

**Workforce Investment Community Advisory Committee Meeting
Youth Workforce Forum
March 23, 2011**

Planning and Facilitation: WiCAC members + TAYSF Young Adult Advisory
Co-sponsors: CCSF Outreach & Recruitment Services, Youth Employment Coalition
Participation: 84 participants (+ others that did not get captured in small group notes or sign-in)
Primary format: 5 small group break-outs with large group report-back

**Numbers in parentheses reflect “votes” given to ideas with the highest priority - each participant was given three dots to vote for priorities within their small group. Ideas with the highest number of votes are in bold.*

**Items with √s mean that the same exact idea was shared multiple times.*

**Notes are organized thematically.*

Introductions -

Name,	age,	school,	employed?
??			CHALK
Alex	Under 24		Juma
Allie	20		New Door/Glen Park ES
Andrew	22	CCSF	Mentor @ CCSF
Anthony	18	CCSF	Cargo
April	Under 24		CHALK
Astrid			TAYSF
Bangutt			
Becky			MYEEP
Bobby			
Carlos			Horizons
Carlos	22	Bay Area Medical	LYRIC/TAYSF
Chardony	17	Wallenberg	Mo Magic
Charles	21	Heald	Not employed
Chris	17	GED	Horizons
Christian			
Ciara			New Door
Claudia			TAYSF
Dajoune			Mo Magic
Daniel	16	Downtown	
Dargery			
David			Juma

Addendum to Minutes - Detailed Notes from Small Group Breakouts and Large Group Report Back

David			New Door
David	56		SF LGBT Center
Deprece	18	CCSF	Horizons
Ed			United Playaz
Geronal			
Glenn			OEWD
Huan	20	SF State	
lesha	17	Metro	Mo Magic
Ivarie			Goodwill
Izzabella	17		New Door
Jamejha	17	Galileo	Mo Magic
Jasmine	17	5 Keys Charter	Mo Magic
Jennifer	over21	VA college	Reentry Council
Joanna			JVS
Jodi	47	Antioch alum	LYRIC
Josaie	17	Downtown High	CYMC
Jose-Luis			TAYSF
Joshua			
Jouse			
JP	16	Balboa	Columbia B&G Club
Juan	16	Thurgood	Boys & Girls Club
Juan			Horizons
Julia			CHALK
Julia			Juma
Junior			
Justin	Under 24		TAYSF
Karey			Bayview Fnd
Kate			CYC
Katina	20		CYC
Katya	17	Mission HS	
Kevin	18	CCSP	New Door
Kriztina			OEWD
Krystal	28	SFSU	PTS
Leah	19	SF State	Youth Cmsn
Maria	19	CCSF	Carecen, TAYSF
Matt			Match Bridge
Meech			
Michael			Youth Council/Stanford
Mike	20		Conscious Youth

Addendum to Minutes - Detailed Notes from Small Group Breakouts and Large Group Report Back

			Media Crew
Mya	20	CCSF	Cert Nurse Asst
Nef	17	Independent	LYRIC
Oajoune	17		Mo Magic
Ollie	22	Year Up	LYRIC/Year Up
Perry	20	CCSF	run own business
Rachel	35	LB State Alum	TAYSF
Raphael			Juma
Ray			Supervising PO
Richard	17	Downtown	CYMC
Roby	18	CCSF	
Rochelle	17	SOTA	USCF, Youth Cmsn
Ruben		Mission HS	Unemployed
Selaynne	Under 24		
Serita	16	Mission	Mo Magic
Shamari	17		Mo Magic
Shamari	17	Metro	Mo Magic
Stacey			CHALK
Taquayla	17	Graduated	Mo Magic
Teresa			SF Youth Cmsn
Tiffany	19	CCSF	ILSP/CYC
Ubaldo			
Uziel	21	CCSF	Larkin
William	18	Downtown HS	Horizons

What is your dream job?

Accounting	Lawyer
Administrative/Professional;	Leisure magazine/travel journalist
Architect√√√	MA Psych
Artist	Magician
Banker/Businessman	MBA
Bio technician /Marine biologist	Mechanic
Career!	Medical
College professor	Mid wife
Community - Social Services - Nonprofit	Neurosurgeon
Community - workforce - community initiatives	Nurse√√
Community counselor	Nurse practitioner (anesthesia or labor/delivery)
Community focused√√	Nurse practitioner
Composer	Pastry chef
Computer Tech	President
Construction	Probation Officer√√
Criminal defense lawyer	Producer
Designer/Fashion	Radiology Technician
Documentary filmmaker	RN
Electrician	Run cannabis club
Engineer√√	Sign language
Entrepreneur	Social Worker√√
Financial consultant	Special Ed/Phys Therapy/Behavioral Therapy
Firefighter	Sports Physical Therapist
Group home coordinator	Superstar
Group home for girls	Teacher√√
Guest Lecturer-Criminal Justice	Video producer/Director
Health care	Youth worker
Immigration lawyer for youth in system/families with youth under 18	Zoologist

What jobs have you had, or what job training have you had, that really worked for you and why?

