YOUTH AT THE CROSSROADS

FOSTER YOUTH PATHWAYS TO ADULTHOOD

A PRACTICE AND POLICY FORUM FOCUSED ON IMPLEMENTATION OF FOSTERING CONNECTIONS IN CALIFORNIA (AB 12) AND SERVING OLDER YOUTH IN CARE

MAY 21-22, 2012
SHERATON GATEWAY, LOS ANGELES, CA

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NEW WAYS TO WORK

Foster Youth Pathways to Adulthood
A Practice and Policy Forum Focused on Implementation of Fostering Connections in California (AB 12) and Serving Older Youth in Care

May 21-22, 2012
Sheraton Gateway, Los Angeles, CA

Sponsored by
City of Los Angeles Workforce Investment Board
County of Los Angeles Workforce Investment Board
San Diego Workforce Partnership
Riverside County Workforce Investment Board
City of Los Angeles Community Development Department
New Ways to Work
Dear Friends and Colleagues,

Making critical career decisions is difficult for any youth in today’s economic climate. Skyrocketing tuition and overcrowding at community colleges and universities have put education and training out of reach. The job market is severely depressed and of the limited number of vacant positions available, most are going to adults.

But imagine if you were a young person in foster care trying to make plans for your future. Or worse still, a young person nearing the age of 21 and almost timed out of foster care. Your chances of becoming gainfully employed and moving up the career-ladder would be even more remote.

The Workforce Investment Boards of the City of Los Angeles and the counties of Los Angeles, Riverside and San Diego are keenly aware of the challenges facing youth in foster care. We are convening this conference to explore innovative and effective approaches to providing youth in foster care with workforce development services.

Welcome!

Gregory Irish
Executive Director
City of Los Angeles
Workforce Investment Board

Richard Verches
Executive Director
Los Angeles County
Workforce Investment Board

Felicia Flournoy
Executive Director
Riverside County
Workforce Investment Board

Nathaniel Buggs
Interim Director
San Diego Workforce Partnership
Youth at the Crossroads
May 21st and 22nd, 2012
Sheraton Gateway Hotel Los Angeles
6101 West Century Boulevard
Los Angeles, California

Participant Agenda Packet

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Youth at the Crossroads
May 21st and 22nd, 2012
Sheraton Gateway Hotel Los Angeles
6101 West Century Boulevard
Los Angeles, California

Agenda

Monday, May 21st, 2012

1:00 Welcome and Introductions  California Ballroom
  David Crippens, Chair, Los Angeles Youth Council
  Jerry Gaines, Chair, Los Angeles County Workforce Investment Board
  Opening Remarks
  U.S. Representative Karen Bass
  Defining the Issues
  From One out of Five to Today: How have we fared?
  David Crippens, Chair, Los Angeles Youth Council

1:30 The Condition and Outcomes for Older Youth in Care  California Ballroom
  Young Adult Outcomes of Youth Exiting Dependent or Delinquent Care in Los Angeles County
  Manuel Moreno, Research Director, Los Angeles Chief Executive Office
  Tracking Process Measures and Outcomes for Extended Foster Care in California
  Kathy Watkins, San Bernardino County Human Services System

2:00 Fostering Connections (AB12), The Challenge and the Opportunity  California Ballroom
  Overview of Fostering Connections in California
  Angie Schwartz, Alliance for Children’s Rights
  Fostering Connections in Los Angeles
  Harvey Kawasaki, Los Angeles Department of Children and Family Services
  Jed Minoff, Los Angeles County Probation Department

3:00 Break

3:15 Examining the Essential Questions
  • Why is extending care to 21 important and what opportunities does it present to ensure youth are experienced and prepared for employment and careers?
  • What do we need to do or do differently as youth stay in care as young adults?
  • What do we need to know and who do we need to connect with to do a better job preparing youth for the transition to adulthood?
  • What are the policy implications at the local and state levels?
  • What are the key questions and implications for our system?

Breakout Groups by Sector and Role
  Child Welfare Services Agency – Manager/Supervisor/Director  Salon 112
  Child Welfare Services Agency – Direct Service/Social Worker/Case Manager  Salon 205
  Workforce Investment Board / Youth Council  Salon 201
Tuesday, May 22nd, 2012

9:00 Welcome - The Voice of Youth
   What we’ve heard, where you are on target, what you seem to have missed!
   Moderator: Mitch Findley. VOICES

9:45 Focus On Employment and Career Development
   Workforce Development and the Career Development Continuum
   Lisa Salazar, Los Angeles Community Development Department
   Steve Trippe, New Ways to Work

10:15 Break

10:30 Quality Practice Sessions: The What!
   Engaging Youth in Career Exploration and Planning
   Road Trip Nation and My IE Career
   Supporting Positive Connections with Adults
   The Importance of Workplace Experiences
   Access and Connections to Post-Secondary Education for Foster Youth
   Connecting Youth to the Workforce System
   Asset Building and Financial Literacy
   Providing Access to Public Support Services
   Understanding the Nuts and Bolts of Foster Care and Fostering Connections

