**WorkforceGPS**

**Transcript of Webinar**

**Coming Together at the Table: The Power of Youth Committees to Convene, Coordinate and Collectively Impact Youth Lives**

**Wednesday, October 25, 2017**

*Transcript by*

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JONATHAN VEHLOW: Again, if you haven't already done so, if you're just joining us, please introduce yourself in that welcome chat. We'll have that chat up throughout today's webinar where you can type in your questions or comments at any time. Welcome to "Coming Together at the Table: The Power of Youth Committees to Convene, Coordinate and Collectively Impact Youth Lives."

So without further ado, I'd like to turn things over to our moderator today, LaSharn Youngblood, moderator for Workforce Specialist Division of Youth Services. LaSharn?

LASHARN YOUNGBLOOD: Good morning everyone. I'm happy to be with you and thank you for joining our webinar on Coming Together at the Table. We appreciate your being here. We have a very interactive session designed for you today. This is not our usual webinar.

We hope that you are very participatory and we look forward to you engaging us with information from the polling portions and also we encourage you to be very interactive. We'd like to listen and learn from you.

We have a very comprehensive session for you today with persons represented from around the country who will speak with you regarding our successful youth committees. Our presenters for today are Ms. Jenny Rietmann, regional youth programs coordinator, Workforce Development, Inc., Rochester, Minnesota; Ms. Kimberly McCaffrey, manager of youth system, Philadelphia Works, Inc, Philadelphia, Pennsylvania; Ms. Gabriela Goetz, youth program manager, South Bay One-Stop Business and Career Center, Hawthorne, California; Ms. Jessica Ku Kim, special projects development manager, South Bay Workforce Investment Board, Inc, Hawthorne, California. And you will learn more about these presenters later on in our webinar.

Our objective for today is to share with peers about the WIOA implementation progress and how service delivery has changed. You'll hear from local youth committee leaders about their work underway and how they have overcome challenges to ensure their committee remains successful. Thirdly, we're planning to share with you tools and resources that can be helpful as you build your strong youth committees across the country.

MAISHA MEMINGER: OK. LaSharn, this is Maisha Meminger. Good morning. I'm going to be helping LaSharn with the polling and the chat features this morning. So we wanted to hear from you on polling question, what is your role in the workforce system? Who do we have on here?

Do we know where you're located? The name of your organization? So we just want to know what exactly is your role in the Workforce Systems, OK? We have a lot of Workforce Systems staff, a few educational providers, a few one employer and that's exciting, a youth provider, that's great.

I know if you're in a room full of people, you can only select one, so select the best one that represents you guys. OK. We have a few committee chairs or members, so great. We have a mixed bag, but primarily your Workforce System staff or youth providers.

Great. So we know who our audience is and we'll make sure that we address your questions accordingly. Thank you so much for that, John.

We have another polling question for you as we move forward. We would like to know, did your committee – does your local area have a youth committee or did you transfer your council over to committee or whatever you want to call it, did you keep your committee? So let's see what we have.

Oh, we have about 600 people online and I'm seeing those come in that you guys – most of you guys kept your committee. Oh, great. OK. So keep voting for us on this. We want to see a couple more votes come in, possibly. OK. So about 70 or so, almost 70 percent chose to keep their youth committee.

That's really wonderful; because we want to make sure that we share those best practices with each other today. We're really looking forward to your interaction with us via the chat and via the polling.

So we do have a chat that's coming up right now as a follow up to this question and we again wanted to know – you guys have told us where you're located, but we want to know how long has your youth committee been operational?

So if you could put your name, your location and how long your youth committee has been operational – 17 years, that would be great. So we're starting a chat now with you guys and I'm calling folks out as I see them.

I see you – (inaudible) – 17 years, that's great. I don't know where you're located, but it would be great to know where you guys are located. So if we get a feel for who we have with us in the audience, so people are typing. OK. Kansas City, you have a one year youth committee, that's great.

So most of you guys I'm seeing coming in with like over 10 years of experience in the youth committee world. I see Melissa from KansasWorks, you have about two years. So we have folks that are either very fairly new with their youth committee or youth council that has been grandfathered into youth committee, but a lot of you guys look like you have 20+ years having a youth council, youth committee or 10 years-plus.

And so we have a mixed bag of the new as well as the seasoned, and of course Jackie is letting us know there's no youth committee where she's located. Again, we have a mixed bag, so hopefully for those who don't have a youth committee, you can learn about possibly revitalizing yours or starting one for yourself or if you have a youth committee, how to strengthen it.

So that's great. We're actually going to move – I'm going to hand it back to LaSharn. She's going to tell you what is a youth committee. We're going to assume that everybody on this phone call may not know what a youth committee is and for those who do know very well what the youth committee is, you're going to get a refresher for the next couple of minutes. Go ahead, LaSharn.

MS. YOUNGBLOOD: Since most of you have identified that you are familiar with the role of a youth committee, this is just a refresher. The youth committee can provide information and assist with planning, operation and other issues related to the provision of youth services.

In the legislation, WIOA eliminates the requirements for local boards to establish a youth committee, although the board has the option of establishing a standing youth committee which also fulfills the role for operational planning and oversight for the committee.

The local board can designate an existing youth council if it fulfills the requirement of the youth committee and the board has the rights to not establish a youth committee and instead fulfill the oversight responsibility roles itself.

The department has issued in its final regulations information that expounds on the role of the youth committee and that can be found at 20 CFR 681.100 and that tells you what the standing committee can do, includes on the board who chairs the committee and also what the responsibilities are.

The department has provided guidance, which further expounds on the role of the youth committee and its membership and those can be found in highlights in our TEGL, TEGL 8-15 and TEGL 23-14. Again, these are guidance that have been put out by the Department of Labor to provide further information on youth committees and the role of the youth committee.

What are critical activities for youth committees? Critical activities that the local board can take on is there should be a formal relationship with the board. The committee should be having a community awareness and demonstrate leadership.

The committee can address key development, education and employment issues, facilitate coordination of youth activities, influence and leverage other community youth funds and services and engage and partner with the business community.

The youth committee should take action. The following actions should be taken. Assemble key players, make the youth community a decision making body, conduct asset mapping and forge linkages among member representatives who have special interests or expertise in youth policy.

Lastly, one of the key factors is there should be organization and input from employers in your community. Key players and action. We just spoke about the importance of key players. The key players are your community based partners, employers and education officials. So the community based partners, they provide outreach. They provide linkages to youth to learning, community service.

They link youth to supportive services and most importantly, they can connect youth to jobs with career potential. For the employer partners, it's important for employers to join your youth committee, form a network of employers and make jobs accessible. Thirdly, a key player is your education officials who can encourage flexible learning options, expand dropout prevention and connect youth with post-secondary systems.

MS. MEMINGER: So I think you can see I love youth committees. I think they're great. So I'm going to ask the question out there to the world that I'm going to ask our colleagues who are going to be presenting for us who are with us today is why did you keep your youth committee? You had the option not to keep your youth committees, right, LaSharn, with WIOA.

You didn't have to keep your youth committee, but some folks – many of you guys on the line, about 70 percent of you, chose to keep your youth committee, so we're actually going to ask our presenters to share with us why they keep their youth committees and we're going to start off with our colleague from Philadelphia, Pennsylvania, Kim. Are you on with me?

KIMBERLY MCCAFFREY: Yes. I am.