Importance of patience, \$\$ management (Juma Ventures)

Customer service skills (ball park), Job training-office work/communication, skills building-resume

Training (2 wks), plus real training through job itself (bank) (1), Hands on training (1), Group training + mentors (very helpful) + training is helpful, but easier if combined w/job experience, spread out training rather than have it all at once at the beginning (1)

Being given a chance to be employable (1), Code-switching

Help with Social Justice (CYWD)

GED, School, Goals, Career, Moral Support, 1-on-1 Tutoring (United Playaz)

Internships, facilitation trainings (LYRIC, Year Up)

Working within organizations work

Comprehensive programs (work, life skills, financial literacy), Support Works (at place of employment)-help with direction, Case manager to help keep up and check-in

Getting to know people

More outgoing/responsible

Accountability at training program (1)

Understanding population, Laid back/accepting, Youth friendly, Peer-led/student drive/motivated with adult support

Summer school

Team building

Partner organizations (1)

Better referral system

CYC-video production training

Horizons-family oriented, job training workshops

Souvenir store-cashier

Barista (Mission Pie)

Seamstress

“Clean Team” street cleaning

Girlsource-made video

Dishwasher

Youth worker - Boys & Girls Club, Life works

Vendor (SF Ball Park/JUMA) - good for students/tutor, college prep (SAT, etc), \$\$ management, PT paid work, school counseling)

Clerical work/admin work

Youthworks

Good Sam.

Potrero Hill Neighborhood House

Mission Rec/Horizons/Southern Exposure

Internships

Retail

Youthworks - Pubic Defender Office, SF General

Library

Office

Daycare

Mentor

Senior Citizen Home

MYEEP (YouthWorks)

UCSF (Internship) - good experience, job skills

City Hall Board of Supervisors (YouthWorks) - working with important people

“Chill” Teen Center

Macy’s - Customer Service

Center for Young Women’s Development (CYWD)

Pet Hospital

Bus Boy

Newspaper route

Hostess @ restaurant

Subway Sandwich Artist

CC2, MYEEP, Post Office, CHALK (Job training in youth development, resume workshops, job interviews, skills helped advance struggles)

Nonprofit field, fundraising, internships in college to discern preferred job, resume building

Sell newspapers. Mightily program, life skills

Boys and Girls Club (1), Ross, Horizons, moving boxes, mentoring kids

Chocolate City, MYEEP, Peer Resources, good people skills, networking

Washed dishes, butcher, social worker, clinic with heroin addicts

Education also gained through job - foundation is the education

MYEEP, JVS, Mo Magic, Group meetings, organize events, working with kids helped

Youthworks, MYEEP, daycare, how to be professional

MYEEP-encouragement to pursue dreams, training, for career, experience

TASK events - learned punctuation, communication, learned about work

MYEEP-learned sales force

SF Conservation Corp (5) - landscaping/construction, HS Diploma, \$\$/health care/job training (2), team work (1), 18-24

What has stopped you or your friends from getting the kind of job you want? (e.g. do you have other responsibilities that get in the way?)

5-[Cultural barriers and discrimination] Age, Ethnicity (1), Sex, Discrimination from employer (2), Language/ESL, Being stereotyped (2)

13-[Lack of Access and Competition] Access, Not enough experience (8), Competition with Adults√√, Age (nothing for TAY-only internships) (3), Minimal choices (retail or janitorial), On-line application process (no opportunity for face to face - hard to “sell” yourself, Big business limits job seekers through difficult on-line application systems (i.e. “black hole”), No responses after applying, Competitiveness, Getting turned down-discouraged, Deadlines and timing (1), Finding opportunities, Lost supports-budget cuts (1), Economy-increased unemployment for people with lots of experience-discouraging for youth to compete

[Lack of Awareness of What Supports/Opportunities Exist] Advertisement (Awareness) (1), Lack of knowledge of what’s available/closing gap between what’s available & those who need it, Lack of Information (2), Not knowing where to go/where to start

10-[Eligibility Screening] Assessment tests (2), Background check√√√, Urine tests (1), Citizenship Status, Youth Work permits (1), Required drivers license, No entry-level jobs w/o requirements such as: drivers license, prior experience-1 yr, diploma, drug testing (6), applications are confusing-computer skills

[Life situation] Record√√ (1)/Jail-incarceration, Single parent/teen parent (3), child care√√, no SSN

[Behavioral Health] Anxiety/mental health problems, Learning abilities and pace, drug use

[Education] Education√, Budget cuts to education, Having a GED instead of HS diploma, Academic performance (2), Education requirements for jobs/degree (1)