11:45 Break

12:00 Luncheon Keynote: Partnering with Employers
   Moderator: Barbara Halsey, California Workforce Association
   Panelists: Ronald King, Vons
             Jonathon Gat, Nuovo Biologics
1:00  Systems Model (the How!)
   Youth Transition Centers  Salon 112
   Partnering with Mental Health Services  Salon 200
   Community Collaborations/Leveraging Systems  Salon 201
   Accessing Higher Education and Training  Salon 205
   Cash for College and Chaffee Grants  Salon 217
   Pathways to Permanency for LGBTQ Homeless and Foster Youth  Salon 211
   Engaging Youth as Leaders and Decision-makers  Salon 214
   DCFS, Probation, and Workforce Partnerships  Salon 210

2:15  Break

2:30  Practice and Policy in Action
   County Breakout Sessions
   Bay Area and San Francisco Counties  Salon 112
   San Diego County  Salon 200
   Riverside County  Salon 201
   San Bernardino County  Salon 205
   Central Valley Counties  Salon 217
   Fresno and Kern Counties  Salon 211
   North Central and Sacramento Counties  Salon 214
   State Wide Partners  Salon 210
   Greater Los Angeles and Los Angeles Counties  California Ballroom

3:45  Break  California Ballroom

4:00  Closing Session  California Ballroom
   Policy Priorities Report Outs
   Closing Remarks
   Philip I. Browning  Los Angeles County Department of Children and Family Services

4:30  Our Next Steps  California Ballroom
   David Crippens  Chair, Los Angeles Youth Council

4:45  Adjourn
Workshop Session Descriptions

Tuesday, May 22nd 10:30 A.M. – 11:45 A.M.

Engaging Youth in Career Exploration and Planning  
*The California Career Resource Network*  
Salon 112

This presentation will focus on the free and low-cost resources provided by the California Career Resource Network. CalCRN provides a range of on-line and print resources that support effective career exploration and planning.  

*Bob Tyra - California Career Resource Network*

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Road Trip Nation and the Riverside County Youth Portal  
Salon 200

RoadtripNation.org has partnered with the Riverside County Workforce Investment Board to allow 1,000 youth the opportunity to build local Roadtrip projects and interview leaders across Riverside County. The Roadtrip Nation Experience curriculum was created to empower students to define their own roads in life, to make school matter by relating what they study to their real-world experiences. The founders of Roadtrip Nation felt that their education was not connected to the real world upon graduation, so they decided to go on the road in an old green RV to interview industry leaders across America and learn how they got to where they are today. Through this unique learning opportunity, youth gained invaluable knowledge and insight regarding various career paths and options. The videos created through this phenomenal project will be showcased in the future by Riverside County youth, and also serve as an ongoing educational resource. The independent organization produces a variety of annual multi-media content productions, including the annual Roadtrip Nation television series on PBS, and the new Roadtrip Nation Experience Curriculum, which helps students and educators in under-served communities connect their education to real world.  

*The Riverside County Youth Portal* was launched July 27, 2011. This unique Social Media Website will provide youth with a myriad of workforce information, educational resources, services, internships, assessments, career exploration opportunities and much more! The Portal is a gated community where youth can interact through a universal safe mechanism that is relevant and engaging in their world of communication. A group of young people participated in focus groups to provide their input for designing a sophisticated, robust Portal that is an innovative and cutting edge technology resource.  

*Tiki Copeland, Maria Muldrow - Riverside County Workforce Investment Board*

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Supporting Positive Connections with Adults  
*Career Mentoring Group Mentoring*  
Salon 201

In this workshop, participants will understand why Co-mentoring is an innovative way to engage young adults leaving the foster care system. The core of how successful they *can become* truly lies within their ability to trust, build and maintain relationships. Without this foundation, the barriers they face, sometimes through no fault of their own, become increasingly challenging to navigate, especially alone *and* with little or no support system. Co-mentoring provides a safety net for them as they transition into adulthood. Co-mentoring also empowers them to share in the *power and responsibility* of their relationships; to give to these relationships as well as receive from them. The program focuses on dealing with transitions, the “emotional stuff” that one goes...
Youth at the Crossroads: Workshop Session Descriptions

through as a result of change. This workshop will be both didactic and experiential so participants gain the full understanding of why change seems hard.

*Stephanie Inyama, Jasmine Morgan - Southern California Foster Family and Adoption Agency*

**The Importance of Workplace Experiences**

*The Workplace as a Learning Place: Quality Work-based Learning*

This session will cover the essential elements of a comprehensive work experience program for youth and young adults. You will learn what is needed to prepare a young person for a work experience, how to prepare a work site supervisor to work with a young worker, and how to ensure that the work experience provides the young worker with opportunities for learning. The session will also offer resources, such as youth Workforce Investment Act programs, that you can access to help youth secure work preparation and work experience. Additional resources will include curriculum materials to support a work experience program.

