

Meeting on Transition Age Youth and Workforce

March 23, 2011

CCSF

Planned and facilitated in coordination with TAYSF Young Adult Advisory

In attendance:

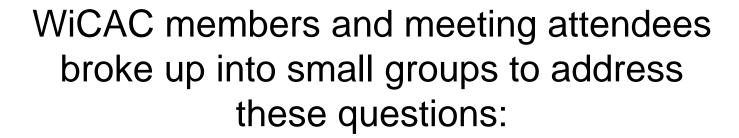
WiCAC members 80+ youth and community members OEWD staff, Youth Council members

WiCAC Co-Facilitators:

Jodi L. Schwartz Cameron McHenry

• • • Theme of the meeting:

To build our understanding of transition age youth (16-24) service and support needs in their pathway to getting a job and how the workforce system can best meet those needs



- Intros Name, age, school, employed?
- What is your dream job?
- What jobs have you had, or what job training have you had, that really worked for you and why?
- What has stopped you or your friends from getting the kind of job you want?
- What can be changed in the workforce system to support youth getting jobs?

• • Outcomes

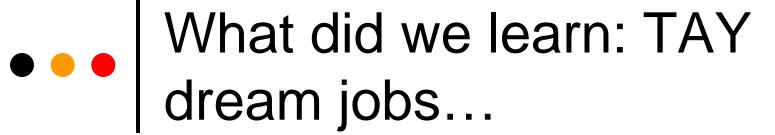
A continued commitment to work in concert with OEWD and the WISF to meet the need of prioritized populations within our workforce system, specifically to build understanding of transition age youth needs and the experience of what is working within the workforce system and what barriers exist specific to transition age youth.

• • • Youth in attendance...

- ✓ Students from 10

 High Schools
- ✓ Students from CCSF, SFSU, Heald
- ✓ Ages 16-22
- ✓ Diverse race/ethnicity

- ✓ Young parents
- ✓ LGBTQQ identified
- ✓ System involved (juvenile justice, foster care)
- ✓ Histories of substance use and mental health challenges
- ✓ Homeless or formerly homeless



Accounting

Administrative/Professional;

Architect $\sqrt{\sqrt{1}}$

Artist

Banker/Businessman

Bio technician /Marine biologist

Career!

College professor

Community - Social Services - Nonprofit

Community - workforce - community initiatives

Community counselor

Community focused $\sqrt{\sqrt{}}$

Composer

Computer Tech

Construction

Criminal defense lawyer

Designer/Fashion

Documentary filmmaker

Electrician

Engineer√√

Entrepreneur

Financial consultant

Firefighter

Group home coordinator

Group home for girls

Guest Lecturer-Criminal Justice

Health care

Immigration lawyer for youth in system/families with youth under 18

dream jobs (con't)

Lawyer

Leisure magazine/travel journalist

MA Psych

Magician

MBA

Mechanic

Medical

Mid wife

Neurosurgeon

Nurse√√

Nurse practitioner (anesthesia or

labor/delivery)

Nurse practitioner

Pastry chef

President

Probation Officer $\sqrt{\sqrt{}}$

Producer

Radiology Technician

RN

Run cannabis club

Sign language

Social Worker√√

Special Ed/Phys Therapy/Behavioral

Therapy

Sports Physical Therapist

Superstar

Teacher√√

Video producer/Director

Youth worker

Zoologist

• • • What did we learn: key barriers...

- Lack of Access and High Degree of Competition Not enough experience, Competition with adults, Online application process-no opportunity for face to face,
 Lost supports-budget cuts, discouraging for youth to
 compete
- Eligibility Screening Assessment tests, Background check, Urine test, Citizenship status, Youth work permits, Drivers license required, Diploma
- Cultural barriers and discrimination Being stereotyped, Age/Race-Ethnicity/Gender bias and discrimination from employers, Language/ESL

• • Community Priorities

- Connection to permanent jobs Training and/or temporary jobs that lead to permanent jobs; Jobs that lead to a career rather than just jobs for \$\$
- o Reduce (impact of) Funding Cuts Cuts impacting quality more interested in numbers/not results; When programs do get cut, youth need to be transitioned to another program; No more cuts to funding

• • Community Priorities

- Improve Outreach Increased outreach;
 Resource guide of available trainings, jobs,
 programs etc needed
- o More opportunities needed that build on youth assets and special needs - More programs for TAY (especially 18+), Build awareness so as not to make judgments based on youth's background, Less focus on assimilation-build on youth's assets

• • Next Steps

- Feedback loop to WiCAC Youth Forum Participants
- Present findings to key Community Partnerships (e.g. YEC, TAYSF) and Advisory Bodies (e.g. Youth Council)
- Refer "Community Priorities" recommendation to WISF Program Committee

Up next - ideas to strengthen relationship between WISF and WiCAC

- Distribute a pre-set calendar of WISF and WiCAC meetings to encourage more inter-board/committee attendance
- WiCAC co-chairs will enhance outreach to key partners on WISF, the Youth Council, and the City
- Strategize with key partners on community recommendations—present proposed implementation steps and timeline to WISF
- One WiCAC member will sit on the Program Committee