[Professionalism] Bad communication, Lack of prep skills (knowing what to expect in interview), Intimidated, Lack of being professional, Lack of preparation, Failure of articulating strengths, cannot identify requirements for the job-not prepared (1), How you present yourself-lack of \$\$, interviews not going well, cover letters/resumes, bad attitude

[Relevant sector training] Lack of training for industries/sectors where youth want to work and where youth are being hired (e.g. retail)

[Cultural competency] Different styles of working, Cultural conditions

[Lack of job flexibility] Inflexible hours√√, Short-term jobs, More challenging (1), Schedule, School, Employers being responsive to school schedules, Training programs without any job at the end (1)

[Business Community] Lack of buy-in from business community-lack of knowledge about child labor laws (4)

[Transportation] Location/transportation√√√, safely getting to/from work (poor quality, high cost)

[Family] Kids/family, Family responsibilities, Divorced parents/family loss/lack of supportive role models, Living conditions-environment, family issues, Life circumstances-housing, youth need to work to support families

[Lack of focus] Consumption (buying unnecessary things), Distractions, Not being disciplined (1), Media, Not following through

Nothing really...

What can be changed in the workforce system to support youth getting jobs? (e.g. eliminate felony check box on job applications)

9-[Outreach] Increased outreach to youth needed (6), Resource guide of available trainings, jobs, programs etc (3)

[Hiring process] Shorter time to be hired - should be 2 weeks (1), Provide interviews for all youth/young adults that submit an application for a position or interviews on the spot

[More opportunity] More opportunity (3), Opportunity to excel, prove yourself, opportunity for those that want it, Equal opportunity (2). More diverse opportunities.

[Opportunity that reflect youth interest] More variety (1), More opportunities reflecting youth interests (2), jobs connected to what youth are studying

15-[Connection to permanent jobs] Help temporary jobs to help get permanent jobs (2), Programs that can connect to employment after training, internship (3), Long-term opportunities (1), More programs that focus on actual job placement and job searching rather than internships that recycle without any job at the end (5), Jobs that lead to a career rather than just jobs for \$\$ (4)

[Trade] More trade schools (6)

[Certification] Certificates/Being certified with training, jobs or internships (2)

[Training] Sensitivity training for retail/courtesy, more job training, Keep Year Up program, Curriculum improvement-job preparation, REACH programs - career focus, preparation

[Training with wrap-around supports/transition planning] Need base workshop each week + therapy/support on-site (1), Agencies are good at helping youth with long-term goals

[Partnerships with High Schools] More career training in High Schools (1), Vocational training at High Schools, Job Corps at Schools (3)

[Subsidized employment] More subsidized employment, intern programs

8-[Opportunities that build on youth assets and life experience] Culturally competent, target populations (2), More programs for TAY (1), Not judging the youth's background (4), Make assessment test easier for young people, Not focus on assimilation-let youth be themselves (1), Programs for 18+ year olds

15-[Funding cuts impacting quality] Cuts are reducing quality of service, More interested in numbers, not results (2), When programs do get cut, youth need another place to go immediately (8), No more cuts on funding (5)

Don't require youth to use SSN (7)

Need dedicated staff at agencies (4)

Back to school, more opportunities for education (2), People w/criminal record should not have to pay for City College (1)

Bosses that care! (2)

Transitioning/networking, jobs that connect youth to other resources, help youth network/connect to other opportunities/support youth to take next step (2)

Don't drop age requirements down-*referring to MYEEP* (2)

Bus passes/transportation (2)

Hours you work (1), More than \$9.97/hour

The city to provide a bonding program

More advocacy to pass laws that restrict what employers can know

Some feel pressure to take jobs

Build partnerships to understand potential employees

End discrimination against people with felony charges

Programs that work: Match Bridge✓✓, CYMC, JVS, ILSP, YEAR UP, JUMA, RAMP (4), CHALK, YMAC

Main Points/Issues from Small Group Report out to Large Group

The issues that the entire group identified with are in BOLD

1. An increase in temporary jobs becoming permanent
2. Certification/training that leads to jobs
3. Age/socioeconomic discrimination
4. **Criminal background check issues**
5. JobCorps/internship opportunities and partnerships at high schools
6. **Less focus on enrollment numbers**
7. More connections between the employers and youth
8. Applications are complicated, confusion/issues surrounding assessment questions on applications
9. Cultural considerations
10. Lack of experience
11. More of a variety in job opportunities
12. Increased/confusing restrictions on work permits
13. **Entry level jobs with high requirements (GED/HSD, drug testing, minimum experience requirements, California Driver's License requirement)**
14. **More affordable secondary education/training programs**
15. **More focus on job placement at the end of trainings**
16. More outreach to the youth on available programs/services
17. More focus on careers/long term employment and education goals
18. Increased networking opportunities for individuals "aging out" of the youth system
19. **When programs are cut, a strategic plan or partnerships are needed between other agencies to transfer youth to other programs**
20. More assistance/services needed for undocumented youth