*Mary Keipp, Pamela B. Schachter - UCLA Community-Based Learning Program*

**College Pathways: Access and Connections to Post-Secondary Education**

*Information and resources will be provided for people in the session so they know whom to contact on college campuses to assist foster youth in accessing and retaining in post-secondary education in LA County and beyond. We will include specific information on FYSI liaisons, campus-wide support, EOPs, counseling and local implementation of AB 12.*

*Devon Werble - CA College Pathways*

**Connecting Youth to the Workforce System**

In this session you will hear about three different models that connect current and former foster youth to workforce development activities. Kings View, Ready, Set, Go! in Madera County provides the ILP services for their county. They provide life skills instruction using the three pillars of Permanency, Education and Employment while infusing social skills, substance abuse awareness, stress management and conflict resolution. For youth nearing emancipation they are also provided the opportunity for 200 – 300 hours of subsidized work experience to get hands-on experience to solidify the theoretical instruction they received on employment and job retention. Kern County Network for Children, Foster Youth Services provides educational support and linkages to other social services for youth currently in foster care. Youth are provided the opportunity to participate in a two week summer leadership camp which focuses on self improvement, life skills and employability skills. Upon successful completion youth are provided the opportunity for paid work experience to reinforce learning. The Adolescent Career Transition program operated by the Kern HS District, Career Resource Department serves emancipated foster youth 18-21 years old with Workforce Investment Act and United Way funds. This employability program requires youth in need of a high school diploma to enroll in an educational program that fits their needs. Staff works with the youth to facilitate enrollment in education. Once educational enrollment has been established youth are provided with the opportunity to complete one of five vocational training programs. Upon completion youth are eligible for 250 hours of paid work experience in their industry of training. Ongoing workshops, case management and incentives help the youth remain focused while enrolled in the program.

*Eugene Bell - Kings View Ready, Set, Go!  Carrie Bloxom - Foster Youth Services, Dream Center.  Karine Kanikkeberg - Kern High School District*
Asset Building and Financial Literacy

Strategies for practitioners and foster youth to support skillful independent living.

For foster youth, especially those aging out of the system, it is crucial to create and support pathways toward savings and asset accumulation. In this session, participants will listen to approaches to integrate existing services and collaborate with other stakeholders to create a complimentary, holistic, and intentional service approach.

Marco Ramirez - Center for Asset Building Opportunities

Providing Access to Public Support Service

The name for California's Food Stamp Program has changed as a result of recent State law. The new name for the program is "CalFresh". CalFresh was established to improve the nutrition of people in low-income households. It does that by increasing their food-buying power, so they are able to purchase the amount of food their household needs. According to a U.S. Department of Agriculture (USDA) report on food insecurity, the number of U.S. homes lacking adequate food more than tripled in the last four years. In Los Angeles County (home to 10.4 million residents), it is estimated that only half of those eligible are receiving CalFresh – the supplemental nutrition food benefit previously called Food Stamps. This session will provide information on how foster youth can access CalFresh and other public benefits.

DeLlora Ellis-Gant - CalFresh Nutrition Program Section

The Nuts and Bolts of Foster Care and Fostering Connections

What's available for Foster Youth?

This session is designed for those who want to dig deeper into the subject matter related to Fostering Connections and Foster Care in general. This will be an open, question and answer format, with a chance to learn from those who are deeply engaged in the implementation of AB12 in California. Panelists will further discuss and share how AB12 has been successfully implemented for foster youth in Los Angeles County, which involved a collaborative approach with key stakeholders and revisiting the Department’s best practice policies and protocols in assisting older youth to achieve the best possible self-sufficiency outcomes.

Harvey Kawasaki - Los Angeles Department of Children and Family Services
Jed Minoff - Los Angeles County Probation Department
Angie Schwartz - Alliance for Children’s Rights
Youth at the Crossroads: Workshop Session Descriptions

Tuesday, May 22nd 1:00 P.M. - 2:15 P.M.

Youth Transition Centers

*Voice Our Independent Choices for Emancipation Support*

In 2005 a group of 10 former foster youth were brought together to create the nation's first youth-led community center for foster youth of its kind. In the past 7 years, one center has turned into three, and this youth-driven center has served as a successful model for how this can be done. In addition, VOICES will share their specific experience with holding both the ILP contract and the WIB contract and how the two can play off one another.

*Alissa Gentille - On The Move*

Partnering with Mental Health

*Merging Mental Health with What We Do*

Often when working with youth in transition, we are faced with partnering with youth who are experiencing any number of challenges related to normal adolescent development… all the way to trauma and its impact. Sometimes these challenges are so significant that they directly impact a youth’s ability to be successful in our programs. Sometimes these challenges are the reasons that we ask youth to leave our programs. In this presentation, we will discuss ways to merge developmental skills competency, traditionally left to mental health professionals, into what we do, to bolster our ability to assist youth to be more successful.

*Stephen Carroll - San Diego Youth Services*

Community Collaborations/Leveraging Systems

*Strategies for leveraging systems to maximize services and funding*

San Diego County has successfully taken Cross-System Collaboration to another level with a focus on innovative program design. Through an intentional collaboration, leadership at both the County Department of Health and Human Services and the Local Workforce Investment Board joined to create a successful program for transitioning foster youth over the past five years. Learn how this concept was developed and executed and how it can be applied in your own area.

