



**Workforce Development Board
Youth Council
Sueños Youth Employment Services
229 Green Valley Road, Watsonville
Wednesday, September 28, 2016, 3:00 p.m.**

18 W. Beach Street
Watsonville, CA 95076
(831) 763-8900
www.santacruzwb.com

Agenda

YOUTH COUNCIL MEMBERS:

- Elyse Destout, Chair
Photography by Elyse Destout
 - Andy Hartmann, Vice Chair
IBEW Union, Local 234
 - Christina Cuevas, Program Director
Community Foundation of Santa Cruz County
 - Mark Dammann, HR Director
Housing Authority Santa Cruz County
 - MariaElena De La Garza,
Executive Director
Community Action Board
 - Fernando Giraldo, Chief Probation Officer
Santa Cruz County Probation Department
 - Hipolito Gutierrez, Parent
Driscoll's
 - Brenda Herrmann, Conservation Administrator
California Conservation Corps
 - James Howes, Assistant Director
Regional Occupational Program
Santa Cruz County Office of Education
 - Nancy Ortiz, Youth Representative
Santa Cruz County Office of Education
- DIRECTOR:**
Andy Stone

- I. Call to Order/Welcome**
- II. Approval of Agenda**
- III. Public Comment – For items not listed on the agenda (limited to 3 minutes)**
- IV. Approval of Minutes from December 9, 2015 meeting..... 2-4**
- V. Consent Items**
C.1 .Youth Services Financial, Performance and Participant Report for 4th QTR FY 2015-16 **5-6**
- VI. Administration**
A.1 Youth Services Contract Update for PY 2016-17 **7**
A.2 Youth Services Annual Report PY 2015-16..... **8-19**
A.3 Work4Youth Annual Updates for PY 2015-16 and PY 2016-17 **20-24**
- VII. Presentation**
 - Court Appointed Special Advocates: Cynthia Druley, Executive Director
- VIII. Chairperson’s Report**
- IX. Announcements/Information Sharing**
- X. Adjournment**

There will be a tour of the new Sequoia School facility and Sueños offices following the meeting.

**Next Meeting: Wednesday, December 14, 2016 @ 3:00 p.m.
Community Foundation Santa Cruz County
7807 Soquel Drive, Aptos, CA 95003**

The County of Santa Cruz does not discriminate on the basis of disability, and no person shall, by reason of a disability, be denied the benefit of the services, programs, or activities. This meeting is located in an accessible facility. If you are a person with a disability and require special assistance in order to participate in the meeting, please call (831) 763-8900 (TDD/TTY- 711) at least 72 hours in advance of the meeting in order to make arrangements. Persons with disabilities may request a copy of the agenda in an alternative format. As a courtesy to those affected, please attend the meeting smoke and scent free.

Building a Comprehensive, Coordinated Youth Workforce Development System that Prepares Youth for Successful Futures™



Workforce Investment Board
Youth Council
December 9, 2015 @ 3:00 p.m.
Community Foundation Santa Cruz County
Aptos, CA

18 W. Beach Street
Watsonville, CA 95076
(831) 763-8900
www.santacruzwb.com

YOUTH COUNCIL MEMBERS:

- Elyse Destout, Chair*
Photography by Elyse Destout
- Andy Hartmann, Vice Chair*
IBEW, Local
- Jo Ann Allen, Manager, Student Support Services*
Santa Cruz County Office of Education
- Shareen E. Bell, Executive Director*
Your Future Is Our Business
- Christina Cuevas, Program Director*
Community Foundation of Santa Cruz County
- Mark Dammann, Director, Human Resources*
Housing Authority Santa Cruz County
- MariaElena De La Garza, Executive Director*
Community Action Board Santa Cruz County
- Fernando Giraldo, Chief Probation Officer*
Santa Cruz County Probation Department
- Hipolito Gutierrez, Parent*
Driscoll's
- Brenda Herrmann, Conservation Administrator*
California Conservation Corps
- James Howes, Assistant Director, ROP*
Santa Cruz County Office of Education
- Nancy Ortiz, Youth Representative*
Suenos Program
- Rock Pfothenhauer, Dean of Instruction, CEED*
Cabrillo College

DIRECTOR:
Andy Stone

The Chair called the meeting to order at 3:03 p.m. at which time a quorum was not established. A quorum was established at 3:08 p.m.

Members in Attendance:

- | | |
|------------------------|---------------|
| Jo Ann Allen | Shareen Bell |
| Christina Cuevas | Mark Dammann |
| MariaElena De La Garza | Elyse Destout |
| Andy Hartman | |

Members not in Attendance:

- | | |
|-----------------------|-------------------|
| Brenda Burke-Herrmann | James Howes |
| Fernando Giraldo | Nancy Ortiz |
| Hipolito Gutierrez | Rock Pfothenhauer |

Staff in Attendance:

- Andy Stone – WIB Director
- Teresita Hinojosa – WIB Senior Analyst

Guests:

- Nohemi Macias – Santa Cruz County Office of Education Student Support Services/Suenos
- Sabrina Williams, Student/Photo Editor

SUBJECT: Welcome and Introductions

DISCUSSION: The meeting was called to order and introductions were made.

SUBJECT: Changes to the Agenda

DISCUSSION: Due to the lack of a quorum at the beginning of the meeting Public Comments were taken first, and part of the Presentation was given, otherwise no changes to the agenda.

SUBJECT: Public Comment

DISCUSSION: MariaElena De La Garza announced that the new Alcance Director will be Mireya Contreras, formerly the Director of CAB's Day Worker Center.

SUBJECT: Approval of April 22, 2015 Meeting Minutes

DISCUSSION: The Chair opened the floor for any corrections and/or additions to the meeting minutes, being none a motion was made as follows.

ACTION: Approve April 22, 2015 minutes.

STATUS: Motion to Approve: Shareen Bell
Motion Seconded: Jo Ann Allen
Abstentions: Christina Cuevas
Committee Action: All voted in favor minus noted abstention; motion passed.

Consent Items

**SUBJECT: C.1 WIA Youth Services Financial and Performance Status with Participant Information Report 4th Quarter of PY 2014-15
C.2 WIOA Youth Services Financial and Performance Status with Participant Information Report 1st Quarter of PY 2015-16**

ACTION: Approve Consent Agenda Items C.1 and C.2

STATUS: Motion to Approve: Christina Cuevas
Motion Seconded: Andy Hartman
Abstentions: Jo Ann Allen, MariaElena De La Garza
Committee Action: All voted in favor minus noted abstentions; motion passed.

Administration Items

SUBJECT: 1 WOIA Work Experience Policy

DISCUSSION: The WIB Director highlighted WIOA changes that require the adoption of a Work Experience (WEX) Policy that reflects multiple requirements and that it be adopted prior to January 1, 2016. There have been multiple parts of WEX policy adopted throughout the WIA years, but there is no one consolidated policy where all the various actions are noted. The proposed policy consolidates prior actions and was reviewed and discussed; one correction was noted to Attachment 3, under Policies, 3rd bullet should read ...60 hours up to 180 hours...Additionally, Jo Ann raised a concern regarding the first bullet referring to the 20% allocation and that the use of the funds was not limited to wages but also benefits. WIB staff agreed to follow-up and clarify the first bullet under Policies and provide any proposed changes to the Executive Committee for review and approval.

