

ATTACHMENT A: MODEL PRACTICES

Youthworks Baltimore, Maryland

Contacts:

Karen Sitnick
WIA Director
Mayors Office of Employment Development
417 E. Fayette Street
Baltimore, Maryland 21201
410-396-1910

Alice Cole
Youth Administrator
Manager, School-to-Career Division
Mayor's Office of Employment and
Development
101 W. 24th Street
Baltimore, Maryland 21218
410-396-6722

Model Practices:

Leveraging of non-WIA resources and enhancing linkages and integration of summer employment opportunities to year-round youth services.

Program Description:

Youthworks is the Mayor of Baltimore, Martin O'Malley's summer jobs program for youth ages 14-21. The program uses funding from a number of sources including: the WIA youth program; the Maryland Department of Labor, City agencies, and private sector businesses. Through a very energetic campaign during the summer of 2000, the City of Baltimore placed over 4,200 youth in summer jobs and raised over \$300,000 to support summer employment initiatives. The majority of participants, 75 percent were engaged in both academic remediation and work experiences. Of the remaining 25 percent, five percent were participating in academic remediation only and 20 percent were participating in work experience only. Program participants had the opportunity to work in a diverse mix of employment experiences. Positions ranged from participating in community service jobs (tutoring elementary age youth, senior citizen aides, beautifying parks and neighborhoods) to learning entrepreneurial skills (developing business plans and operating a business) to participating in residential college programs. Programs were in operation from July through August.

Youthworks 2001 will repeat the activities from last summer with an increased emphasis on youth development. Programming of services for participants will be extended through the following spring. Where possible, summer activities for youth not funded under WIA will support their year round academic and career goals. All youth will participate in job readiness training and will be invited to a summer Career Fair. Employers participate in the Career Fair with an understanding that they will hire five or more youth for the summer. The Career Fair was very successful last year and will be held at a larger facility this year to accommodate more employers.

**YouthWorks College Bound
Philadelphia, Pennsylvania**

Contacts:

Sallie A. Glickman
Executive Director
Philadelphia Workforce Investment Board
1601 Market Street, Suite 2450
Philadelphia, PA 19103
215-717-2010
215-717-2020 fax

Laura Shubilla
Philadelphia Youth Network
JFK Center, 734 Schuykill Ave.
Room 681
Philadelphia, PA 19147
215-875-3769

Mary Jane Clancy
Executive Director
Education for Employment
215-875-3769
215-875-3437 fax

Model Practice:

Enhancing linkages and integration of summer employment opportunities to year-round youth services.

Program Description:

YouthWorks College Bound (YCB), coordinated by Philadelphia Futures through the Philadelphia Youth Network, started as a summer jobs program in 1999 that served over 900 youth. In the summer of 2000, YCB provided summer job experiences for 442 youth and the program continues to serve 150 of those youth in year-round activities. The YCB program has now transitioned to a year-round youth program supporting 500 in-school youth ages 14-16. The program provides day and residential college experiences for youth in the summer and year-round academic support and college exposure through partnerships between 12 colleges and universities and 12 local high schools during the school year.

All YCB partnerships provide 120 hours of college exposure and project-based, credit bearing academic skill building in the summer and 80 hours during the school year. Participants receive a stipend for their participation in the summer and incentives for year-round participation. Project-based learning is tied to career exploration so that youth learn about the world of work through an academic experience. For example, one of the twelve partnerships is between Bloomsburg University and Martin Luther King High School. Youth in this program produce two issues of a literary magazine, assuming total responsibility for every step of the process including: writing, solicitation and editing of submissions, layout design, and financial projections. At the same time, the program integrates career exploration through exposure to careers in journalism, public relations, publishing, writing and photography.

