

SWIC
Youth Council
September 8, 2011
Indiana Department of Workforce Development, Conference Room 301-A
Indianapolis, IN 46204
8:30 am – 9:45 am

Present: Bill Stanczykiewicz, Matt Fleck, Patrick Jamison, Dr. Susan Lockwood, and Robert Hayes, Jennifer Walker

Also Present: Leslie Crist, Sue Honcharuk, Brittany Dougherty, Elizabeth Darby and Lauren Kaminski of DWD Strategic Initiatives; Edmond O’Neal, Region 3; Deb Waymire, Region 4; Brianna Morse, Region 5; Barbara Street, Region 6; Mike Smith and Lisa Lee, Region 7; Michele Bowman, Region 9; Cheryl Musgrave, BOS – WIB, and Erika Cheney and Brooke Huntington, EmployIndy.

Absent: Cathy Metcalf, David Entzian, Matt Ubelhor, Sherry Siewart, Terry Rodino, Thomas Brink, and Wayne Seybold.

Chair Bill Stanczykiewicz welcomed council members and members of the public. Introductions were made and several of the regional workforce areas attended. Regions in attendance were: 3, 4, 5, 6, 7, 9, EmployIndy, and BOS-WIB. Bill asked for approval of the June meeting minutes. Matt Fleck motioned for approval and Patrick Jamison seconded the motion, so the meeting minutes were approved.

Chair Stanczykiewicz spoke of the importance of the Youth Council. He expressed how he wants everyone to provide input, ideas, and any other suggestions or comments to collaborate as a Youth Council to combat various youth related issues.

Leslie Crist and Brittany Dougherty gave an overview of the 10 Workforce Investment Act (WIA) youth program elements and eligibility requirements as well as performance measures. Leslie first spoke of the 3 common youth performance measures in regards to the Department of Labor’s standards. The 3 performance measures are: 1) placement in education/employment; 2) attainment of a degree or certificate; and 3) numeracy/literacy gain. Furthermore, to be eligible for WIA youth programs a youth must be between the ages of 14-21, be low income according to the federal poverty guidelines, comply with selective service requirements, and be eligible to work in the United States. A youth must also meet at least one of the following barriers to employment: 1) school dropout; 2) basic skills deficient; 3) pregnant or parenting; 4) homeless, runaway, or foster child; 5) offender; and 6) requires additional assistance to complete an educational program, or to secure and hold employment (includes youth with disabilities).

Leslie continued by providing an overview of the Tutoring, Study Skills, and Dropout Prevention Strategies WIA youth program element. Tutoring should be provided to those who are basic skills deficient, need additional help with school subjects, or to those who have fallen behind academically. The benefits of tutoring and the impact it can make on

the youth were discussed. Mr. Stanczykiewicz pointed out that not only does tutoring help youth succeed in school, but it also motivates them to stay in school as well as eliminates further barriers to success. Study skills are also important because they provide students with skills to do well in all phases of education. The purpose of a study skills program is to help youth increase the skills needed to learn, understand, and retain information. Study skills activities can consist of instruction in how to organize time management practices to note-taking strategies. Furthermore, dropout prevention strategies focus on the causes of youth dropping out of school, disengagement leading to dropout, lack of positive experiences in school, or learning styles that are not suited for traditional academic instruction. JAG-Indiana was cited as being a model example of successful dropout prevention strategies.

The second WIA youth program element that was discussed is Alternative Secondary School Services. These services can be but are not limited to alternative classrooms, school within-a-school programming, separate alternative schools, and second or last-chance schools. Alternative secondary school services are designed to meet the needs of students who are not succeeding in the traditional academic setting.

Brittany Dougherty explained the WIA youth programs elements under the theme of Preparing for and Succeeding in Employment. These elements are: Summer Employment Opportunities, Paid and Unpaid Work Experiences, and Occupational Skills Training. Summer employment opportunities are intended to give youth experience in the career field identified by their employment or career goals in which they are interested in pursuing. Brittany gave an example of EmployIndy's summer employment programs that connect youth interested in the health care and IT field to area partners that can provide valuable work experiences to youth in those fields. Youth who are participating in short-term work experiences that are not related to their career goals should not be counted in the summer employment element. However, those youth who are participating in short-term work experiences that do not reflect their career goals should be counted in the paid and unpaid work experience element. Paid and unpaid work experiences are planned, structured learning experiences that take place in a workplace for a short amount of time. They are designed to expose youth to the workforce, allow them to gain insight into career field and employment opportunities, and develop basic necessary work skills and good work habits needed to be successful. Furthermore, occupational skills' training provides specific vocational skills training that result in an attainment of a certificate.