ACTION: Approve the proposed Work Experience policy noting the one change to Attachment 3, to verify the language on the 20% allocation, and to forward to the Executive Committee and WIB Board for review and approval.

STATUS: Motion to Approve: Christina Cuevas
Motion Seconded: Elyse Destout
Abstentions: Jo Ann Allen, MariaElena De La Garza
Committee Action: All voted in favor minus noted abstentions; motion passed.

SUBJECT: 2 WIA Youth Services Annual Report for PY 2014-15

DISCUSSION: Jo Ann Allen, COE Sueños Manager highlighted the significant items in the annual report. A question was raised as to why there are more girls in the program than boys. It was suggested that possibly a survey be done with the group to try and determine the reasons why male youth are not signing up for the program.

ACTION: None.

SUBJECT: 3 Work4Youth/Summer Youth Employment Program Updates 2014-15

DISCUSSION: Jo Ann Allen, COE Sueños Manager highlighted the Wetlands program where approximately 15 youth participated that were primarily from the North County area including San Lorenzo Valley, Santa Cruz and mid-county areas. The Agriculture Academy was offered but had no youth participants interested in participating. Questions were raised as to the status of the Work4Youth (W4Y) program and its future within COE. Ms. Allen responded that the board is restructuring and W4Y will continue to be an active program.

ACTION: None.

Presentation Item

SUBJECT: P.1 Presentation Item

Elyse Destout, owner of Photography by Elyse Destout, described a visual and performing arts program that she'd like to develop at her facility in Soquel. She would like to integrate this program to be part of the Work4Youth program as another option for youth to be able to pursue careers and job development in this area. Jo Ann Allen of COE described the synergy between W4Y and this potential arts & entertainment academy that youth may be able to participate in once they've completed the core W4Y job skills training program. One of Elyse's interns, Sabrina Williams was present and explained how she started out as an intern while being a student, getting credit for her internship, and had now been hired by the studio to work there.

SUBJECT: Chair Report

DISCUSSION: The Chair had no report and Andy Stone, the WIB Director presented a Certificate of Appreciation to Jo Ann Allen for her years of service on the WIB's Youth Council from 2007 through 2015.

The meeting was adjourned at: 4:11 p.m.

Next Meeting: April 27, 2016 @ 3:00 p.m.
Sueños Youth Employment Services
17 Aspen Way, Watsonville, CA 95076



Action Consent Information Discussion

SANTA CRUZ COUNTY
WORKFORCE
DEVELOPMENT

C.1 Financial & Performance Data 4th QTR

COMMITTEE: Youth Council	MEETING DATE: September 28, 2016
STAFF NAME: Andy Stone, WDB Director; Teresita Hinojosa, Sr. Analyst	

SUMMARY:

The WDB received the CalJOBS preliminary cumulative performance data for the 4th Quarter of PY 2015-16. Currently the State approved using the PY 2015-16 local performance measures for PY 2016-17, however we are expecting new performance measures this fall. Attached are the charts showing the financial, enrollment, and preliminary Formula WIOA Youth Performance for the 4th Quarter as of June 30, 2016.

New Performance and Financial Requirements:

Out-of-School Youth: This is the first year of the new WIOA requirements to increase the expenditures for OSY from 30% to 75% and the program is at 74% of total expenditures as of the end of the 4th quarter. Additionally, another new requirement is that 20% of expenditures be spent on Work Experience (WEX) and at the end of the 4th quarter the program was well beyond the 20% range. Due to the complexities of gathering the WEX expenditures, the invoicing has been changed to more clearly delineate this information.

Attachment(s)

SUGGESTED MOTION: (if applicable)

I move to accept the Consent Agenda item 1 Financial & Performance Data - 4th QTR for PY 2015-16.

COMMITTEE DATE 09/28/16	COMMITTEE APPROVAL: <input type="checkbox"/> Yes <input type="checkbox"/> No Other:
BOARD DATE	BOARD APPROVAL: <input type="checkbox"/> Yes <input type="checkbox"/> No Other:

C.1 Attachment 1

Youth Services Financial and Performance Report for 4th Quarter of PY 2015-16

Period Ending 6/30/2016

WIOA FORMULA Grant	Formula Youth	SCCOE Contract
BUDGET		
Carry-In from FY 2014-15	133,948	<123,316>*
FY 2015-16 Allocation	965,631	915,000
Total Budget	\$1,099,579	915,000
EXPENDITURE		
YTD Expend as of 6/30/16	946,880	829,463
Balance	\$152,699	\$85,537
Percent Expend	86.1%	91%

*Actual amount of contract carry-in but not part of the total contract amount for PY 15-16.

Youth Performance Goals

Measure	Target Performance Level	Performance through 4 th Quarter	4 th QTR % of Target Achieved	Met 80% Target?
Entered Education or Employment Rate	70.5%	82.2%	116.59%	YES
Attained Degree or Certificate	64%	83.1%	129.84%	YES
Literacy & Numeracy Gains	72%	86.4%	120%	YES

Youth Enrollments and Performance Outcomes

Youth	Annual Plan	Actual	% Annual Plan
Cumulative Enrollments	150	150	100%
Placement in employment or post-secondary education	77	77	100%
Attain degree or certificate and participate in a paid or unpaid WEX	73	73	100%
Utilize e-CASAS and participate in workplace skills workshop	78	79	101%



Action Consent Information Discussion

SANTA CRUZ COUNTY
WORKFORCE
DEVELOPMENT

A.1 Youth Services Contract Update 16-17

COMMITTEE: Youth Council	MEETING DATE: September 28, 2016
STAFF NAME: Andy Stone, WDB Director; Teresita Hinojosa, Sr. Analyst	

SUMMARY:

As you know, the WDB approved the contract amount of \$850,000 for the WIOA Youth Services contract on June 8, 2016. The WDB staff are working closely with the Santa Cruz County Office of Education Sueños program to develop a robust program and determined that an increase in the amount of \$225,498 was necessary. This increase will expand the breadth of services in order to address the new WIOA requirements to serve 75% Out-of-School Youth (OSY). This will also provide an opportunity to enhance the types of services that are accessible to youth in the program.

Under the new WIOA requirements, 14 program elements must be provided (an increase of 4 new program elements) including but not limited to study skills training, evidence-based dropout prevention and recovery strategies, paid work experience, internships and job shadowing, workforce preparation activities, support services, adult mentoring, and financial literacy skills training.

WDB staff proposed using the additional funding for tutoring, leadership development, comprehensive guidance and counseling, entrepreneurial skills training, and occupational skills training. These funds will address the required increased assistance to the harder to serve population of OSY. Approximately twenty-five percent of the total budget will fund Work Experience, resulting in increases in wages and incentives to youth, with the balance of the budget being used to support a variety of occupational skills trainings. Sueños will continue to provide trainings in customer service and hospitality and will add new trainings for agriculture (including farm/field technologies) and entrepreneurship.

Attachment(s)

SUGGESTED MOTION: (if applicable)

I move to accept the staff update on WIOA Youth Services Program budget for 2016-17.