*Robin Graham - San Diego Workforce Partnership*

*Patty Kay Danon - San Diego County Child Welfare Services*

Accessing Higher Education and Training

*College Pathways*

The extension of foster care beyond the age of 18 provides young people with the opportunity to pursue higher education while maintaining the support of the foster care system. This presents an exciting new opportunity to dramatically improve educational outcomes for youth in foster care. But in order to make this vision a reality, youth will need guidance, motivation and support from caregivers, social workers and others to pursue their educational goals. This workshop will provide information on the range of post-secondary educational options available to youth, tips on how to motivate youth to expand their educational horizons and practical guidance about admissions, financial aid and other nuts and bolts of California’s system of post-secondary education.

*Debbie Raucher - John Burton Foundation*
Youth at the Crossroads: Workshop Session Descriptions

Cash for College and Chaffee Grants

Over the past nine years, L.A. Cash for College served more than 117,000 local students and their families by expanding college access awareness and the availability of financial aid resources and helped more than 37,000 families complete the Free Application for Federal Student Aid (FAFSA) and the Cal Grant GPA Verification Form. Last year alone more than 13,000 students and families and over 100 post-secondary institutions and career exhibitors attended the college & Career Convention and more than 7,000 students and 5,000 family members attended over 115 Cash for College Day Workshops to receive one-on-one assistance in completing the FAFSA and Cal Grant forms.

Alma Salazar - Unite LA

Pathways to Permanency for LGBTQ Homeless and Foster Youth

Experiences, Challenges and Resources

The L.A. Gay & Lesbian Center has a long history of serving and caring for homeless transition age lesbian, gay, bisexual, transgender, questioning (LGBTQ) youth, employing a Youth Development Model in helping them form durable connections and secure emotional permanency. The Center’s RISE Initiative, a project of the federal Permanency Innovations Initiative, aims to reduce length of stay for LGBTQ children and youth in foster care, and improve permanency for them by reducing heterosexism and anti-transgender bias within the child welfare system.

Simon Costello, Curtis Shepard - L.A. Gay and Lesbian Center

Engaging Youth as Leaders and Decision-makers

Engaging youth is a task that we all face in some way within our jobs or in our counties. Based on the experience of operating three youth-led community centers, one of these youth will be sharing both the successes and challenges to engaging youth in meaningful ways within your county or program. Our youth leader will tell you his story and the impact that truly being in partnership with staff has had on his life and his professional career.

Mitch Findley - VOICES

DCFS, Probation, and Workforce Partnerships

This session will share and discuss the current stakeholder partnerships being formed to enhance and support a key self-sufficiency domain for older youth: employment. These emerging partnerships foster critical opportunities to assist older youth in achieving their self-sufficiency goals/outcomes in all areas including education, housing and social networking.

Harvey Kawasaki - Department of Children and Family Services
General Session Speakers and Panelists

Karen Bass
In November 2010, Karen Bass was elected to represent California's 33rd Congressional District with 86 percent of the vote. Rep. Bass serves on both the House Budget and Foreign Affairs committees. In addition, she was selected by Democratic Leader Nancy Pelosi to serve on the prestigious Steering and Policy Committee, which sets the policy direction of the Democratic Caucus, and she serves as the national co-chair of the Democratic Congressional Campaign Committee’s Women LEAD organization, which recruits and raises money to support women running for Congress.

Throughout her career, Rep. Bass has maintained a focus on our nation’s foster care system. In her first term, Bass created the bipartisan Congressional Foster Youth Caucus along with co-chair U.S. Rep. Tom Marino (R-Pa.), which aims to transform the foster care system in America. She is also a co-chair of the bipartisan, Congressional Coalition on Adoption.

Prior to serving as a U.S. Representative, Bass made history as the first African American woman in the U.S. to serve as the Speaker of the California Assembly. In this powerful state legislative role, Rep. Bass served during California’s greatest economic crisis since the Great Depression.

Philip L. Browning
On February 14, 2012, the Los Angeles County Board of Supervisors approved Philip L. Browning’s appointment as the Director of the Department of Children and Family Services (DCFS), effective February 16, 2012. Mr. Browning had served as DCFS Interim Director since August 9, 2011. Mr. Browning directs all operations of DCFS. As the DCFS Director, Mr. Browning is committed to ensuring that Los Angeles County children have the opportunity to grow up in safe, permanent and loving families. For those youth exiting our foster care system as young adults, he is committed to enhancing their self-sufficiency and their opportunities to be independent and successful.

Prior to coming to DCFS, Mr. Browning was the Director of the Los Angeles County Department of Public Social Services (DPSS) since April 2007. DPSS has over 13,000 employees, serves over 2 million individuals, has an operating budget of over $3 billion, and operates a broad range of human service programs. Mr. Browning began his L.A. County career in July 2001 as the first Director of the Child Support Services Department, where he led the effort to increase County child support payment collection to over $500 million.