**Project CDA (Creating Dropout Alternatives)
Hayden, Idaho**

Contacts:

James Deffenbaugh
Executive Director
North Idaho Workforce Investment Board
11100 Airport Drive
Hayden, ID 83835
(208) 772-0584
(208) 772-6196 fax
Website: <http://www.sd271.k12.id.us/project/>

Model Practice:

Alternative school partnership with a Job Service Center for summer work experience

Program Description:

Project CDA (Creating Dropout Alternatives), an alternative secondary school, serves over 250 students in Coeur d'Alene, Idaho. Last summer, Project CDA staff teamed up with the local Job Service Center to offer an integrated summer work and learning project linked to year-round school-based activities. Using WIA youth funds, four youth along with their supervisor, produced a colorful tourist brochure, "A Walk About Coeur d'Alene: A Fun Fact-Filled Walking Tour of Coeur d'Alene." These youth visited area hotels, restaurants, campgrounds, and businesses to learn more about their community's history.

The partnership between Project CDA and the North Idaho Workforce Investment Board represents an innovative community partnership that brings together an alternative school with a local Job Service Center. Project CDA is a fully accredited, state-approved school that provides at-risk students with a variety of opportunities to learn life and employment skills, along with the core classes needed to earn their diploma. Students must meet the same graduation requirements as students in the regular high school program. However, Project CDA's individualized work program has proven to be effective in raising self-esteem within a strong professional-technical-oriented program of instruction. The Project CDA high school has received numerous awards and recognition for its exceptional programs and successes.

**In-School Consortium
Seattle, Washington**

Contacts:

Ms. Kris Stadelman
Chief Executive Officer
Seattle-King County Workforce Development Council
Market Place One, Suite 250
2003 Western Avenue
Seattle, WA 98121
(206) 448-0474
(206) 448-0484 fax

Model Practice:

Leveraging non-WIA resources and enhancing linkages and integration of summer employment opportunities to year-round youth services.

Program Description:

The In-School Consortium represents a significant shift from the stand-alone summer youth program of the past to a coordinated 12-18 month program where providers and appropriate school officials and faculty are in constant communication to meet the individual needs of participants. Integrated leadership development components are available to all interested youth under this component, including opportunities to be on an advisory board helping to structure and improve the program.

The umbrella organization for In-School Consortium is the City of Seattle Youth Employment Program, working with WIA-funded partners, Metrocenter YMCA and Center for Career Alternatives. These partners have also leveraged additional non-WIA-funded services through the Seattle Public School District. Youth may enter the in-school system at any point. Many enter during the summer, when they either need a job or additional education. There is a very large educational component to the program, and all youth work on basic skills, in addition to job placement in an area of interest. In-School Consortium service providers establish one-on-one contact with youth during the school year and maintain regular contact in the summer. These summer activities continue, in part, to provide activities that participants need to be successful in school. This includes continued contact with teachers, school counselors, parents or other appropriate adults.

Youth Council

Baltimore, Maryland

Contacts:

Karen Sitnick
WIA Director
Mayors Office of Employment Development
417 E. Fayette Street
Baltimore, Maryland 21201
410-396-1910

Alice Cole
Youth Administrator
Manager, School-to-Career Division
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Model Practice:

Effective Youth Council and linkage with One-Stop system.

Description:

The mission of the Baltimore Youth Council is to build a comprehensive system that will promote the opportunities for youth to acquire the necessary life skills, work exposure and work experiences to enable them to have productive careers and become responsible family members and citizens. The Baltimore Youth Council has expanded the scope and system building work started under the Department's Youth Opportunity Grant (YOG) for empowerment zone residents to other areas of the city. The Youth Council selected nine vendors to address academic, career awareness and placement activities for in school and at-risk out-of-school youth ages 14-21. A variety of vendors are involved including local community colleges, private sector businesses, and community and faith-based organizations.

