

“ALL YOUTH - ONE SYSTEM”

YCI SURVEY RESPONSES NOVEMBER 2003



November 2003 Architects of Change

**City of Anaheim Workforce Development Division
Foothill Employment and Training
Fresno County Workforce Investment Board Youth Council
Humboldt County Workforce Investment Board Youth Council
Workforce Investment Board of Imperial County
Greater Long Beach Workforce Investment Board Youth Council
City of Los Angeles Youth Council
Madera County Youth Advisory Council
Marin County Youth Advisory Council
Mendocino County Youth Council
Merced County Department of Workforce Investment
Napa Valley Workforce Investment Board
Orange County Workforce Investment Board
City of Richmond
Riverside County Council for Youth Development
Sacramento Employment and Training Agency
San Benito Youth Employment Program (YEP) Council
San Diego School-to-Career Youth Council
San Joaquin County WorkNet
Santa Ana Youth Council
Workforce Investment Board of Santa Barbara County
Workforce Santa Cruz
SELACO Workforce Investment Board
Sonoma County Youth Education and Employment Services
Tulare County Workforce Investment Department
Ventura Youth Council
Verdugo Youth Workforce Council
Yolo County Youth Council**

In what ways has your Youth Council utilized the “All Youth-One System” framework?

As a coalescing vision of youth services and youth system design.

-City of Anaheim Workforce Development Division

We have operated projects and developed tools that benefit youth beyond just our enrolled participants.

-Foothill Employment and Training

By including as many youth as possible in WIA activities, such as field trips to educational institutions, other educational/career oriented sites, etc.

-Foothill Employment and Training

At the Youth Council Retreat, held in February 2003, the youth council developed a strategic plan which would begin focusing on specific industry clusters. Construction, Health Careers, and Automotive Technology were three industries the Youth Council felt were in demand for Fresno County. Once this was decided, Fresno County WIB staff began focusing on developing the 'Career Preparation' activities which would prepare and expose youth to these industries.

-Fresno County WIB Youth Council

Information

-Humboldt County WIB Youth Council

Some of our adhoc workgroups has been structured according to this framework.

-Workforce Investment Board of Imperial County

Included the concept as one of the guiding principles of the youth council’s mission.

-City of Los Angeles Youth Council

To clarify and focus discussion.

-Marin County Youth Council

As a planning tool.

-Mendocino County Youth Council

It is written into our contracts, we are developing a web site to include all youth; we developed our asset map and gap analysis with it as a driving factor; same with our Youth Resource Directory

-Merced County Department of Workforce Investment

Mission statement includes the phrase; all meeting agendas include the mission statement.

-Napa Valley Workforce Investment Board

Youth Council Self-Assessment and Work Plan.

-Orange County Workforce Investment Board

The framework has assisted us in identifying where to focus our efforts. We have adopted most of the YCI framework-it has been very helpful

-City of Richmond

Currently in Riverside County we are working to establish a quality assurance system starting with our Youth Opportunity Centers (WIA funded) and expanding to programs not funded by WIA. Since our Council for Youth Development adopted the 'All Youth-One System' framework all efforts have been put forth to improve the livelihood of all young people within our county and that means when we strive to improve WIA programs we are doing so in an effort to improve all youth programs in our area.

-Riverside County Council for Youth Development

The framework was originally introduced to the Sacramento Works Youth Council at a planning retreat. The staff had previously attended a similar training. The framework was used as a template to identify the status of the Youth Council as a functioning Youth Council. It facilitated discussion on how to organize as a Youth Council and to expand and leverage our resources and services.

-Sacramento Employment and Training Agency

We are in the very early stages

-San Benito Youth Employment Program Council

The San Diego Workforce Partnership has integrated the "All Youth-One System" framework into several aspects of our youth programs including developing a cohesive, coordinated system between our WIA Year-Long Youth Program, San Diego Youth @ Work and STC Intermediary Program, completing a Regional Youth Resource Mapping for your youth programs and expanding youth services provided in our six One-Stop Career Centers. The Youth Mapping project, with New Ways to Work will identify existing elements of our local youth development system, provide data to inform policy and programmatic decisions and create a resource data-base of on-line access utilized by youth, services providers and the community. The resulting information and products will assist us to direct resources and identify collaborative opportunities. Additionally, we are in the planning process of expanding the youth services provided at our six regional One-Stop Career Centers, effective in July 2004.