COMMITTEE DATE 09/28/16	COMMITTEE APPROVAL: <input type="checkbox"/> Yes <input type="checkbox"/> No Other:
BOARD DATE	BOARD APPROVAL: <input type="checkbox"/> Yes <input type="checkbox"/> No Other:



Action Consent Information Discussion

SANTA CRUZ COUNTY
WORKFORCE
DEVELOPMENT

A.2 Youth Services Annual Report 2015-16

COMMITTEE: Youth Council	MEETING DATE: September 28, 2016
STAFF NAME: Andy Stone, WDB Director; Teresita Hinojosa, Sr. Analyst; Nohemi Macias, Project Coordinator	

SUMMARY:

Annually the WIOA Youth Services contractor, Santa Cruz County Office of Education (COE) Sueños Program, provides a report (attached) on the final results for PY 2015/16.

COE successfully met all the state performance goals, and continued to implement the new requirement of seventy-five (75%) enrollment and twenty percent (20%) expenditures for Out-of-School (OSY) youth. WIOA legislation made a significant change in how many and how much funds are to be expended on OSY, who are the hardest to serve.

Forty-six percent (46%) of the participants were OSY with an average age of 18 years, of which sixty-five percent (65%) were recent high school graduates. Seventy-seven percent (77%) of expenditures were on OSY youth. Fifty-four percent (54%) of enrollments were for In-School Youth (ISY) with an average age of 16 years. The majority of program participants were female at sixty-five percent (65%).

The three top Work Experience placements were in Public Service (25), Hospitality, Tourism and Customer services (19), and Education and Child Development (19), and a total of 67 youth participated in a paid work experience at 87 work sites throughout the county.

Attachment(s)

SUGGESTED MOTION: (if applicable)

I move to accept the WIOA Youth Services Annual Report for PY 2015-16.

COMMITTEE DATE 09/28/16	COMMITTEE APPROVAL: <input type="checkbox"/> Yes <input type="checkbox"/> No Other:
BOARD DATE	BOARD APPROVAL: <input type="checkbox"/> Yes <input type="checkbox"/> No Other:



Santa Cruz County Office of Education,
ALCANCE Community Action Board,
and Workforce Santa Cruz County

SUEÑOS COLLABORATIVE PARTNERSHIP

Youth Council Report Program Year 2015-16

WIOA Youth Employment Program – Sueños

WIOA Formula Grant - Sueños Updates

The Sueños program provides workforce development services to youth in targeted Watsonville zip codes between the ages of 16 - 24. Services include a Hospitality, Tourism and Customer Service Occupational Certification Academy; Agriculture Academy pilot; tutorial support and enrollment in Alternative Education, Adult Education and Cabrillo College; subsidized job placement; a partnership with ALCANCE/Community Action Board (CAB) to assist in identifying work sites aligned with individual participant career goals; a variety of supportive services to ensure youth can achieve the WIOA common measures of High School Graduation; attainment of a GED or occupational skills certification; entered employment, post secondary training or the military upon service completion. Out -of-school youth that are basic skills deficient receive instruction in basic workplace math and literacy skills.

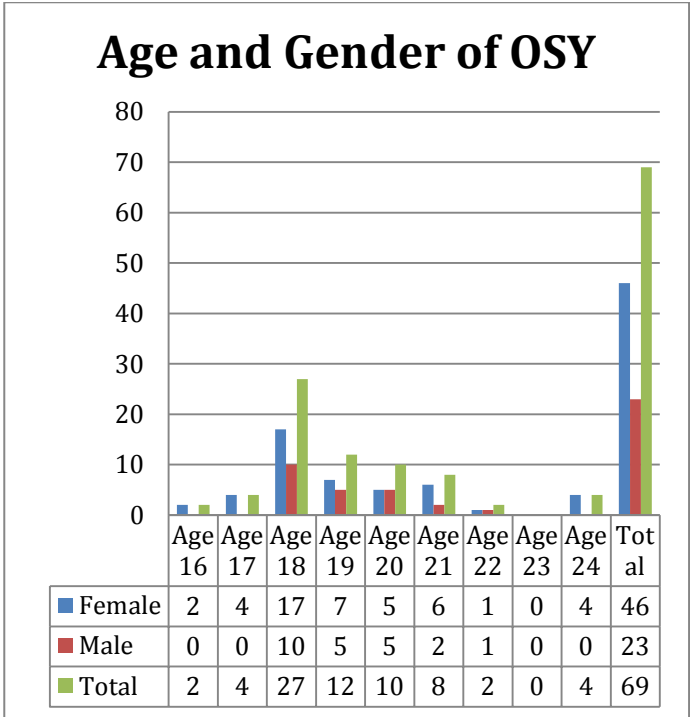
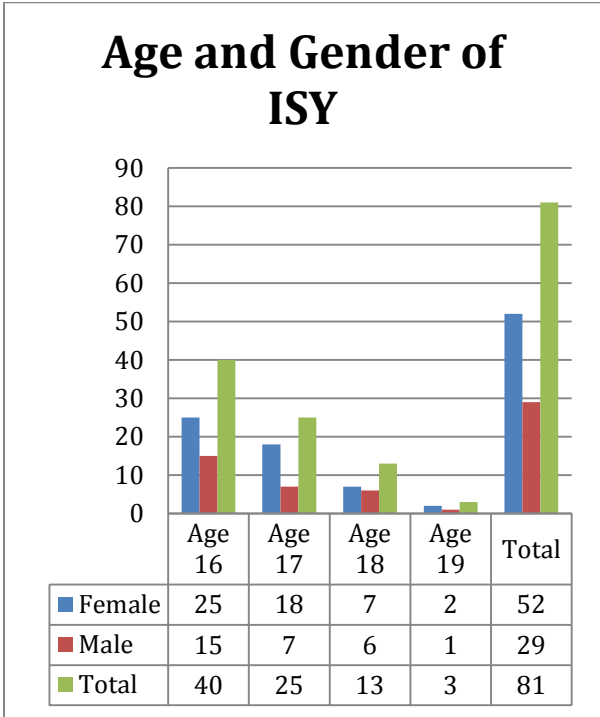
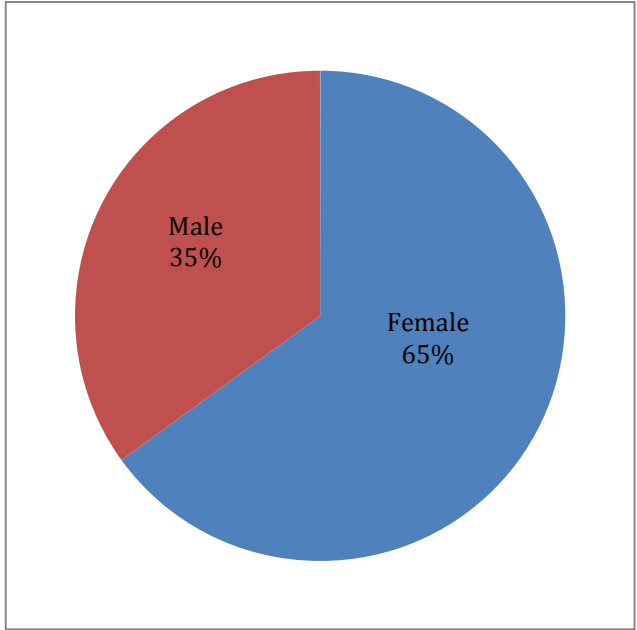
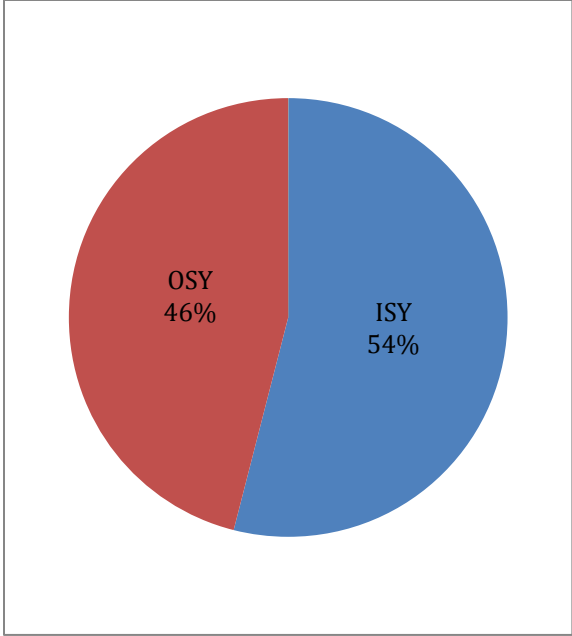
With a goal to serve 150 WIOA eligible youth by June 2016, the program was able to meet 100% of the projected enrollments. The Chart below depicts program outcomes for 2015-16.

