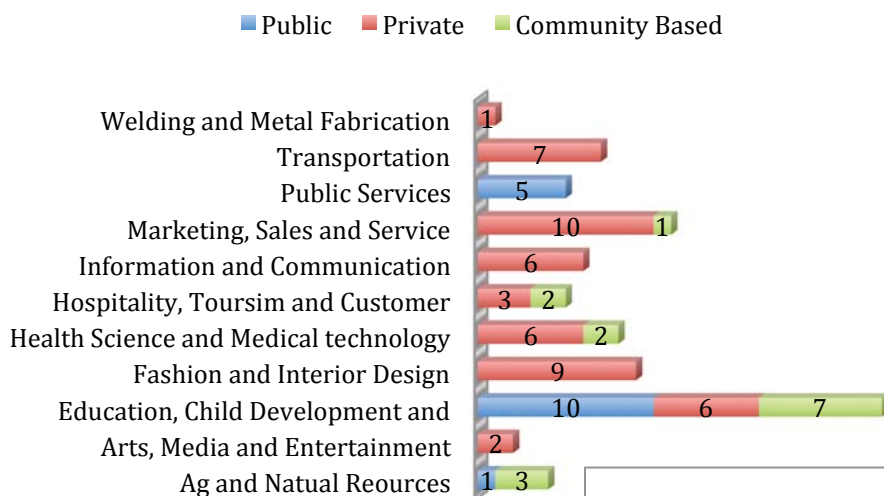
Thirty-on percent (31%) of our participants were out-of-school youth, with an average age of 18.9 years. The majority were recent high school graduates. Our goal was 40% OSY enrollments and 40% OSY expenditures. We fell short on enrollments but exceeded our expenditure projects with a 52% expenditure rate for OSY. The average age of our in-school participants was 16.5 years. The majority of our participants were female. The charts below provide a graphic representation of the of the age, gender and OSY, ISY demographics of our youth participants.



Gender and Age of Participants



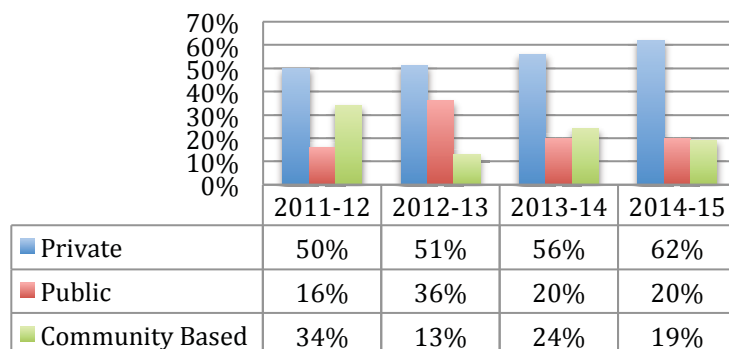
Job Sector Distribution - 81 worksites



We placed 124 youth in paid work experience at 81 different worksites during 2014-15.

We have had a four-year growth in our private sector placements. Private sector worksites are more likely to hire our youth after their subsidized placements. Private sector businesses range from retail; hospitality tourism; fashion/beauty; recreation; auto repair; aviation and medical professions.