In 2000, Mr. Browning was honored with the Federal Office of Child Support’s “Lifetime Achievement Award” for performance improvements while serving as the Director of the Child Support Division in the District of Columbia. Mr. Browning received his Masters in Business Administration from Auburn University and his Masters in Social Work from the University of Alabama.
Youth at the Crossroads: Speaker and Panelist Biographies

David Crippens
David Crippens career is one of service to the larger community. He served as rural community development volunteer in Nigeria. He spent 33 years in public television. He was chair of the Los Angeles Unified School District's 20 billion dollar school construction and renovation program. Presently, David is president of the city of Los Angeles Workforce Investment Board's Youth Council, chair of Unite-LA's board, and is a member of the Los Angeles Universal Pre-School board.

Jerry Gaines
Jerry Gaines is retired as a business and economics teacher in secondary and adult education with 37 years of service in the Palos Verdes Peninsula Unified School District. During his career in education, he served as Coordinator for the district’s Career and Technical Education Program, including the administration of Carl Perkins Act federal funds granted to the school district for its career and technical education program. In addition to his education career, he has served in leadership positions in the financial services credit union industry for over 35 years. He is currently serving as Chairman of the Board of the South Bay Credit Union, an $80 million member owned credit union serving some 8,000 members in the South Bay region of Los Angeles County.

A graduate of California State University of Los Angeles and a Masters degree from California State University at Long Beach, Mr. Gaines is a long time community leader in the South Bay-Harbor Area of Los Angeles. Awards include “Year of the Educator Medallion Award,” from the Los Angeles County Board of Education in 1981-82, and a Special Certificate of Congressional Recognition for service as Chairman of San Pedro Reuse Committee in 1996 from former Congresswoman Jane Harman. His community volunteer activities include serving on various community citizen groups. In the past decade he has served as a member of the Los Angeles City Appointed Charter Reform Commission, and as a charter member of the Los Angeles City Harbor Area Planning Commission, appointed by former Mayor Richard Riordan. Recently he served as a commissioner for the City of Los Angeles City Council Redistricting Commission appointed by former Councilwoman Janice Hahn representing the 15th Council District.

He is currently serving on the Los Angeles County Workforce Investment Board (LACWIB) as its Chairman. He was appointed as a commissioner to the LACWIB representing Fourth District Supervisor Don Knabe in December of 2002. Service on the LACWIB includes several years serving as chairman of the Intergovernmental Relations Committee with yearly visits to federal and state elected officials in Washington, D.C. and Sacramento to present performance outcomes from federal funds invested in the county’s various adult, dislocated, and youth WorkSource centers.

Jonathon Gat
Jonathon Gat is Clinical Research Manager for Nuovo Biologics, LLC, and serves as a member of the City of Los Angeles Workforce Investment Board's Youth Council. Hailing originally from New York, Mr. Gat has extensive experience as an investment advisor.
Barbara Halsey
Barbara Halsey has served as the Executive Director of the California Workforce Association since February of 2011. The California Workforce Association is a non-profit membership organization that develops public policy strategies and builds local capacity to address critical workforce issues. CWA represents 48 Workforce Investment Boards, over 200 One-Stop Career Centers and other workforce development partners throughout California. Members include local non-profits, government, educational institutions and community based organizations involved in training, education, economic development, welfare, and employment. California Workforce Investment Boards are private sector led boards focused on strategic solutions to workforce issues present in their regions. Prior to joining CWA, Barbara served in the Schwarzenegger Administration as the Executive Officer for the California Workforce Investment Board (State Board). Under Ms. Halsey’s leadership, the State Board adopted sector strategies as the framework for Workforce Development, launched the Green Collar Jobs Council, the Health Workforce Development Council and initiated regional planning partnerships through its Regional Industry Clusters of Opportunity project. These efforts placed the California Workforce Investment Board at the forefront of developing comprehensive strategies rooted in local and regional economic strengths as the touchstone for the preparation of California’s workforce to meet the needs of local businesses and critical economic sectors throughout the state’s diverse economic regions.

Barbara was also employed by the County of San Bernardino within the Workforce Development Department for 9 years, including serving as the organization’s Director from 2001 to 2007. She is a graduate of Orange City, Iowa’s, Northwestern College, where she received a Bachelor’s Degree in Social Work.

Harvey Kawasaki
Harvey Kawasaki is a Division Chief with the Los Angeles Department of Children and Family Services (DCFS), Youth Development Services Division. Mr. Kawasaki is a 29 year manager with DCFS, having joined the Department as a social worker and then moving into the management ranks over such programs as Human Resources, Adoptions, Torrance Office, Community Based Support Services/Resources and currently as Division Chief over Youth Development Services - which provides independent living services (including housing, employment and educational supports) to transition foster youth between the ages of 14 to 21. He also currently oversees the implementation of AB12, Extending Foster Care (EFC) for DCFS, which has nearly 80% of foster youth turning 18 choosing to remain in foster care placement and enhance their self-sufficiency life goals.

