

Ohio



Youth Councils Under WIA

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Today's session . . .



- Youth councils under WIA have the potential to help communities engage and serve youth more effectively.
- As part of a local Workforce Investment Board, youth councils are assigned a key policy and decision-making function in the design, development, and provision of services to help youth achieve successful transitions to further education and employment.

Today's session . . .



- This session will help youth council members (and staff) understand their legislated role and responsibilities under WIA, as well as explore strategies for building a comprehensive youth development system.

The Challenge



- To move from a “maze” of programs and services to. . .
- A system of aligned, enhanced and improved youth services that are more closely coordinated, better utilized and more effective.

Opportunities



- Youth Councils provide a vehicle for leadership regarding:
 - WIA system requirements
 - Building a comprehensive youth development system
 - Advocacy for youth issues

Opportunities



■ Youth Development . . .

- Youth development is the process by which young people make the transition from childhood to adulthood.
- All youth have essential needs (employability, intellectual development, civic & social involvement, physical & mental health) that must be met if they are to make this transition successfully.

Opportunities



- Youth development is based on four principles:
 - Value the individual strengths of young people rather than focusing exclusively on their problems.
 - Give youth authentic opportunities to make meaningful contributions to their communities.
 - Provide all youth with caring adults who provide structure, accountability, and high expectations.
 - Address the needs of the whole young person.

Opportunities

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- Youth Council roles:
 - Statutory
 - Strategic





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- Mandated Responsibilities

Requirements



- The local Workforce Investment Board shall appoint a Youth Council . . .
 - as a subgroup of the Board.
 - in cooperation with the Chief Elected Official for the local area.

Membership



- Shall include:
 - WIB members with interest in youth policy.
 - Representatives of youth services agencies including juvenile justice and local law enforcement agencies.
 - Representatives of local public housing authorities.
 - Parents of eligible youth.
 - Individuals including former participants, and representatives of organizations with experience related to youth activities.
 - Job Corps representatives, as appropriate.
 - Others as agreed to by WIB Chair and CEO.

Membership:



- Youth Council members who are not also members of the WIB are:
 - voting members of the Youth Council, and
 - non-voting members of the Board.

Purpose



- To provide expertise in youth policy and assist the local board in:
 - Developing and recommending local youth employment and training policy and practice.
 - Broadening the youth employment and training focus in a community to incorporate a youth development perspective.
 - Establishing linkages with other organizations serving youth in the local area.
 - Taking into account a range of issues that can have an impact on the success of youth in the labor market.

Duties include:



- Developing portions of the local plan pertaining to eligible youth, as determined by the WIB chair.
- Recommending eligible providers of youth activities to be awarded grants or contracts on a competitive basis by the local board to carry out the youth activities, subject to WIB approval.
- Conducting oversight of with respect to the eligible providers of youth activities in the local area.
- Coordinating youth activities.
- Other duties as determined appropriate by WIB chair.

Subject to approval of the local board.



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What Youth Activities Are
We Coordinating?

Youth Activities



- Pre-enrollment Activities
 - Intake
 - Initial Assessment
 - Eligibility determination
- Framework Activities
 - Objective assessment.
 - Development of an Individualized Service Strategies.
- Case Management

And . . .

Youth Activities



■ Ten Required Program Elements

1. Tutoring, study skills training, and instruction, leading to completion of secondary school, including dropout prevention strategies.
2. Alternative secondary school services.
3. Summer employment opportunities directly linked to academic and occupational learning.
4. Paid and unpaid work experiences, including internships and job shadowing.
5. Occupational skill training.

Youth Activities



■ Ten Required Program Elements

6. Leadership development opportunities, which may include community service and peer-centered activities encouraging responsibility and other positive social behaviors.
7. Supportive services.
8. Adult mentoring.
9. Comprehensive guidance and counseling, including drug and alcohol abuse counseling and referral.
10. Follow-up services for 12 months.

Considerations . . .



- Youth councils coordinate pre-enrollment activities, framework activities, case management, and the 10 required program elements . . . but they can be provided in different ways.
 - Centralized vs. Decentralized
 - Specialized vs. Generalized
- Youth councils are required to issue requests for proposals (RFPs) to solicit competitive bids from vendors for program elements (except paid and unpaid work experience, supportive services, and follow-up services).



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- Strategic Role

Strategic Planning



- A strategic plan is a roadmap that determines where an organization is going, how it will get there, and how it will know whether it made it or not.

“If you don't know where you are going, how will you know when you get there?”