Four Year Growth in Private Sector Placements



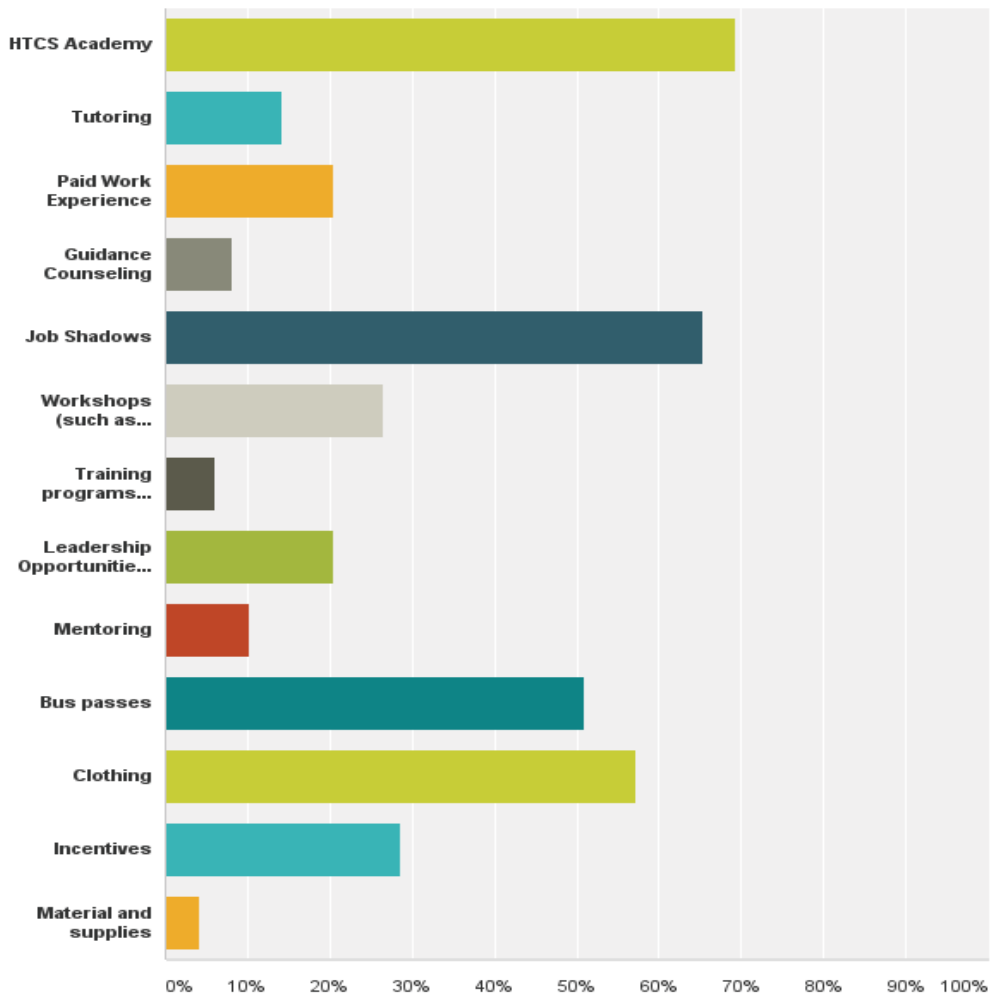
Participant Customer Satisfaction

This year was the fourth year of our survey monkey customer satisfaction survey, incorporated into the HTCS classes. The charted responses below are from the 49 participants that completed the survey monkey customer satisfaction survey between January and July 2015.

The first chart represents the number of services accessed by participants at the time of the survey. All participants were enrolled in either an HTCS class or other training program.

Q4 Which of the following services have you received?