The element Leadership Development Opportunities was discussed by Ms. Leslie Crist. These types of opportunities consist of a wide range of activities that promote responsibility, employability, and other positive social behaviors. The tool Indiana Career Explorer is a great tool for youth to utilize to explore career opportunities to promote employability. The Career Associations within the JAG programs were also mentioned as a wonderful way for youth to develop and enhance their leadership skills and increase positive social behaviors. Leadership Development opportunities also provide avenues for youth to develop life skills such as budgeting and parenting and expose youth to other essential skills to increase further chances of success.

The last 4 WIA youth program elements fall on the Supporting Youth theme. These elements are: Adult Mentoring, Comprehensive Guidance and Counseling, Supportive Services, and Follow-up Services. Adult mentoring is done for a period of participation and a subsequent period (no less than 12 months). Adult mentoring must also provide consistent contact with the youth to develop and maintain an inclusive supportive relationship. Mentoring is designed to promote positive outcomes and success for youth. The element comprehensive guidance and counseling provides the youth with an on-going consistent relationship (most think of a case manager) that helps youth make informed and positive educational, occupational, and life choices. Under this program element, referrals may also be made to other types of counseling such as drug and alcohol counseling if appropriate. Supportive services are designed to overcome barriers to employment. These services can include linkages to community services, assistance with transportation, assistance with child care and dependent care, referrals to medical services, and assistance with appropriate work attire and other work related tools such as protective eye glasses and construction boots. Supportive Services also include other services that are necessary to ensure participation in activities and programs authorized under WIA. Finally, all youth participants must receive some form of follow-up services upon exit for no less than 12 months. Follow-up services can be but are not limited to school and employment follow-up.

Following discussion on the 10 WIA youth program elements, Chair Stanczykiewicz asked for 10 ideas, partners, and/or services that the council members and regional members know of that could enhance and expand services provided to youth participants. Dr. Susan Lockwood from the Department of Correction spoke of a curriculum that is being utilized in their adult facilities as well as juvenile facilities. The curriculum is called "Problem Solving Strategies for Successful Re-Entry." She identified all 10 WIA youth program elements that are addressed with this curriculum. Dr. Lockwood also identified other resources such as a CD that can be put into the computer and simulate all job applications and gives the participant practice on filling them out correctly and completely.

Council member Matt Fleck mentioned that he would love to connect the paid and unpaid work experience services to the College and Career Pathways that the Department of Education offers. The program could also address the occupational skills training element. Mr. Fleck also stated that he is going to work to get the word out to high school counselors across the state to make them aware of the comprehensive guidance and counseling WIA element as well as to encourage them to provide services under that element. Mr. Fleck also stated that he wants to connect the DOE's alternative education services to those services provided under WIA to bridge some gaps and work together to reach a greater population.

Mr. Robert Hayes referred to JobCorps as being a great program to connect youth to in order to help them plan for their future. He also stated that YouthWorks in Johnson County where key partnerships have been established such as with the Prosecutor's office that promote and teach youth employment and positive life skills. Another program is Dress for Success that teaches youth how to dress appropriately and act accordingly in

interviews to succeed in employment and education. Mr. Hayes also encouraged others to attend Indiana Youth Institute's Youth Café's. The Youth Café's are a great networking opportunity for other youth workers across the state to come together and talk about what they are doing in their own programs as well as hear ideas and feedback on other programs. The Youth Café's are held at 4 different locations across the state 3 times a year.

Jennifer Walker from the Department of Child Services discussed the various ways that some of their programs could help in addressing a few WIA youth program elements. She gave examples of life skills and budgeting that a program could address as well as help with supportive services. Ms. Walker stated that they provide funding with housing for former foster youth which assist a service under the supportive services element.

Mr. Stanczykiewicz encouraged council and regional members to look into various United Way initiatives. He mentioned that United Way has a national push for tutoring and mentoring which could be a great partner and resource. Ms. Leslie Crist mentioned that December Warren with Indiana Mentoring Partnership through the Indiana Youth Institute is also a great contact for statewide mentoring programs. Furthermore, the Center for Leadership Development has a great mentoring program where students mentor other students to help them succeed both in and out of school.

Additional ideas were brought up such as the Indiana State Teachers Association and the Indiana Association for the Education of Young Children (IAEYC) to identify and collaborate with in doing outreach to youth. Elizabeth Darby suggested that IAEYC could also be a strong resource to connect young mothers that have children in pre-school and kindergarten services through the WorkOne centers and other area partners as needed.