MS. MEMINGER: So, Kim, tell me a little bit about why you kept your youth committee. Give us a little history about your committee and what you guys are doing there in Philadelphia.

MS. MCCAFFREY: Sounds good. So I know that we have a lot of people from across the country on the line and so just want to be able to provide a little bit of background about Philadelphia.

So of course we're in the southeast corner of Pennsylvania, surrounded by New York, West Virginia, Maryland and Delaware and New Jersey and so we definitely see a mix of people here in the city.

We have quite a bit of an interesting youth population here. So over 240,000 youth and young adults between the ages of 16 to 24 are disconnected and so we end up serving about 10,000 of those youth in either year round or summer programming. So just wanted to provide some of this information for folks for future reference. If you want to go to the next slide for me.

I also provided our actual Workforce breakdown. So in the blue is going to be our governments and admin. What we're going to talk about specifically today is what's circled, our Youth Standing Committee.

In the white is going to be our service delivery partners, so those are going to be the competitively procured providers that do direct service to our youth and young adults and adults here in the area.

If you go to the next slide for me, this really lays out our history. So as some other folks have said, we've had a youth committee or a youth council really since the start of the Workforce Investment Act and in 2008, under our local administration, under Mayor Nutter, we made a transition to actually call that group the Philadelphia Council for College and Career Success.

Then with the change in regulation, as LaSharn mentioned, the regulation didn't require to keep a youth council, but because our city locally really looked at that committee as a guiding force in what we were doing in youth workforce development, we decided to keep it. But also, our state of Pennsylvania identified in its combined state plan for WIOA that these groups were going to be required.

So across the commonwealth of Pennsylvania, youth committees are still in existence. Recently, in just the past few months, the Philadelphia Council for College and Career Success actually transitioned to the Youth Standing Committee and I'll talk a little bit more about why that happened in future slides, but ultimately you can see the transition of what's happened for this group in terms of title and then we'll talk a little bit more about who has been a part of that group.

If you could go to the next slide for me. So then why establish a youth committee, right? Ultimately, this is a great way to help provide oversight to the programs that you have happening to make sure that you're aligning multiple different systems and so want to make sure that you've got the right people at the table in terms of education, employers, workforce, and really have a way that you're providing access to youth and young adults that makes sense and is easy and accessible for them.

And so through having a Youth Standing Committee, you're able to really affect what's happening in direct service and then make sure that you're continuously looking at that progress, continuously looking at performance outcomes and all these different ways to really affect collaboration across sector partners.

MS. MEMINGER: Thank you so much, Kimberly. It's so wonderful to hear from you. And we appreciate you giving us that history. Now I'm going to go clear across the country to California. We have Jessica Ku Kim and Gabby Goetz, who's going to share with us about what's going on in South Bay area, which takes up a lot of space.

They're going to share some demographics all the way in California, so you guys with us today?

JESSICA KU KIM: We are. Thank you.

GABBY GOETZ: Yes, we are.

MS. MEMINGER: Awesome. So I'm going to move to the next slide and of course let me know when I need to progress.

MS. KIM: Sure.

MS. GOETZ: Hi, good morning. Thank you. For South Bay Workforce Investment Board, we cover 11 cities in the South Bay area and if you're not familiar, South Bay area in California is in the Los Angeles County.

So if you look at this map, we service the cities up north from Englewood all the way down south to Alameda and then over to the east Carson and then on the west side, Santa Monica and some of the beach cities, Manhattan, Hermosa and Redondo.

Next slide, please. We wanted to just give you an insight about who our stakeholders are for the 11 cities. We work with 10 school districts and LAUSD – or Los Angeles Unified School District – actually covers two of our cities.

So we have all of them sit on our board as well as other organizations such as the regional occupational centers, South Bay adult schools, the community colleges, Youth Build, of course, our partner – (inaudible) – centers, charter schools and CBOs that help us with homeless and just juvenile justice services as well as youth with disabilities.

Next slide, please. And so why did we keep our committee? One of the things we feel that our committee does is it keeps us communicating. It keeps us collaborating and so what we wanted to do is South Bay – (inaudible) – had a robust youth council for many, many years in the WIA era.

And so we wanted to keep that. We asked our council, we asked them, you know, do you guys want to keep it? Do you see a value added? And of course they all said yes, so we have again our partners from superintendents to – from all the school districts I mentioned earlier.

We have our partners from Youth Build and Job Corps and many other partners who sit around the table. For us, it was just an easy transition that helped us continue to leverage funds, continue to help us recruit the WIOA youth and also it didn't require much for us.

The youth committee requires one board member officially on the committee and so we had many of them who weren't, so that was an easy transition for us. Next slide, please.

MS. KIM: So and then as Gabby mentioned, we have a lot of diversity within the region. So there's a lot of socioeconomic diversity, so we're right next door to the Los Angeles International Airport, if that helps bring context to folks. We have our affluent beach cities. We have our low income neighborhoods.

And so the needs of youth within our community can differ from one mile to the next. As an example, our school districts have different needs. One of our school districts has an 84.5 percent population of English language learners, foster youth and eligible free and reduced priced meals for their students while the neighboring school district is 15.3 percent.

So within the diversity in our region, there are a lot of dynamic needs and we want to be responsive to it and our youth committee and having all the stakeholders allows us to be aware and to respond. The racial diversity within our region is large.

As many are familiar, Los Angeles is a very diverse county and city and so we find that within, again, from one city to the next, that there's a lot of racial diversity and we have 11 cities, which means we have 11 sets of government officials and their priorities of which we want to be responsive to.

And so their participation and their school district participations on our youth committees allows us to be responsive to their diverse needs. Next slide.

And for us, similar to other folks, it did start with our youth council. We had mandated, we responded and then our membership really included what was recommended, but we did add our school districts and we have found a lot of great value to it, even with the transition out of the in school focus into the out of school focus. Next slide.

MS. MEMINGER: Awesome. Thank you so much. So we are traveling from east coast to west coast and then we hit the heartland with southeast Minnesota. We have Jenny. Jenny, are you with me?

JENNY RIETMANN: Yes.

MS. MEMINGER: Awesome. So you're going to help me progress your slides by letting me know, but we're going to learn a little bit about what Minnesota and southeast Minnesota is doing with us.

MS. RIETMANN: All right, well good morning. Our very small, very rural board in Southeast Minnesota includes 10 counties and in those 10 counties, we do have 43 school districts, various colleges and universities and multiple community based organizations. Rochester, Minnesota is sort of our hub. It's right in the middle of our region and has just over 100,000 individuals.

Rochester is also unique in that it's known for having one of the largest number of non-profit organizations that serve youth compared to cities of similar size. The rest of our region is very rural. Our board has – and our board also has the goal of providing services and expertise to two different customers. We really focus on employers and the job seekers and serving as the connecting link between the two.

Go to the next slide. And this slide shows the southeast Minnesota Workforce Development Board committee structure. The board is broken into various subcommittees, the first of which is our sector committees and that's on the left hand side. I'm not sure how well you can all see that, but they're in the blue there.

And these are focused on the sector industries in our region. I guess kind of the key sector industries in our region. And then the task force is on the right in the red. Address issues that are specific to the population served in our region and their specific challenges.

So board members on our board actually meet bimonthly with each of these groups, so it gives them the dual opportunity to develop sector specific initiatives and career pathways while at the same time tackling equity and barriers to employment specific to the populations we serve on the other committees.