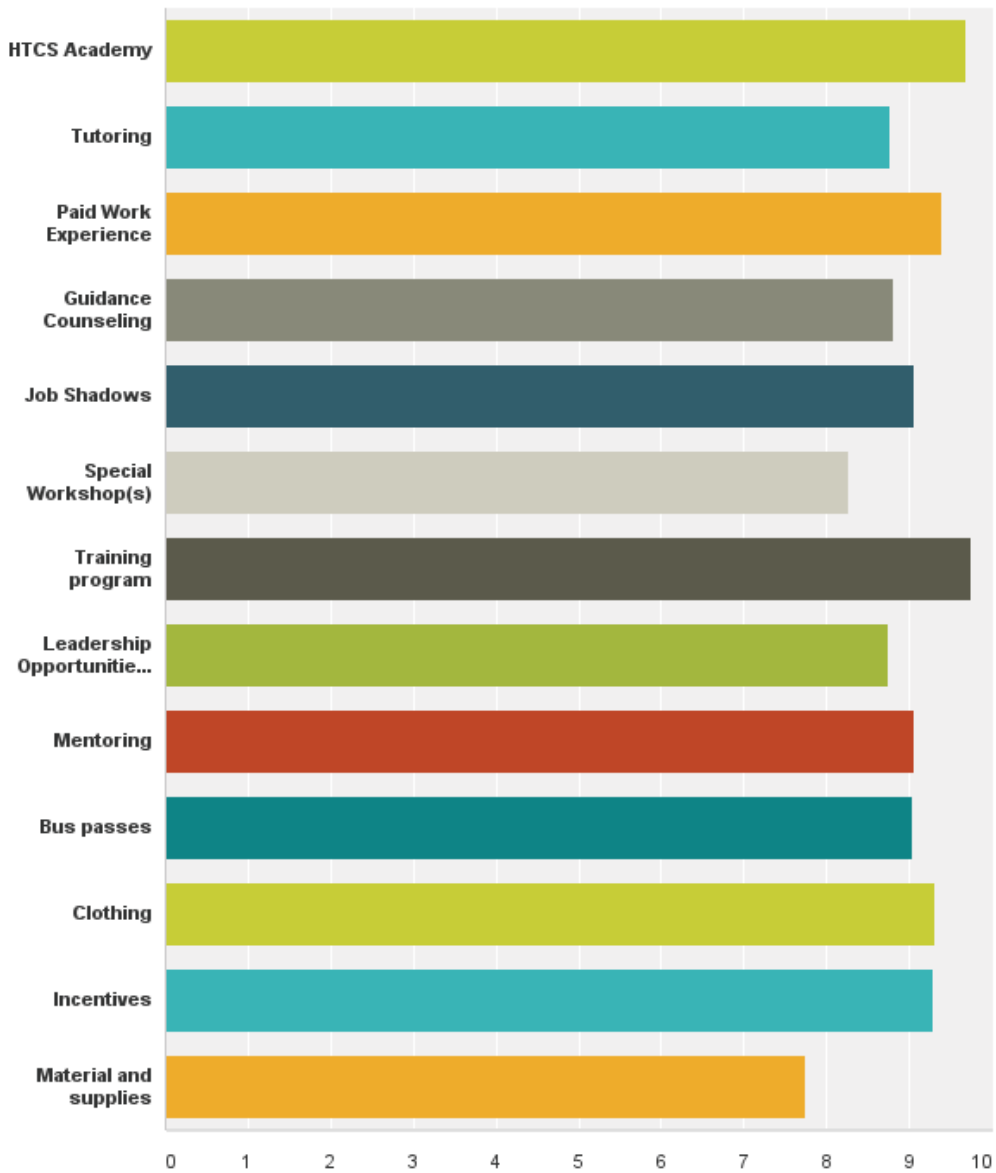
Answered: 49 Skipped: 0



The next chart displays the helpfulness of services in obtaining participant's goals. All averaged ratings are ranking between the 8.74 and 9.74 rate of helpfulness to the participant, except materials and supplies was averaged at 7.75.

Q5 On a scale of 1 to 10 (with 1 being the least helpful and 10 being the most helpful) please rate the services listed below?