-San Diego School-to-Career Youth Council

We have utilized the framework to help determine where we are, and where we want to be in terms of a comprehensive youth system.

-San Joaquin County WorkNet

To determine the stage of our YC, set priorities for the next year. To better understand how everyone can build a system that serves all youth.

-Santa Ana Youth Council

Staff and funding shortages have prevented an extensive use of the framework. Staff is working to collaborate with existing networks.

-Workforce Investment Board of Santa Barbara County

Adopted an All Youth vision/mission statement; implemented work groups.

-Workforce Santa Cruz

Presented the concept and have adopted it as a goal

-SELACO Workforce Investment Board

The Sonoma County Youth Education & Employment Services Council (Youth Council) has completely adopted the AYOS framework for all of its work. Committees have been restructured around the elements of an AYOS model and all actions are considered using the components of the AYOS model. The framework for AYOS and our mission statement are reviewed at each meeting as part of all decisions and actions by the Council.

The Youth Council, which is a committee to the Sonoma County Workforce Investment Board and advisory to the Sonoma County Office of Education, hosted a Youth Symposium in January 2003 to introduce the AYOS framework to the community and enlist their support. The Symposium was well attended and supported by the leaders of Sonoma County. The Youth Council will be hosting a follow-up Symposium in the future to focus on a particular AYOS element.

-Sonoma County Youth Educational and Employment Services

Incorporating the local school-to-career program into the YC. Linking to non-WIA youth programs through formalized support and program updates. Co-sponsor a 'Partner Recognition Event' honoring community partners in their support of all youth

-Tulare County Workforce Investment Department

We are currently 'starting over' to establish a more effective way of funding activities that will include more/all youth. We have also formally adopted the framework as a Youth Council Action Item.

-Ventura Youth Council

This is our framework for accomplishing our goals. We have used it at our last to strategic planning sessions.

We have trained our members on the YCI framework, written a mission statement and goals based on the framework, and conduct activities in the areas of youth development, leadership, academic and career development

-Yolo County Youth Council

How has the “All Youth-One System” framework impacted the work of your Youth Council?

Has given direction to strategic planning and to seek new partners/members.

-City of Anaheim Workforce Development Division

It has helped guide us in our selection of projects

-Foothill Employment and Training

We are trying to identify and connect and network with all local agencies that deal with youth. Our current goal is to compile list of resources and personnel/agencies who can be contacted

-Foothill Employment and Training

In July 2002, the Youth Council approved the establishment of the Fresno County WIB Youth Services Network Office (YSNO). The YSNO provides a vehicle for coordination, enhances the effectiveness of resources, and creates a community partnership effort directed towards meeting the needs of Fresno County youth. The YSNO provides coordinating support to all community organizations and agencies in Fresno County that serve youth. The office serves as a clearinghouse of information for youth between the ages of 12-24 and youth service providers within Fresno County who provide all types of services to youth.

-Fresno County Workforce Investment Board Youth Council

It has influenced how we structured our youth services contracts.

-Workforce Investment Board of Imperial County

The council has worked to include as many youth stake holders in the development and provision of services in a joint efforts framework. The implementation of CQI SYSTEM WIDE.

-City Los Angeles Youth Council

It helps explain what the YC is all about to potential new members, and helps refocus longtime members.

-Marin County Youth Council

At the beginning of our use, it was a valuable tool. But as funding cuts have severely limited our work, we have been more focused on short-term projects determined by available funds.

-Mendocino County Youth Council

It is an integral part of all our decisions. We have used it to force youth providers to serve a more diverse population of youth. Also impacted recruitment for members of youth Council.

-Merced County Department of Workforce Investment

Trying to establish a readily understandable concept around collaborating and coordinating services.