Program	Enrollments	ISY	OSY	Exits	Credentials	Employed	Entered Post-Second	Military	OSY Literacy/ Numeracy Gains
Total	150	81	69	85	76	29	32	0	32

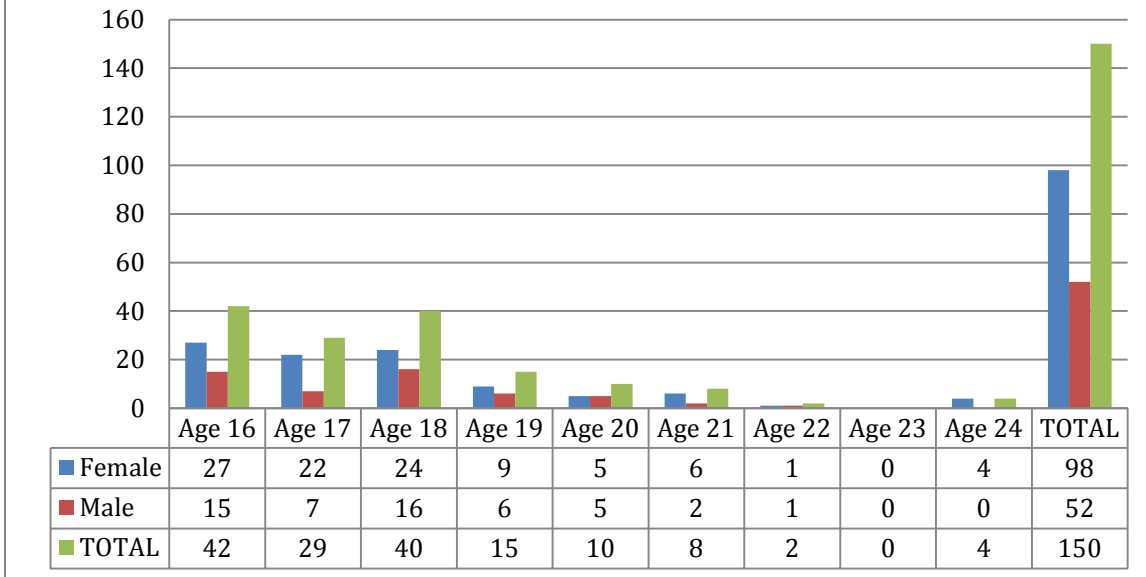
In addition, staff served 96 youth in follow-up services for the required one year, ensuring additional positive outcomes were attained and aligned with participants' Individual service plans.

Program	Follow-Up	Credential	Employed	Post-Secondary	Both Employed & Post-Sec	Military
Total	96	77	52	22	15	0

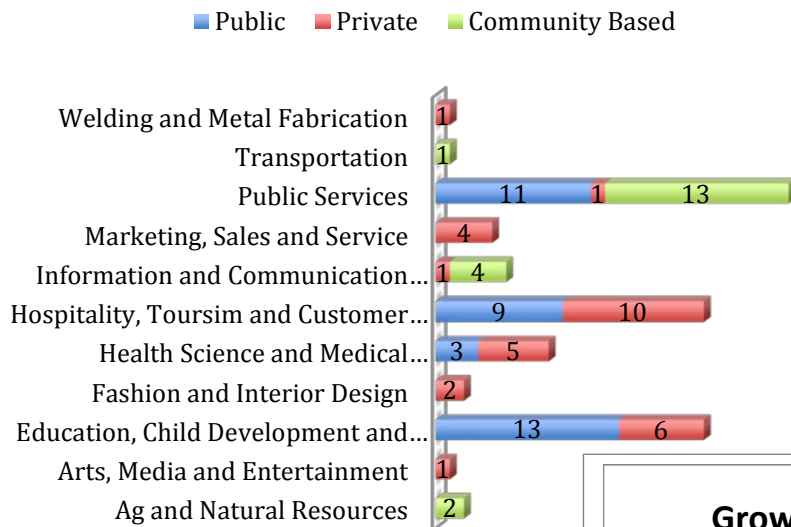
Forty-six percent (46%) of participants were out-of-school youth, with an average age of 18 years. Sixty-five percent (65%) of OSY participants were recent High School/GED graduates, twenty-eight percent (28%) were drop-outs, and seven percent (7%) had Certificates of Completion. The goal was 50% OSY enrollments and 75% OSY expenditures of which exceeded to a 77% rate. The average age of in-school participants was 16 years. The majority (65%) of our participants were female. The charts below provide a graphic representation of the age, gender and OSY/ISY demographics of youth participants.



Gender and Age of Participants



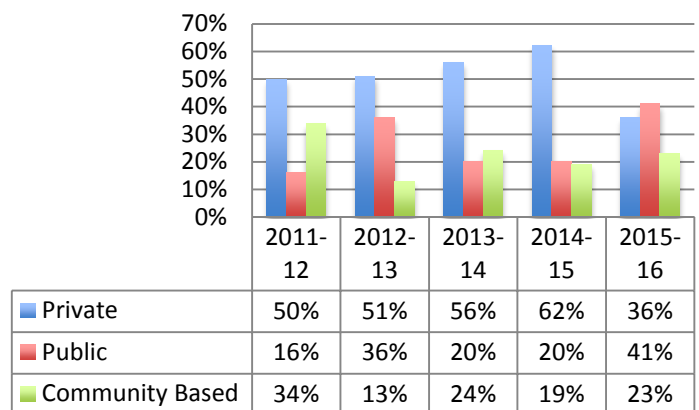
Job Sector Distribution - 87 worksites



67 youth were placed in paid work experience at 87 different worksites during 2015-16. Some youth had the opportunity to experience more than one worksite.

