

The 2009 Summer Program

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Core Design Principles

- Keep things simple!
- It's a stimulus bill. Put the maximum share of the ARRA youth funding in the kid's pockets!
- Use regular \$ to pay for staff and infrastructure whenever possible.
- Use partner/school resources. Do not recreate them!
- Kids need "basic skills" but hate summer school. What's the solution?
- Focus upon work readiness.

Summer Slots: Costs and Numbers

- \$1200 to \$6000 each!
- How much of the youth ARRA allocation is budgeted for summer 2009?
- Key factors: hours/weeks worked; wage/allowance amount; paid supervisors or crew leaders; share spent on staff/infrastructure; “academic enrichment”; special projects and add-ons; new providers vs. existing providers used.
- Where is your area heading with this?

The Basics: Eligibility

- Youth eligibility has one change only: 14 through 24!
- “Economically disadvantaged” includes low income families, those on assistance and foster kids.
- Disabled youth are a family of one and “independent youth” are a family of one.
- Rethink the six barriers. Lack of work readiness ought to be a barrier.

Streamline Summer Paperwork

- Data validation is not required.
- Basic skills testing, an in-depth objective assessment and an “ISS” are all optional.
- Focus on work readiness!
- Get rid of unnecessary assessment/eligibility paper!

Selecting Youth

- If more kids apply than the number of available work experience slots, which ones get selected?
- Options: 1) a point system based upon “most in need,” 2) the ones selected by a worksite after an interview, 3) first come, first served, 4) out of school youth, 5) those in summer school who need credits to graduate, or 5) what else?

Worksites

- What makes a good summer worksite?
- How about private sector worksites?
- Do you have a good worksite agreement?
- How will worksite selection work?
- How will youth be matched with worksites?
- What could go wrong and what troubleshooting capability should be available?

Worksite Supervision

- Does the supervisor have experience with youth?
- Is there enough work and is the youth's job description realistic?
- Does the supervisor have the time to supervise/mentor the youth?
- Have we used the worksite or supervisor?
- Before? How did it work out?
- What is the back-up plan if the supervisor isn't there?
- How will supervisor orientation work?

Worksite Issues

- What if a kid gets hurt?
- What is unacceptable youth behavior and what happens if it occurs? How about on the part of the supervisor?
- What is an unacceptable level of absence or tardiness?
- What happens if a given youth needs to be fired, disciplined or counseled?
- What happens if a given worksite needs to be shut down?

Private Sector Sites

- Primarily for more work ready youth.
- Is this the preferred option for those who are 1) not going back to school, 2) are over 18, or 3) are in college?
- All the same worksite supervisor issues apply.
- More worksite screening and monitoring needs to occur.
- Could a job offer result? An ITA? Should the development of these sites be tied to a sectoral strategy?

Payroll

- How much is your base summer wage?
- Will some youth get more?
- Any stipends for non-work activities?
- Any incentives?
- How will timecards and pay get collected, checked and distributed?
- What might go wrong and what is your back-up plan?

Payroll Methods

- Mail the checks. What happens if the check disappears?
- Hand deliver the checks. This takes more staff time. What if the youth isn't there? How about the last check?
- Offer direct deposit. The youth needs to have a bank account. What are the costs and logistics of arranging the bank account?
- How will replacement checks get issued?
- How will you prevent "ghost participants"?

Optional Summer Activities

- Basic skill building
- Field trips
- Leadership activities
- College road trips
- Business visits
- Green stuff
- Internships
- Others?

The Year-Round Youth Program

- How much \$ will be left over in October?
- Should summer WEX continue if the youth isn't returning to school?
- Which summer youth will get first dibs at the year-round youth program?
- Performance implications

Procurement

- Follow your local procurement policy!
- Four options: tag on to your last procurement; issue a new procurement; “sole source”; deliver services in house.
- The ARRA has the identical procurement requirements, no more and no less, than any other WIA program.
- Not having a 2009 summer program is NOT an option!
- Anyone have/need a good RFP?

Sole Sourcing

- Follow the OMB circular. Competitive procurement must be “infeasible” AND one of these four reasons must apply: 1) a public exigency or emergency, 2) written fund source approval, 3) only one possible provider, or 4) a failed competition.
- The “sole source” award must be only for the time it takes to get a competition done!
- Your local WIA procurement policy can be MORE restrictive.

Needs Based and Needs Related Payments

- Read the rules for needs based and needs related payments in WIA section 134(e).
- Do you still want to make needs related payments or are enhanced supportive services a better way to go?

ARRA Linkages

- What are the best bets for ARRA job creation? How do we link our customers to these opportunities?
- What are the best bets for more ARRA funding? How do we access these resources for our customers?

Training or Paid Internships?

- Summer youth employment is a classic stimulus program. Wages get paid and spent ASAP in your local community. Jobs are created at roughly \$2000 to \$4000 per and no UI claim comes at the end.
- Classroom training prepares students for future employment or wage gains. If the recession doesn't lift until 2011, which classroom training options will result in employment? How would you feel if, at the end of training, there was no job?
- How many job seekers can survive long term training, even with significant supportive services?

Internships or Classroom Training?

- How about 320 hours of paid internship with a local employer who has an opening? Then, either 1) a hire, 2) an OJT, 3) a class, or, 4) discover why the job match went wrong and address the problem!
- Nothing works better than work to teach work habits!
- Some careers need classroom credentials: health care, teaching, technical jobs, etc.
- Some careers do not need classroom credentials: sales, hospitality, etc.
- Consider rethinking your whole business services strategy!