



Foster Youth Employment California Regional Forums 2006

Creating Successful Employment Opportunities for Transitioning Foster Youth

Foster Youth Employment Forum Impact Report

Annually in California, more than 4,000 youth age out of foster care at the age of eighteen. The experience of transition to the adult world can be overwhelming, as these young people often lack the basic skills, experience, and resources essential for successful adulthood. In many cases they are left to navigate the range of potential support, educational, and career related services and opportunities available to them by themselves as they prepare for life on their own. These young adults leaving foster care can achieve economic success in today's complex world. However, like all young people, they need the opportunities, support and preparation for life in the 21st century that we take as a given for our own children.



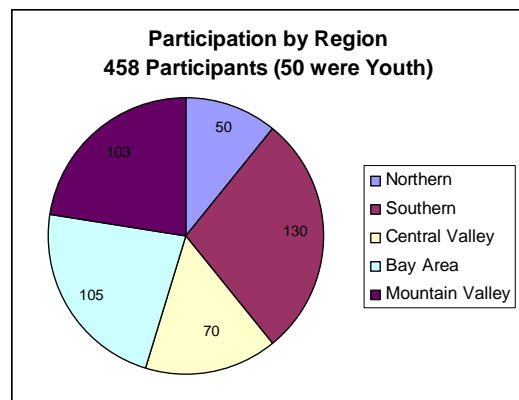
Pre-employment training, career preparation, and experience in the workplace are central to making a successful transition to adulthood for current and former foster youth. Yet professionals in the child welfare system often are not well connected to local workforce development programs, while those that focus on the employment preparation needs of young people are often not familiar with the workings of the child welfare system, or the particular stressors facing foster youth in transition.

Workforce areas throughout California are increasing the focus of their Workforce Investment Act funded youth programs to serve youth in the foster care system. However, many report challenges in understanding the child welfare system and in effectively identifying, recruiting, and serving these youth.

In the fall of 2006, with the generous support of Casey Family Programs, New Ways to Work partnered with the Child and Family Policy Institute of California to create cross-system awareness and improve local collaboration between county child welfare agencies and local workforce investment areas through a series of forums conducted across the state. The intent of the forums was to better connect these two systems and to highlight and promote cross-agency approaches to better serve foster youth throughout California. **The Foster Youth Employment Forums** provided an opportunity for participants to learn about quality local programs, to develop a working knowledge of both the WIA workforce and child welfare systems, and to meet potential new partners and colleagues to collaborate with in the future.

Cross-system Participation

Throughout the state, over 450 county staff members and representatives from child welfare, workforce development, juvenile justice, education, state agencies and leadership, and other partners attended the forums to discuss and learn about programs in their region that have implemented effective strategies for improving employment opportunities for foster youth. In addition, about 50 youth



(primarily current and former foster youth) attended the forums and participated as keynote speakers, panelists, and participants in conversations about their county's services. Individual registrants identified affiliation within the following youth-serving systems and/or agencies:

- Of the 458 total participants:
- 37% Workforce Development
 - 27% Child Welfare Services
 - 30% Social Services
 - 27% Education
 - 33% Youth Development
 - 14% Juvenile Justice
 - 16% Other

Employment Forum Impacts

458 participants attended one of five regional forums resulting in heightened awareness of the child welfare and WIA workforce systems.

95% of forum participants felt that key information provided about either the child welfare or WIA workforce systems was useful. The information provided regarding system structure, governance, funding and critical issues was discussed. Numerous participants talked about sharing the information with colleagues, new staff and community members to create a broader understanding of each system. In one case, county leadership has tailored the PowerPoint presentation prepared for the forums to their own community, and are using it to train staff in the workforce, child welfare, youth development and juvenile justice arenas.

The full PowerPoint presentation can be downloaded at www.newwaystowork.org/documents/ytatdocuments/FYForumSlideShow.pdf.

Twenty-five quality practices were documented and disseminated, many of which have the potential for replication statewide.

New Ways staff collected promising practices on the topic of foster youth and employment, including many of the programs described by panelists at the forums. Ten promising practices were compiled and disseminated to all participants on a CD along with a variety of tools and resources from the Youth Transition Action Team Initiative. 15 additional practices have been collected since the forums were conducted. Each practice is indexed by organization, subject, All Youth-One System element and Youth Transition Action Team functional area. The full collection of 25 promising practices is available online at www.newwaystowork.org/initiatives/ytat/practices.html.

Each forum featured a panel presentation where quality practices from the region were showcased. The panels featured innovative ways to make one-stop centers more youth friendly, strategies to structure projects and deliver services across systems, effective ways that agencies and programs are providing pre-employment and career preparation services to foster youth, and specific programs that provide meaningful employment opportunities for youth in transition.

What People Liked (in their own words):

- “It was a representation of many different providers, including youth.”
- “The networking opportunities and learning about other’s programs.”
- “Networking in the context of problem solving.”
- “This was a lot of well presented and good information. Great resources provided.”
- “I liked each segment of the forum. However, I enjoyed the panel best. I also liked the visuals and the interaction between the different groups. Thank you also for the directory of people.”
- “The opportunity to hear directly from the youth. The resources are easy to duplicate.”
- “Good connections with some people that had not been engaged before.”
- “Loved having the youth talk about their experiences.”
- “The system design/discussion and outcomes of systems, and bringing it together with philanthropy and funding sources.”
- “The networking opportunities. The overview of CWS and employment services (developing a shared vocabulary).”
- “Networking, collaborating, brainstorming, and interacting.”

County and multi-county discussion groups shared and discussed coordinated approaches to providing meaningful employment opportunities for current and former foster youth.

During the daylong forum, participants were given the opportunity to meet by county (or in some cases multiple counties in the same region of the state) to discuss current collaborative strategies underway and to develop plans for future collaboration between systems.

Highlights from the discussions included plans to:

- Develop joint projects such as youth resource centers and pre-employment/employment programs.
- Conduct cross-team training and host cross agency meetings. Many included ideas on how to bring line-staff together from various agencies. Participants expressed excitement about taking the information shared at the forum and disseminating it system-wide in their community. The need for cross-training regarding emancipation issues and eligibility criteria were common themes, as well as ideas on how to better communicate across systems. Ideas included the use of technology to facilitate better communication and methods to increase familiarity and trust cross-system.
- Target outreach to other systems including juvenile justice, education (including School Attendance Review Boards), Cal-learn, Transition-age Youth partnerships under the Mental Health Services Act, and others.
- Design and implement common enrollment and release forms, coordinate case plans, as well as other technical ways to better support the alignment of programs.
- Engage youth in local planning and decision-making. A number of areas have developed or plan to develop internal employment opportunities as a strategy to increase youth voice in their system.
- Better utilize WIA workforce programs for foster youth.
- Provide more work-based learning and career preparation opportunities for foster youth.

The full transcription of this segment of the forums can be found in Appendix C.

Participants identified personal actions or commitments as a result of forum participation.

At the end of each day, participants were asked what they would do or do differently as a result of their participation in the forum. Participants indicated they would:

- **Support Foster Youth Access to One-Stops:** Participants indicated they would: increase support in guiding youth to resources through local One-Stop Centers; establish employment as a goal towards emancipation; register all youth at the One-Stop and focus more diligently on employment readiness for foster youth; or focus on making One-Stops more (foster) youth friendly.
- **Network with New Colleagues:** Participants indicated they would: reach out to new contacts and collaborate more effectively; strengthen connections to, conduct forums with, and work more with neighboring counties; or work more closely with agencies across systems.
- **Collaborate Across Agencies & Systems:** Participants indicated they would: increase collaboration of agencies; have collaboration meetings each month; or continue to build partnerships.

What people said:

I will.....

- “Focus more diligently on employment readiness for youth.”
- “Reach out to new contacts and collaborate.”
- “Develop resource sheet for use by youth/servers for each element of All Youth-One System.”
- “Look at ways to improve services for our underserved foster/probation youth in the area of employment and work skills.”
- “Explore collaborations to expand existing programs.”
- “Connect and collaborate more.”
- “Share YTAT materials with local partners.”

- **Apply the Youth Transition Action Team approach:** Participants indicated they would explore connecting to or commit to forming a Youth Transition Action Team.
- **Better Utilize Resources:** Participants indicated they would apply shared resources to issues facing transitioning foster youth and continue to educate themselves and share resources with colleagues and partners.

New Ways and the Child and Family Policy Institute distributed and posted on-line resources for child welfare service and workforce professionals seeking to implement or improve programs and initiatives that address the employment needs of transitioning foster youth.

The following resources were provided to forum participants.

