



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

Administrative/Professional;

Architect√√√

Artist

Banker/Businessman

Bio technician /Marine biologist

Career!

College professor

Community - Social Services - Nonprofit

Community - workforce - community
initiatives

Community counselor

Community focused√√

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✓✓

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, On-line 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