Public sector businesses range from public service; hospitality tourism; education; and child development. Community based business range from transportation; public service; information and communication technology. Private business range from Direct Services, Customer Services, and Child Care.

Growth in Public Sector Placements



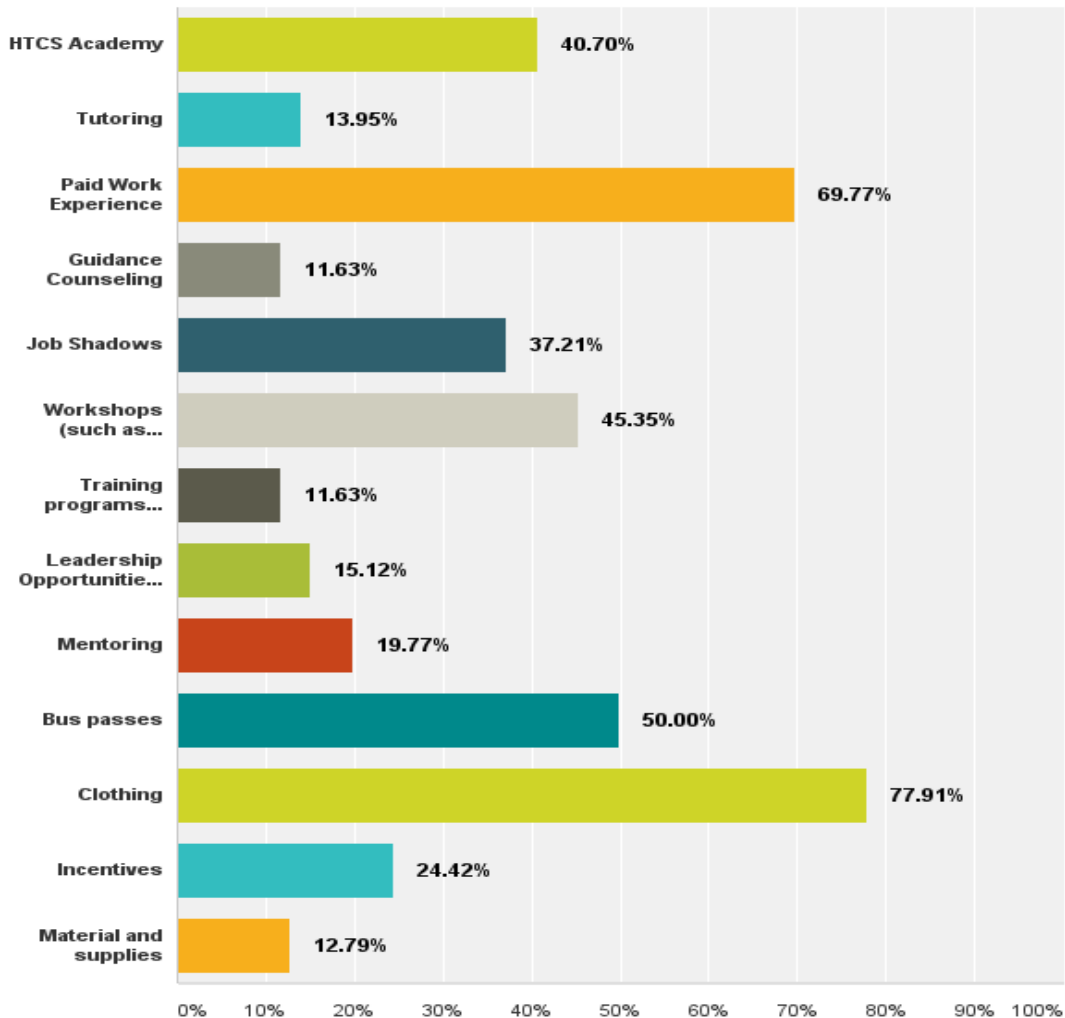
Participant Customer Satisfaction

This year was the fifth year of a survey monkey customer satisfaction survey that was incorporated into the HTCS Academy. The charted responses below are from the 86 participants that completed the survey monkey customer satisfaction survey between January and July 2016.

The first chart represents the number of services accessed by participants at the time of the survey. All participants were enrolled in either an HTCS class or other training program.

Q4 Which of the following services have you received?

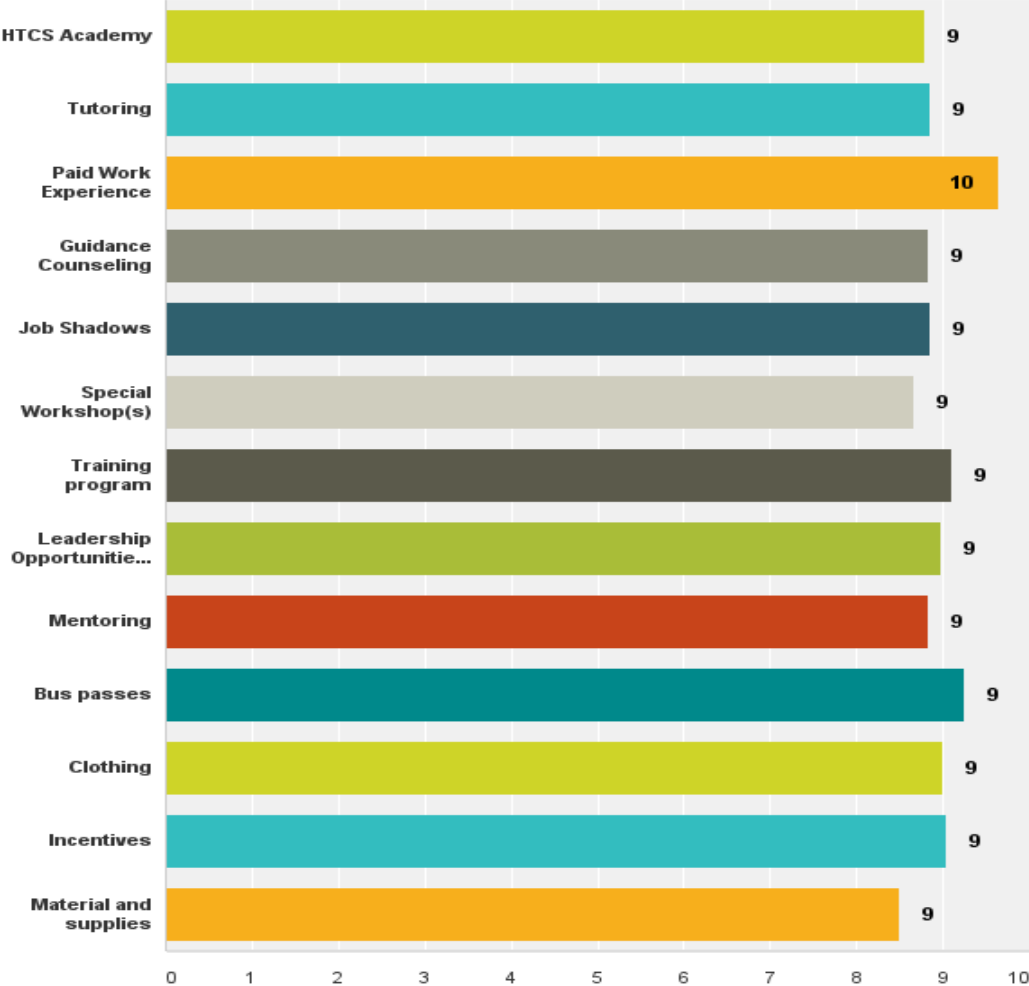
Answered: 86 Skipped: 0



The next chart displays the helpfulness of services in obtaining participant's goals. All averaged ratings are ranking between the 9 and 10 rate of helpfulness to the participant.