1. Youth Transition Action Team Guidebook
2. USDOL New Vision for Youth
3. What Works Policy Brief : Foster Youth Employment
4. Foster Youth Employment Regional Forums 2006 PowerPoint
5. California Service Area Map
6. The Child Welfare System Improvement and Accountability Act (AB 636): Improving Results for Children and Youth in California
7. Getting the Job Done: Effectively Preparing Foster Youth for Employment
8. Understanding the Child Welfare System in California: A Primer for Service Providers and Policymakers
9. Training & Employment Notice No 18 – 05 – John H. Chafee Foster Care Independence Program
10. On-Line Resources to Support Foster Youth Educational Success
11. National Governor’s Association Policy Academy Factsheet
12. Common Measures At-A-Glance
13. New Strategic Vision for the Delivery of Youth Services under the Workforce Investment Act, Employment and Training Administration
14. The Workforce Investment Act: A Primer
15. Foster Care Legislation Summary 2006
16. California Education Factsheets
17. Workforce Investment Act Funds – Pre-Vocational Training, Governor’s Discretionary Grants RFP

State policy recommendations emerged.

In an effort to inform ongoing state-level work and focus on addressing the employment needs of transitioning foster youth, participants were asked to identify barriers to cross-system work and to highlight areas or issues that state policy makers need to address.

Throughout the forum proceedings the following recommendations impacting state level policy emerged:

- Pre-employment training beyond what is offered (or available) through WIA is needed
- Cross-system training and technical assistance opportunities (such as the forums) need to be expanded
- Awareness of the importance of career preparation opportunities needs to be built within the child welfare system (including care givers)
- All foster youth should be provided meaningful employment experience prior to aging-out
- Barriers to cross-system data sharing need to be eliminated
- Common ways of measuring success and reporting progress need to be established across systems
- Better connections between and integration of ILP and WIA programs need to be built
- Additional mental health services need to be made available

- Local areas need help in building capacity to serve foster youth and other out-of-school youth
- Transportation barriers need to be addressed
- Services, including one-stop services, should be offered in after-school hours
- One-stops need to be encouraged and supported to be more youth-friendly
- Training is needed on how to utilize Chafee vouchers for education and training
- The issue of program instability (creating a transient staff that results in distrust from some youth) needs to be addressed
- Practitioners need examples of and time to talk about the technical aspects of blending services

These recommendations will be further explored and refined with individuals from throughout the state at the follow-up session to the forums being held at the California Workforce Association Youth Conference on January 16, 2007.

Sponsorship & Thought Partners

The Foster Youth Employment Forums were sponsored through a partnership of New Ways to Work, the Child and Family Policy Institute of California (an affiliate of the County Welfare Directors Association), and Casey Family Programs.

In addition, the forums were organized with significant support and input from regional planning teams, consisting of

- Local child welfare, social service, and workforce development professionals
- Engaged leadership from the statewide Foster Youth Employment, Training, and Housing Taskforce
- California Department of Social Services
- California Workforce Investment Board
- Employment Development Department
- National Governor's Association Policy Academy on Youth Transitioning Out of Foster Care
- California Workforce Association
- California Community Colleges Chancellor's Office

Follow-up & Next Steps

During the 2007 program year, New Ways will first share lessons learned from the regional forums with participants at the California Workforce Association Youth Conference on January 16, 2007. Policy recommendations will be further developed during the pre-conference session with the purpose of informing the policy agenda of the Foster Youth Education, Employment and Housing Taskforce and the National Governor's Association Policy Academy committee focused on foster youth employment issues.

In addition, New Ways will use recommendations from the regional forums to expand the Youth Transition Action Team initiative, reach out to and include more counties in the initiative and focus YTAT approach on influencing state policy and improving local practice. The YTAT will continue a series of communication strategies including an expanded listserv, newsletters, issue briefs and the continued collection of promising practices.

Finally, New Ways will seek additional investors to secure funding to support follow up on the employment forums and produce additional forums focused on topics such as access to career technical education programs and career related programs in the K-12 system, and transitional youth systems building. New Ways plans to continue the momentum that has begun with the Youth Transition Action Team initiative and the 2006 Foster Youth Employment regional forums, and will continue to focus attention and local action on the employment needs of foster youth.

Full Report Appendices

The following appendices supplementing the full report are available online at www.newwaystowork.org/documents/ytatdocuments/FYForumsFullReport.pdf.

- Appendix A: Local Focus & Planning
- Appendix B: Regional Forum Details
- Appendix C: Community Collaborative Ideas by Region
- Appendix D: Results of the Acronym Activity
- Appendix F: Listing of Promising Practices
- Appendix G: Youth Transition Action Teams Factsheet
- Appendix H: Forum Facilitators

Additional Information & Resources

For more information about Casey Family Programs, go to <http://www.casey.org/Home>. For more information about the coordinating organization, New Ways to Work, and the sponsoring initiative, Youth Transition Action Teams, go to www.newwaystowork.org. For more information about the Child and Family Policy Institute of California, go to www.cfpic.org.



The Foster Youth Employment Forums were made possible with the support of Casey Family Programs.

Appendix A

Local Focus & Planning

Each regional forum was designed to provide information and concrete examples of successful strategies for supporting early work experience, work-based learning opportunities, and the transition to gainful employment. For five months, New Ways and the Child and Family Policy Institute of California worked with local planning teams to design each regional forum to highlight successful programs and services from multiple systems and initiatives. Professionals from child welfare, social services, education, and workforce development in 31 counties were involved on the regional planning teams.

All five of the Regional Planning Teams met monthly to discuss and design a forum that addressed their local needs. In addition, individuals from each region joined members of statewide agencies on a monthly statewide steering committee call to provide continuity between the five forums.

Each team identified the location and date of their regional forum, and provided outreach to their colleagues about the event. The teams identified potential panelists, including regional professionals to discuss their programs, foster youth who experienced these programs, and/or employers who are local champions of the efforts.

The following individuals ensured the success of the forums.

Statewide Steering Committee

Stuart Oppenheim, Chair	Mark Gregory	Thou Ny
Chandra Larsen, Co-Chair	Mercedes Julian	Linda Rogaski
Frances Cadenas	Karine Kanikkeberg	Phyllis Stogbauer
Miryam Choca	Crystal Luffberry	Steve Trippe
Maggie Donahue	Margaret Mack	Dave Trovato
Patricia Evans	Theresa Milan	Nancy Uber-Kellogg
Rosario Florres	Jennifer Mitchel	Christine Welch
Dynell Garron	Charlene Mouille	Shannon Wesley

Northern Regional Planning Team

Sue Sawyer, Chair	Joe Davey	Steve Hughes
David Allee	Aurora Fryer	Beverly Morgan-Lewis

Southern Regional Planning Team

Mercedes Julian, Chair	Art Fisher	Mario Olmos
Peggy Bishop	LaTonya Johnson	Lisa Salazar
Genevieve Bromley	Valerie Lathern	Tom Spadaro
Frances Cadenas	Marco Lucero	
Kelly Henwood	Bob Malberg	

Central Valley Regional Planning Team

Karine Kannikberg, Chair	Julia Gonzales	Paige Turner Sambesto
Eugene Bell	Casey Houck	Sophie Phang
Casey Blake	Brittany Husman	Phyllis Stogbauer
Carol Davies	Danny Morris	Tracie Scott-Contreras
Karen Dhillon	Joseph Oaxaca	

Bay Area Regional Planning Team

Maggie Donahue, Co-Chair

Reyna Bell, Co-Chair

Margarita Alejo
Sybil Anderson-Adams
Michelle Byrnes
Paul Demarest
Glenn Eagleson
Amy Freeman
Dynell Garron

Catherine Giacalone
Jennifer Greco
Allan Johnson
Thou Ny
Richard Otto
Debra Pomeroy
Heather Ravani
Margot Rawlins
Sara Razavi
Ken Shaw

Alex Shor
Melba Watts
Kathy Young

Supporters:

Chet Hewit
Dorothy Chen
Randy Morris

Mountain Valley Regional Planning Team

Margaret Mack, Chair

LeeAnn Hatton
Megan Juring
Maureen Lane
Bob Martin
Judy Needham
DeWayne Norris
John Pearson
Theresa Thurmond

Regional Forum Target Counties

Each regional planning team intentionally targeted several counties within each region to showcase at each forum. Professionals and individuals were encouraged to attend the regional forum that included the county or service area of the youth they served. Representatives from every county were invited to participate on one of five regional planning committees and/or the statewide steering committee. Counties in bold had representatives involved on the regional planning teams.

Northern Region

Butte, Colusa, Del Norte, **Glenn, Humboldt**, Lake, Lassen, Modoc, Plumas, **Shasta**, Siskiyou, Tehama, and Trinity.

Bay Area Region

Alameda, Contra Costa, Marin, Mendocino, Monterey, Napa, San Benito, **San Francisco, San Mateo, Santa Clara, Santa Cruz, Sonoma** and Solano.

Mountain Valley Region

Alpine, Amador, Calaveras, El Dorado, Mariposa, Mono, Placer, **Sacramento**, Sierra Nevada, **Tuolumne, Yolo**, and Yuba.

Central Valley Region

Fresno, Kern, Kings, Madera, Mariposa, **Merced, San Luis Obispo, Stanislaus**, San Joaquin, and Tulare.

Southern Region

Imperial, Inyo, **Los Angeles, Orange, Riverside, San Diego, Santa Barbara**, San Bernardino, and **Ventura**.