Ronald King
Ronald King has served as the District Employment Representative for Vons (Safeway, Inc.) since 2005, covering the San Fernando Valley, Northeast Los Angeles, Glendale, La Cañada, La Crescenta and Pasadena. In this capacity, Mr. King works with store managers and recruiters to oversee all staff hiring within the district to ensure adherence to Vons company policy. He participates in job fairs, diversity outreach events and other activities within the community to ensure Vons (Safeway, Inc.) meets its hiring goals. He has served as liaison with the HIRE LA’s Youth program, ensuring Vons met its hiring pledges for the program.
He has 25 years of experience in human resources, having worked at Los Angeles Urban League, Southern California Edison, American Honda, Lockheed Aeronautical, and Litton Data Systems. A graduate of Florida A&M University, he served ten years in the U.S. Marine Corps before entering civilian life.

**Jed Minoff**

Jed Minoff is a Director with the Los Angeles County Probation Department’s Placement Services Bureau. Currently, Jed is spearheading the Department effort to implement the recently passed California Fostering Connections to Success Act (AB 12/212), which extends and enhances foster care for youth 18 years old and older.

From 2007 through 2010, Jed developed and oversaw Probation’s Placement Community Transition Services (PCTS) Program. PCTS helps to identify probation youth in group home settings who could benefit from Functional Family Therapy, Functional Family Probation and Wraparound services. Prior to PCTS, Jed was Probation’s Director for Youth Development Services, a program that works in collaboration with the Department of Children and Family Services to provide services and funds to Transition Age Youth exiting foster care.

Prior to coming to Probation in 2006, Jed was the Supervisor of Community Programs for Casey Family Programs’ Los Angeles County Field Office for four years where he worked to improve the lives of Los Angeles County’s transition age foster youth. In that capacity, he oversaw Casey’s Pasadena Alumni Support Center (PASC), a drop-in and resource center for pre-emancipating and emancipated youth and was a strong advocate for systemic change to LA County’s foster care and probation systems.

Before joining Casey, Jed was a Staff Attorney at Public Counsel, the public interest arm of the Los Angeles County and Beverly Hills Bar Associations. Jed received his J.D. from Loyola Law School in Los Angeles in 1998. Jed was awarded Loyola Law School’s first Public Interest Fellowship in 1998 to continue serving underrepresented youth with a focus on Juvenile Court Intervention and Advocacy. Jed was a child-care worker in San Francisco for Severely Emotional Disturbed Children who had suffered extreme abuse and neglect before entering law school.

**Manuel H. Moreno, Ph.D.**

Manuel H. Moreno is Director of Research in the Service Integration Branch of the Los Angeles County Chief Executive Office. His office conducts policy research to provide evidence based information to policy makers on the outcomes and cost effectiveness of the County’s public programs and implements data technology initiatives using advanced analytics.

Moreno has more than 20 years experience in local government conducting policy research and implementing information technology projects. He led the charge to create the first data sharing analytical data warehouse for Los Angeles County’s human and social service agencies. He is currently conducting research sponsored by the National Center on Veteran Homelessness and the University of Pennsylvania to examine services use and outcomes for veterans and non-veterans after release from jail in Los Angeles. Moreno is also participating in the Intelligence for Social Policy, a program funded by the MacArthur Foundation to improve the quality of human service agencies’ policies and practices through the use of integrated data systems.
He serves on the Board of Directors of the National Association of Welfare Research Statistics and was selected by Computerworld as one of the 100 Premier IT leaders for 2010. Manuel Moreno earned both a master's degree and a PhD from the University of California at Los Angeles.

**Lisa Salazar**
Lisa Salazar's career includes 26 years in the youth workforce development field. She began her career as a summer youth field representative in 1985 with the City of Los Angeles followed by 10 years of direct service with the Archdiocese of Los Angeles Youth Employment. Ms. Salazar returned to the City of Los Angeles Community Development Department (CDD) with the Department of Labor's (DOL) Youth Opportunity demonstration Grant in 2000. Ms Salazar currently serves as one of the Operations Division Chiefs at CDD with oversight of the DOL Workforce Investment Act youth programs, the City's SYEP programs, and Community Development Block Grant funded FamilySource system. Ms. Salazar holds a BS in Industrial/Organizational Psychology from St. Mary's College of California and an Executive Masters of Leadership from the University of Southern California.

**Angie Schwartz**
Angie Schwartz is the Policy Director at The Alliance for Children’s Rights in Los Angeles, where she works to improve the welfare of children living in poverty and in foster care through systemic reforms. Angie has been instrumental in passage of several key reforms aimed at improving the transition of foster youth out of foster care and into adulthood.

Angie has been involved in numerous legislative initiatives designed to improve California’s child welfare system including work on passage and implementation of The California Fostering Connections to Success Act (Assembly Bill 12), which provides foster youth the support they need to succeed as adults by extending the foster care benefits and supports up to age 20. Angie was also instrumental in the creation and statewide implementation of Assembly Bill 1633 (2005) and Assembly Bill 1331 (2007), which were enacted to ensure that foster youth with disabilities have improved access to Social Security benefits before they emancipate from care. In addition, Angie has authored numerous articles about improving benefit programs and supports for children in out-of-home care.