-Napa Valley Workforce Investment Board

By listening to the voice of youth, and leveraging WIA and non-WIA resources to build the system.

-Orange County Workforce Investment Board

The framework helped us to develop a focus-we have conducted a Youth Service Provider forum due to the work of YCI and we are developing a youth resource guide. Also, the framework has allowed our members to really focus on the ten

elements and as a result they have started a youth mentoring program. The mentoring program was developed in -part because as the Youth Council gathered information on the youth of our community, they realized several things-one that there was nothing in place to assist youth who were involved on a minor scale with acts of juvenile delinquency- the courts, probation and police department were unable to follow-up or provide any type of corrective actions for children until the third or fourth arrest-this led to the formation of our youth court program, where a judge volunteers to preside and the youth act as all of the officers of the courts and the jury and recommend sentencing-usually some type of community service-those youth are then eligible to participate in some of the WIA program services. The mentoring coincides with this need and is the adult social support that our children need.

-City of Richmond

Riverside County Council for Youth Development (CYD) is in the process of taking the quality assurance standards beyond WIA funded programs and applying them to all organization and programs serving young people. The CYD is also working on elevating the youth development profession by promoting and sponsoring professional development opportunities and advocating for salaries commiserate with the value these professionals bring to the community.

- Riverside County Council for Youth Development

The framework was used in the planning process for the 2003-2004 WIA procurement process and the development of the RFP. The Youth Council hoped to encourage WIA providers to leverage other resources beyond WIA to serve 'all youth', rather than only WIA eligible youth.

-Sacramento Employment and Training Agency

The "All Youth-One System" framework and Regional Youth Resource Mapping project will be used to complete a strategic planning process with our School-to-Career Youth Council to develop a coordinated system for youth.

-San Diego School-to-Career Youth Council

The framework has helped provide focus for the Youth Council. We have identified goals and are working to see that those goals are achieved.

-San Joaquin County WorkNet

By giving us direction and supplying us with the groundwork to allow us to see our role within a large network of providers.

-Santa Ana Youth Council

Implemented work groups that are addressing All Youth issues.

-Workforce Santa Cruz

It will influence how we move forward the challenge is moving forward

-SELACO Workforce Investment Board

Goals and objectives are built in this framework. Funding allocations have predicated that providers also agree to serve 'all youth' not just 'eligible' youth.

- Sonoma County Youth Educational and Employment Services

Focus beyond WIA youth program. Incorporated into strategic planning process. Increased connectivity.

-Tulare County Workforce Investment Department

Our Youth Council recognized that the WIA funding process was not incorporating this framework. We've also formally changed the bylaws to mandate a certain percentage of 'youth' to be members.

-Ventura Youth Council

It has helped us to refocus our direction in how to serve all youth. The YCI has provided the structure and guidance to facilitate our work.

-Yolo County Youth Council

What was the action in formal endorsement or adoption of “All Youth-One System”?

Action item on Youth Council agenda and subsequent Action item on WIB agenda.

-City of Anaheim Workforce Development Division

Not formally, but unofficially

-Foothill Employment and Training

The Youth Council formally endorsed and adopted the 'All Youth One-System' in May 2002. Since then, the Fresno County WIA program is now known as the 'Fresno County WIB All Youth One System'. We have developed marketing items as well as brochures for the program as well.

-Fresno County Workforce Investment Board Youth Council

All Youth One System is reflected in our youth service delivery system. Our Youth Contracts are according to centralized case management services, where youth are at the center of services.

-Workforce Investment Board of Imperial County

Included as guiding principal policy

- City of Los Angeles Youth Council

Adopted the framework in concept.

-Madera County Youth Advisory Council

Formal endorsement.

-Marin County Youth Council

Vote

-Mendocino County Youth Council

We would adopt the All Youth One System as a normal way of doing business. We have been using this philosophy since January 2002.

-Merced County Department of Workforce Investment

Voted and in minutes from about 1 year ago.