Q5 On a scale of 1 to 10 (with 1 being the least helpful and 10 being the most helpful) please rate the services listed below?

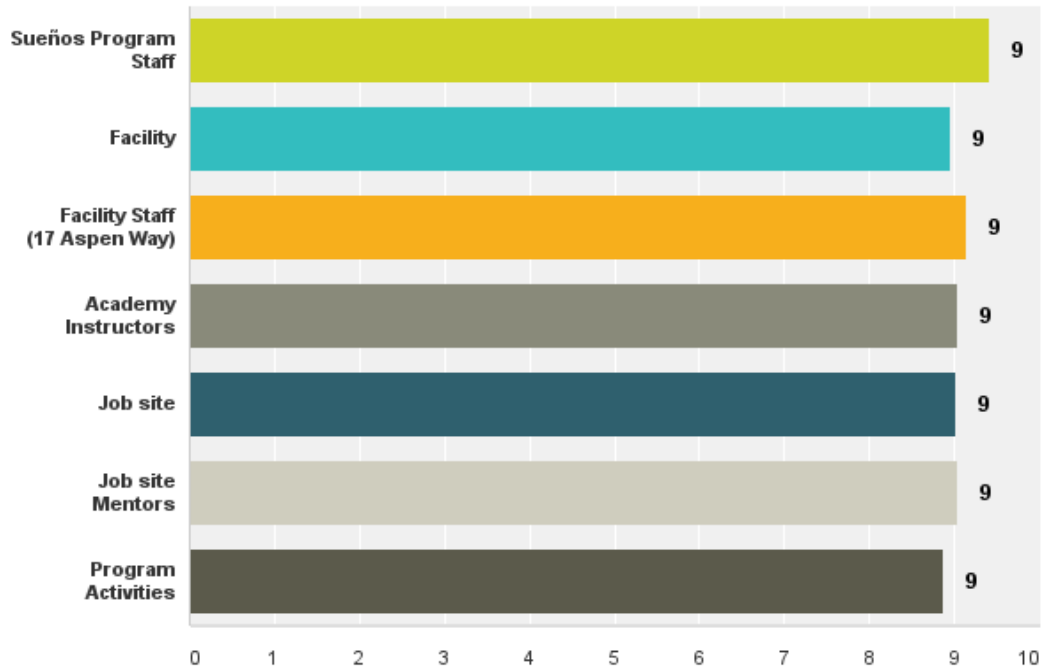
Answered: 85 Skipped: 1



The next chart displays the satisfaction of participants with the Sueños staff and services they received. All ratings are ranked a 9 for satisfaction.

Q6 On a scale of 1 to 10 (with 1 being the least satisfied and 10 being the most satisfied) please rate your overall satisfaction with the Sueños Program staff and services?

Answered: 86 Skipped: 0



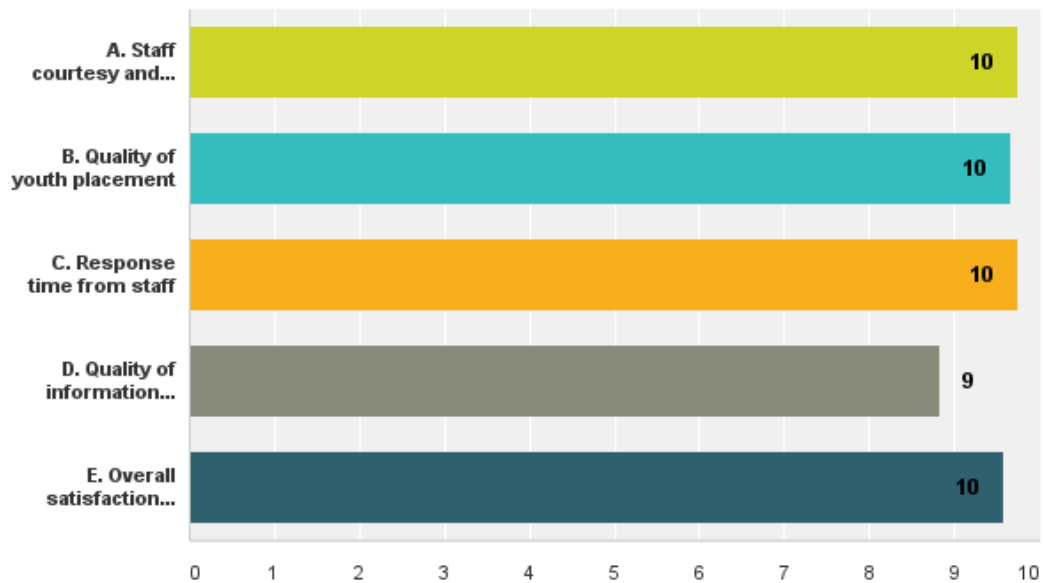
In addition, as customary there was a 100% positive response to the question asking if participants would refer friends and family to Sueños and a 100% positive response to the question asking if the Sueños program and services better prepared participants for employment, college or future goals.

Employer Customer Satisfaction

Only twelve of our employers completed the employer customer satisfaction survey last year. The survey has become a valuable tool to evaluate both worksite satisfaction and youth employability skills. Below are a few of the results of the survey:

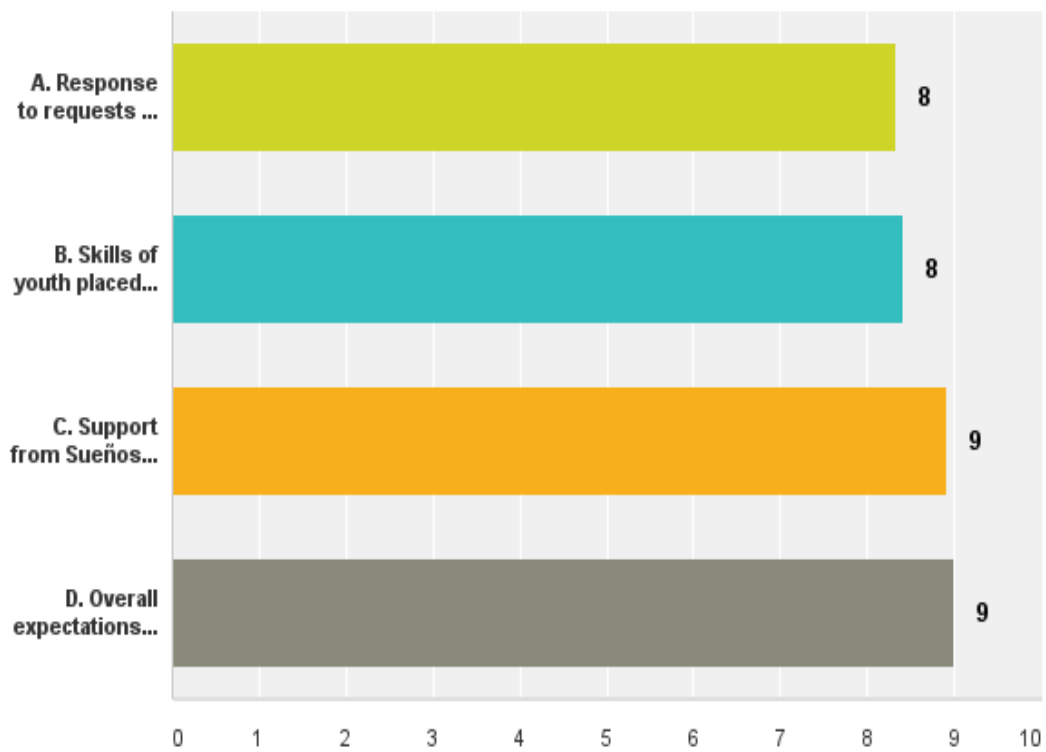
Q6 How satisfied are you with each of the following experiences with the Sueños or SYEP youth employment programs? (Note: If you did not receive a youth placement - please respond N/A for question B and answer others accordingly.)