A Youth Career Specialist works in each of the One-Stop Career Centers to provide assessments and make referrals to WIA-funded and non-WIA-funded youth services. During the period January 1st through June 30th, the nine vendors will provide motivational, GED and life skills classes coupled with paid internships, occupational skills training in A+ Computer Repair, GNA, Business Administration, Help Desk, Hospitality Services, Telecommunications, Manufacturing, Biotechnology, Childcare, Information Technology, and Fiber Optics. Older youth who enroll at the One-Stop Career Centers will have access to job readiness training, skills training through Individual Training Accounts and customized training.

Out-of-School Youth Consortium Seattle, Washington

Contacts:

Ms. Kris Stadelman
Chief Executive Officer
Seattle-King County Workforce Development Council
Market Place One, Suite 250
2003 Western Avenue
Seattle, Washington 98121
(206) 448-0474
(206) 448-0484 fax

Model Practices:

Establishing partnerships and leveraging non-WIA funds to meet the needs of out-of-school youth, using One-Stop centers for youth services, and coordinating WIA formula youth programs and Youth Opportunity Grant (YOG) program.

Description:

The local Out-of-School Youth Consortium is managed by the King County Work Training Program, with six WIA-funded partners operating in a minimum of 14 locations. Programs include: learning centers with integrated case management/employment services; college campus-based vocational training with integrated case management/employment services, and other comprehensive services for more than 200 high school dropouts in Seattle and King County. These programs include an intensive introduction to the One-Stop system with the aid of an employment specialist. The Consortium goals include: opening up more opportunities for youth to move between appropriate services; increasing cost-effectiveness; and reducing competition/barriers among programs.

WIA-funded partners consist of the Center for Career Alternatives; Metrocenter YMCA; Safefutures; and Shoreline Community College. The Out-of-School Consortium has developed a system-wide intake and referral process. Additionally, local efforts include sustaining the existing network of learning centers in collaboration with Seattle YOG, plus starting a new learning center in partnership with Shoreline Community College to be located at the Worksource North One-Stop Center.

The local learning centers maximize WIA resources by matching them on a three-to-one basis with leveraged non-WIA funds. Services are designed to complement the YOG and focus on youth who live outside of the YOG target community. This focus will help create a regional system of services for out-of-school youth by creating a shared vision and plan with youth development providers; filling gaps in the system by maximizing leveraged resources; and creating one streamlined system of youth services. The Consortium has leveraged resources in combination with WIA-funded services to provide the ten program elements required under WIA.

Academic Youth Employment Program Yakima, Washington

Contact:

Patrick Baldoz
Tri-Valley Workforce Development Council
120 South Third Street, Suite 120-A
Yakima, Washington 98901
(509) 574-1950
(509) 574-1951 FAX

Model Practices:

Effective model of linking summer employment component to year-round services.

Description:

The Academic Youth Employment Program provided an enhanced array of services for their summer employment program and strengthened their linkage to year-round activities. For the summer employment opportunities component, the Academic Youth Employment Program collaborated with eight school districts to identify youth who had dropped out, were credit deficient, and/or basic skills deficient. These youth were provided a seven-week opportunity to attend classroom instruction for 3½ hours per day and a work-based learning opportunity for 4½ hours per day. Through classroom and hands-on experience, participants develop leadership and team building skills, increase their math and reading skills, gain academic credit needed for graduation requirements, and develop life skills for successful employment. The work-based learning activities allowed youth to explore career opportunities in their field of interest with both the private and public sector. Additional service provided to participants included comprehensive guidance and mentoring. The youth also participated in community service activities, participants were able to increase their self-esteem and sense of community, and to celebrate diversity.

The Academic Youth Employment Program allowed participants the opportunity to increase their academic skills, retrieve credits, and return to school on target for graduation. It also provided the foundation for participants to continue with year-round activities. Through comprehensive guidance and counseling, participants identified both short-term and long-term career interests and individual needs. Case managers meet with parents and adult mentors to ensure that the youth continue to receive the support and encouragement they need to achieve their goals. In addition to year-round services to address academic and employment needs/goals, participants continue to receive comprehensive guidance and participate in mentoring and community service activities.