Can change the slide there. All right, the history of our youth council of southeast Minnesota actually pre-dates WIA. In the early 1990s, there was kind of a lot going on with youth programming in our region and it centered on initiatives such as the school to work program, campus connection programs and our board was actually part of the creation of one of the first alternative learning centers in the area.

Individuals involved in these initiatives found a need to develop a subcommittee of the workforce development board to address youth issues specifically and therefore our youth council as created.

This was all sort of before my time, but I was here with WIA and then moving into WIOA legislation and our workforce development board really valued the committee and supported the continuation of the committee.

One thing that's unique about our youth committee is that throughout our history, the committee has served as an advisory board at all times, but is also served as a programming board at times. Basically what I mean by this is that there's been a large – whenever there's been a large regional development or programming, the committee has that time taking the steering wheel and become the deliverers of that.

So one example is when we were part of the formation of that ALC. So they really take kind of the bull by the horns and they're not afraid to jump in and make things happen as well. Another reason that we have continued with the youth council is regional planning efforts, developing a process for – (inaudible) – funding and avoiding duplication of services.

With such a large region and a diverse region, it's important to stay connected and we all need more resources, so the more we can collaborate, the more effective we can be.

Change the slide, please. All right, I'm going to turn this over to Jeff Custer and he is our chair of the youth advisory council, to talk a little bit about our deliverables.

JEFF CUSTER: Thank you, Jenny. This morning we wanted to share our 2016-2017 work plan with the group. We are also working on revising it for our 2017-18 fiscal year, but it's going to be largely like what you see on the screen.

We have done a number of different things, primarily in the last couple of years making sure that we're compliant with the new WIOA standards, especially around serving 75 percent of out of school youth. You can see in point number two, one of the things we've focused on is trying to recruit board members, schools, employers, a lot of the partners in the region to do that.

The other thing that we've worked on is trying to figure out where are the youth that are out of school? How do we connect with them? Get them plugged into our programs so that we can have them partner up with board members and employers in the area?

As Jenny said, we have also tried to be very strong in engaging employers and you can see some of the things we've worked on are internships and trying to build those programs across the region. One specific thing that you'll see in point number four is the step up program that was begun in the city of Minneapolis and we're trying to replicate that throughout our region, providing summer internships paid for youth in the region.

Another thing I'd just highlight for you is that we continue, even though we're focusing more on out of school youth, we still want to maintain a strong partnership with the K-12 school system and we've also pursued other funds outside of the WIOA funds to help us continue to provide strong services in that area. Jenny, I'll turn it back to you.

MS. RIETMANN: OK. Next slide, please.

MS. MEMINGER: So at this time, I want to thank you guys in Minnesota as well. At this time, we're going to take some questions that we have received so far and direct them to some of our speakers since we have a little flexibility in time and I have a question from Ellen Anderson at Alexander, Minnesota.

She said, "I'm new to the area and would like to be a part of a youth committee. How do I find out if we have one? Does any of our presenters have a suggestion of how to find out where youth committees are?"

MS. KIM: Sure. This is Jessica. I would recommend going to your local Workforce Development board. I think if you're interested and you contact them, the youth committee should also be published meetings and so usually a Workforce Development board will list the upcoming meetings on their website and so you can always go and attend.

We have a public comments section at the beginning and end of each of our meetings and so you can go and attend and see if you like it and express interest.

MS. MEMINGER: Exactly. So this is a question, just talking about that right now to Kim and the rest of you. The local area – (inaudible) – meeting and that – who can actually attend those meetings. Again, how do you find out about your meetings? What's the best way to find out about your meetings and how to get involved with those meetings.

MS. MCCAFFREY: So this is Kim McCaffrey in Philadelphia. I would add on to what Jessica said. Typically, you should be posting those publicly.

Philadelphia posts them on our local Workforce Development board website and if we have provider staff that are interested in coming, technically they are public and so we would have a public portion at the beginning, but then in order to get through business items, so things like recommendations and votes for providers, reviewing performance, things that would be kept confidential to the Youth Standing Committee and the Philadelphia Workforce Development board members, the providers would be asked to leave that portion of the meeting.

MS. MEMINGER: OK. So I'm actually going to pick up from questions – the next set of questions in a second, because we're going to move to our next question for everybody else, our polling question. But as we do have some more questions, we're going to get to your questions, we promise you.

We want to hear about from you all who have a youth committee, what are some of your challenges? You can vote as many times as you want for different issues. What are some of your challenges with your youth committee?

We want to hear from you. You can vote on multiple issues or challenges, so we want to hear what you guys are doing out there in the field and what's kind of bugging you a little bit – keeping you up at night. And of course recruiting out of school youth. That's our number one, right? Where are the kids? We get that often up here.

Also coming in second is engaging businesses. That is a challenge as well as refining and retaining appropriate members, right? Sometimes you can get some members there and then they don't want to stay on for the term or they get busy and they can't stay on for the term of their membership.

So yes, we have a lot coming in around those three. LaSharn, do you see anything you want to bring up?

MS. YOUNGBLOOD: Finding enough organizations to deliver services, including work experiences.

MS. MEMINGER: Yeah. And that comes with the engaging of businesses, right? So kind of it's like a mixed bag. Awesome. So we hear you guys. Recruiting out of school youth, and we heard that yesterday when we had a Q&A session asking you what topics you wanted to hear about and of course engaging and retaining and recruiting out of school youth came up a lot.

So we hear you loud and clear and we're going to look forward to doing some additional TA on that throughout the year. Let's get onto asking our speakers, what were your challenges? You guys sound so awesome, but I'm sure you had some challenges when you guys were working together. I'm going to go, of course, to Kim in Philadelphia. Can you share with us your challenges, Kim? Kim?

MS. MCCAFFREY: Yep. I'm here. So I actually agree with some of the folks that have sent in questions, right? Provider input and engagement can be a difficult thing to manage with a youth standing committee, because ultimately the youth standing committee is there to support oversight and alignment with cross sector partners and so although the provider is so important, because they're working directly with the youth and young adult participants, it can get a little bit difficult to make sure that you're managing who is in the room and who's not in the room and what conversations are happening when.

Because you want to make sure that as a Workforce board or as employers or any role that you're holding in this space, that you're engaging with those folks, but it may not be the best space to be engaging with providers at your youth standing committee.

As we've transitioned here in the past six months, that's really the decision that we've made. So yes, we still continue to post our youth standing committee meetings and would welcome people to those public sessions, but to be honest, because we're engaging providers in a very different way, we don't see too many people coming to that public beginning session.

It really is our youth standing committee members and staff that are helping to facilitate that are getting us through those meetings and we're really staying on task in terms of talking about the issues at hand. In the previous years, as I talked about the Philadelphia Council for College and Career Success, we did have a very strict outline public versus business session.

So that would be – public would include providers and people funded by the system. Business would include only committee members and people that had a vote in items that were going through the committee and so it got a little bit harder to manage and definitely wasn't making sense, like I said, in just how we were engaging with that population.

Then as others had said, just making sure that we're keeping people connected who you do have on your committees. Saw a question come through, our committee meets quarterly and then those that are also on the Philadelphia Works board meet quarterly.

And so we want to make sure that we're being intentional with people's time and making sure that we have meetings as needed, that we're getting through administrative processes. So our youth standing committee approves recommendations for awards, contract renewals. They review performance of current providers and things like that, and so trying not to move that median around too much, but making sure that we're still in timelines for other things that are happening.