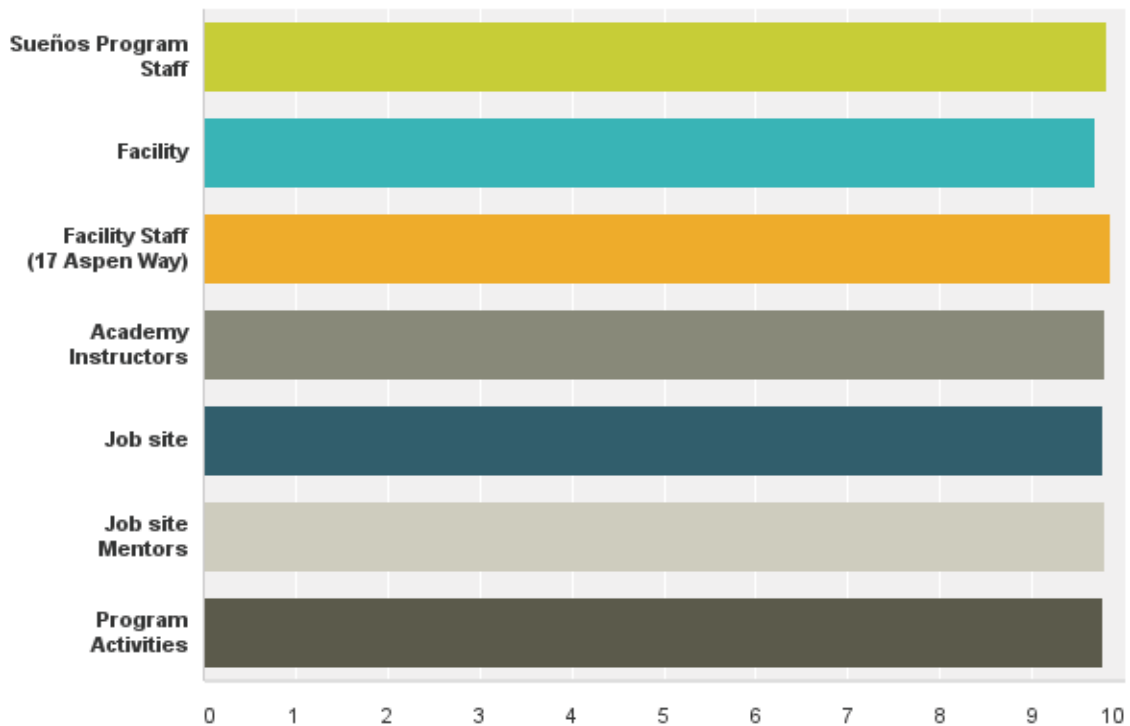
Answered: 49 Skipped: 0



The next chart displays the satisfaction of participants with the Sueños staff and services they received. All averaged ratings are ranking between the 9.68 and 9.82 rate of satisfaction.

Q6 On a scale of 1 to 10 (with 1 being the least satisfied and 10 being the most satisfied) please rate your overall satisfaction with the Sueños Program staff and services?

