



Spokane Area WORKFORCE DEVELOPMENT COUNCIL

YOUTH COUNCIL MINUTES

August 4, 2008 - 8:30 AM
WorkSource Center
130 S Arthur

Members in Attendance:

Andrew Arganbright-Kemper, Kemper, A Unitrin Business	Donna Dalzell-Department of Vocational Rehabilitation	Linda Duncan-Purcell Systems	Laura Foust-Job Corps
Michael LeaderCharge-City of Spokane Youth Services	Trina Miller-Community Colleges of Spokane	John Serben-American Medical Response	

Members Absent:

Gary Allen-Spokane Skills Center	Kathleen Grier-Juvenile Court	Kevin Managhan-Inland Empire Electrical Training Trust	Mike Senske-Pearson Packaging System
Bonnie Wagner-WSU Health Education Center	Lisa White-Spokane Public Schools		

Others Present:

Sherry Barrett-Communities in Schools	Kim Burnett-WS/NGZ	Lynda Evans-WS/NGZ	Lisa Flack-NECC/WS Connections
Pam Foust-SFCC Workforce	Cami Hanson-WS	Elisabeth Hooker-STCU	Yvonne Lopez-Morton- Juvenile Court Services
Anne Millane-WS/NGZ	Lisa Repp-Job Corps	Steve Taylor-WS/NGZ	DeeAnn White-WS/NGZ

Staff Present:

Dawn Karber – Youth Program and
Development Manager
Anne Lockwood – Secretary

CALL TO ORDER FOR VOTING MEMBERS:

The meeting was called to order at 8:37 am. Introductions were made.

ITEM #1 – E-MAIL VOTE FOR MAY 6, 2008 YOUTH COUNCIL MINUTES:

There was not a quorum to approve the 5-6-08 Youth Council minutes via e-mail.

AGENCY UPDATES:

Donna Dalzell, Division of Vocational Rehabilitation – Donna has moved into the WorkSource Center about two weeks ago.

John Serben, American Medical Response – John has volunteered to be Vice-Chair of the Youth Council this year and Chair of the Youth Council next year.

Dawn Karber, Spokane Area Workforce Development Council.

Linda Duncan, Purcell Systems – Human Resources Manager for a manufacturer in Spokane Valley and a member of Inland Northwest Human Resources Association.

Andrew Arganbright, Kemper, A Unitrin Business – Andrew has worked in Kemper Insurance Claims for four years. Andrew is taking over the Chair of internship Committee formed by the Youth Council and will be giving a presentation today.

Trina Miller, District Workforce Development Technical Representative office for Community Colleges of Spokane. Trina works with technical preparation for high school students to earn college credits while in high school.

Pam Foust, Workforce coordinator for Spokane Falls Community College– Pam is working on finding youth to fill transportation and logistics positions.

Elisabeth Hooker, Spokane Teachers Credit Union – Elisabeth is going out and talking to teens about financial issues.

Yvonne Lopez-Morton, Juvenile Court Services – Yvonne is working on creating safe schools and a healthy district by looking at alternatives to the formal processing and secure confinement for at risk youth.

Michael LeaderCharge, City of Spokane Youth Services – Michael is working on a Youth Issues Forum that will be held October 9th. The youth are trying to be more involved in setting up the questions for the candidates. Michael needs more questions for the candidates.

Lisa Flack, Northeast Community Center/WorkSource Connections – Lisa is in the process of developing a WorkSource portal at NECC.

Cami Hanson, WorkSource – Cami is working on WIA programs and is just looking forward to next year.

Steve Taylor, WorkSource/Next Generation Zone – Steve is a WorkSource Specialist.

Lynda Evans, WorkSource/Next Generation Zone – Lynda is a WorkSource Specialist.

Sherry Barrett, Communities in Schools – Sherry is launching services for four middle schools and one elementary school by bringing in targeted services to help the community. Some of the locations are Cheney, Glover Middle School, Chase Middle School and Eastside School District.

Laura Foust, Job Corps - Laura has started a new position at Job Corps.

Lisa Repp, Job Corps – Lisa has started a new position at Job Corps.

Anne Millane, WorkSource/Next Generation Zone.

PRESENTATION – NEXT GENERATION ZONE:

Anne Millane talked about eligibility for WIA services at the Next Generation Zone.