You can go ahead to the next.

MS. MEMINGER: Thanks so much. Yes, thanks so much, Kim, for sharing your challenges. We're going to go to South Bay, California. Let us know what your challenges are or were or what you're working through.

MS. KIM: Sure. For us, we have a youth member as a part of our youth committee and so there is a rotation in the sense that once they get ready to graduate, then sometimes they move out of the area and so then we are seeking to find a new youth member to bring on board.

So there are those concerns and generally speaking, some of our board has thought, why don't we get a freshman and keep with them? So there is that notion and there's also the notion of having a high school junior or senior who is getting ready to transition and really understanding those needs and focusing on that since then they will be out of school if they do not continue to be in school.

So there's conversations around that. And then we have our out of school youth party while trying to maintain our in school programs. As I mentioned, we have the superintendents on our committee and there is an in school focus, although we also do a lot of great things with foster youth and our probation youth and other out of school youth.

And so there is that balance that we're trying to strike and explaining the change in focus from WIA to WIOA and youth funding has helped the committee to get on board and to be supportive. There was also a question about all of our school districts. One, I guess, region has 32 districts and so we do include all of our school districts.

We also tend to invite and let the stakeholder decide if they do not want to participate, then they don't participate. And so we're of the mindset to ask widely. We don't mind having a little bit of a larger committee than other regions do and so we welcome having that diverse input and that diverse stakeholder – having the diverse stakeholders, because they are go to partners for youth services.

MS. MEMINGER: Thank you so much for that and thank you for taking care of that question for us. I appreciate that. Southeast Minnesota, please let us know what your challenges are.

MS. RIETMANN: Sure. So the youth committee challenges for southeast Minnesota, I guess the largest challenge for us with the transition to WIOA was simply to adjust the 75 percent out of school youth requirement and our group did give a lot of guidance and helped us develop strategies for this population.

We were actually successful in changing from serving 30 percent the year before it was implemented to serving 75 percent in the first year. So we're pretty proud of that and it was definitely in part to the help of our board and our youth council as well.

Besides this, business kind of went on as usual in terms of providing guidance to our youth programs from the youth council. The main challenges of the committee remain kind of unchanged since WIA as far as including having a large geographic region, very rural communities and real challenges such as transportation and housing.

Job availability is more related to transportation and housing, because we do have jobs, but where those jobs are located are not always where there is housing and transportation.

Consistent board involvement is another challenge. We also have youth involvement on our board, but also just with our regular board members and Workforce Development systems can be confusing and training and onboarding board members is kind of a continual and ongoing effort.

MS. MEMINGER: Those are challenges that a lot of people talked about having as well. Again, retaining, getting board members to stay on and be consistent with those meetings. So we started with the challenges first and now we want to talk about the strengths.

We're actually going to give our audience, the people that are a part of our community an opportunity to chat with us. We don't have a polling question. We want to hear from you all who have committees. What are some of your strengths? What do you think you do well in?

We'd love to hear from you, because we're going to probably try to tap into some of that energy as we do more technical assistance. We want to know what you guys are doing out there, so we're going to take a moment or two to get your feedback in the chat feature.

Hi Laurie, OK. Doing career exploration events, awesome. Yes, we know about those. We've heard about those. Lisa, active member participant, we need to know your secret, Lisa. What are you guys doing? Betsy, you talk about business and sector involvement. We want to know what your – we definitely want to hear from you, Betsy.

We're going to give you guys the opportunity to share your practices with us over the next couple of weeks. We want to hear these strengths. Keisha, you're letting us know you're keeping youth involved, in school youth engaged. That's important. Even though we're struggling with out of school youth, our in school youth are part of the process.

Actively, VJ, like to talk about actively involving and serving youth in your community. Yes. Betsy, you work with Jenny, see? Anybody else with thoughts on some things you see? LaSharn?

MS. YOUNGBLOOD: When they have a state youth council.

MS. MEMINGER: They have a state youth council.

MS. YOUNGBLOOD: In Colorado.

MS. MEMINGER: In Colorado, OK. Core membership, – (inaudible) – you have dedicated core membership that's been there for years. Stacey, you're sharing with us that you have successful partnerships and we, again, if you all have one pagers, best practices, step by steps, checklists, podcasts, PowerPoints that you guys are using, we definitely want it and we want to share with the community what you guy are doing, because these are areas that other folks are having challenges in.

But you guys are having successes in it. I'm going to take a couple more. Sarah, you're telling us that you guys have a good reputation. There's a question on the table about how do you tack in, how do you sell the council? How do you get members? And you have a good reputation so people may want to be a part of your committee.

OK, great. Thank you guys. Keep those coming in. Keep talking, because we're going to hear from Kimberly now about what is Philadelphia's strengths. So keep on typing, you guys. Go ahead, Kimberly, let us know.

MS. MCCAFFREY: All right. Sounds good. So in Philadelphia, our biggest strength is going to be the mix of partners that are at the table. We work with some really great businesses, our city and then of course the school district here. They all come to the table at the youth standing committee.

I would say I agree with some of the folks that are typing in. What's great is that we have the Philadelphia Council of AFL CIO, which is our union representatives and then Citizen's Bank co-chair this council and so we are really being led by employer efforts at the front and we are following behind to make sure that we're ensuring that our youth and young adults are getting their needs met through programming.

But I would say in terms of getting people to the table and interested in being a part of this committee, the mayor here in Philadelphia has really committed to opportunity use and has called out our population as a big, big target for employment and education connection. And so that has led to a trickle down in interest and support and people trying to get involved and be a part of that conversation and how can they help and how can they support.

So ultimately, really just making sure that we have the right people at the table, like I talked about earlier. We have just recently gone through a pretty big transition, so I saw some folks ask about how many people. These are the organizations we have at the table.

It equates to 13 people that are actually on the council with about four staff that help to facilitate between the Philadelphia Youth Network and Philadelphia Works, and so we really help to convene and then orient as some other folks have talked about, making sure that the people that are part of this group know what the system is, what the services are, what the programs are, because our group actually does oversee and monitor more than just the WIOA youth programs.

They actually are well versed in our TANF youth development programs and special initiative, special funding that comes directly from the Department of Labor or from our Pennsylvania Department of Labor and Industry. You can go to the next slide for me.

So know that, like I was talking about, this council really helps to provide efficient citywide coordination of education and workforce. I think a lot of us that are Workforce staff or employers can really identify with, right, this chicken or the egg.

I need the education, but I also need to work or to be connected to employment and how do we make these systems talk to each other in a way that potentially they can happen at the same time or we're providing similar supports or similar processes so that these things are accessible to all of our young people.

The youth standing committee really provides an opportunity for us to create and develop and oversee those streamline processes and then of course it provides an intentional engagement for other city collaboratives. So we run a collaborative called Project U-Turn that the Philadelphia Youth Network manages and oversees that and helps to prevent dropout here in the city of Philadelphia and is really looking at making sure that our young people are getting that high school equivalency.

And so through our youth standing committee, we're able to make sure that we're staying in alignment with that city collaborative as well and other city collaboratives that are happening. Then of course making sure that we're holding our providers and our young people accountable for what's happening in the public workforce system and then knowledge of youth and young adult services.

When you bring a bunch of different people together, you get to learn about not just what's being funded by the public workforce system, but what other services are out there so that we can leverage different programming and different opportunities and resources that are available.