Appendix B Regional Forum Details

Each of the regional forums were designed by local practitioners who provided input on structure, programs to showcase on the panel and in promising practices, and identification of guest speakers, including local leadership from county and state agencies, and/or current and former foster youth. The following highlights provide specific information about forum speakers and participants at each of the regional forums.

Northern Region - November 8th – Hilton Garden Inn in Redding

- 50 total participants
- 6 youth/young adult participants
- 20% Workforce Development
- 24% Child Welfare Services
- 27% Social Services
- 14% Education
- 27% Youth Development
- 16% Juvenile Justice
- 10% Other (including ILP, Transitional Housing, Mental Health, Youth, Youth with Disabilities, and Residential Treatment.)

Key Note Speaker

Sher Huss, Shasta County Director of Social Services

Sher Huss has over thirty years of experience working in the Social Services and Community Based Services field. She has worked in Eligibility and Employment Services, worked at a state agency implementing Youth Employment Programs, and worked for a non-profit community based organization specializing in employment programs for women and youth. She is currently the Director of Social Services in Shasta County and previously held the same position for ten years in Siskiyou County.

Local Model Program Panelists

Glenn County Youth Employment Services Program (Y.E.S.)

The Glenn County Y.E.S. Program (Youth Employment Services) is a semester-based after-school program which includes both a classroom portion (teaching pre-employment and work maturity skills) followed by a “real-life” paid work experience with a local employer. The classroom portion is an ROP course which affords students academic credit. The paid work experience (typically 100 hours) follows only upon successful completion of the classroom portion of the Program. Special accommodations (priority enrollment and late entry) are afforded to foster youth. Funding for the limited number of slots within YES represents a collaborative effort from multiple Glenn County agencies, including the HRA, Office of Education, Probation, and the Health Services Department.

Vicki Shadd, Director of Alternative Education
Glenn County Office of Education

David Allee, Manager, Employment Services
Glenn County Human Resource Agency

Marlene Lara, Office Assistant II
Glenn County Human Resource Agency

Shasta County Independent Living Program (I.L.P)

Shasta County foster youth face a difficult transition into the world of adult life. The goal of Shasta County ILP is to assist them by providing resources and skills that will enable these young adults to succeed in their daily living after they have left foster care. They provide an active support system that effectively prepares foster youth in their employment skills, health and safety, banking, money management and budgeting, consumer purchasing, loans and contracts, time management, interpersonal skills and hygiene, home maintenance and knowledge of community resources. Their interactive program gives them the tools to not only survive, but to become successful at living independently. We have structured their program to provide personal support as a main function of the Independent Living Program. In the teen's initial transition plan, they hope to establish a support network while helping them plan their short and long term goals. Foster parents and group homes play an important role in the transition by providing transportation to appointments and group meetings as well as encouragement and guidance.

Lisa Goza, MA

Shasta County Independent Living Coordinator
Youth and Family Programs

Humboldt County Employment Referral Process

The Humboldt County Youth Transition Action Team (YTAT) is focused on improving career preparation and employment supports for foster youth. Beverly Morgan Lewis, Director of the Social Services Branch of the Humboldt County Health and Human Services Department, is leading the effort. Members of the YTAT include the Chair of the Humboldt County Youth Council, the District Attorney, the Director of Public Health, and the Chief Probation Officer, as well as youth.

The Job Market in Eureka, the county seat, is the focus of workforce development services in Humboldt County. It serves as the One-Stop Center for the largest area of the county. The Humboldt County Department of Health and Human Services, Social Services Branch, made two changes that are helping to make the Eureka One-Stop more youth friendly. The partners are using the Youth Employment Opportunity Program (YEOP) peer counselors working at the One-Stop Center meet with any youth who comes to the center and help them get connected to services.

Steve Hughes, Program Coordinator

Employment and Training Division
Humboldt County
Department of Health and Human Services

Joe Davey, Employment & Training Manager

Humboldt County
Department of Health and Human Services

Southern Region - November 28th – Embassy Suites in Santa Ana

- 130 total participants
- 13 youth participants
- 41% Workforce Development
- 18% Child Welfare Services
- 29% Social Services
- 27% Education
- 38% Youth Development
- 17% Juvenile Justice
- 13% Other

Key Note Speaker

Trinity Wallace Ellis, Former Foster Youth and Youth Advocate & Housing Manager, Hathaway-Sycamore Child & Family Services

Trinity Wallace-Ellis is an alumna of the Los Angeles County Foster Care System who has struggled with adversity and surpassed those challenges to become an inspiration for those currently experiencing the foster care system. Trinity offers a unique perspective of the foster care experience blended with that of a professional working in the field. She has over 10 years experience working with foster youth and probation youth as an advocate, a trainer and a speaker. Her inspirational words have touched the lives of thousands of children, parents and employees of the child welfare system. Her speeches have directly impacted legislation on a county, state and national level. With the continued support of her husband, children and siblings, Trinity is motivated to continue her mission to share her vibrant personality, her vision, and her passion with others.

Local Model Program Panelists

San Diego Youth Employment Services (YES) Transition Network

The YES Transition Network serves current and former foster youth as well as other at-risk youth from ages 13 through 24. YES has a strong and active employment services component, but staff recognize the fact that youth cannot successfully deal with employment and career issues until they have addressed other life challenges as well. To that end, they work with youth on a continuum of services and activities that blend employment with the other transition issues they must handle.

YES is a collaboration of ACCESS, Casey Family Programs, and the San Diego Workforce Partnership (local WIA agency). In addition, numerous other partners and resources work with YES to meet the variety of needs presented by the transitioning youth.

Marilyn Stewart, MSW

Director
YES Transition Network

Imperial County Centralized Case Management System

Imperial County serves youth through a case management approach that is centralized through one contractor who refers youth to additional services. These referred services are both WIA and Non-WIA services. This approach has lent itself to improved controls and flexibility throughout their service system, including an ability to see where systemic improvements need to occur in providing quality services and overall improvement of performance.

Strengthening partnerships through cross agency integration of both WIA and non-WIA to stretch limited funding and achieving our ultimate goal of serving youth of Imperial County has assisted in creating a win-win for both service system and for youth. Through this service delivery system, Imperial County is able to target specific youth populations, including current and former foster youth. Additionally, their local Youth Council has implemented a policy of Priority of Need where Foster Youth and Emancipated Youth are given a high score of priority for enrollment into the WIA youth services. Stronger relationships with DSS and their combined efforts have made a systemic impact on how our youth service system has been made to be adaptable to a variety of needs that present themselves from a bi-level approach of system-wide policy and direct service for youth.

Helen Palomino

Program Analyst - Youth Services
Workforce Investment Board of Imperial County

Karina Corona
Social Worker II
Imperial County Department of Social Services-
Child Protective Services

Cassandra Gregory
Social Worker Supervisor I
Imperial County Department of Social Services-
Child Protective Services

Ventura County ITOP Project

ITOP - Improving School-to-Work Transition Outcomes for Youth with Disabilities Program

The purpose of the project is to aid in strengthening partnerships between agencies that serve transitioning youth with disabilities in order to create a community of services. ITOP is a federal grant funded study. Statistics and recommendations from this study may be used at the government level to determine how best to use tax dollars to help transition aged youth with disabilities to succeed. ITOP studies the transition of people ages 16-24 who have a disability by tracking their progress through the system and resulting outcomes. These disabilities include youth with a developmental disability, those with basic skills deficiencies and/or those with psychiatric disabilities. The primary objective of ITOP is to nurture a self sustaining support system between service agencies serving transitioning youth with disabilities. By blending and braiding of agencies and funding, youth receive cohesive care. ITOP does this by: networking with other agencies to foster stronger connections, by connecting various existing service providers with others with the same goals and interests and by offering referral services to agencies and the public in order to keep youth from falling between the cracks.

Joy Jenerette

ITOP Outreach Coordinator
Work Training Programs

Foothill WIB National Demonstration Serving Foster Youth

In December 2004, the Employment Development Department in partnership with the United States Department of Labor and the Los Angeles County Department of Children and Family Services announced the availability of up to \$800,000 to choose a service provider to conduct a national demonstration project to help youth aging out of foster care become employed and reach self-sufficient. The applying organizations must have comprehensive experience providing services to foster youth or similar high-risk populations and the ability to implement the project in the San Gabriel Valley and the South Los Angeles area. Approximately 20% of the children and youth in foster care in the United States reside in California with over 30% (31,000) of that portion in Los Angeles County. High concentrations of these youth live in the San Gabriel Valley area and in South Los Angeles.

The Foothill Workforce Investment Board (FWIB) partnered with Community Build, Inc. located in South Los Angeles and Casey Family Programs to submit a response to the SFP. In April 2005, FWIB received notice that they were selected as the recipient of the grant. There were only five (5) grants made available nation-wide including Detroit MI, Houston, TX, New York, NY and Chicago, IL. Between FWIB and Community Build, the grant will serve 100 youth. Youth eligible for the program are between the ages of 17 and 21 and are soon to transition out of the foster care system or who have already transitioned but have not been successful in achieving self-sufficiency. Priority of services will go to those who are homeless, pregnant or teen parent, or on probation. The program is entitled the Youth Self-Sufficiency Program. Implementation of the program began on May 1, 2005 and ends June 30, 2007.