Answered: 12 Skipped: 0



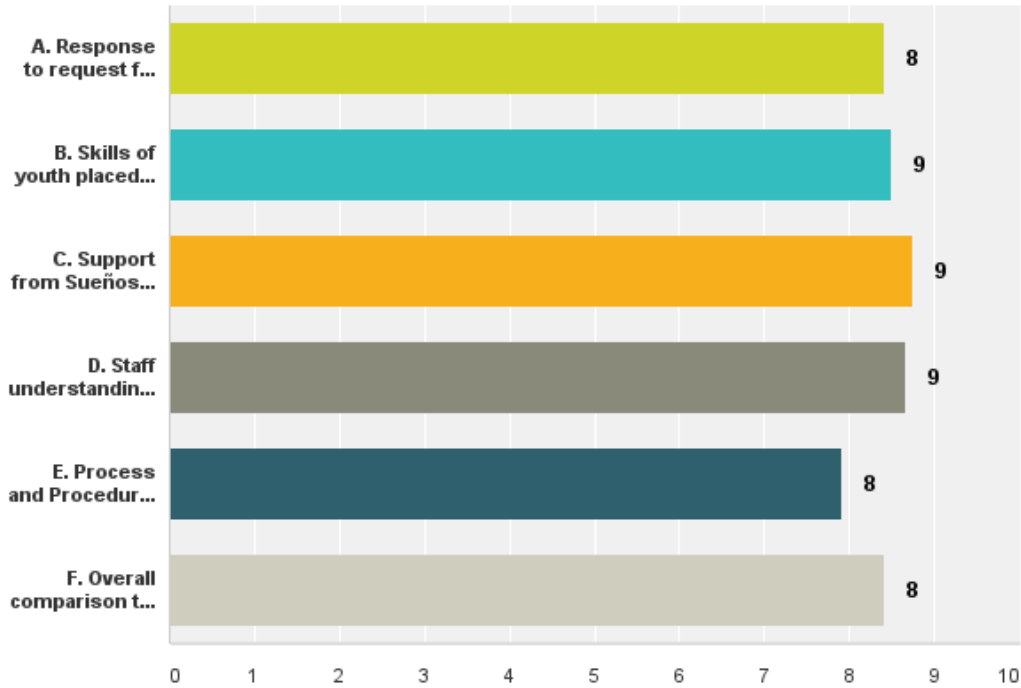
Q7 Considering all of the expectations you may have had about the services, to what extent have the following services met your expectations? (Note: If you did not receive a youth placement - please respond N/A for question B and answer others accordingly.)

Answered: 12 Skipped: 0



Q8 Now think of the ideal program to meet your needs. How well do you think the services you received compare to your ideal set of services?(Note: If you did not receive a youth placement - please respond N/A for question B and answer others accordingly.)

Answered: 12 Skipped: 0



Sueños offers wrap-around quality of services and relationships that are changing the lives of participants. Below are quotes from our employers and participants that tell the real story of our success:

Employers:

Santa Cruz County Immigration Project

“Adrian was an excellent worker always ready to work and extremely helpful clients and coworkers.”

Watsonville Police Activities League (P.A.L.)

“Marco is great young individual that is ready for the workforce.”

Jumpstart Preschool

"Jalesa is incredible with the children. The kids love her and we enjoyed having her in the classroom."

Karen Mallory, Attorney at Law

"I am impressed with Daisy's skills, including writing, research, and her ability to understand instructions. I am so grateful for her help this year."

Youth:

"Keep it up!"

"I liked being with the Sueños program because it helped me a lot."

"I like how they help the youth I don't think they need improvement"

"I really enjoyed being in the program."

"Continue perfection"

"It was an amazing help. I am utterly grateful."

"Excellent program"

A success story – one of many:

Daisy A. joined the Sueños Program on April 24th of 2015. Since then, Daisy has been hired at Karen Mallory Attorney at Law firm in a permanent position. Daisy was hired after she completed a total of 160 hours of paid work experience through the Sueños program. After Daisy began her placement in October of 2015 she quickly demonstrated her strong work ethic and dedication. Her skills grew more and more with the help of the mentorship that the Sueños HTCS Academy offers, as well as the amazing mentorship of Karen Mallory, Attorney at Law her employer. Daisy has become an indispensable part of Karen Mallory Attorney at Law team. However, Daisy will be leaving her job this fall because she will begin her first undergraduate year at the University of California Berkeley. Her goal is to pursue a degree in political science and ultimately go on to Law School. Sueños staff is certain that Daisy will accomplish her dreams of becoming a lawyer.



Action Consent Information Discussion

SANTA CRUZ COUNTY
WORKFORCE
DEVELOPMENT

A.3 Work4Youth Update for 15-16 & 16-17

COMMITTEE: Youth Council	MEETING DATE: September 28, 2016
STAFF NAME: Andy Stone, WDB Director; Teresita Hinojosa, Sr. Analyst; Michael Paynter, SCCOE	

SUMMARY:

Work4Youth (W4Y) continues to work toward developing an organizational structure, an advisory committee and sustainability. Attached is the report submitted on behalf of the Santa Cruz County Office of Education (SCCOE) by Michael Paynter, Administrator.

The Wetlands Watch program was once again a participant of the summer 2016 subsidized program as well as Pajaro Valley High School Green Career Internship program, and other youth participating in W4Y. A total of 15 youth were served during PY 2015-16.

Budget/Grant Efforts: W4Y currently has a balance of \$52,926.72 to be spent on wages for subsidized employment. The Youth Resources Bank continues to be the W4Y fiscal agent.

Attachment(s)

SUGGESTED MOTION: (if applicable)

I move to accept the Work4Youth report for PY 2015-16.