-Napa Valley Workforce Investment Board

'... to build an effective service delivery system for all youth' was an integral part of the design and was included in the OCWIB's PY 03-04 WIA Youth RFP's purpose statement.

-Orange County Workforce Investment Board

We formally adopted the All youth One System Coordination of Youth Services model over a year ago. It has been written into our bylaws and it reads 'The City of Richmond's Workforce Investment Board's Youth Council is committed to improving and promoting collaboration of the various youth Serving programs in our community. Our intent is to create a coordinated, universally accessible youth-serving system to assist in acquiring educational, life and employment skills with priority given to Richmond youth.'

-City of Richmond

After the YCi 'Road Trip' Institute in January 2002, our Council for Youth Development Chair requested the council go through the self-assessment process and from the results of the self-assessment the council decided to adopt the YCi framework. It was put on the agenda as an action item and approved.

-Riverside County Council for Youth Development

No, it was not 'formally' endorsed or adopted. It has been used as a tool.

-Sacramento Employment and Training Agency

We contracted with New Ways to Work to complete the Regional Youth Resource Mapping project so that the information and data provided by the project could be incorporated into the Request for Proposals for our WIA Year-Long Youth Program next year and to assist us in developing policy and programmatic decisions for our youth programs.

-San Diego School-to-Career Youth Council

There has not been any formal adoption of the All Youth One System.

-San Joaquin WorkNet

Conducted a self-evaluation. Developed priorities. Established committees with purpose. Established a Youth Service Provider Network.

-Santa Ana Youth Council

Adopted an All Youth vision/mission statement.

-Workforce Santa Cruz

It's integrated into our vision and strategic plan

-SELACO Workforce Investment Board

The Youth Council adopted the AYOS model as the model by which they will operate, including reorganizing their work and committees around the AYOS framework. In fact, the Sonoma County Office of Education has also adopted the AYOS (restructuring divisions of the agency) to align itself with the AYOS framework. Came to a vote at a YC meeting.

- Sonoma County Youth Educational and Employment Services

The Council adopted an organizational structure designed around the system elements - submitted to our WIB - WIB formally approved

-Tulare County Workforce Investment Department

Not formally, but is written and stressed in every Youth Council correspondence.

-Ventura Youth Council

It was presented at a Youth Council Retreat as our new format. Mission statement, goals, strategies, and Youth Council Training Retreats.

-Yolo County Youth Council

How did the WIB formally recognize the Youth Council's endorsement of “All Youth-One System”?

Action item on WIB agenda.

-City of Anaheim Workforce Development Division

Not yet, although we have talked about the goals

-Foothill Employment and Training

Once the Youth Council approved the agenda item in May 2002, the item was forward to the full board and approved.

-Fresno County Workforce Investment Board Youth Council

By adopting it through the RFP process. It is also posted in our WIB Board Room.

-Workforce Investment Board of Imperial County

As part of the approved policy of the WIB Annual plan.

-City of Los Angeles Youth Council

Formal endorsement.

-Marin County Youth Council

It was announced and approved at a formal WIB meeting by Ms. Nellie McGarry, Youth Council Chair, WIB first VP, and State Youth Council member.

-Merced County Department of Workforce Investment

Meeting action to endorse.

-Napa Valley Workforce Investment Board

Approval of the PY 03-04 WIA Youth RFP and Youth Council work plan to build the system.

-Orange County Workforce Investment Board

The aforementioned policy was voted upon by the WIB on recommendation to adopt from the Youth Council-it passed unanimously. Our WIB Chair, Jennifer Hawtof indicated that the policy should be placed in the five-year plan.

-City of Richmond

Since the adoption of the 'All Youth-One System' went to the Council as an 'approval item', our WDB (WIB) moved it forward as an adopted framework for the Council for Youth Development.

-Riverside County Council for Youth Development

We are still completing the Regional Youth Resource Mapping project, therefore, we have not formally presented the “All Youth-One System” framework to our WIB.

-San Diego School-to-Career Youth Council

Although not formally recognized, the WIB has been provided with reports from those Youth Council staff that have participated in All Youth One System trainings and activities.