S. Dianne Russell-Carter
Operations Manager
Foothill Workforce Investment Board

Sarah Mendoza
Program Coordinator
Foothill Employment & Training Connection

Central Valley Region - November 29th – Madera Department of Social Services

- 70 total participants
- 11 youth participants
- 23% Workforce Development
- 34% Child Welfare Services
- 18% Social Services
- 19% Education
- 9% Youth Development
- 4% Juvenile Justice
- 11% Other

Key Note Speakers

Hub Walshe, Agency Director of Social Services in Madera

Madera Social Services is one of the largest Departments in the County, and is committed to the County's Mission statement of "Madera County's Mission is to serve the public interest in a fiscally responsible manner by providing efficient, cost effective customer service, promoting public health and safety while creating new possibilities with partnerships through a diversified economy".

Samantha McGuire, Former Foster Youth

An 18 year old emancipated foster youth, Samantha was in foster care since the age of five. Due in part to numerous placements she was unable to graduate on time. She is currently attending independent study through the Kern High School District, Career Resource Department's ACT program. She is also working part time through the program at Kohl's department store. Upon graduation she plans to attend college and work on nursing degree.

Local Model Program Panelists

Kern County Project Success & ACT – Adolescent Career Transition

ACT – Adolescent Career Transition

ACT is designed to assist youth, age 18, who are emancipating from the foster care system achieve self-sufficiency. Paid work-experience of up to 500 hours is coupled with life skills courses to assist youth with the transition to adulthood. Referrals to this program are made via Department of Human Services, Independent Living Program staff who continues to work with CRD staff to ensure the success of the young adults. Monthly workshops are conducted around topics of interest as determined by participants to further assist their transition to adulthood. Monthly incentives are available to eligible participants providing further external motivation for success.

Cindy Vasquez

Project Specialist

Kern High School District, Career Resource Department

Project Success

This project serves youth 14—18 years old who are in the foster care system. Project Success provides youth the opportunity to obtain 5 credits towards high school graduation in an 8th period class in Career Development. The course focuses on employability skills, soft skills and attainment of independent living skills needed for life after emancipation. Successful completion of the 6 week course entitles youth to 100 hours of paid work experience.

Contact – Karine Kanikkeberg

Resource Teacher
Kern High School District, Career Resource
Department

Debbie Barger

Job Coach
Kern High School District, Career Resource
Department

Fresno County Foster Bridge Youth Program

The Fresno County Foster Bridge Youth Program is a program provided by a collaborative group of partners. Fresno County Independent Living Program, Fresno County Workforce Investment Board, Arbor Education and Training, Fresno City College, and The Walter S. Johnson Foundation. The Foster Bridge Youth program is designed to help foster care youth ages 18-21 years of age, make the transition into college and/or vocational training opportunities more manageable. Services available to a foster youth are financial assistance, college / vocational training, career planning, assessments, assistance with enrollment into Fresno City College, childcare assistance, transportation assistance, peer support, college preparation, and Fresno City College faculty support. Students enrolling in this program enter a cohort of classes consisting of English, Math, and Guidance Studies. The foster youth have direct access to their academic counselor and set out educational plans. The students are monitored for two semesters leading up to the career/ vocational program of their choice. Students receive individualized attention concerning their personal and academic paths.

Dalvin Baker

ILP Supervisor
Dept. of Children and Family Services

Lisa Nichols

Dept. of Children and Family Services
California Connected by 25 Initiative Coordinator

Carol Davies, M.P.A.

ILP Coordinator
Fresno City College

Jennifer Rowan

ILP Youth Advocate
Dept. of Children and Family Services

Alexandra Gonzales

Bridge Counselor
Fresno City College

Tulare County Youth Transitions Program

On any given day, Tulare County has nearly 2,000 youth in foster care. The Youth Transitions program seeks to serve these young people and others, such as teen parents, youth with disabilities, and potential dropouts. The Youth Transitions program envisions the American Dream for all youth in education, health, housing, employment, economic self-sufficiency and community engagement. Youth Transitions is a program designed to serve our most vulnerable youth, ages 16-21. Foster youth who have emancipated or are currently in foster care are a primary focus for this program. The Transitions collaborative offers training, job placement, mentoring, and support services. These young people gain the skills and confidence necessary for successful transitioning to adulthood, employment and self sufficient lives.

Mary Alice Escarsega-Fechner

Workforce Director
Community Services & Employment Training,
Inc.

Eldonna Caudill

Youth Program Coordinator
Tulare County Workforce Investment Board, Inc.

Bay Area Region - December 4th – The State Building in Oakland

- 105 total participants
- 15 youth participants
- 43% Workforce Development
- 28% Child Welfare Services
- 24% Social Services
- 25% Education
- 37% Youth Development
- 6% Juvenile Justice
- 11% Other

Key Note Speaker

Chet Hewitt, Director of the Alameda County Social Service Agency

The Alameda County Social Services Agency has 2100 employees and provides safety-net services to over 200,000 Alameda County residents each month. Prior to being named Agency Director in December 2001, Chet served for a year as Director of the Agency's Department of Children and Family Services Department and spent 5½ years as an Associate Director with the Rockefeller Foundation in New York. While at the Foundation he managed the foundation's workforce development investment portfolios, which included partnerships with HUD, DOL, Chase Bank and the California Endowment.

In 1995, Chet was awarded an Annie E. Casey Foundation National Children and Family Leaders Fellowship for his work on family and community issues and served as a therapeutic foster parent in San Francisco for 12 years

Local Model Program Panelists

Local Model Program Panelists

Alameda County Project HOPE

Project HOPE is a youth employment program established by the Alameda County Workforce Investment Board and the Alameda County Department of Children and Family Services to empower current and former foster youth to become self-sufficient through career exploration, educational planning, and leadership development.

Through partnership building and interagency collaboration with existing employment and community resources, Project HOPE works to connect aging out and former foster youth to an array of employment and educational preparation services in Alameda County.

Thou Ny

Employment Program Consultant
Alameda County Department of Children and Family Services

Rosario Flores

Workforce Development Specialist
Alameda County Workforce Investment Board

San Francisco One-Stop

The San Francisco One Stop Center was looking for strategies for supporting better employment opportunities for the youth they served. As a strategy for gathering information and support, they sponsored a youth services forum, inviting many youth organizations to start dialogue in working more closely with their City's One Stops Centers in order to provide better and more youth friendly services to their youth. At the same time, major players from many other organizations had begun working on the Mayors Transitional Youth Forum, dedicated to providing collaborative services to youth within the San

Francisco Bay Area. These agencies started to talk and work together in order to form best practices for their youth. Together, they made a concerted effort to involve the employers up front to talk about what it is they look for when hiring youth.

One strategy the WDD/Workforce Solutions (San Francisco One-Stop) started to implement was a comprehensive agency-by-agency meeting to ascertain what services are being offered by these organizations, and of those, which ones are appropriate for services at the One Stop. They also are working to ensure that youth agencies play a more proactive role at their One Stops, i.e., on a weekly basis, have a youth organization representative situated at the One Stop in order to learn more about its services, and to be a youth advocate who can assist youth to other youth-related organizations for services that may not be provided at the One Stop.

Harold Walker
Business Services Manager
Human Services Agency
Career Link Mission One Stop Center

Joshua Campbell
Youth
ILSP Participant

Roxie Hardeman
Business Account Representative
Workforce Solutions HSA

Leo Ranford
Youth
ILSP Participant

Contra Costa County Foster Youth Services Program

The Contra Costa County Office of Education received a grant to convene countywide foster youth service providers in order to better address educational outcomes for group home youth. The strategy that was developed centered on the co-location of Education Liaisons, who are employed by CCCOE and housed at Employment and Human Services offices as well as Probation. Having Liaisons on-site provided social workers with easy access to educators familiar with school processes and procedures and created an environment that fostered collaboration. Each school district in Contra Costa County identified a Foster Youth Services Liaison who works with the County Liaison to assist with enrollment, record location, and school success. The Education Liaisons also participate in the Team Decision Making process. All transitioning youth meet with a team of professionals prior to emancipation to help them plan for a successful transition. EHSD partially funds the Education Liaisons. The Workforce Investment Act Counselors work closely with the Independent Living Skills program to further support high school completion, post-secondary school opportunities, and career preparation. The WIA counselors are located at school districts and at One Stops throughout the county. Strategic planning took place through a Foster Youth Services Advisory group that developed the co-location plan and provides oversight. The Advisory Group meets quarterly.