Angie’s work on behalf of foster children also includes serving as lead counsel in several statewide lawsuits filed to protect their rights to needed financial benefits and services.

Prior to joining the Alliance, Angie was a staff attorney with the Public Interest Law Project and a Skadden Fellow at the National Center for Youth Law. Angie earned her B.A., Magna Cum Laude, from American University, and her J.D. with distinction from Stanford Law School. Angie lives in Oakland, California with her husband and 4 year old daughter

**Steve Trippe**
Steve Trippe is a thirty-five year veteran in youth work, beginning his career as a direct service provider in San Francisco. He is currently President and Executive Director of New Ways to Work, where he has worked for the past 27 years. New Ways is a nationally recognized technical assistance and training organization focused on supporting communities in building
comprehensive local youth-serving systems, and improving practice in those organizations that
serve young people. Currently Steve serves as co-chair of the California Foster Youth Career
Development and Employment Task Force and on the Leadership team for California’s
Breakthrough Series Collaborative on Independent Living Program Transformation. He is
Treasurer of the National Foster Care Coalition and a member of the National Mentoring
Partnership, the National Child Labor Council, and past chair of the National Youth Employment
Coalition. He also served on California’s National Governors Association “Home Team” on
Foster Youth Transition and co-chaired its employment sub-committee. He is a past president of
the Monte Rio Union School District and is a former member of the National School-to-Work
Advisory Council.

Steve has been involved with the development of youth employment, career development, and
education policy and implementation on the national, state, and local levels. His background
includes developing and implementing a number of model initiatives including New Ways
Workers, Communities and Schools for Career Success in California, the Quality Work-based
Learning Initiative, the California Youth Council Institute, the Foster Youth Transition Action
Team Initiative and many others. He has served as Senior Consultant to the Industry Education
Council of California and has had extensive direct service experience with the CYO of the Bay
Area, the San Francisco Art Commission, and as a music teacher in the public schools.

Kathy Watkins
Kathy Watkins, MSW, is currently a Program Manager for San Bernardino County Human
Services Administration’s Legislative, Quality Support Services and Research Division, which
support seven human service agencies. She has served as the technical expert for the County
Welfare Directors Association, CWDA, in drafting language for numerous bills impacting child
welfare services over the last 15 years, including the original 1998 state Kin GAP program.
Representing CWDA as one of the nine co-sponsors of AB12, chaptered in 2010, she has been
an active participant in the collaborative process to transmit the goals and values of the federal
Fostering Connection Act into state law and policy. In 2011, she again has had the lead in
drafting language for AB212, urgency cleanup statute to provide more clarity and direction for
implementation of Extended Foster Care. She was active in the 2011 State Department of Social
Services workgroup to implement the new federally funded Kin GAP program. This year she is
participating in numerous state AB12 workgroups, including Rules of Court, CCL licensing
regulations, THP+ Foster Care, Eligibility Standards, SILP approval, Fiscal Claiming, and
Evaluation and Outcome Tracking. She has had more than 30 years in public service as a social
worker, supervisor, policy analyst and manager both in San Bernardino and Los Angeles
counties and for the federal Social Security Administration. She graduated with a B. A., Magna
cum Laude, Phi Beta Kappa, from Wilson College, Chambersburg, Pa. and earned her M.S.W.
from California State University at San Bernardino.
Content Session Presenters

**Eugene Bell** has worked for Kings View since January 2000. He started his career with Kings View Madera Access Point as a Marriage Family Therapist clinician. He became the Program Coordinator of the Ready, Set, Go! program in September 2000. He received his Bachelors in Political Science and his Masters in Counseling, Marriage and Family Therapy from California State University, Fresno. He became the Executive Director for the Kings View Ready, Set, Go! Program in August 2009. Mr. Bell has served as a consultant with the Youth Development and Research Fund now know as Edward DeJesus Consultants and Seminars working on youth advocacy issues. Ready, Set, Go! program in Madera has been providing ILP services since August 2007. Mr. Bell currently serves on the Board of Directors for both the Madera District Chamber of Commerce, and the National Youth Employment Coalition.

**Carrie Bloxom** is the Program Coordinator for the Foster Youth Services program administered by the Kern County Superintendent of Schools. For the past 10 years Carrie has provided supportive services and linkages to local foster youth to help enhance their academic success. Carrie is located at the Dream Center and Coffee House, a one stop resource center designed to meet the various needs of transitional youth.

**Stephen Carroll** is a Master’s level mental health professional who specializes in trauma informed care and working with traumatized youth. As Director of Homeless/Transition Age Services Division of San Diego Youth Services (SDYS), he holds over 13 years of experience overseeing community-based social services, including emergency shelter and residential programs and mental health counseling programs serving high-risk homeless, runaway and emancipated youth ages 12-24. In his role, Stephen oversees quality assurance, program development, budgeting, contract compliance, service integration, resource development, program policies and procedures, and staffing for all programs within this division.