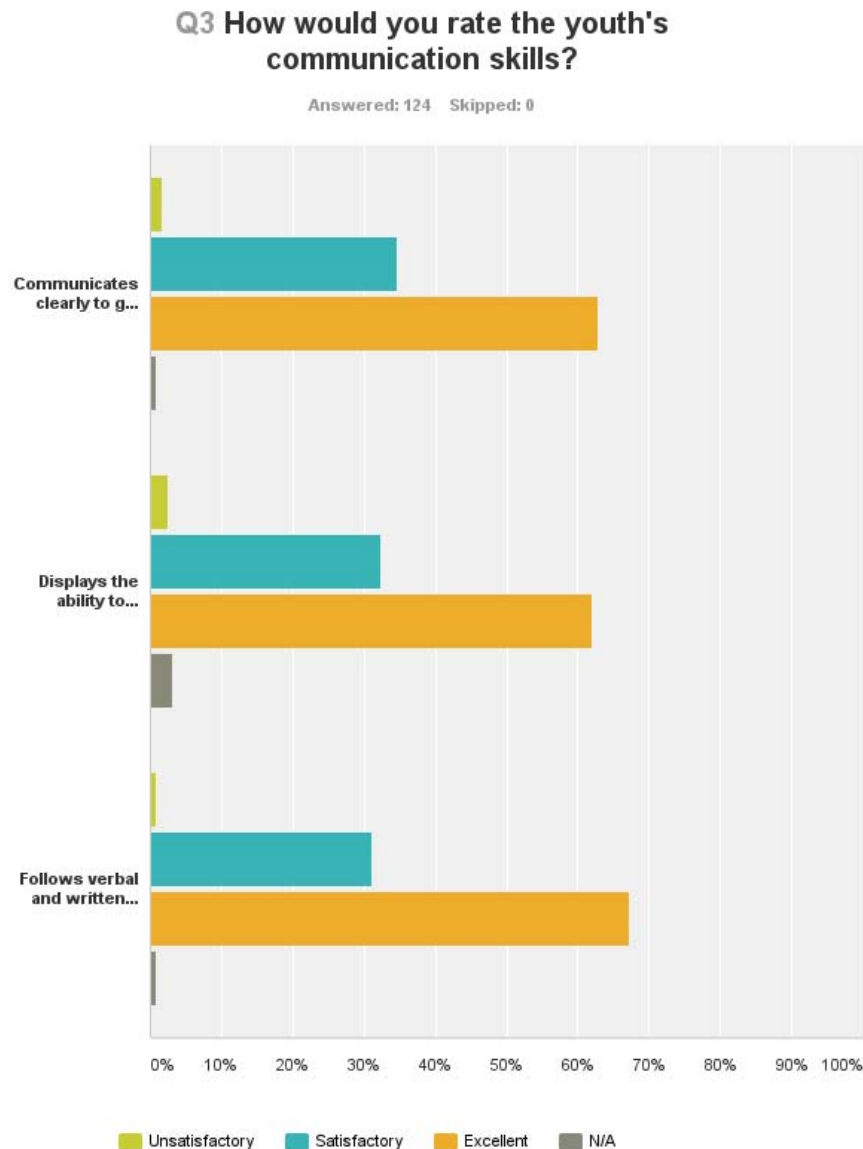
Answered: 49 Skipped: 0



In addition, there was a 100% positive response to the question asking if participants would refer friends and family to Sueños and a 100% positive response to the question asking if the Sueños program and services better prepared participants for employment, college or future goals.