The Next Generation Zone provides services to young people between ages 16 to 21 and we provide core services for job seekers.

WIA is federal funding that drives the workforce development system in the United States. There are other types of workforce activities going on such as Wagner-Peyser and Job Corps which are funded under separate streams of money. WIA comes to the states through an allocation process via formula based on poverty rates, unemployment rates, etc. and is funneled through one individual state entity to the local areas through a Workforce Development Council.

Eligibility for WIA must follow a specific criterion, which is low income youth as defined by WIA regulations and youth that meet certain criteria. You will need to be between 14 and 21, a US citizen, or authorized to work in the US. A youth over 18 or older has to be registered in Selective Service. It is Important to note any federal program requires selective service registration.

The average age of a younger youth (16 to 18), served by the Next Generation Zone, which is about 66% of kids the Next Generation Zone serves, are 17. The average age of an older youth (19 to 21) served by the Next Generation Zone is 19 years old.

WIA allows us to register other youth that fit other criteria such as:

- a) Basic literacy skills deficient. The business sector determines the grade level of the skills deficiency, which sets the level of basic literacy skills deficiency. In our area, businesses say we need 9th grade level literacy skills.
- b) High school dropout.
- c) Homeless. This includes lack of affordable housing, living on some ones couch and no place to call home.
- d) Runaway
- e) Pregnant
- f) Youth with disability
- g) Needs assistance to complete high school. This Includes learning disability, gang involved, one or more grade levels behind, test scores lower that grade level.

- h) At risk of dropping out of school.
- i) Has at any time been a school dropout.

The Next Generation Zone last year (PY07), which ended on June 30, 2008, served the following youth (More than likely youth will have two or more of the statistics listed below).

- a) 16% of youth with one or more disabilities
- b) 26% youth of color
- c) 44% public assistance i.e. food stamps etc.
- d) 25% offenders
- e) 14% pregnant youth
- f) 43% dropouts
- g) 55% basic skills deficient
- j) 98% needed additional assistance

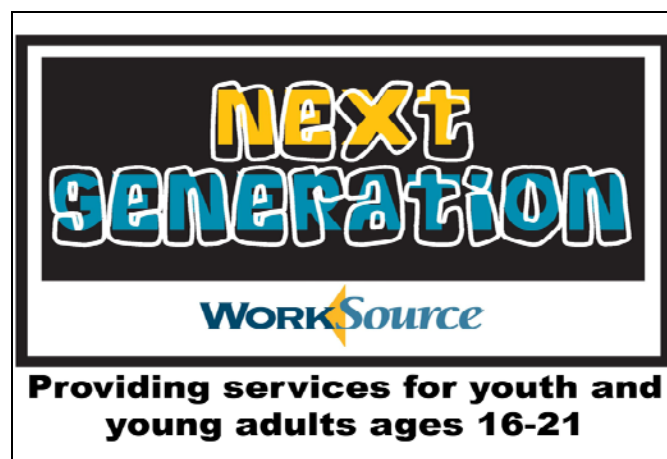
The average wage at exit for the Next Generation Zone in PY07 was \$8.70. The Next Generation Zone's goal for PY07 was \$9.00. Next year the Next Generation Zone's minimum wage goal will be \$9.00 for younger youth and \$10.00 for older youth.

8 out of 10 youth are a positive exit type. In PY07 308 youth exited WIA services and 50 of the youth that exited received an industry recognized credential.

One of the things the Next Generation Zone staff identified is the lack of job readiness skills for youth. Last year (PY07), the Next Generation Zone had a case load of 536 youth. This year (PY08), the Next Generation Zone will have a case load of 450 youth, giving the youth more opportunities for one-on-one staff time as well as increase the number and/or length of work experiences available.

This year (PY08) the Next Generation Zone has a new initiative: We are undertaking two new staff members to concentrate in providing workshops and services for youth. A series of classes have been developed, allowing the youth to start out with a two-week plan so youth can determine if they have the time to spend finding a job, attend classes, work on becoming job ready, and possibly financial literacy.