Catherine Giacalone
Youth Development Services Manager
Contra Costa County Office of Education

Beth Bottorff
Foster Youth Services Education Liaison
Contra Costa County Office of Education

Oscar Blackwell
Youth Development Services Specialist
Contra Costa County Office of Education

Carol Regalado
Foster Youth Services Education Liaison
Contra Costa County Office of Education

Mountain Valley Region - December 7th – United Way in Sacramento

- 103 total participants
- 16 youth participants
- 41% Workforce Development
- 32% Child Welfare Services
- 44% Social Services
- 41% Education
- 40% Youth Development
- 23% Juvenile Justice
- 27% Other

Key Note Speaker

Ray York, Chief of Operations for the California Workforce Investment Board

Mr. York has been involved in the development of workforce investment policy, legislation and program implementation in California for over 17 years. He has held a variety of different positions with the State Employment Development Department as a researcher, consultant, Section Manager and the Assistant to the Director. His assignments and responsibilities have ranged from the development of the statewide framework for the implementation of the federal Workforce Investment Act; the submission of the State Welfare-to-Work plan; drafting legislation for the Paid Family Leave Act which was signed into law in 2002; and project lead forming and managing a State Committee to examine the solvency issues of the Unemployment Insurance Fund. Since joining the California Workforce Investment Board staff in 2004, he has served as the Section Manager over the Workforce Policy and Research Group and lead staff for the State Board's Accountability and Workforce Investment Subcommittee managing the State-level one-stop certification process and the One-Stop Career Center Cost Study Research Project. His current position is the Chief of Operations for the State Board. Mr. York holds a Bachelor's degree in Philosophy and a Master's degree in Public Administration.

Kamika Whetstone, Youth/Adult Employment Tech for the San Juan Unified School District

Ms. Whetstone works for the San Juan Unified School District as a youth/Adult Employment Tech, where she assists youth in job searching, resume developing, and connecting youth to different resources in their communities that will help them exceed in life. She has been tireless in her efforts in supporting foster youth with the issues they face on a day to day basis. Being a former foster youth herself, she is very passionate in seeing current foster youth succeed in life. She participated in creating recommendations to improve One-Stop Career center access, youth friendliness, and identifying basic Career Center services that are most critical for foster youth and alumni success.

Local Model Program Panelists

Great Start Program in Sacramento

The sole purpose of the Great Start program is to help foster youth make a successful transition from the foster care system to an independent, self-sufficient adult life. The Great Start program challenges foster youth to enter post-high school training and counsel and coach youth to work with employers. Great Start empowers youth with the life skills that they need to succeed and we teach social responsibility, self-determination, and economic independence.

The Great Start program also provides youth with services in employment, training, education, transitional housing, support services, case management, and follow-up for transitioning foster and probation youth. The Great Start program encourages foster youth to explore their goals and strengths and assists youth in achieving those goals through referral of services, support, and/or trainings.

DeWayne Norris
Manager
Casey Family Programs

California Youth Connection – Employment Training

The California Youth Connection is guided, focused and driven by current and former foster youth with the assistance of other committed community members. California Youth Connection promotes the participation of foster youth in policy development and legislative change to improve the foster care system. California Youth Connection strives to improve social work practice and child welfare policy.

Verrottica “Captain” Young is a member of the California Youth Connection’s Sacramento Chapter and currently attends Sacramento City College. Captain grew up in foster care her entire life, and has lived in kinship, group homes, juvenile hall, and foster homes. Now amongst other work in the child welfare system, Captain co-leads the chapter meetings and leads the chapter’s youth speaking team FIRE.

The CYC Sacramento Chapter’s local issue is educating judges, attorneys, and social workers on AB 1633 that allows foster youth to extend their care up to the age of 19 to meet their educational goals of a high school diploma or a GED.

Verottica “Captain” Young
CYC Sacramento Chapter Member

Attitude Explosion Leadership Conference

The Attitude Explosion Leadership Conference was born of necessity; initially to fulfill the mandate of WIA in-school youth programs to provide a youth led leadership activity for in-school youth (in our case, foster youth). However it served as a vehicle to provide the opportunity for youth to develop and demonstrate skills relating to research, planning, problem solving, verbal and written communication, taking initiative to address and complete tasks, and working with peers, adults, and independently for one common goal. These are characteristics of a good employee. In addition, the youth chose topics and invited vendors that provided them with information relating to housing, personal relationships, higher education, job development, and job seeking that would prepare them for independent living.

Cheryl Powell
Program Specialist
San Juan Unified School
District

Andrew L. Jones
Coordinator
Las Palmas Center
andrewjones@grant.k12.ca.us

Kaleidoscope of Employment for Youth Success (K.E.Y.S)

K.E.Y.S. is a collaborative contract with the Placer County Office of Education, Foster Youth Services, Department of Rehabilitation, and PRIDE Industries. K.E.Y.S. helps address some of the issues facing foster youth in Placer County by providing specialized employment services for youth ages 16 to 19. K.E.Y.S. helps youth develop job skills and job retention through: comprehensive employment assessments, job-specific tours, search techniques, resume development, interviewing techniques, paid work experiences, job placement, money management, and peer support.

Tami Brodnik
Foster Youth Program Manager
PRIDE Industries

Appendix C

Community Collaborative Ideas by Region

Participants at each of the regional forums were divided into discussion groups with others within their same service area. These groups were determined by matching the 58 child welfare County representatives with the 50 workforce areas. Depending on the structure in various regions, some counties and workforce areas covered the same geographic locations. In other areas, the relationship was different. For example, in Los Angeles County there are seven workforce development areas within the single child welfare services county; in the far north area of the state, one workforce area (North Central Counties Collaborative) serves nine counties.

Participants were asked to discuss ideas about how their service area or county could collaborate on a youth, program and/or system level to create employment opportunities. They were also asked to discuss any collaborative work already happening that they could connect to. The following collaborative ideas & next steps were recorded for each group.

Northern Region

Glenn County

1. Emancipation training – ILP coordinator and across systems
2. Mental health services gaps – better connect across systems

Humboldt

1. Out of school youth WIA program challenge.
2. Connect better with SARB Board.
3. Cal Learn – connect to support WIA.
4. Hire foster youth to replace new opening.

Northern

1. Find ways to address transportation issues to and from work.
 - College students- no place to live/work to keep jobs.
 - Foster parents to help transport them to jobs. Work with foster homes.
 - Job Coach at schools to work with foster youth.
2. Plan to have a regional/ local forum to bring together everyone working on these issues.
 - CWDA – topic to discuss improving regional relationships across counties.
3. Connect to youth and provide better information about services offered – youth feel intimidated.
 - Resources for youth shared in more detail.
4. Find ways to share resources and information across systems.
 - Structure and tools to improve access.
 - Educate businesses about 40 Development Assets for foster youth.

Central Valley Region

Fresno County

1. Meet with Workforce agencies representatives.
2. Work with agencies who have a job training program for foster youth.
3. Better collaboration within our own agencies.
4. Collaborate better with FFAs.

Kern County

1. Develop a Foster Youth Resource Center

- Support of schools
 - ILP
 - High school district
 - Business
 - Public transportation
 - KC network for children
2. Housing – increase access to money
 - Provide information to youth
 - Credit
 3. Mentoring
 - Connect better with community members and business

Madera #1

1. Better education and information dissemination to all youth practitioners regarding available services and referral processes. Install a lead at each agency.
2. Create methods/ systems to allow information sharing between partner agencies.
3. Create better alignment between schools/ educational requirements and work opportunities.

Madera #2

1. Find out all services available to each youth. All service providers to know what is or is not available.
2. Resource listing of all available resources in the area.
3. Get these resources and information out to the youth through existing networks, i.e. FFAs (Foster Family Agencies), group homes, and therapists.
4. Change the system so that resources are available after hours, i.e. therapy sessions, job source or search, employment counseling, etc.

Madera #3

1. Outreach in cross training.
2. Competing interests.
3. Multi-disciplinary.

Stanislaus

1. Understand and utilize “Youth Probation Culture”, i.e. visuals and audio.
2. Incentives – Provide monetary incentives for participation.
3. More frequent inter-agency contact.
4. Social Worker – focused on middle school and high school.

Tulare County

1. Form a Youth Transition Action Team.
2. Get a copy of a SIP.
3. Linking services with community colleges.
4. Expansion to city governments.
5. Expansion of Life skills workshops.
6. Identify additional resources for job required attire.

Other Central Counties

1. Barriers:
 - Excessive removal from schools for appointments.
 - Substance abuse
 - Youth feeling unaccomplished in courses that don't lead or include “real” experience (work, etc.)
 - Youth are not getting into programs (test barriers)

2. Opportunity:
 - Juvenile court
 - ROP
 - Apprenticeships – local union employers
 - Community care licensing
 - Include CW Director on WIB

Statewide Representatives & Other Counties Outside Region

1. Partner with ByDesign Financial Solutions to provide free financial management education to foster youth. This will greatly increase the likelihood of success after emancipation.
2. Utilize EDD as a training resource and for technical assistance.
3. Work with local one-stops and community colleges to navigate their educational opportunities. Make one-stops more user friendly.
4. Connect with County Office of Education. Foster youth liaison regarding funding opportunities.

Southern Region

Imperial County

1. Communication between direct staff to increase involvement, i.e. bi-monthly meetings or more as needed
2. Create increased exposure, i.e. job shadowing, for all youth at intake
3. WIA case managers to attend ILP classes for presentations of their program and services on a regular basis. This will provide a point of contact for youth.

