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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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