- Step One: Evaluating Local Data
 - Local Area Data:
 - Labor market information & demand occupation data
 - Available services and programs
 - High school graduation rates
 - Postsecondary training/education participation rates
 - Average earnings
 - Youth employment rates

Strategic Planning



- Step One: Evaluating Local Data
 - Local Youth Demographics :
 - Low income youth
 - Runaway and homeless youth
 - Teen birth rate
 - Migrant youth
 - Foster care youth
 - Youthful offenders
 - Youth perceptions of service providers, service availability, preferences for services, challenges

Strategic Planning



- Step Two: Identifying Outcomes and Outputs
 - Long-term outcomes define desired changes in the community or the system.
 - *“Increase employment opportunities in high-wage jobs.”*
 - Intermediate and short-term outcomes define desired changes in individuals.
 - *“Increase number of youth retaining employment.”*
 - *“Participant passes GED practice test.”*
 - Outputs provide evidence that the service has been provided.
 - *“Number of participants served.”*

Strategic Planning

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- Step Two: Identifying Outcomes and Outputs
 - Good Outcomes . . .
 - Communicate clearly
 - Well thought out
 - Positive - work toward goals, not away from problems
 - Negotiated, not imposed
 - Challenging
 - Flexible



- Step Three: Developing an Action Plan
 - Action Planning Steps
 - Select outcome to implement.
 - Determine who is responsible for each step.
 - Identify steps necessary to achieve the outcome.
 - Set a deadline for each step.

- Step Four: Developing an Evaluation Plan
 - Evaluation Planning Steps
 - Identify specific indicators of success.
 - *“Increase in average earnings for program participants.”*
 - Identify who is responsible for gathering information on each indicator of success.
 - Identify an appropriate source of information for each indicator of success.
 - Determine an appropriate time to gather information.
 - Tally and analyze results.



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Building a
Comprehensive youth
Development System

A Youth Development System



- If youth councils choose to play a lead role in developing a comprehensive youth development system, they will need to go beyond WIA mandates.
- A comprehensive youth development system is a series of partnerships or connections among organizations to plan and deliver services based on youth development principles to all young people in the community.

A Youth Development System



- The advantages of moving toward a comprehensive youth development system include:
 - Reduces duplication of effort.
 - Leverages community resources more effectively.
 - Provides a continuum of support to *all* youth.
 - Builds community-wide commitment to youth as valuable cultural and economic resources.

A Youth Development System



- As youth councils, other partners, and communities move beyond meeting WIA mandates toward a comprehensive youth development system, they typically go through common stages of system building:
 - Programmatic and event-based activities
 - System building activities
 - Established and integrated system
 - Institutionalized system



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Putting It All Together

Operating for success . . .



- All required membership in place
- Bylaws/operating principles
- Size according to purpose
- Leadership - Executive Committee?
- Committees . . . no required structure; options include:
 - Programmatic Organization
 - Functional Organization
 - Work Group Organization
- Conflict of Interest policy
- Identify staff support needs
- Effective working relationship with the WIB

Operating for success . . .

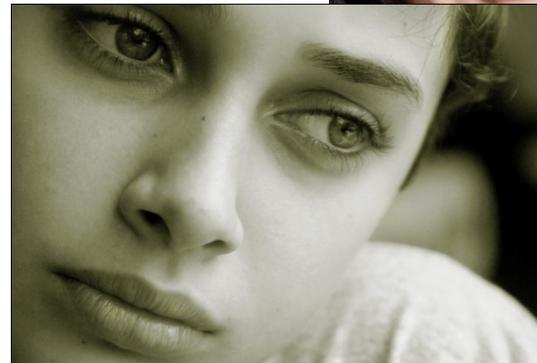


- Orientation for new members
- Ongoing training for all
- Work calendar and meeting schedule
- Meetings
 - Schedule regularly
 - Agendas
 - Make sure run as a distinct Youth Council meeting (not embedded in a WIB meeting)
 - Minutes that document . . . include the name of the organization, date and time of meeting, who called it to order, who attended and if there a quorum, all motions made, any conflicts of interest or abstentions from voting, when the meeting ended and who developed the minutes.

Operating for success . . .

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- Documentation and record-keeping
 - Agendas
 - Minutes
 - Meeting attendance records
 - Current membership roster



Resources



- “Youth Council Toolkit”

- http://www.doleta.gov/youth_services/toolkit_2002.cfm

- [Youth Councils](#) , [Request for Proposals](#) - (*Focused Futures* modules)

- <http://jfs.ohio.gov/owd/WorkforceProf/youthlinksresources.stm>

- Help Wanted - Projections of Jobs and Education Requirements Through 2018

- <http://www9.georgetown.edu/grad/gppi/hpi/cew/pdfs/FullReport.pdf>



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