Los Angeles County #1

1. Connecting with Casey Family Foundation and EDD
2. Bringing youth into one-stop centers to work with adults in a professional/career setting
3. Connect Probation with Department of Children and Family Services (DCFS)
4. Provide more internships (paid, unpaid) within our own programs
5. Fix the system, not the children

Los Angeles County #2

1. Community colleges in L.A. provide ILP skills training. Trainers connect youth to one stop centers. Connect youth who are attending the college to EOPS. Alumni resource centers assist youth in connecting to one stop centers as needed. Connect to workforce centers.
2. Issues and concerns: transportation, hours of operation, probation youth have lack of services available to them, staffing at one stop centers are not youth friendly.
3. Network with Rotary and Kiwanis clubs to work with youth. Apprentices and job shadowing.
4. Go to where youth are and seek out the shy and inexperienced.

Los Angeles County #3

1. Cash for college. College access, financial literacy, and financial aid workshops.
2. Community based organizations with multiple youth programs. WIA alternative programs for youth until all paperwork is in place.
3. Transitional housing options. DCFS to have web postings about services and events. Marriott Foundation for youth with disabilities.

Los Angeles County #4

1. How can we utilize Chaffee money for educational purposes for youth?
2. Develop local youth roundtables for establishing better partnerships and referral systems.
3. Establish better communication on email blasts.

Orange County #1

1. Intra-county email
2. Quarterly multi-agency meetings
3. Adhere to response time frames
4. Probation/ Foster youth (in custody/ out of custody) motivational meeting
5. Legal/ confidentiality issues regarding email, county to county database

Orange County #2

1. Miscellaneous court order allows communing among services in the county.
2. Attending any and all meetings regarding youth services –SSA, Work Center, and OCF.

Orange County #3

1. More communication between case managers and supervisors. Especially ones from different programs
2. More communication via email and internet

Orange County #4

1. Develop volunteer programs that would lead to employment and/or work history with partners and community agencies
2. Case specific one-stop services for youth, e.g. “fast track to jobs”
3. “Mom and baby” transitional housing in Orange County
4. Mental health services for emancipated youth

Riverside County

1. Collaboration between private, public sector, secondary and post secondary institutions
2. Transition youth to adulthood through various peer support center and resource center
3. Services providing self sufficiency
4. Maximum services received without duplication

San Bernardino County

1. Involve OMH with DCS to develop assessment plans/ services to evaluate youth prior to transition to determine further treatment services in addition to work training.
2. TAY one stop services to collaborate with probation, DCS, DBH, community partnerships, employment specialists, and referrals to transitional housing.
3. Foster youth summit sponsored by major agencies supporting youth to include government agencies, as well as residential placements, other service providers and advocacy groups. The purpose would be: dialog and goals address barriers in policy, legislation, as well as practical barriers- Produce paper with which to share results and stand as a document to measure progress (planning phase).

Santa Barbara County

1. Co enrollment with a common intake process. (TILP-ISS)
2. Coordinated case management function.
3. Specified service delivery activities.

San Diego County #1

Youth Empowerment Services (YES)

1. San Pasqual Academy – a residential foster youth high school
 - SDCOE
 - Health and Human Services – San Diego Workforce Partnership
 - ILS, Access, Inc. – Local employers

2. WAY – Internship program- Access, Inc. (6 months for approximately 30 youth a year, paid for by county)
 - County ILS
 - County Aging and Independent Services
 - County departments
3. JCYOI – Opportunity Passport
 - Union Bank of California – Community Board
 - Youth Leadership Group
 - Access, Inc.
4. County (ILS)/ San Diego Workforce Partnership (WIA) joint RFP
5. ILS/ YTAT – committee of Juvenile Court Judges
6. SDCOE/ County ILS – mentor program

San Diego County #2

1. TA meetings with one-stop, Access – how to leverage resources, and what is the plan?
2. Work with County/ ILS on JRT – Workforce Partnership provides workers with SDWP, work readiness certificate training, train the trainer.
3. Entry level jobs – common through all agencies.

Ventura

1. WIA and ILP collaborate on helping youth find employment
2. Networking with area employees will mentor youth of offer internships as a way to create employment opportunities
3. Collaborate with program funds for providing transportation for youth
4. Collaboration – pool resources to expose youth to a variety of careers

Other Counties

1. Provide referrals
2. Presenting services/workshops to agencies
3. Sharing transitional services (trainings) between social service agencies and one stops

Technical assistance needs:

1. Sustainability of programs
2. Time to talk about technical aspects to blending services
3. ILP and YNS (youth networking services) on panel.

Issues and needs

1. Kinship gap for eligibility for post emancipation funding, i.e. FAFSA.
2. Guardianship income is considered and can be a problem.

Bay Area Region

Alameda #1

1. Forums that bring entities from the diverse geographic regions in Alameda County, i.e. north county, east county, and south county.
2. Representation from each region to meet and share ideas and practices.
3. Youth have a voice, participate in, and policy table at the forum.

Alameda #2

1. Better coordination of one-stop managers regarding youth services.
2. Better leverage of FYA around employment e.g. THP.

Alameda #3

1. Carrie from the Department of Corrections to partner with community organizations, to connect parolees with services available to them
2. Department of Corrections to do presentations for one-stops about careers in law enforcement.
3. Sharing computer software and databases between agencies.

Contra Costa

1. Collaboration: in school WIA, ILSP Education Specialist, School Campus Partnership, WA-I, out of school WIA, ISLP Employment Specialist, and many referrals.
2. Collaboration
 - WIA, ILSP in and out – Co-facilitate employment education workshops.
 - In and out of school one-stop tours, employment education workshops, and outreach.
 - Cross county – intra/inter
 - Presentation to probation: CCC in and out of school, and City of Richmond Youthworks
 - Exit TDM – team decision meeting, and emancipation binder
 - Service for social workers, WIA in and out, ISLP, and FYS education liaison or get information to social workers by way of unit meetings

Napa

1. Performance outcomes of programs.
2. How to measure personal performance per participant.
3. Shared supportive techniques to get the job done.

San Francisco

Road Show:

1. Educate all current and potential partners: child welfare Workers, Youth Councils, Workforce Development Staff, Transitional Youth Task Force, and Employers
2. Use employers to educate youth re: employer's expectations
3. Create an opportunity to talk

San Mateo

1. Collaborate and develop a relationship with Starbucks, business developer and CWS.
2. Identify internships and employment opportunities with larger companies in the ARGA and service clubs. Gilead. Coordinate and communicate with youth funded programs. WIA and community colleges.
3. Connect with Peninsula Works, JFY. Strengthen the communication of both programs, and "mentor" (positions on training for mentors and foster youth issues.)

Santa Clara

1. Link NOVA (north county WIB) with DFCS Employment Services Unit
2. Community forums to bring together local providers of youth services (who we are and what we do)
3. How can we streamline and get past our own barriers to service, i.e. service delivery areas

Santa Cruz

1. Implementing pilot in January 2007
2. 32 foster youth, 2 eight week sessions with 16 per session
3. Coordinate with ILP programs
4. Social workers to ID participants (career works to do intake)
5. YFIOR to conduct the Roadmap Series

Challenges

1. Duplication of current services
2. Resource panels of transitional foster youth
3. Recruitment
4. Collaboration planning

Sonoma County

1. Better connection between ILP program and WIA providers
2. Youth development for the WIA partners

Mountain Valley Region

El Dorado

1. Development & connection to new program - Job City
2. Employment interest group
3. Lake Tahoe outreach and collaboration

Placer

1. Better communication between support agency/ self determination training.
2. Connect to Transition Age Youth initiative
3. Connect to probation system

Sacramento #1

1. Address WIA, CPS, ILP – disconnect.
2. How to collaborate? Mutual release forms, collaborative advocacy, designate a lead, and schedule consistent and collaborative meetings.
3. CPS proactive train of community partners- collaborative meetings.
 - Funding
 - Collaborate funding grants
 - Flexibility
 - School district lead on education/ prevocational strategies
 - Train teachers
 - Stay open to change

Sacramento #2

1. Attend advisory meetings including community partners.
2. To know each other well enough to be able to refer and collaborate.
3. Share resources at workshops as we are at this event.

Sacramento #3

1. Coordinate case plans between child welfare, CalWorks, and probation.
2. Use technology to better communicate with one another.
3. More pre-employment training/skills for foster youth to help them be successful in maintaining employment. Organization training/ Organization sensitivity to a youth situation.

Sacramento #4

1. Attend Transition Coalition meetings (Sacramento County Workers and Community Partners).
2. CWS and WIA partner to implement and fund ESTEP throughout California counties.
3. Cross training between SW, PO, GH staff and FP regarding resources and services available for foster youth.

Yolo County

1. Develop work experience and Families First.
2. Share work experiences with Workability.
3. Have monthly meetings to discuss all youth in foster care and how we can support them.

Other Counties

Problem – work together, not communicating.

1. CA Gateway Project in six counties. Partnerships with 8 WIB and increase social services, CBOs partner to change the lack of communication. Education and workforce preparation.
2. Workforce center provides presentations to foster youth about employment options including a program to place youth in employment.
3. Three scholarship opportunities for poor high schools. Education and vocational training including paid training.