And so really I would say in terms of recruitment, for us at least, in a bigger urban city, having our mayor on board and really seeing this as a need and a necessity has been our biggest driving force.

MS. MEMINGER: Awesome, Kim, and I just want to say that you talked about the number of members on your committee. Just to clarify, LaSharn, do you want to clarify for everyone that?

MS. YOUNGBLOOD: Yeah. One of our questions is that regarding – someone has asked how many members are on the youth committee. The act and regulations provide information that identifies the suggested member composition for a youth committee, however, the local area has the flexibility in determining the exact number of members who are represented.

So there is no mandate for a specific number of members, although the act and regs do clarify the representatives and the bodies that we feel should be active participants on the youth committee.

MS. MEMINGER: Thank you so much, LaSharn. Thank you for that, Kim, and I appreciate that question. South Bay, you ready to tell us about your strengths over there in California?

MS. KIM: Sure. We broke it down into three areas. One being the full composition, the second being good meeting structure and the third being a strong partnership approach. So Gabby will kick it off on the next slide.

MS. GOETZ: Hi. So the next slide consists of – it gives you the composition that we have for 11 cities. You'll see representatives from the Chambers of Commerce for the 11 cities. We have some employers. We have Department of Rehabilitation.

Unions and apprenticeships, which are really, really important for some of the apprenticeship work and the career pathway work that we're doing that you'll hear about in a few. As Jessica said before, superintendents. We do have probation departments, behavior health services, police departments as well as our partners from Job Corp and Youth Build.

We also include a parent there who has been there for a few years and she brings an insight that only parents could, as far as what's going on in the community, what the issue that she's seeing, what the youth are struggling with as well as what Jessica mentioned as well. We do have a student representative.

The representative brings in the insight of the youth. What are the challenges that they're facing? Not to mention, again, we also have regional occupational centers, the EDD or employment development department, Housing Authority, and our board consists of 36 members and we do have our chair who is also a board member.

So it's a unique composition in which everyone is leveraging something at the table, which is what has been working for us as well. Next slide.

MS. KIM: In terms of the meeting structure formula, we do a youth activity performance report so the members can evaluate our performance, they can ask questions, they can see – they get a list of all the different programs and services that we as a board are making available in the community. We do updates on youth events, projects and grants, and so they get that information, they share theirs.

Our presidents and superintendents report, so the community colleges and each of the schools, we give them a very short amount of time, but enough time to talk about their resources and new things and make and draw the connections and make their requests for support, then of course the youth presentation.

So we let the experts talk about their experience and they get to make recommendations and so bullying became an issue in our region and so we recently did an anti-bullying campaign that was led by the leadership team at our teen centers. And so that's really important to us as well. Next slide.

And then our partnership approach. We truly believe in letting the experts be the experts, so when we think about our youth committee composition, we are thinking about the resources and expertise that they will bring to the table and we reinforce the value of the expertise when we apply for grants, when we have new programs, when we have questions and thoughts or new resources we go to them.

They're our first go-to partners. And as Gabby mentioned, we let the youth and parent tell their stories during our youth committee and then we provide resources. So when needs are identified in our youth committee, we prioritize those express needs and seek to quickly respond and fulfill those needs.

So it may be leveraging resources within the committee. It may be looking outside of it. One of the things in order for us to be effective in our partnership is that when needs are identified, we need to be able to quickly respond. We also think leadership needs to have a sense of humor, so meetings can get long.

We try to keep ours to an hour and we try to keep it moving and if we can provide food – of course not WIOA-funded – to provide snacks and things of that nature and kind of echoing what Kim said, you know, having a focus and a meaning is really important too.

We also have different committee meetings that focus on different things, so we try not to make our youth committee everything to everyone, but rather to focus on our youth committee needs because we do have our sector meetings, our policy meetings, our business and economic development meetings.

We really try to make this just youth centered and allow for the stakeholders to be engaged. Next slide.

MR. CUSTER: All right. This is Jeff. This is kind of hard to go third in this list, because I would tend to echo much of what was said of the previous set of slides. I would just highlight for our area, our youth council mimics our board in that we have about 60 percent private business involved, so I think it's a really important part of our program that we have strong employer involvement, bringing both large and small employers.

The largest employer in the state of Minnesota is the Mayo Clinic and they're very involved with our board and with our youth committee, but wouldn't want to leave out all the small employers in our region as well that may have one apprenticeship or one internship that they're able to offer for a person in their community and echo again, like the previous speaker said, strong involvement with K-12, higher ed.

I think it's very important that we get all partners at the table and we've found that that mix, especially with private business, the people who are going to be providing jobs for the youth, just end up bring critical for our success.

JARIANNA: My name is Jarianna. I'm a youth representative for our board and I just wanted to stress some of the great strengths of having a youth representative. It's the fact that you get the perspective of someone who was recently in school. I remember when I was 18 and I was staring across the table at about 15 people who haven't stepped into a school in almost 20 years and I was wondering how much their attitudes have changed as a whole since they were in school.

So we engage our youth representatives by requiring anyone who receives a scholarship to engage in a community leadership role. One of these options include being a youth representative on our board.

MS. KIM: Next slide.

MS. MEMINGER: Thank you for that. We are now – we're getting your questions. Please don't think that we are not seeing your questions. We're going to have a Q&A section. Some of them are the same questions, so just bear with us as we kind of go through these questions a little bit.

We have a chat for you guys. Employee engagement, for those who are successful or think are successful in employer engagement strategies, what are you doing? What do you think is working for you? Can you share some of your nuggets of success with us? We heard from our speaker that employer engagement is very important.

We heard from southeast Minnesota that 60 percent of their board are employers and so we know that employee engagement is important. Business relationships are important. So you guys are typing and we can't wait to hear your answers.

We do – while you guys are typing in, we're going to answer some of these quick questions. Any of our speakers, has any media outreach campaign been created to tap into those – to recruiting folks for your committee? Anybody can answer that. Any media outreach?

MS. MCCAFFREY: We haven't done that in Philadelphia.

MS. MEMINGER: OK.

MS. GOETZ: South Bay, we will do a lot of press releases for any new grants, new activities, new programs and success stories so that the community is aware and can then reach out to us to be involved.

MS. MEMINGER: OK. Great. So Laurie is sharing that a success of engaging employers is launching a local cable network television featuring a youth who has had experience with employment. Awesome. Always highlighting our young people is always a great opportunity for employers to feel that they are giving back to the community.

Having featured in the news, I'm hearing featured in newspapers and radios. So you guys are really highlighting getting quotes to the media, making sure that you're highlighting successes for young people in the community and LaSharn – (inaudible).

MS. YOUNGBLOOD: I see where youth committee was recently featured in state board newsletter, summer youth employment programs media campaign.

MS. MEMINGER: Yep. So media seems to be a big push here. Making sure you're highlighting that in public. Those are working for employer engagement. OK. So we're going to go to listen to our presenters and see what's working for them. You guys keep typing. We're going to be collecting all this information and, believe me, I know your names now, so I may be reaching out to you guys.

MS. YOUNGBLOOD: So next we'll hear from Kim.

MS. MCCAFFREY: Sounds good. So I'm not sure if folks are sick of me yet, talking about ongoing commitment, right? So one of the biggest things throughout my – all of my slides are going to be that our city as a whole or your area as a whole has to be on board with youth and young adult getting into the workforce.