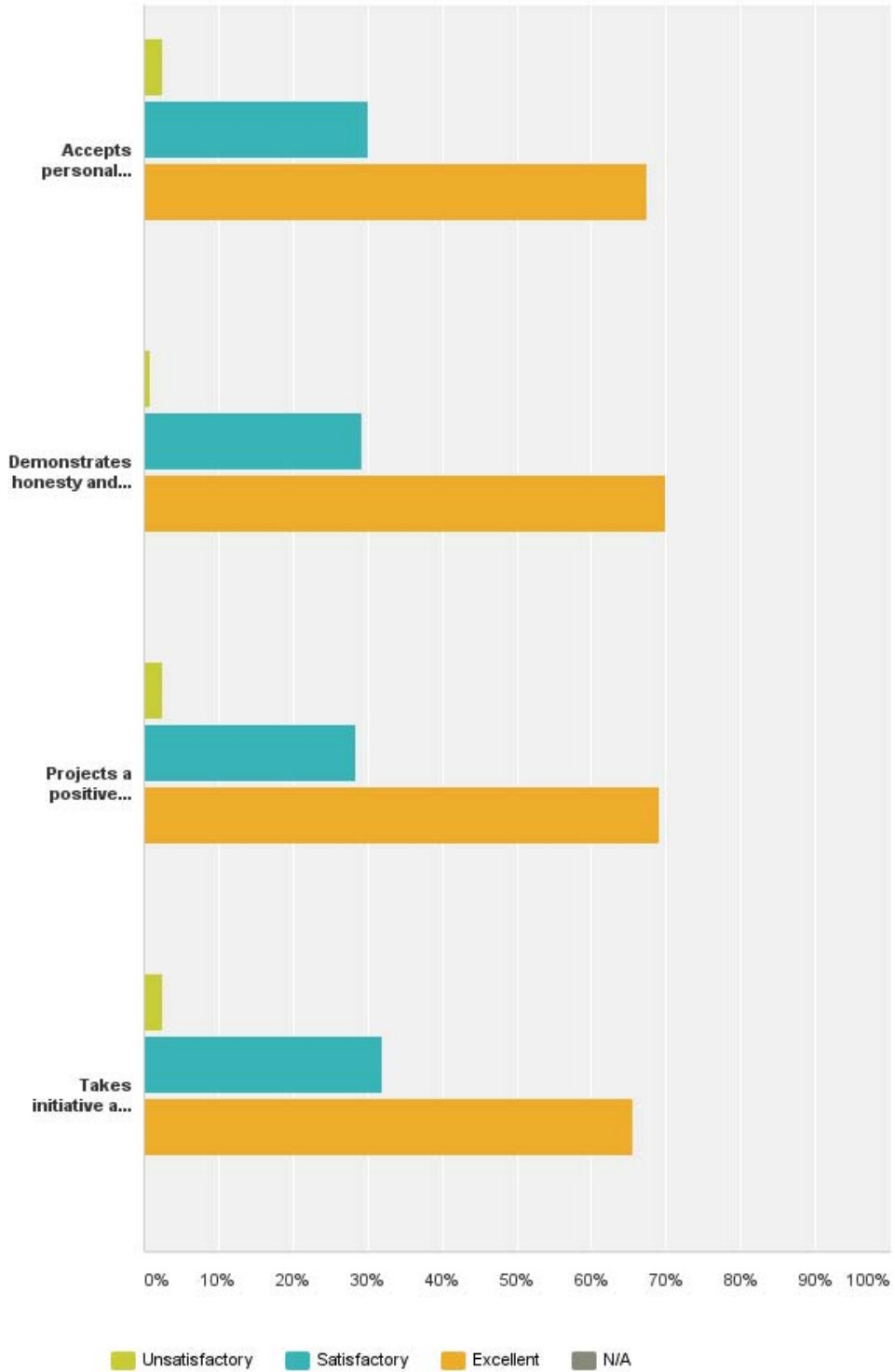
Employer Customer Satisfaction

Only six of our employers completed the employer customer satisfaction survey last year. However, 124 employers completed the Youth Job Preparation Survey. We felt that having the worksites complete two surveys may have been confusing, so this year we are going to merge the two together. The new survey has become a valuable tool to evaluate both worksite satisfaction and youth employability skills. Below are a few of the results of the survey:



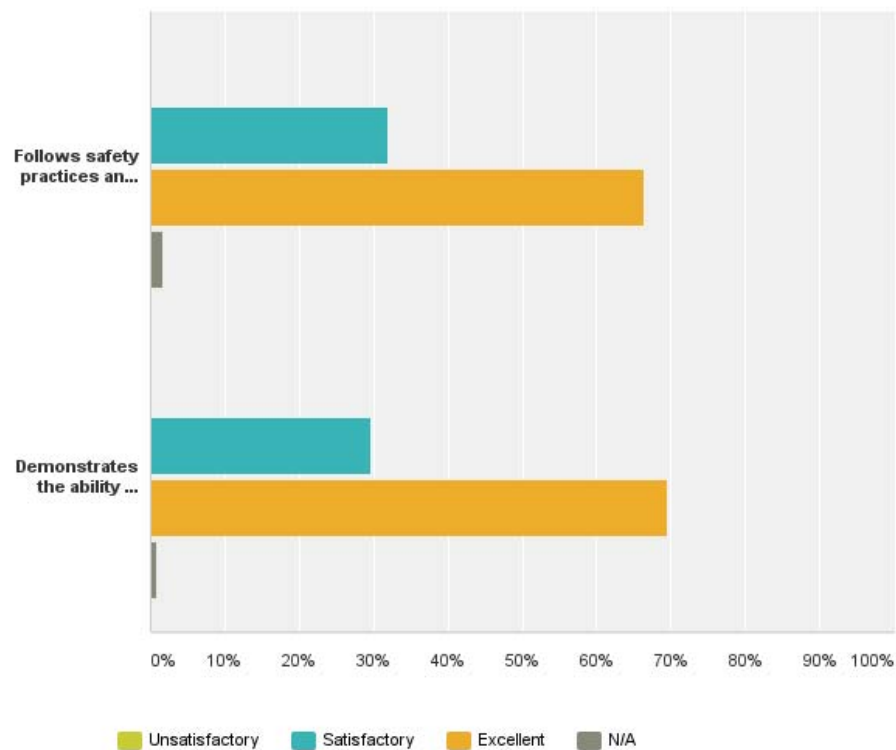
Q4 How would you rate the youth's work ethics?

Answered: 123 Skipped: 1



Q5 How would you rate the youth's safety during assigned activities?

Answered: 119 Skipped: 5



Sueños is more than a collection of data points - it is quality services and relationships that are changing the lives of participants. Below are quotes from our employers and participants that tell the real story of our success:

Employers (Names have ben changed for privacy purposes):

"Adrianna is a quick learner, she takes direction well and has learned the company's policies and practices and follows guidelines. Ashe consistently provides excellent customer service and is a team player."

"Elizabeth is a fast learner, in just a few days she was able to learn how the office runs, and was able to help staff and participants."

"From day one, Rosa has displayed an eagerness to learn. She is detailed oriented, takes ownership of whatever project she is assigned and continues working without requiring direction from supervisors".

"Gregorio comes in with a smile everyday and ready to work. Checks in with me on a daily basis to see what he will be doing next."

"We love Elizabeth; she is a big support to our team. She is an amazing employee, she comes in every day ready to learn and work."