State Level Strategies

1. Maintain “corporate identity” for the one-stop locations.
2. Remove barriers to cross-system data sharing.
3. Funding to agencies linked.

Appendix D

Results of the Acronym Activity

A

AB2726	Special Education Mental Health Act
ACCESS	Alternative Correctional Community Educational School Services
ACFS	Adult, Child, Family Services
ADA	American's with Disabilities Act
ADA	Average Daily Attendance
ADHD	Attention Deficit Hyperactivity Disorder
APPLA	Another Permanent Plan Living Arrangement
APS	Adult Protective Services
ARC	Alumni Resource Center

B

BFA	Birth Father
BH	Behavior Health
BOGFW	Board of Governors Fee Waiver

C

CAC	Community Action Commission
CAH	Children's Abuse Hotline
CAHSEE	California High School Exit Exam
Cal Works	California Welfare
CAR	Child Abuse Report
CASA	Court Appointed Special Advocate
CAT	Child Abuse Training
CBO	Community Based Organization
CC	Case Conference
CCICMS	Centralized Children's Intensive Case Management
CCRT	Children's Crisis Response Team
CDD	Community Development Department
ET	Eligibility Technician
ETN	Employment Training Network
ETP	Employment Training Panel

CM	Case Manager
CPC	Children's Policy Council
CPS	Child Protective Services
CRF	Court Replacement Facility
CRITA	Voucher
CSW	County Social Worker
CTF	Children's Trust Fund
CWA	California Workforce Association
CWI	Child Welfare Institute
CWLA	Child Welfare League of America
CWS	Child Welfare Services
CYA	California Youth Authority
CYC	Community Youth Corps
CYC	California Youth Connection

D

DBH	Department of Behavior Health
DCFS	Department of Children and Family Services
DCS	Department of Child Services
DMH	Department of Mental Health
DOL	Department of Labor
DOR	Department of Rehabilitation
DPA	Diploma Project Advisor
DPO	Deputy Probation Officer
DPSS	Department of Public Social Services
DSP	Disabled Services Program
DW	Dislocated Worker

E

EC	Emancipation Conference
EFC	Expected Family Contribution
EOPS	Extended Opportunity Program Services
EOPS	Education Opportunity Programs
EPC	Emancipation Planning Committee
ESTEP	Early Start to Emancipation

ETPL Employment Training
Provider List
ETV Education and Training
Voucher
EV Employment Verification
EYS Employment Youth Services
EZ Enterprise Zone

F

FAFSA Free Application for Student
Aid
FCAA Foster Care Alumni of
America
FEZ Federal Employment Zone
FFA Foster Family Agency
FKCEP Foster/Kinship Care
Education Program
FP Foster Parent(s)
FYS Foster Youth Services

G-H

GH Group Home
HA Housing Authority
HCY High Concentration of Youth
HHSA Health and Human Services
Agency
HUD Housing and Urban
Development

I

IEP Independent Employment
Plan
IEP Individual Education Program
ILC Independent Living Coach
ILP Independent Living Program
ILP Independent Living Plan
ILS Independent Living Skills
ILSEP Independent
ILSP Independent Living Skills
Program
IN & S Plan Initial Needs and Services
Plan
IRC Independent Readiness
Conference
IRC Inland Regional Center
IRS Integrated Recovery Services
IRS Internal Revenue Services

ISS Individual Service Strategy
In Youth
ISY In School Youth
ITA Individual Training Account
ITOP Improving School to School

J

JCC Job and Career Center
JCCS Juvenile Court Community
Schools
JH Juvenile Hall
JJOP Juvenile Justice Outreach
Program
JRT Job Readiness Training
JTA Job Training Automated
JTPA Job Training Partnership Act

K-L

LEA Local Education Again
LEO Local Elected Official
LLSIL Lower Living Standard
Income Level
LMI Labor Market Information
LWIA Local Worker Investment Act

M

MDCT Multi-Disciplinary
Consultation Team
MFT Marriage and Family
Therapist
MH Mental Health
MHRC Mental Health Rehabilitation
Center
MHSA Mental Health Service Act
MSW Masters Degree in Social
Work

N-O

NCOA National Council on Aging
OCF Orangewood Children's
Foundation
OJT On the Job Training
OSI Youth
OSY Out of School Youth
OY Older Youth

P

PAR	Pupil Accounting Report
PASC	Pasadena Alumni Support Center
PHF	Psychiatric Health Facility
PMS	Placement Management System
PO	Parole Officer
PR	Periodic Review
Prop 36	Rehabilitation Programs vs. Prison
PSA	Pupil Services and Attendants
PSR 241	Placement Suitability Report
PSW	Pupil Service Worker

Q-R

ROP	Regional Occupation Program
RT	Rising Tide

S

SA	Student Assistant
SAR	Student Aid Report
SAWC	Santa Ana Work Center
SBCEO	Santa Barbara County Education Offices
SDCOE	San Diego County Office of Education
SDFYI	San Diego Foster Youth Initiative
SDWP	San Diego Workforce Partnership
SED	Severely Emotionally Disturbed
SIR	Special Incident Report
SPA	Service Plan Area
SSA	Social Service Agency
SSA	Social Security Administration
SSI	Social Security Income
SST	Student Study Team
SSW	Senior Social Worker
SW	Social Worker
SWA	Social Worker Assistant

T

T & C's	Terms and Conditions
TANF	Temporary Assistance for Needy Families
TAY	Transition Age Youth
TBS	Therapeutic Behavioral Specialist

TCCP	The Community College Foundation
TCRC	Tri-County Region Center
TDM	Team Decision Meeting
THP	Transition Housing Program
THP	Transitional Housing Program Plus
THPP	Transitional Housing Placement Program
TILP	Transitional Individual Learning Program
TPP	Transitional Partnership Act
TR(S)	Temporary Relief

U-V

UI	Unemployment Insurance
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W

WAY	Workforce Academy for Youth
WE	Work Experience
WEX	Work Experience
WIA	Workforce Investment Act
WIB	Workforce Investment Board
WIC	Welfare and Institution Code
WOTC	Work Opportunity Tax Credit
WOW	World of Work
WOW	Work on Wheels
WP	Wagner Peyser
WRC	Workforce Resource Act
WTP	Work Training Program
WTW	Welfare to Work

X-Z

YA	Youth Advocate
YAP	Youth Advisory Board
YCI	Youth Council Institute
YEOP	Youth Employment Opportunity Program
YEP	Youth Employment Program
YEPP	Youth Employment Preparation Program
YES	Youth Employment Specialist
YES	Youth Empowerment Services
YNS	Youth Networked Services
YOC	Youth Opportunity Center
YTAC	Youth Transition Age Advocacy Council
YTAT	Youth Transition Action
YY	Teams
YY	Younger Youth

Appendix F

Listing of Promising Practices

New Ways staff prepared promising practices relating to the topic of employment opportunities for foster youth. These practices include many of the programs represented by panelists at the 2006 Foster Youth Employment Forums: Creating Successful Employment Opportunities for Transitioning Foster Youth. Eleven new promising practices were completed and disseminated to all participants on a CD along with a variety of tools and resources from the Youth Transition Action Team Initiative. We are pleased to announce the release of 15 more practices. Each practice is sorted by organization, subject, All Youth-One System element and Youth Transition Action Team functional area. The full collection of promising practices is available online at <http://www.newwaystowork.org/initiatives/ytat/practices.html>.

Released November 2006

Included on the CD & online at www.newwaystowork.org/initiatives/ytat/practices.html

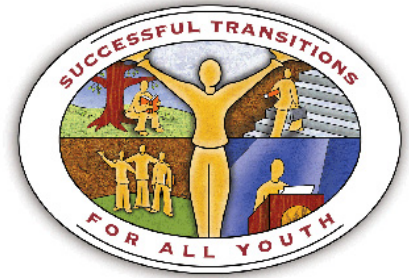
1. The Fresno County Foster Bridge Program Provides Transition Support
2. "BustNOut" Website Provides Current and Former Foster Youth with Access to Information (Glenn County)
3. Youth Employment Services Provides Work-Preparation Services to Foster Youth (Glenn County)
4. Humboldt County Peer Counselors Help Foster Youth Navigate Employment Referral Options
5. Imperial County Establishes a Centralized Case Management System
6. Kern County Adolescent Center Transition (ACT) Provides Paid Work Experience
7. Kern County's Project Success Offers Career Preparation and Paid Work Experience for In-School Foster Youth
8. San Diego Youth Empowerment Services Offers Connections to Range of Services
9. Sacramento County Youth Organize Attitude Explosion Leadership Conferences for Emancipating Foster Youth
10. Ventura County Project T.R.E.N.D.S.S. Coordinated Services Across Systems

Just Released – January 2007

Posted on the New Ways to Work website at www.newwaystowork.org/initiatives/ytat/practices.html