So the commitment here in Philadelphia is really one of the things that has also allowed for employer engagement. Knowing that the commitment also to summer youth employment, so one of – what we would call an easy win here is that sometimes for employers just getting their toe in the water and really getting them engaged with Workforce Development.

Summer jobs can often be that first step and so the commitment to Work Ready Summer, which is our summer youth employment program here in Philadelphia, managed by the Philadelphia Youth Network.

Philadelphia Works, the local Workforce Development board, we are just one piece of the investment into that program. And so Work Ready Summer actually blends a bunch of different funding streams together to serve over 10,000 young people for six week summer jobs and employers here in our area, not just in Philadelphia, but also in the region, really understand that model and understand the return on investment and the need for summer work.

And so for us, building that foundation has really led to more opportunities for engagement. So you've got things like career exposure that people are talking about – internships, on the job training, ultimately permanent placement and then of course engaging in industry partnerships.

So you've got employers that are coming in and talking about Workforce Development and the public workforce system in different ways, in different aspects of not just working with youth and young adults, but working with the adult system as well and ultimately those of you who know me pretty well, my saying is always youth become adults.

So any work that we're putting toward the adult system ultimately is going to help our youth as well. But all these different opportunities, I often say that it's important to meet employers where they're at. So if they can provide career exposure and a summer job, awesome. Maybe next year they'll be able to provide a year round internship or on the job training that leads to placement.

We really will engage with an employer at any level that they're ready and they're able to and I think that's really the first step for anyone, no matter what area you're in. Really getting to know employers and working with them and understanding what their needs are.

MS. KIM: Great. At South Bay we utilize our local chambers and unions to help identify business needs and partnership with our businesses and so we also promote summer youth employment. We also work with one of our chambers to do an internship day that's city-wide. So we're a big proponent or work based learning and helping employers to meet their business needs.

We really ask employer centric questions. We're really, really big on creating programs and partnerships that are employer-centric. So we go to our employers and we talk about their pipeline development, their competencies that they're looking for, what current maybe high school internships or programs that they're supporting and we try to understand their needs and then bring the resources that our youth committee has to the table to layer it on top of what they are already doing.

We have found that businesses have been responding really positively to our employer centric outreach and as a result, we're doing a lot of things with pre-apprenticeships and apprenticeships that employers are at the helm of guiding and leading and deciding.

And so our committee members are the business champions to recruit other businesses. So our employers that are a part of our youth committee are talking about all the things that are available that they've found that they've invested that they've been able to incorporate into their business model and they share that with other businesses.

And so sometimes we'll go along with them to recruit other businesses or they'll do it on their own. We'll give them plenty of materials to be able to share about all the resources that are available through the youth committee and the Workforce Development board.

One example, in terms of being responsive to our committee, is that a couple years ago our employers expressed that they were getting folks coming to them who didn't quite have the interview skills that they were looking for or the resume. And so what we said was, great.

We put all of our employers into a room and said, tell us what you want. We combined that with research and developed Blueprint for Workplace Success 1, which is on the next slide, which focuses more on how to keep your workforce – I'm sorry, how to job search in the modern age of technology, how to do resume, interview skills, things of that nature and has widely been used throughout California.

Then a few years later, youth committee came back and said, great, we're getting folks with resumes and interview skills, but now we can't quite seem to get them to stay on the job. So we said great, and we tossed all the employers again into a room and said tell us what you want, combine that research and develop Blueprint 2, which focuses on job retention and advancement.

So skills to retain a job and stay on the job, things like cultural diversity, conflict on the job, how to manage conflict, speak well or sit down. So the importance of being able to write and rewrite and so that's 20 hours of training that's currently being administered through a lot of our paid work experience opportunities throughout Los Angeles County.

So it is one way that we were able to respond, and out of this also then came our next slide and I'll turn it over to Gabby as well.

MS. GOETZ: Sure. Thank you. So what we do every year – last year we had our 17th annual blueprint for workplace success job fair. What we do is we invite everyone who has been trained in Blueprint either one or two and we bring in employers from all of our 11 cities. Sometimes they're a little out of our 11 cities, because this job fair is open to the public.

But those who have been Blueprint trained are guarantee a one on one interview in the back. So we usually have – this picture that you're seeing is one of the sites. There's still a huge room in the back, plus a few smaller rooms on the side where the one on one interviews are conducted and so these youth come from 11 cities, some of which are high school students and this started 17 years ago as a result of declining funds for summer jobs.

And so what we did is we've just been growing our Blueprint Job Fair every year. Last year we had 960 students in attendance, more than 80 employers in attendance and out of that, 235 students got hired on the spot. The majority of those are individuals who have been Blueprint-trained and another 280 students were invited back to second interview.

Oftentimes some of the employers, they have to do – the youth have to do applications online and so they're not able to extend that invitation for employment the day of. So they have to bring them in, make sure they do the application online and that's when they get jobs after the job fair.

So this is something that we've done for the last 17 years and using some of our leverage funds and also our partners, we're able to provide transportation for the high schools that we work with and the adult schools and Job Corp that we work with and they're able to bus the youth over to the job fair.

The job fair takes place around – it's usually like a Tuesday or a Thursday and it takes place – starts at 10:00 a.m. and goes until about 1:00 or 2:00. And so for the employers, that's usually the best day for us to do a job fair and for the youth, the majority of our youth are in school youth, are in school. So we have to treat it as a career day for them and we work closely – that's where our relationship with the schools are very important.

So they're released from school for a couple of hours. They come in and hopefully find a job for the summer or after school.

MS. KIM: And so to piggyback on that, this is – the image is of just one of three major areas and so we stage rooms, private rooms for the employers to interview the students. So the students come knowing that actual jobs are available for them.

And this, as Gabby mentioned, is done in partnership with our youth committee and all the partners at the table and everyone participating. Other organizations coming to lend their staff time to support it and to help coordinate it. Next slide.

MR. CUSTER: All right. I just wanted to highlight what I think is a couple things that personally have been important to me as far as engaging employers, being a private employer involved in the Workforce board. I think the first thing is really employer education.

One of the things that we have noticed in our region is that in the next 10 years, we're expecting our population to increase by a net of eight people. Not 80 or 800, eight. I think it's critical as an employer to know that, be aware of that, because we have to retain the youth in our region.

We have to be working on developing the future workforce, the people that are already here if our businesses are going to remain vibrant in the community. And so there's multiple ways, as you can see on the slide, for employers to be involved and really to me, being involved should be a win-win for all the employers in our region.

You can see some of the things and some of the other speakers talked about some of those same type of things we do, but I wanted to highlight on that just personally I really got a lot of value out of, and that's participation in the selection of our tuition scholarships.

Over the past few years, we have provided a small amount of scholarships for people in the region and I've seen many of these sat on the review committees for the scholarship and you see people that have made poor choices in their life for one reason or another and they'll apply for the scholarship and it's sometimes very much a challenge to figure out who gets the scholarship.

But it's, to me, been one of the most enjoyable things in being involved in the Workforce board is getting a thank you letter at the end of some student's successful education that they say had made these poor choices, but not look at me. I've got this job. I'm contributing in the community.

And we can look at lots of statistics and they're all fine. I get all that. But there's nothing like being an employer seeing that what we've done as part of a Workforce board really changed that person's life. Next slide, please.

MS. MEMINGER: Thank you so much. So for the sake of time, we're going to move on to some more strategies and we're going to let – open up the chat anyways for our guests who put in their strategies for a leveraging community resource, but Kim, I'm going to go straight to you as our colleagues type in their successes around community resource leveraging and let Philadelphia share with us what has worked for them.

MS. MCCAFFREY: Sounds good. So again, with having different people at the table with the youth standing committee, that really allows for different resources and partner connections to take place, because if you have 13 different people, 12 different organizations at the table, then you're also bringing their connections and their partners and providing opportunities to really streamline and connect different things that are happening throughout your region or throughout your city.

And so it really provides an opportunity to communicate and talk about, OK, well, I have this program that's happening for summer youth employment. But we also have this program that's happening for summer youth employment and really finding a way, I think, for us here in Philadelphia over the past several years, we've locked down one application process for our whole WorkReady Summer portfolio.

And so no matter how a youth is potentially funded in terms of their wage and participation or the staff and admin portion, a youth is going to go through the same enrollment process to get connected to that opportunity and that's something that really, through partners at the Philadelphia Youth Network and then also through the youth standing committee that was able to be established through really working through some of those harder conversations of what needs – what are required for certain things, what's not required and how do we get to this accessible process for the youth?

And so really being able to leverage who's at the table to make decisions and get to the outcomes that we're looking for. I think through leveraging those partnerships you're able to make the system move forward and help young people get connected to education and employment.

MS. KIM: For South Bay, we've had longstanding relationships with many of our committee members and our members serve as the go to partners. So again, let the experts be the experts. It would be disheartening for our committee members to have a supply for reentry grant and we have our reentry partners and we don't go to them for their expertise and to bring them on as a partner.

So we really value them and demonstrate that through our actions. Most importantly is the notion of career pathways and work based learning. And so our committee members have been instrumental for us to develop some of these really dynamic, clear pathways that meets the needs of businesses in our region, our participants and all of our partners. So some of them are like our Bridge to Work that we do in manufacturing with probation youth, foster youth and construction career pathways.

We support a lot of our school districts in their dynamic career pathways. What we have found is that if we only focus on out of school and weren't aware of what's going on in our in school, attracting our out of school youth who have dropped out of school to go back to school would be harder, because a lot of our school districts are doing really great things with different academies that are very exciting with work-based learning – (inaudible) – learning.

So we support those efforts and highlight those for youth that we connect who are out of school, but may be interested in construction and a particular school district may have a construction pathway. Then we want to connect those resources.

We also do South Bay Promise, which is big here in California and across the nation to ensure that, especially in our lower income neighborhoods, that students are applying for schools and applying for post-secondary education into our local community colleges and through participating, they are then guaranteed entrance into a local university.

For us, it's El Camino College and then onto Cal State University Dominguez Hills and then our YouthBuild program and our Aero-Flex Pre-Apprenticeship, which I'm going to show on the next slide. So one of our employers, Northrop Grumman, had come to us and said they have this youth centered program, they're looking for additional resources, and so what we did was we developed a pre-apprenticeship.

We went after funding, had all these partners, eventually got all of these eight employers on board who are at the core center. They get to approve. They decide the structure. They decide the training. They decide the students. They decide out of school youth, the reentry folks, whoever it may be that they are going to be placing into their program.

And so the next slide, which shows the traditional career pathway for a student where you have K-12, maybe there's training through a Workforce Development board and our AJCs, community college, maybe onto the university and then employed.

And what we did was we focused on layering on top of that a pre-apprenticeship and an apprenticeship in response to the employer needs and as a part of that, then we also increased the pipeline of qualified employees that are going to be the employers, their strategic and seamless industry and education engagement and we get to increased work based learning for all within our entire region and support learning and opportunities, which is so important, especially in the field of advanced manufacturing and engineering.

And so this is something that came in response to employer needs, their desires, our youth committee, that kind of propelled it and we've been working with certain members on this for over two years now. Next slide.

MS. MEMINGER: Minnesota, we see you guys have a lot to share. Can we – we want to make sure we're good on time to talk about youth engagement.

MS. RIETMANN: Yeah. I'll be – (inaudible).

MS. MEMINGER: Yes. Thank you so much.

MS. RIETMANN: OK. So just a couple things I want to highlight here is identifying and promoting your value, being able to talk about what the value is of the committee and of the services, I guess.

As Jeff said, I always like to approach this as a win-win for the employers. Board involvement is not just a good deed for them to be a part of, but also helps their bottom dollar by developing their future workforce and being part of developing training programs that can benefit them. I always like to say find the rock stars in youth programming.

We do reach out to other community-based organizations to provide some of these members and really make things happen and then also providing training and remembering that employers don't always sort of live in our world with youth services and maybe not understand the challenges that youth and young adults face.

Things like mental health and criminal backgrounds and that sort of thing. So the more information you can share with board members and employers on the various challenges helps them become more engaged and comfortable with the discussion topics.

The next several slides just kind of outline our way – I think the most successful way we've been able to engage employers and community organizations is in developing career pathways programming. There's several career pathways programs that we have in our region.

I'm just going to touch on one quickly and kind of skip over the other two and let our youth participant here talk a little bit about the next slide.

JARIANNA: So one way that we leverage community resources is by not actually offering everything that is listed on our roadmap out of our home office, but by partnering with many companies and community leaders to meet the rest of our youth needs.

Stuff that I'd just like to highlight is our financial literacy. We do a lot of helping youth with opening checking and savings accounts, figuring out how they're going to be paying for college, budgeting and then another thing that I really, really liked was our work experience and just getting these youth the experience that they need to get into the careers that they would like.

MS. RIETMANN: OK. Then the next couple slides just talk about a couple different career pathways program. On the Bridges to Healthcare, I guess the only thing I really want to touch on is that how important it is to have that private employer involvement as well as funding. So this particular employer in our region saw a need and came to us and we were able to develop a training program and that employer in particular is actually funding about 25 percent of that program.

And so I think if you can show what your value is and show what the impact that these programs can make and get that employer involvement, it's just key to the success.

The next slide also just shows another example of an apprenticeship program that was developed. Again, a number of employers who were passionate about marketing the great jobs available in their communities and developing training programs that could get youth into those positions and came together and helped develop this program. Next slide.

MS. MEMINGER: Thank you so much. So we're going to talk about service delivery, improvements of service delivery to out of school youth and we're going to again open up the chat for everybody to maybe put their best practices in it. But we're going to ask our speakers to, if they can speak quickly about out of school youth services.

We want to get to a couple of questions if we can and also talk to folks, if we can't get to your questions, where to send those to us. So thank you. Philadelphia.

MS. MCCAFFREY: All right, so I'm going to jump right in. So one of the big decisions that's come out of our youth standing committee is that we are going to utilize our WIOA investment to transition to serve all out of school youth. I know others across the country are making this decision as well.

We are currently in that transition over the next two years. We will be serving all out of school youth under WIOA. We currently serve a small portion of in school youth. We are working to transition them off of this investment, but we also utilize these other models of service via WIOA funding, TANF youth development funding and other Department of Labor funds, things like that.

And so ultimately, these are things that our youth standing committee have had input in, helped to oversee and really guide performance outcomes, measures, accountability, all that type of stuff. But it has really allowed for different ways of out of school youth to engage and then of course we've taken the opportunity, as others have talked about, to go after some funding and learn from pilot programming and take some different avenues and learn from that.

I'd be happy to talk with folks offline about that. Our contact information is a little bit further, so I'm not going to spend too much time there. Feel free to go to the next slide.

MS. MEMINGER: Thanks.

MS. GOETZ: For South Bay – (inaudible) –, our committee prioritizing using the Earn and Learn model as much as possible and we use that for both in school and out of school. You've heard us speak a little bit, Jessica and I, about career pathways.

We do – obviously with our four year plan, we've identified sectors and one of which is construction. Our construction sector is big in our area, because we have a football stadium being developed. We have a lot of stuff going on with Metro and a couple other construction work that's being done in our area.

And so that's one of the sectors that is booming in our site and so one of the things that we do is Career Pathways. We hopefully engage the youth not only in out of school youth, but also in school youth, who are interested in this field.

We do a bridge to work model where we also work with the local community college, which is El Camino, but also work with Department of Children and Family Services to engage youth in foster care.

We work with individuals from probation and we engage those hard to serve populations, because we know that some of these youth want to – they want to start a career. Sometimes they're not thinking about school and so that's where our pre-apprenticeship and apprenticeship models are good for them.

So if you go to the next slide, you heard Jessica speak about the Aero-Flex apprenticeship program. That's something that started two years ago, but it really took flight, I would say this year and it's growing and it's not just for college students, but also for those who are in school.

And so there's other things that we do that are – we have sector based orientations where individuals come in or info sessions. They come in and to hear about how they can get into a certain sector or a certain career. And so that can go for our medical field, our construction field, our IT field and so I believe that's been improving service delivery for our clients.

Then the last slide, we have, again, working really close with our partner organizations like YouthBuild, Job Corp, probation, Department of Rehab and all these so that way all these partners help us and have services to at risk populations.

Not only that, but they also help us co-case manage. I mean, a lot of you guys said you're having a problem recruiting some of the youth and of course we do as well, but leveraging these partners and their clients and you're able to co-case manage an individual.

They can be both in WIOA and part of YouthBuild. It can be WIOA and part of Department of Rehab. That way they have all around services from not just you, but also one of your partner agencies and that way you can keep that communication going and that person is receiving the services needed.

So that's what we call wraparound services, for both out of school and in school youth. I think that's it for South Bay. Next slide.

MS. RIETMANN: OK. I think a lot of our strategies are similar to the other regions and/or we have also covered them in other slides, so I think we can move on to the questions.

MS. MEMINGER: OK. Thank you so much. Thanks so much. So we're going to do a quick wrap up. LaSharn is going to wrap us up and we're going to get to some questions.

MS. YOUNGBLOOD: So for our webinar today, the lessons that we hope you have learned is that there is no single model for establishing a youth committee. There's no one size fits all. There's a need to increase awareness of important youth issues.

We hope we've shared with you today how to establish effective connections with partner agencies and that you've learned from our presenters information on leveraging resources and that various funding streams can help to maximize the impact of service delivery to youth. Also, some effective practices are setting policy and becoming architects of comprehensive Workforce Development systems and engaging family and youth is critical and a very important component of a youth committee's composition.

MS. MEMINGER: This slide will be available to you on – is available to you. There was a question on where to find some of the resources that we have to help you on your youth committees. Also, the hyperlink and the slide regarding the TEGLs is an active hyperlink. You can click on it and find those resources as well for you and your research as you prepare.

Just to give you guys a little update that we will be continuing TA for the rest of the year and expanding that. So we're going to be having a training in December on Title I and II and in January in coordination with National Mentoring Month, we will be having a mentoring webinar.

But we want to take some time to just – there were some questions about sharing agendas. People have asked about agendas and plans and where do you guys meet? And so if you want to share some of your resources, folks want to know where some youth agendas – what are some checklists? What are you using to engage young people?

You can submit your work on Workforce GPS. All of you are probably members. You can submit it via Workforce GPS or you can submit it on youth.services@dol.gov. I want to emphasize if we do not get to your question today, you can still send that question today to us at youth.services@dol.gov or send it to our presenters.

I'll give you their contact information shortly. Also, we have a discussion thread that's live right now on Workforce GPS that ask you what are your successes in your youth committees. If you're responding to that discussion thread, please let us know who you are, where you're located and also what your successes are. We want to start using these discussion threads as a way of sharing information.

So we're going to share some questions. We have a first question asking about mental health facilities. Are we engaging in our youth committees people who are working in the mental health field? Anybody can answer that question out of our speakers. OK.

So OK, there's nobody engaging mental health services, so that's something that you can do if you want to, in your youth committee. How many youth are on a youth committee? Can somebody answer that question out of our speakers? How many youth are you actually having on your youth committee?

MS. KIM: For South Bay, we actually have two youth or we try to have two youth. One for in school youth and one for out of school youth.

MS. MEMINGER: OK.

MS. RIETMANN: For southeast Minnesota, we have tried to have two as well. We've also tried to have a parent involvement in the past and it's something that we haven't been as successful with the last couple of years, but we are really hoping to reestablish that member as well.

MS. MEMINGER: OK. All right, thank you. I think there was a question about how do you – LaSharn, you take the next question. I'm trying to read that one.

MS. YOUNGBLOOD: Which one?

MS. MEMINGER: What are your thoughts about annual project or agenda items?

MS. YOUNGBLOOD: The next question is what are your thoughts about an annual project or agenda items for a youth council meeting such as building from previous meetings to reach certain outcomes at the end of the year is that too restrictive?

MS. MEMINGER: So being project based with your youth committee.

MS. RIETMANN: This is Jenny in Minnesota. I personally feel like that's a huge benefit to have project based goals and objectives. I think it helps keep members engaged and helps them feel like they're kind of a part of developing the greater good and developing programs that are self-sustaining. So I think that's absolutely a great idea.

MS. MEMINGER: Yes. We had a question about TANF. John, if you can scroll down there for us. Does TANF have a program that assists with in school, out of school youth? I guess I think somebody may have been talking about that in their presentation. I'm not sure.

MS. MCCAFFREY: Yeah, Maisha, so I actually started to try and look it up. So in Pennsylvania, there's a portion of TANF money that's designated for youth development. And so we do have programs under TANF that are specific for in school and out of school youth, but I'm not sure how many other states also do that.

MS. MEMINGER: OK. Awesome. So John, I'm going to ask you to go to the contact slide for our presenters. There's a couple more questions out here that are asking for resources. So if you can please – some people are asking for Blueprint tools. There's folks asking about learning about the 30 hour training. Please send that question to us at youth.services@dol.gov and we'll get that to you.

But also people are asking about Jenny's contact information, Kimberly's, here it is on the last slide. If you want to give them a direct ring, especially around – there was somebody who talked about the rural who really wanted to talk to Minnesota about the rural component. They wanted to have a more in depth conversation with Jenny.

Please contact them directly. They're here to help each other and hopefully let us know how those questions are going and how we can best assist you. We are at time. I'm so sorry. This was a really awesome webinar. I am so happy we did it. Hopefully you guys enjoyed the interaction.

As John's going to share with us, there's going to be a little evaluation afterwards. Let us know how we did and what other topics you're interested in and how the technology works for you.

So we look forward to seeing you guys a little bit this afternoon. We have another webinar coming up on performance at 2:30 Eastern Time and we want to thank Jenny, Kimberly, Jessica, Gabby, the board members, everybody who is with you guys.

You guys are awesome. If you guys would stay on the line for a little while longer, we're going to talk a little bit afterwards, but thanks so much and we'll see you guys at 2:30.

(END)