"We have been amazed with Adrianna's work ethic and professionalism. She immediately became a part of the team. She is well liked by her peers and by management. She is respectful to customers and absolutely pleasant to everyone. She is a joy to work with. She is one of the best students we've had in our workplace. She will do well in any job."

Youth:

"I like the experience I had at Sueños."

"The Sueños Program is great! Thank You!"

"Every thing is good, it's a good program. I really enjoyed being a part of it."

"I really like the staff – they are excellent."

"Marco is a great teacher!"

A success story – one of many:

Rosa a nineteen year old Mexican young lady moved to Watsonville, CA about one year and a half ago. She has been with the program since April of this year. With the English language as a barrier and the change in environment Rosa was having a very hard time adjusting to her new home. Many times she came in to the Sueños office feeling discouraged and confused as to what her future was going to be like. She expressed that she was a top student in her classes where she lived in Mexico but she couldn't seem to feel that way since she moved here. The only thing that kept her going was her goal to enter post-secondary school so she can continue her education and to work helping out in programs that offer support services for youth like her. The young lady that once walked into our office back in April with a homesick heart and a longing for belongingness in this new country, now walks in with confidence and so much positive energy its contagious. Rosa is currently on her way to completing her paid work experience working for the Migrant education youth program and is attending Cabrillo College. Sueños staff member recently checked in with her and this was her response, I quote *"I'm very happy. I have such a busy schedule but I can't complain because I'm attending school and that was exactly what I wanted to be doing."*



Action Consent Information Discussion

VI.3 Work4Youth - SYEP Updates 2014-15

COMMITTEE: Youth Council	MEETING DATE: December 9, 2015
STAFF NAME: Andy Stone, WIB Director; Teresita Hinojosa, WIB Sr. Analyst; Jo Ann Allen, SCCOE Manager	

SUMMARY:

Efforts continue to focus on Work4Youth (W4Y), a program of the Santa Cruz County Office of Education's (SCCOE) Student Support Services Department. W4Y is written into many grants that focus on career pathways and work-based learning. As a result of on-line registration issues and a late start-up, the program was only able to serve 20 youth this summer. Fifteen of the youth participated in the Wetlands watch summer academy and career exploration program, the remaining four participated in a 4-week intensive version of our 12 week job readiness course.

Staff (Celeste Gutierrez) focus this past year was in developing the Agricultural Academy Curriculum that was to be piloted during the summer. This program was ready to begin in the end of May, but no one registered for the class. It was postponed until fall and will be part of the Sueños menu of services.

One of the things lacking this summer was the active participation of the Board which typically assist with marketing and promotion of Work4Youth. Elyse Destout has volunteered to take the lead and is the new Advisory Board Chair.

Budget/Grant Efforts

W4Y currently has a balance of \$50,584.37 but has not been billed by the SCCOE for reimbursement of summer salaries. The following agencies are funding Work4Youth for the Summer/Fall of 2015:

- Norris Foundation: \$15,000
- United Way: \$10,000
- Driscoll's: \$10,000 to focus on the Ag curriculum development

Attachment(s)

SUGGESTED MOTION: (if applicable)

I move to accept the Work4Youth - SYEP Update for 2014-15.

COMMITTEE DATE 12/09/15	COMMITTEE APPROVAL: <input type="checkbox"/> Yes <input type="checkbox"/> No Other:
BOARD DATE	BOARD APPROVAL: <input type="checkbox"/> Yes <input type="checkbox"/> No Other:



Action
 Consent
 Information
 Discussion

VII. Creative Careers for Youth

COMMITTEE:	Youth Council	MEETING DATE:	December 9, 2015
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STAFF NAME: Andy Stone, WIB Director; Teresita Hinojosa, Sr. Analyst

SUMMARY:

Elyse Destout, Chair, will present the Creative Careers for Youth programs for review and discussion on how these programs may provide further opportunities to create new programs and partnerships.

Attachment(s)

SUGGESTED MOTION: (if applicable)

COMMITTEE DATE	12/09/15	COMMITTEE APPROVAL:	<input type="checkbox"/> Yes	<input type="checkbox"/> No	Other:
BOARD DATE		BOARD APPROVAL:	<input type="checkbox"/> Yes	<input type="checkbox"/> No	Other: