

## **YOUTH COMMITTEE MEETING MINUTES**

**Forsyth Conference Center at Lanier Tech**  
3410 Ronald Reagan Blvd, Cumming, GA 30041  
October 20, 2016

### **Attendees:**

#### **Members**

Cassandra Hunter  
Joan Hughes  
Lee Highsmith  
Lynne Warren  
Bonnie Loffredo  
William Wade

#### **Staff**

Ebony Tucker  
Angela Pugh  
Shameka Harrison  
Heather Feldman  
Danielle Avelar  
Jessica Williams  
Sonia Zavala

#### **Guest**

Shawn Howell

### **Meeting called to order:**

Committee Chair Cassandra Hunter, called the meeting to order. She began by welcomed everyone in attendance and asked if each member could give a brief introduction.

### **New Business:**

#### **WIOA Updates:**

Jessica Williams gave an update regarding the regulations for the new performance measures. Jessica mentioned a session at Southeastern Employment and Training Association (SETA) Conference. She included details of how performance measures will be changing.

Jessica stated there was an PowerPoint presentation in the packets about the new performance measures and explained the different measures from the past and the present.

#### **Past:**

1. Placement in Employment/ Education/Training (Quarter 1 after Exit)
2. Attain Degree/Certificate (Quarter 3 after Exit)
3. Literacy and Numeracy Gains (Prior to Exit)

#### **Present:**

1. Percentage in Employment/Education/Training (Quarter 2 after Exit)
2. Percentage in Employment/Education/Training (Quarter 4 after Exit)
3. Median Earnings (Quarter 2 after Exit)
4. Credential Rate (1 Year after Exit)
5. In-Program Skills Gain (Prior to Exit)

The requirements for the quarters after a file exits have changed as well. Jessica noted that having a high percentage of employment and retention is key. In Effectiveness in Serving Employers, they want to hear from employers.

There will be one year before these performance measurements are set in place. Therefore, this will be a trial period. Jessica noted that the Youth Department is setting a standard to meet these performance measures each time to achieve a successful goal rate even before the new performance measures are implemented.

Lynne Warren noted that the new measures are identical to the Youth Apprenticeship requirements.

#### Committee Mission Statement:

At the last Youth Committee meeting, ideas for a mission statement were discussed. The WorkSource Youth Department brainstormed to incorporate all the ideas that were mentioned in the last meeting to create a mission statement. The new Mission Statement is as follows:

“To assist in providing a pathway to employment for young adults in the Georgia Mountains region by equipping him/her through education, training and advancing skills in a competitive market that will lead to self-sufficiency.”

Everyone agreed that the mission statement was great and was exactly what the committee represented. Heather Feldman suggested, “by equipping him/her” be removed.

#### Committee Goals:

In the last meeting, committee goals were referenced. Jessica and her staff recommended that the goals set forth for the Youth Committee would reflect how implementation of the resources available to the members of the Committee could benefit not only the youth of the region but the communities in the region as well. The Youth Committee suggested goals are as follows:

- Resources for donations, prizes, big gift incentives, gift cards. The donations would be incentives for the youth to come to workshops. Gift cards would be awarded to winners of a Dress for Success Business Professional Contest.
- Resources for internships; apprenticeships programs; employment opportunities; work experience. Companies offering apprenticeships would need to be DOL registered.
- Marketing plan to share about WIOA program
  - “Bring a friend” to Youth Committee meeting
  - Resource for recruitment (for youth and employers); outreach
- Assist with Workshops
  - Volunteers
  - Speakers
  - Lead breakout sessions
- Building Committee to have a representative from each county in Georgia Mountains area.

- Sponsor a community event (one idea was a 5k run)

**Other thoughts:**

- Feedback from Committee on how the members can be utilized.
- Having a Secretary (to assist with reminders, etc.)
- Financial Literacy is a major tool that is important to teach our participants. Perhaps having a banker host a workshop.

With the new WIOA regulations, WIOA funding cannot be used for incentives to be given to students who are not registered participants. WIOA funding now cannot be used to purchase freebies like stress balls and puzzles.

Jessica asked the Youth Committee Members for ideas and feedback on proposed goals.

- William Wade noted that the donation realm is shifting and companies do not like to give money here or there but rather find one program to make their advocacy. There are companies that connect other companies looking for outreach programs. Mr. Wade can give them the frameworks of the counties that will be served and even pitch it to the companies that want to donate. The companies would want to be the brand of a donation that would be utilized as funds over a year.
- Chair Hunter asked what the budget has been in the past. Ebony Tucker disclosed that they have used a total of \$50.00 to award to a male and female during a Dress for Success Contest. The giveaways such as the freebies, \$2500.00 max per year would suffice for all year. Jessica noted that the Youth Department would look at past workshops to see how many youth are being reached. Jessica will give Mr. Wade an update once the correct number of youth being reached is known.
- Chair Hunter asked if WorkSource is allowed to have social media pages. WorkSource already has social media pages including; Facebook, Instagram and Twitter. Chair Hunter noted that in the Athens area, Athens Tech or partner agencies post on Facebook and all the community notified about the events that way. A good marketing method is posting the word, FREE. When people see the word, free, they are more inclined to come to the events.
- Going to an already existing community event would be another method of marketing. Students, parents, and educators are all trying to be reached.
- Bonnie Loffredo noted that the masses cannot be targeted because the participants that would qualify for the program are very narrow because it is based on income and other barriers. Ms. Lofredo was informed that if they do not qualify through the youth department once they turn 18 they can apply through the adult department.
- Mr. Wade said we should reach out to Pioneer Resa. The method to get into schools is shifting. Targeting superintendents would be the best plan because they are able to drive home these programs, make the principles aware, and make it part of their accountability

measurement. Contacting the decision makers is the way to go.

- Ms. Loffredo stated that inviting counselors and graduation coaches for “Bring a Friend Day” would be a good idea.
- Attending the Work Base Learning Conference and Youth Apprenticeship Fall Conference would be a good idea to reach all the state. WorkSource could be there as vendor.
- Lynne Warren stated a meeting at Funopolis in March would be a good idea to target the Northeast Georgia Region. More information would be provided by Ms. Warren.
- In December, there will be a Georgia School Board Association Meeting, more information will be provided.
- The Youth Department needs to start getting companies on board locally for apprenticeship programs. Kubota is working with Lanier Technical College. Ms. Loffredo asked what an apprenticeship entails. For WorkSource Georgia Mountains Youth Department the participants have to enroll in the program when they are not in school. During an apprenticeship, a company will take the participant under their wing to train them which will hopefully lead to the participant being hired by the company. The participant would be paid during the apprenticeship and would receive a certificate of completion concluding the apprenticeship. Several of the apprenticeship programs work with the technical schools and colleges having structured hours for class and time in which the participants would go to the company. The company has to be registered in the apprenticeship program. Several companies already have existing programs but the State of Georgia wants these companies registered. The certificates participants receive are not necessarily from that company but is valid for several companies. Several companies will pay for their employees to go to school and be trained.

#### Program Updates:

#### ***College/Credit Recovery (Ebony Tucker):***

After fall semester there are ten new college students.

In the area of Credit Recovery, fall semester is a big rush. The students that are in credit recovery must become participants before they start college.

Ebony has created a plan to help the retention rate of students.

The 2017 full day College Workshop plan is as follows:

- The day will begin with an Opening Session including a Welcome and Ice Breaker.
- There will be three rotations which will include
  1. Human Resource Representative- The students will be knowledgeable of what employers are looking for.

2. Bank Representative- Banking 101. Have a banker speak about financial literacy.
  3. Career Focused Interviews- Targeting Medical, Business, Criminal Justice, Automotive, Welding, and Education.
- Having the Mobile Training Units present to work on resume building.
  - Having a panel consisting of youth who have been through the program to be of motivation.
  - Other ideas would be having snacks/meals, speakers, prizes, and interview outfit.

This Workshop would be open to all participants. The location will potentially be in Clarkesville or Hall County and would be great to do during April or May.

### ***GED Updates (Danielle Avelar)***

One participant has been added from Hart County. The participant enrolled into the program last week and has passed one of the GED test sections already. Four have completed their GED since the meeting on 8/18/2016. There are 13 participants in the GED Success Programs (Lanier Technical College, Athens Technical College, North Georgia Technical College). One from Rabun County has completed a GED.

### ***Workshops Updates (Shameka Harrison)***

Shameka has gone to schools and college fairs. She visited schools offering “Mapping Your Future” workshops. Shameka does the “Mapping Your Future” workshop every nine weeks at Banks County Middle School. Recently, she hosted a Mapping Your Future Workshop at Habersham Success Academy. The Mobile Training Units were there and helped the students complete resumes. Shameka has also done a workshop at Stephens County High School with their alternative school, called Crossroads.

Shameka hosts monthly workshops at the Regional Commission office for active participants. During the last workshop she did two team building exercises.

The next workshop will be on budgeting.

### ***RYDC (Sonia Zavala)***

Sonia does overview sessions weekly in the RYDC. Parents are contacted to inform them about services offered by WIOA funding. Those students who are on track to graduate High School are given Sonia’s contact information when they need college assistance. If the application is started in the RYDC then Sonia follows up with the youth up to three times to complete. Since September 1<sup>st</sup>:

- Four youth have started the application but have been transferred to County Jail or placed in a Placement Home that does not offer GED.
- Two youth are out in the community, working on completing an application with them.
- Three are in the RYDC working on completing an application.
- One active student.
- Two home visits have been done to meet parents without transportation.

### ***Work Experience Mentoring (Angela Pugh)***

Jessica and Angela are planning to do an RFP for the RYDC youth. The RFP will request program/ethics and employment placement for young adults coming out of the RYDC. There is no structured program at this time to help the youth once they leave the RYDC, therefore so many go back into the RYDC.

### **Old Business:**

#### **Out of School Request for Proposal (Update):**

The new RFP will consist of a transition program for the RYDC youth. The purpose of this RFP is to provide a program to keep youth engaged in work to prevent them from returning to the RYDC. While the youth is in the RYDC, they are set on a right track that is geared to assist them upon being released back to the community. Several of the students are not old enough, have the grades, or just don't want to go into post-secondary; therefore, a short-term program is needed to involve the youth. A good model to look at is the Goodwill model. The RFP should be completed by January.

### **Future Tours/Meetings:**

The Youth Committee Meeting will do a tour of Project Search in Hall County. Jessica met with some of the students yesterday and they are really excited to present to the Committee in February. The Committee will possibly tour the Junior Achievement Discovering Center in the spring.

### **Review and Approval of Minutes:**

Minutes from August 18, 2016 meeting were approved.

### **Future Meetings:**

February 16, 2017

- Tour of Project Search at Northeast Georgia Medical Center. More details to come.

### **Adjournment:**

Meeting adjourned by Chair Hunter, seconded by several