Other members of the council expressed the need to reach all youth in need of services. By collaborating amongst each other and with other youth workers, there can really be a powerful impact to address the needs facing so many youth today.

A question was raised by Chair Stanczykiewicz on how the word about the WIA youth programs and services are spread. Mr. Edmond O'Neal from Region 3 talked about the way his region promotes their programs. He stated that their region went through a development process to co-brand separately from the WorkOne. They developed the brand "Be Someone Now" and promoted it through radio commercials, viral commercials, and regular commercials. They also had a billboard in each county in their region that promoted programs and services. The WorkOne youth staff went to local parks, basketball tournaments, and anywhere else that youth would go to get the word out about their programs. Edmond reported that they had so much success with their various outreach and marketing efforts that they actually had to put it on hold. Michele Bowman from Region 9 stated that they get the word out about their programs and services by word of mouth and have had a lot of success with that. Robert Hayes also suggested reaching out to the Indianapolis Chamber of Commerce to educate their members on youth services and programs, especially regarding WIA youth programs and how to

better address the needs of the youth served under WIA as well as ways we can collaborate to reach more youth in need of WIA services.

Furthermore, Leslie Crist stated that 7,100 youth were served in Indiana this past year. There was \$16 million spent on WIA youth programs. Additionally, a discussion ensued that addressed common youth performance measures and ways to better serve youth as well as how to get numbers up. Many council and regional members expressed the benefits of tutoring and mentoring, especially in attainment of a degree or certificate. One member stated that students get upset and frustrated if they do not pass testing the first time, so they will most likely not try as hard the next time they test causing a vicious circle. However, if services such as mentoring and tutoring were provided to them throughout the period of participation then some of this issue could be combated. Deb Waymire stated that Region 4 has found it best to test youth participants before the 90 day testing period to better keep the focus on the outcomes and goals. Matt Fleck reported that he would tell schools to send list of individuals that are dropping out or at risk to the local WorkOne offices.

An update on JAG-Indiana was provided to the council by Ms. Sue Honcharuk. A handout was initially given to members with the numbers from August regarding the JAG National 5 of 5 Goals. Sue reported that each year the numbers are consistently getting higher. Additionally, Indiana only serves WIA youth through the JAG program and was just nationally recognized for serving the most difficult youth. Sue encouraged and spoke highly of the continued partnership with the Department of Education to re-connect academically disengaged youth.

There have been 5 specific JAG trainings conducted throughout the summer for current specialists, new specialists and JAG program managers and coordinators. Sue is continuing to do individualized trainings as needed for new specialists.

In continuing the success of the JAG-Indiana program, alternative funds need to be raised. This year, the JAG program is expected to serve around 4,000 youth so diversified funding needs to be at the forefront to help serve more youth and meet the needs of those served. Ms. Honcharuk encouraged the council to think statewide on non-WIA funders along with local funding, private business, and private individuals.

Elizabeth Darby provided the council with an update on JAG events. There are 3 Leadership Development Conferences this fall. The first one is at Taylor University on Wednesday 9/14. The second LDC is on 9/20 at Columbus Youth Camp and the third LDC is 10/5 at Camp Tecumseh. The LDC will consist of a 2 part leadership workshop in the morning that is customized to the student's learning and a low ropes challenge course in the afternoon. There will be a specialists meeting during the day to network, get to know each other, and gain additional ideas and feedback on activities planned for the year. There will also be a discussion on the statewide community service project, "Value of a Veteran" which will be launched on Veteran's Day. Students are encouraged to take leadership in this project and work with and honor veterans in creative and beneficial ways.

Ms. Darby also gave an update on the status of the Disability Employment Initiative (DEI) grant that was submitted in July. She stated that her team has not heard any news yet, but is patiently waiting. She continued with an overview of the Disability Employment Initiative which Indiana submitted with the focus on youth 16-24 years old. This is the second funding round for this initiative. Nine states received the first-round funding with 6 states focusing on adults and 3 focusing on youth. Elizabeth is confident Indiana has a strong proposal because of the focus on the youth population.

Leslie asked for feedback from the regions regarding a non-competitive procurement waiver from the Department of Labor for 3 WIA youth program elements. These elements are: work experience, follow-up services, and supportive services. There were 5 regions in attendance that would like to pursue the waiver.

In closing, Bill Stanczykiewicz thanked everyone for attending the meeting and for their ideas and feedback throughout the meeting. He encouraged everyone to keep in touch with Leslie Crist if they have additional feedback, comments, concerns, or agenda items to be added to next meeting. The next Youth Council meeting is on December 15, 2011 at 8:30 am. The meeting adjourned at 9:50 am.