



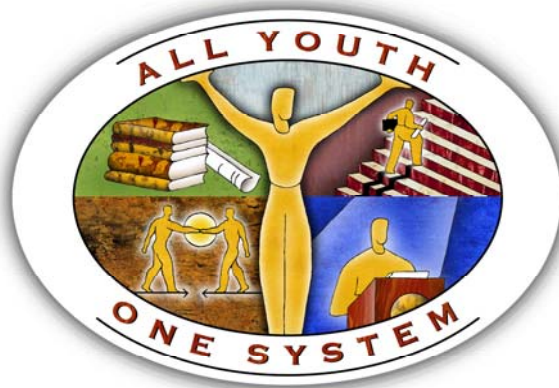
YCIDEAS

*A Compilation of Promising Practices from Youth Councils throughout California
2001-2005*

Youth Council Institute

Chapter Nine

Staff Development



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SNIPPET

Professional Development for Youth Service Providers

Youth Council: Greater Long Beach WIB Youth Council

Element: Comprehensive Approach

Function: Coordinating Youth Services

Subject: Staff Development

The Practice and Evidence: The City of Long Beach Youth Council has developed workshops for community service providers designed to improve their skills in grant writing, budgeting, responding to an RFP, and youth development services. While this practice provides a valuable community service, it also helps to promote awareness of the vision and objectives of the Youth Council. The sessions enable service providers to strengthen their ability to partner with the system and share relevant, high quality programs.

As a result of the workshops, new service providers responded as applicants to the RFP issued by the Council. The new bidders included faith-based organizations, typically in need of orientation and experience with WIA processes. The providers who attended came to understand what is expected by the Youth Council, and how they could best tailor their services to support Council needs.

The Details: The sessions are offered every month during the intensive times of RFP bidding and the summer months, and every other month during slower periods.

Where to Go for More Information

Greater Long Beach WIB Youth Council

Cecile Harris-Walters
City of Long Beach Youth Council
Youth Opportunities Center
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SNIPPET

Educating the Youth Council on WIA

Youth Council: City of Richmond Youth Council

Element: Comprehensive Approach

Function: Convening Local Leadership to Take Action

Subject: Staff Development, Convening Local Leadership to Take Action

The Challenge: The partners who were initially identified to serve on the City of Richmond Youth Council recognized that they were unfamiliar with the role of the Council and not well versed in the guidelines of WIA. They were further concerned that without a clear focus on their mission—to serve as a catalyst to build a comprehensive, community-wide youth preparation and development service delivery system, their work would lack focus.

The Practice and Evidence: The founding group of Youth Council members formed an Organizing Committee to study and learn about WIA. The Organizing Committee then educated new Council members regarding WIA and the Youth Council's role and mission.

The Richmond City Youth Council has seen many benefits from the work of the Organizing Committee. First, the entire Council is well versed on its role and purpose and fully participates and contributes to the strategic plan and the actions of the group. This firm understanding of their purpose gave the Council an advantage as they launched an aggressive work plan to develop new programs. The plan includes workshops, classes, after-school tutoring, and a youth leadership team.

The Organizing Committee was also instrumental in educating the Council's new council of youth, the Youth Leadership Team, with the same intensive and in-depth training the Council receives.

Finally, because all members understand and are committed to a common direction, staff is not placed in the position of injecting reminders of goals or objectives.

The Details: Knowing that WIA would have a significant impact, this core group immersed themselves into training to learn all that they could about the role of the Council. Now, the Organizing Committee's purpose is to 1) provide in-depth WIA and Youth Council education for new Council members and the organizations they represent, 2) focus Council discussions on the vision, mission, and purpose, 3) help the Council to align action steps and programs to the goals to which it is committed, and 4) offer ongoing education of Council members. The Organizing Committee is separate from, but supports the work of, the Executive Committee.

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Where to Go for More Information
City of Richmond Youth Council

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SNIPPET

Professional Development for Youth Center Staff

Youth Council: Riverside County Council for Youth Development

Element: Comprehensive Approach

Function: Coordinating Youth Services

Subject: Staff Development

The Challenge: With limited resources for professional development and the goal to provide the highest quality services to youth, the Riverside County Council for Youth Development (CYD) was faced with the challenge of providing professional development opportunities for Youth Center staff.

The Practice and Evidence: The Riverside County Council for Youth Development realized it was important to get creative! They began by educating the Youth Center staff on youth development and the principles for operating effective youth programs. The Youth Opportunities Consortium, comprised of Youth Center Staff and Partners, was established, and monthly roundtable meetings were implemented to continue building capacity. Roundtable meetings offer an opportunity to discuss federal regulations, local policies, and critical issues as well as share best practices on a variety of topics.

Program staff has increased their professional skills and ability to provide quality program services resulting in high performance outcomes. Establishing the Consortium has fostered strong relationships and partnering among Youth Opportunity Centers. Best practices have been implemented across the system and can be evidenced by more than one center having the same partner(s) providing a service. For example, the Riverside YMCA provides the leadership development component in three of the Youth Centers.

The Details: Four LWIA staff members serve as program liaisons between the Youth Center(s) to which they are assigned and the CYD. Each liaison has a mandate to participate, get involved, and understand the community in which their Youth Center is located. Program Liaisons provide on-going technical assistance and specialized training to the Youth Center they serve, resulting in increased professional skills for program staff.

What's Next for this YCidea? The CYD will implement processes to receive feedback from Youth Center Managers and Staff on their needs for training and technical assistance. The Consortium will meet on a quarterly basis to plan for system improvements and share best practices.

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Where to Go for More Information

Riverside County Council for Youth Development

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