-San Joaquin County WorkNet

Presented the concept to the YC, asked them if they thought the resource would be advantageous or non productive. Everyone felt it was a process we needed to conduct.

-Santa Ana Youth Council

Approved the Youth Council vision/mission statement.

-Workforce Santa Cruz

By review and acceptance of our vision and strategic plan

-SELACO Workforce Investment Board

The WIB and the Sonoma County Office of Education (SCOE) formally have recognized the Youth Council's endorsement of the AYOS model. The WIB and SCOE sponsored the Youth Symposium in 1/03 and recruited community members to participate. The WIB is very engaged in youth issues in Sonoma County, raising funds for special projects, such as supporting Lego Robotics for middle and high school students, as well as opening up space in the One-Stop to focus on youth, to name a few. A presentation was made to the WIB by reps from the Youth Council, and the WIB acknowledged the AYOS as a guiding principal of the Youth Council, and reflected that in their minutes.

-Sonoma County Youth Educational and Employment Services

Before they knew about 'all youth - one system' our WIB challenged its committees/councils (Youth Council) to approach all work from a system perspective

-Tulare County Workforce Investment Department

They were informed that we use this format. I don't think they ever formally voted to accept it as the format to use. The WIB has incorporated our goals into the five-year plan and specially funded project plan.

-Yolo County Youth Council

How has “All Youth-One System” been significant in guiding your work?

Tracking progress; identifying the work to be done.

-City of Anaheim Workforce Development Division

Including more youth in WIA career fairs, field trips, etc.

-Foothill Employment and Training

We have taken the five core sectors outlined by YCi (Academic Excellence, Career Preparation, Youth Development, Youth Leadership, and Comprehensive Approach) and have dissected each them. This has allowed us to identify what we do well and where we need improve.

-Fresno County Workforce Investment Board Youth Council

The WIA partners use the framework

-Humboldt County Workforce Investment Board Youth Council

The concept and methodology has directly influenced the verbiage in youth contracts.

-Workforce Investment Board of Imperial County

The work of all youth committees are checked against this standard.

-City of Los Angeles Youth Council

It helps to frame and focus each discussion. Especially with long term planning.

-Marin County Youth Council

Since Jan 2002.

-Merced County Department of Workforce Investment

Not yet -- We are planning to publish a 'Report to the Community' in which we will begin to use the concept for the development of future youth programming and partnership development

-Napa Valley Workforce Investment Board

By listening to the voice of youth, working collaboratively with the other two youth councils in the area and leveraging WIA and non-WIA resources to coordinate youth services countywide.

-Orange County Workforce Investment Board

It has helped us focus and identify relevant youth issues.

-City of Richmond

The framework gives us the guidance and initiative to continually work on serving all youth in Riverside County. Whether it happens by leveraging services or creating new partnerships, we strive to make sure we are inclusive of all youth when we make decisions to get the job done.

-Riverside County Council for Youth Development

Organizing the Youth Council (into workgroups), Facilitating the discussion on leveraging and expanding our resources, and Facilitating the discussion on the role the Youth Council plays in the community.

-Sacramento Employment and Training Agency

The “All Youth-One System” framework and tools has assisted the San Diego School-to-Career Youth Council in considering all of the elements necessary to create a cohesive, coordinated system for youth. We are initiating a strategic planning process with our STC Youth Council to effectively address the needs of youth in our region.

-San Diego School-to-Career Youth Council

It has helped guide us and provided a focus on all youth. We are constantly striving to encompass all youth, not just WIA eligible youth in everything we do. As a result, we have established YouthNet, collaboration comprised of youth service organizations to help maintain the focus and continue to guide our resources in the direction of all youth one system.

-San Joaquin County WorkNet

It has allowed our YC to promote many positive outcomes that have set us to be role models in the State.

-Santa Ana Youth Council

Yes in that it provides the framework for which we will operate and pursue our goals

-SELACO Workforce Investment Board

The AYOS has provided a focus to the Youth Council and a framework to work by. It has defined our committee structure, how we set our goals and objectives. The Youth Council mission reflects the structure of the AYOS model.