COMMITTEE DATE 09/28/16	COMMITTEE APPROVAL: <input type="checkbox"/> Yes <input type="checkbox"/> No Other:
BOARD DATE	BOARD APPROVAL: <input type="checkbox"/> Yes <input type="checkbox"/> No Other:

A.3 Attachment 1

TO: Youth Council

DATE: September 28, 2016

FROM: Andrew Stone, Director
Teresita Hinojosa, Sr. Analyst
Michael Paynter, W4Y, SCCOE

For Information

For Action

SUBJECT: **Work4Youth (Summer Youth Employment Program) Update**

RECOMMENDATION: **Accept the Work4Youth status report.**

DISCUSSION: The following is an update of on-going activities of the Youth Council's strategic plan goal to continue the Work4Youth employment program.

VOTE REQUIRED: YES

Work4Youth 2015-16 Updates & 2016-17 Planning

Work is being finalized for Work4Youth (W4Y) to continue as a non-profit partner program of the Santa Cruz County Office of Education (SCCOE).

Program Development

During the 2015-16 fiscal year, W4Y was largely dormant as the leadership of both the Student Support Services Department and W4Y changed. Even so, work was done to complete the development of the *Fields to Prosperity - Ag* curriculum, which is now being offered through the Sueños program. Additionally, in both 2015-16 and already in 2016-17, a couple of individual youth were served; and two seasons (or cohorts) of students in the partnership with the *Watsonville Wetlands Watch* program received assistance. In the year of transitions, Work4Youth has created stronger relationships with other departments within the SCCOE and will now begin the restructuring of the advisory board in 2016-17. The short term goal is to align with and serve existing programs that put youth to work, such as Alternative Education, Special Education, Wetlands Watch and ROP, as well as create a small capacity for special or outlier referrals served directly. Job leads and resource sharing will occur, along with money for work experience and subsidized job placements with these partners. The long-term goal will be to apply for larger grants that may increase the capacity to serve more youth directly and/or sustain the program in years to come.

Numbers Served

A total of 15 youth were served in 2015-16. This includes three youth recruited through Work4Youth and twelve youth through the Wetlands Watch program. All youth participated in a work readiness program. Of the three recruited through Work4Youth, two were placed in subsidized jobs and one found a job on his own through the skills acquired through his work readiness. Worksites included the Boys and Girls Club of Santa Cruz, Papa Murphy's Pizza and Wetlands Watch.

So far, in 2016-17, 12 youth have been served: 11 from summer #2 of the Wetlands Watch Program and one continuing W4Y student from 2015-16.

A.3 Attachment 1

Wetlands Watch Program

The Green Careers Institute works primarily with Latino teens from low-income families in the Pájaro Valley to receive training in environmental careers, especially as they relate to the Pájaro Watershed and the Monterey Bay National Marine Sanctuary. Teens in the program shadow and assist professionals in the day to day operations of a wide range of green careers: water quality management, marine and wetland conservation, sustainable agriculture, and restoration ecology. Because of high local poverty rates and low academic achievement within this community many local high school graduates would be entering low-paying service sector or farm worker jobs. However, the local green job market is growing and will need more workers.

The goal of the newly created Green Careers Institute is for teens to be exposed to a wide range of green careers, to become stewards of the environment, to understand the impact of climate change and other environmental challenges facing the community, to learn skills in green careers, and to develop networks with local green career professionals. Pájaro Valley teens ages 15-18 will participate in job readiness workshops, attend guest speaker presentations, and help restore the Pájaro Valley wetlands.

This summer (2016), 11 teens from PVHS participated in our program and will receive a Green Careers Internship completion certification (13 participated in 2015). Students received a \$32/day (up to \$500) stipend for participation in the internship.

Success Stories:

These are students who experienced barriers in their lives and have overcome those barriers by connecting with W4Y staff who have helped them understand that there are people in their community who care about their well being and want to see them grow and prosper.

Sonique and Marcos both went through the Work4Youth program last summer. Marcos is a Watsonville resident attending school at an Alternative Education school site. Marcos was referred to us from the Sueños program, a low-income based work program for Watsonville residents. Marcos was placed to work at Papa Murphy's and learned how to provide great customer service. After finishing his hours through Work4Youth, he went back to the Sueños program and is currently attending their Hospitality, Tourism and Customer Service academy. He wants to be an entrepreneur in Watsonville.

Sonique, a Live Oak resident, came to the program after her mother found out about it. She recently moved here from Georgia and wanted to get a better idea of what Santa Cruz County had to offer. She came through the Work4Youth program and completed all 12 workshops. She was then placed to work at the Boys and Girls Club and has continued her placement throughout the year. She aspires to be an actress. Her W4Y goal was to work with others to better understand people's experiences. Sonique continued to participate through the summer of 2016, therefore crossing fiscal years.

They both reported back that they learned how to communicate well with others, had a competitive resume, and their life was better as a result of the program.

W4Y Board

A.3 Attachment 1

The Youth Resource Bank (YRB) continues to be the fiscal sponsor and acting 501c3 for Work4Youth. Jo Ann Allen will step down as Director of Work4Youth, and instead it will fall

under the Director of Student Support Services at the SCCOE; Elyse Destout is still the chair of W4Y Advisory Board, which will hopefully be restructured to include members from SCCOE Alternative Education, Regional Occupation Programs, Student Support Services, Sueños, WDB and other relevant partners with a similar mission to ensure vulnerable youth have access to a quality workforce development system. Many of these folks have already been contacted and seem interested.

Budget/Grant Efforts

W4Y/YRB account currently has a total balance of \$75,283.42 with some outstanding (encumbered) invoices from the SCCOE, YRB and Wetlands Watch of approximately \$22,356.70 (\$8,000 for YRB indirects for 2015-16 & 2016-17, \$8,648.80 for 2015-16 staffing and \$5,707.90 to Wetlands Watch Summer #2) for a remaining balance of \$52,926.72 to work with in 2016-17. Hopefully a big part of this can be used for incentives, wages and supportive services with the rest going towards a small staffing expense and other funds towards specific grant mandates. Please see attached spreadsheet for budget details.

All funds received are processed by the Youth Resource Bank. Donations are tax deductible (Tax ID #77-0197150) and can be mailed to *Work4Youth c/o Youth Resources Bank, PO Box 1844 Capitola, CA 95010*.

Attachments: Budget Spreadsheet (attach 2)

A.3 Attachment 2

Work4Youth Budget	Proposed 16-17	Expenditures for 16-17 by funding source	Usage of funds	Next grant Due	Complete	Report Due	Complete	Notes
Beginning Balance 7/1/2015 from fund raisers, carryover grant funds, and misc donations	\$ 59,586.87	\$ 5,707.90	Youth wages/incentives/ supports and some operations					
United Way Grant for 16-17, based on available funds from United Way for grants	\$ 5,000.00	\$ -	Youth Wages/incentives	2/29/2017		2/15/2017		
Community Foundation Grant (Driscoll's)	\$ 10,000.00	\$ -	Development of Ag Academy					
United Way Campaign Designations/other donations	\$ 696.55	\$ -	Anything					
Total Budget	\$ 75,283.42	\$ 5,707.90						
Proposed Expenditures		Actuals						
YRB Fees	\$ 8,000.00	(\$8,000.00 encumbered)						
Youth Wages/Incentives	\$ 27,000.00	\$ 5,707.90						
Operations/Salaries	\$ 25,283.42	(\$8,648.80 encumbered)						
Supportive Services	\$ 15,000.00							
Total Proposed Expenditures	\$ 75,283.42							
	\$ -							