Committee Report Back:
Workforce Investment Community Advisory Committee (WiCAC)

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
WiCAC members and meeting attendees broke up into small groups to address these questions:

• 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
What did we learn: TAY dream jobs...

Accounting  Construction
Administrative/Professional; Criminal defense lawyer
Architect√√√ Designer/Fashion
Artist Documentary filmmaker
Banker/Businessman Electrician
Bio technician /Marine biologist Engineer√√
Career! Entrepreneur
College professor Financial consultant
Community - Social Services - Nonprofit Firefighter
Community - workforce - community Group home coordinator
initiatives Group home for girls
Community counselor Guest Lecturer-Criminal Justice
Community focused√√ Health care
Composer Immigration lawyer for youth in
Computer Tech 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
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 $$

- **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

- **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