-Sonoma County Youth Educational and Employment Services

Helps us expand our work, rather than focus only on WIA. YCi tools related to all youth-one system assist in strategic planning and self-assessment

-Tulare County Workforce Investment Department

We have been trying to incorporate the theory into every activity on behalf of the Youth Council.

-Ventura County Youth Council

It refocused our direction on serving youth. It has provided the tools for leading change, setting a vision, and moving into action.

-Yolo County Youth Council

Have the framework and tools impacted a broader youth-services agenda in your local area? - What was this impact?

We are working on it.

-City of Anaheim Workforce Development Division

We have held job fairs that benefit other youth beyond our enrollees. We have a website that refers youth to resources beyond job training.

-Foothill Employment and Training

We are still working on it

-Foothill Employment and Training

The Youth Services Network Office is a true testament of what action the Fresno County Youth Council has taken to truly develop a program and system that serves 'All Youth'.

-Fresno County Workforce Investment Board Youth Council

Each region (WIA) ascribes to the principles

-Humboldt County Workforce Investment Board Youth Council

With the reduction in funding, this framework of integration, cooperation, and sharing of resources, has impacted our youth service delivery.

-Workforce Investment Board of Imperial County

Bringing the community together over a framework almost all agree on.

-Marin County Youth Council

We used the framework in a regional project.

-Mendocino County Youth Council

We have broadened the population base of our WIA youth Contracts. We used the concept in our asset mapping and gap analysis to ensure all youth were being served, we have used the concept to include youth on the Youth Council from throughout the community, we have used the concept to form the Youth Council's Vision and Goals, and recently used the concept to influence the WIB's goals as they pertain to All Youth One System. The concept is an integral part of the Web Site being developed.

-Merced County Department of Workforce Investment

Mostly just with YC members, but we're working on making it a broad, acceptable concept.

-Napa Valley Workforce Investment Board

The Council's Self-Assessment and Work Plan have enhanced the Council's ability to stay focused on established priorities.

-Orange County Workforce Investment Board

I do not think so, but we are still working toward that goal.

-City of Richmond

As of right now, the challenge for our county is to keep all stakeholders working together in spite of the funding cuts each partner or organization faces. Stakeholders must be diligent in reaching out. The demand for services will not diminish and the framework will be that management tool used to address these challenges without jeopardizing the necessary services to our youth.

-Riverside County Council of Youth Development

Outreach & marketing for all youth programs, not just WIA

-San Benito Youth Employment Program Council

We have used the framework and tools for planning purposes with our San Diego School-to-Career Youth Council.

-San Diego School-to-Career Youth Council

Traditionally, youth have not been a focus in the One-Stop centers. This summer we faced a new challenge, no funding for a summer program (funded usually with CalWorks money). To ensure that the youth still had a place to go, we provided workshops, and numerous resources for all youth that were looking for summer employment. This was a first in our area. We had over 400 youth per month on average utilizing the services in the One-Stop Centers. This effort was so successful, that we have decided to continue this project as a year-round effort.

-San Joaquin County WorkNet

The Network concept has created collaboration projects beyond the YC.

-Santa Ana Youth Council

The Youth Council has long-supported the concept of serving all youth. This is evidenced through encouraging the community to participate in the AYOS model. One-Stop youth partners are encouraged to serve all youth in the community by leveraging funds to sustain an AYOS model. The new Sonoma County Office of Education (SCOE) Superintendent is on our Youth Council, on the State Youth Council. He has utilized the AYOS model to restructure the SCOE organization, as an example of how the model has been incorporated locally beyond this Council.

-Sonoma County Youth Educational and Employment Services

Beginning this month, we will start yet again to include a broader youth services agenda.

-Ventura Youth Council

Our Youth Service agenda is bigger than just WIA eligible youth due to the framework and tools made available through YCI. WE have involved all groups of youth in leadership, career, and academic preparation through the Work Ready Certificate and Career youth Conference Opportunities.

-Yolo County Youth Council