The following is the PowerPoint from the presentation:



Next Generation Zone



- To be eligible for WIA Title I-B Youth Program services, a participant must meet ALL of the following criteria:

WIA Eligibility

- Ages 14 to 21;
- A United States citizen or non-citizen who is authorized by the Immigration and Naturalization Service to legally work in the United States;
- In compliance with the Selective Service Act;
and either:
- Low-income, as defined in WIA section 101(25), with one or more of the characteristics listed below; **or**
- Non-low-income, with one or more of the eligibility barriers listed below. (The number of non-low-income youth cannot exceed 5% of all registered youth in a local area.)

The characteristics which apply to low-income youth whether they are in-school or out-of-school are as follows:

1. Basic literacy skills deficient
2. School dropout
3. Homeless or runaway
4. Pregnant or parenting
5. Offender (and/or involved in the juvenile/adult justice system)
6. Foster child

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7. An individual, including a youth with a disability, who requires "Additional Assistance" to complete an educational program, or to secure and hold employment, locally defined as:
- a. Having one or more disabilities, including learning disabilities
 - b. Personal/family substance abuse
 - c. Gang involved/affiliated/affected
 - d. Lacking affordable housing
 - e. Victim of domestic violence/sexual or child abuse
 - f. Identified social adjustment or mental health issue(s)
 - g. Lacking a significant or positive work history
 - h. Individual or member of a family that recently exhausted TANF benefits

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- i. "At-risk of dropping out of school" defined as:
- One or more grade levels below the age-appropriate grade;
 - Academically deficient and/or is not making substantial progress in mastering basic skills that are appropriate for students of the same age;
 - Has at any time been a school dropout or is not attending school consistently; or
 - Determined to be at-risk by school staff based on an assessment that health, social or family problems are impairing school.

PY 07 Characteristics

- 16% Individuals with Disabilities
- 26% Youth of Color
- 44% Public Assistance
- 25% Offenders
- 14% Pregnant or Parenting Youth
- 43% High School Dropouts
- 55% Basic Skills Deficient
- 98% Need Additional Assistance

REPORT ON COMMITTEE WORK:

- a) Youth Focused Series Committee
The committee met the week of July 28th and is moving forward more quickly, but the survey has not been completed yet.
- b) Internship Committee
The Internship committee developed 11 questions in a survey for businesses to find out what their needs are in regards to internship so the committee would be able to determine what their focus would be. This survey is on www.zoomerang.com and it takes about 5 minutes to answer the survey.

We have had 21 visits to the survey site, 7 completed surveys, 0 partially completed surveys, and 0 screen outs.

Some of the questions on the survey are:

1. Are you interested in implementing internship program? Why or why not?
2. Have you had interns? If so, where did you find the interns?
3. List the areas in your organization that currently provide internship opportunities.

Responses found interns at EWU, GU, SWU, Whitworth, CCS, and Mead School District. Interns are being used in HR, marketing, communications, engineering, sales, other.

Some of the benefits of using internships are the possibility of being stipend based, hands on experience, a try it before you buy it approach.

It is important for us to find out if internships are working or not working. The committee probably needs to contact the company that has taken our survey and who is not happy with internships to find out what went wrong.

The Internship Committee's survey is not getting to the correct people. The committee wants a business person who is responsible for hiring or evaluating the performance of interns to take the survey. The committee needs the Youth Council and Youth Council audience to provide this survey to those responsible for hiring or evaluating the performance of interns. The location of the survey is <http://www.zoomerang.com/survey/?p=WEB227J2MU7XBM>

If someone on the Youth Council or Youth Council audience needs to have a representative to provide a PowerPoint presentation contact Andrew. Andrew is also available to go out and talk to the businesses.

Dawn is going to send the survey out to everyone so they can provide the website location to others.

- c) Next Generation Zone Committee
We haven't gotten this committee to function yet. The members on this committee need to learn what WIA is expecting i.e. outcomes, services, etc.
- d) Quality Career Events Committee
Nothing is happening with this committee at this time. This committee is on hold until we get the work finished in the Internship and Youth-Focused Series Committees.

OTHER BUSINESS:

- 1) A tour of the Next Generation Zone was given.

ADJOURN:

Meeting was adjourned at 9:36 am.

NEXT MEETING:

The Youth Council will be meeting **Tuesday**, September 9, 2008, from 8:15 am 10:00 am, at the Spokane Skills Center, 4141 N Regal.