1. Alameda County Project HOPE Connects Social Services with WIA Services
2. Contra Costa County Foster Youth Services Program Helps Transitioning Youth
3. Pasadena's Foothill Workforce Investment Board Runs Department of Labor Pilot for Foster Youth (Los Angeles County)
4. South Central Los Angeles Community Build–Department of Labor Partnership Expands Transition Services for Foster Youth
5. Merced's North Star Community Housing and Transition Support Services
6. Napa V.O.I.C.E.S.: Foster Youth One-Stop Initiated and Run by Youth
7. North Central Counties Consortium's Foster Care Youth Project Helps Improve Transition Outcomes
8. Orange County Miscellaneous Court Order Supports Cross-Agency Cooperation
9. San Diego Youth Empowerment Services (YES) Offers Connections to Range of Services
10. Tulare County Youth Transitions Programs Offers Paid Work Experience
11. Sacramento's Casey Great Start Young Adult Program Helps Youth Meet Needs and Make Plans
12. In San Mateo County, Fostering the Future Develops Model to Support Transitioning Youth and to Change Local System
13. San Pasqual Academy Emphasizes Cross-Agency Collaboration (San Diego County)
14. Shasta County Independent Living Program Builds Enduring Relationships with Transitioning Youth
15. California Connected by 25 Initiative is Helping Counties Expand Services and Supports (Multi-county)

Appendix G: Youth Transition Action Team Factsheet



The Youth Transition Action Team Initiative focuses on bringing together the resources of the workforce, education, and child welfare systems with philanthropy to better prepare adolescents who are current or former foster youth to achieve economic, educational, and employment success as they transition into the adult world.

The Charge of Transition Action Teams

Transition Action Teams are made up of leaders from the child welfare, education, workforce development, juvenile justice, and other local systems, working together with philanthropy to improve transition outcomes for youth touched by the child welfare system. Each team is also charged with assisting its respective county in achieving their child welfare system improvement goals, particularly in the area of youth permanency.

Teams from across the state bring together and leverage the approaches, strategies, and resources of multiple efforts concerned with the issue of successful youth transition. They have assessed their current capacity to address the needs of foster and kinship youth, and developed practical and outcome-based work plans that align local resources and programs to meet the needs of foster and kinship youth. Participating counties are currently putting those plans into action.

An Eye to Outcomes

The impacts of the YTAT initiative will be measured by its success in improving outcomes for youth aging out of the foster care system in the following areas:

- ❑ **Educational achievement and aspiration** including the successful completion of high school, grades and credits earned, course of study meeting the standards for CSU admission, enrollment or plans for enrollment in post-secondary education, and scholarships earned.
- ❑ **Workforce readiness** including the creation of a career development portfolio, earning a work readiness certificate, successful completion of career development/professional-technical coursework and related activities, participation in a sequenced range of work-based learning activities and employment experience.
- ❑ **Employment** at a level sufficient to provide the resources for independent living.
- ❑ **Support Networks** including formal and informal positive relationships with peers, adults and institutions.

The initiative will also develop a set of measures to gauge the systems impacts on local youth serving collaborative efforts. Outcomes will include measures of efficiency in cross program collaboration, resource leveraging, evidence of effective partnering, the creation of common evaluation frameworks and tools, and supportive policy development.

Incorporating All Youth-One SystemSM Principles

To address the needs of foster and kinship youth in the context of a comprehensive transition system for all youth, Youth Transition Action Teams are applying the All Youth-One SystemSM (AYOS) principles developed by New Ways to Work. The AYOS approach integrates a set of services across systems that include the four core elements of academic achievement, career preparation, community services and support, and youth leadership, supported by a comprehensive youth development approach. Local YTAT's seek to align services and opportunities that address these elements among local and county agencies, programs, and organizations. The AYOS approach has been adopted by numerous Workforce Investment Boards and Local Youth Councils, educational institutions, and youth development practitioners, and now guides the Transition Action Teams in their work to build local systems to better serve youth in transition.

Supports Provided to Youth Transition Action Teams

All Transition Action Teams receive the following supports from the initiative:

- Technical assistance and coaching with a focus on
 - building effective, cross-system collaborations;
 - developing individual career development and transition plans;
 - implementing strategies for leveraging services and program activities from the education and workforce development communities;
 - identifying and effectively utilizing existing resources across systems;
 - conducting effective workplace partner and employer engagement activities; and
 - utilizing work-based learning as a developmental tool to ensure youth success in the transition to adulthood.
- Assistance in connecting to and building effective partnerships with workforce development, education, community-based, and career-development programs.
- Regular workshops, forums, and training in key areas identified by the participating communities.
- Communication and technology supports, including the collection and sharing of promising practices, tools, and ideas; newsletters and electronic e-news to update progress and communicate success to all counties and interested partners; and an interactive website.
- Training, support, and regular networking opportunities for identified team leaders in each implementing community.
- Annual networking events & activities designed to deliver critical content, support peer networking, and allow for focused strategic planning time.

Current Partners

- New Ways to Work (Facilitating Partner)
- Casey Family Programs (Initiative Sponsor)
- Walter S. Johnson Foundation
- Jewish Community Foundation
- Peninsula Community Foundation
- The San Francisco Foundation
- The Child and Family Policy Institute of California
- The Foster Youth Employment, Training, and Housing Taskforce

Transition Action Team Counties

- | | |
|---------------|-------------------|
| ■ Glenn | ■ San Francisco |
| ■ Humboldt | ■ San Luis Obispo |
| ■ Los Angeles | ■ San Mateo |
| ■ Orange | ■ Tehama |
| ■ Placer | ■ Tulare |
| ■ Sacramento | ■ Ventura |
| ■ San Diego | |

How to Get Involved

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Appendix H

Forum Facilitators & Partners



New Ways to Work

The mission of New Ways to Work (New Ways) is to build community connections that prepare youth for success. New Ways helps create powerful partnerships among government and community partners—including schools, community organizations, and the private sector—to ensure better access to quality career and educational opportunities for youth, particularly our nation’s most vulnerable young people. These partnerships at the local and state levels provide the means to use public resources more effectively across funding streams to improve services to young people.

New Ways supports the improvement of the quality of educational, career development, support services, and personal development experiences provided for young people through schools, training programs, and community activities. New Ways is particularly focused on the role that workplace experience plays in the development of the skills, knowledge and attitudes necessary for successful transition to adulthood. For the past 20 years, New Ways has worked across the nation to ensure that public resources targeted to prepare youth for their future are used effectively.

Through the **Youth Transition Action Teams** (YTAT) initiative New Ways has created tools and frameworks to support a state-wide peer network of over twelve California counties seeking to create a comprehensive, integrated, and sequenced set of services and supports for current and former foster youth. The goal of the YTAT initiative is to improve the likelihood that youth touched by the child welfare system will be prepared and ready to achieve success as adults. New Ways tailored its systems building approaches to support local teams of child welfare, education, workforce, and community partners from across the state to assist them in meeting their systems improvement objectives. New Ways connects these local efforts to state-wide and national policy agendas through active participation on the California Foster Youth Employment, Housing, and Education Task Force; the State Interagency Team focused on foster youth transitions; and the National Governor’s Association Policy Academy on transitioning foster youth.

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Child and Family Policy Institute of California (CFPIC)

The Child and Family Policy Institute of California is a private non-profit organization incorporated in 2004 as a 501 c 3 entity under the auspices of the County Welfare Directors Association (CWDA). The purpose of the CFPIC is to “advance the development of sound public policy and promote program excellence in county Human Services Agencies through research, education, training and technical assistance.”

Beginning in late 2000, CWDA was privileged to receive the services of the National Network for Child Safety and the Public Child Services Association of Ohio, with funding from the U.S. Department of Health and Human Services, for the purpose of assisting CWDA in identifying strategies for supporting and advancing best practices among its members. In 2002, reflecting on work that was being done in Ohio, the recommendation was made that the county Human Services directors consider establishing a private non-profit entity that could solicit private foundation funding to support their collective work. Over the course of many months, similar organizations, within and outside California, were researched. Finally, in 2004, a Board of Directors was named, by-laws were written, and the Child and Family Policy Institute of California (CFPIC) was formally incorporated. Funding was obtained from the Casey Family Programs and Zellerbach Family Foundation to enable the hiring of an Executive Director and the establishment of an office in Sacramento. Since that time, the CFPIC has implemented a number of projects to support the work of California’s Human Services Agencies.

Stuart Oppenheim, Executive Director

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Child and Family Policy Institute of California (CFPIC)

Casey Family Programs’ mission is to provide and improve—and ultimately to prevent the need for—foster care. Established by United Parcel Service founder Jim Casey, Casey Family Programs is a Seattle-based national operating foundation that has served children, youth, and families in the child welfare system since 1966.

CFP operates in two ways. They provide direct services, and promote advances in child-welfare practice and policy. They collaborate with foster, kinship, and adoptive parents to provide safe, loving homes for youth in their direct care. They also collaborate with counties, states, and American Indian and Alaska Native tribes to improve services and outcomes for the more than 500,000 young people in out-of-home care across the U.S.

Drawing on four decades of front-line work with families and alumni of foster care, CFP has developed tools, practices, and policies to nurture all youth in care and to help parents strengthen families at risk of needing foster care.

For more information about Casey Family Programs, visit their website at www.casey.org/Home.