**Tiki Copeland** has worked with Youth Work programs since 1993. Initially, she was hired as a Case Manager and Peer Group Counselor for “hard-to-serve” youth in the Moreno Valley Unified School District and has since worked with the Riverside County Economic Development Agency (EDA), Advanced Education Services and Fresno Area Investment Corp. committing to her passion of making youth programs be successful. Tiki is currently the Business & Education Coordinator for EDA’s Workforce Division and is tasked with facilitating special projects that enhance the development of Riverside County’s youth career advancement, educational attainment and social maturity. Tiki has a B.A. in Sociology/Social Work with a minor in Ethnic Studies and a Master’s of Science in Leadership & Management.

**Simon Costello** is Associate Director of the Department of the Children Youth & Family Services at the L.A. Gay & Lesbian Center where he is responsible for drop-in and residential services for homeless and at-risk lesbian, gay, bisexual and transgender and questioning (LGBTQ) youth. In this position, Costello has been responsible for the design and implementation of education, youth employment, and youth development programs for the department. Costello helped lead the team that developed a program that was awarded a landmark $13.3 million, five-year grant from the Federal Department of Health & Human Services (HHS) Administration on Children, Youth and
Families (ACYF) to create a model program that will provide life-saving support for LGBTQ youth in the foster care system.

Costello joined the L.A. Gay & Lesbian Center in 2002. Prior to that, he was Corporate Vice President of Trio-Tech International, a publicly traded corporation that provides equipment and services to the semiconductor industry. Costello joined Trio-Tech in Ireland in 1989 as General Manager and moved to the USA in 1993. A native of Dublin, Ireland, Costello has a Bachelor’s Degree in Electronic Engineering from Dublin City University.

**Patty Kay Danon** joined the County of San Diego’s Health and Human Services Agency in 2004 as an Assistant Deputy Director for Child Welfare Services (CWS). Currently, she oversees the budgeting and hiring teams for CWS, as well as Foster Care Eligibility, the Independent Living Skills Program, Residential Services (children and youth in need of group home or foster family agency placements), Extended Foster Care teams and the Institutions Evaluations Unit. Prior to coming to the Agency, she was Deputy Chief of Staff to County Supervisor Greg Cox for eight years advising him on health and human services, juvenile justice, veteran services as well as housing and community development issues. She has a Bachelor of Science in Business Administration from the University of Kansas and a Masters in Business Administration from San Diego State University.

**DeLlora Ellis-Gant** works as a Human Services Administrator for the County of Los Angeles - Department of Public Social Services in the CalFresh Nutrition Program (CFNP) Section. The CFNP Section has the responsibility of administering the CalFresh Nutrition Program in the County of Los Angeles. As a Human Services Administrator within the CFNP section, she works extensively with front line administration and staff to provide CalFresh policy and procedures support. She is also one of the key players in the Department's CalFresh Outreach program. She has been responsible for the expansion of many of the Department's CalFresh outreach activities and Restaurant Meals Program. Ms. Ellis-Gant has a history of developing and maximizing successful collaborative efforts in the CalFresh Outreach Program.

**Mitch Findley** (Assistant Director of VOICES) is a former foster youth who is one of the Founding Members of VOICES (Voice Our Independent Choices for Emancipation Support). He has helped to expand the program into Sonoma County in 2009, and in 2011, supported Santa Clara County in creating and implementing a "VOICES-like" center of its own, called The Hub. He is currently attending San Francisco State University as a Sociology Major, and has extensive experience with facilitation, training, and youth engagement and leadership.

**Alissa Gentille** (On The Move Associate Director) has served as the director of VOICES (Voices Our Independent Choices for Emancipation Support) since the program began in 2005. Alissa also successfully replicated the V.O.I.C.E.S. model by launching V.O.I.C.E.S. Sonoma in 2009. Alissa has a B.A. in Psychology from San Francisco State University and extensive training in leadership, program development and evaluation. She is a Masters in Non- Profit Administration Candidate at the University of San Francisco.

**Robin Graham** is a Program Specialist for the Youth Division of the San Diego Workforce Partnership. Being the third generation of public servants in her family, Robin has spent her entire career working in nonprofit organizations beginning 1993. She began serving the public in
fields such as mental health, after-school programming, foster care, teen parenting, family empowerment and currently, workforce development. Always believing that the future prosperity of this country lies in the investment of our youth today, she has not wavered in her dedication to serving the most at risk youth.

Currently, Robin serves as a Program Specialist with the San Diego Workforce Partnership, which funds job training programs in San Diego County. She is responsible for the coordination and oversight of federal funding received from the U.S. Department of Labor to improve the workforce opportunities and outcomes for residents of the San Diego region. She works in the Youth Division providing funding for community based organizations and school districts that offer Work Readiness Training, Educational Services, Youth Development Services and Work Preparation and Work-Based Opportunities to at risk youth. In her current role, she provides contract oversight and technical assistance. Although she no longer provides direct service, through contract development and providing technical assistance, affords the opportunity to assist in the involvement of creative programming for at risk youth in the San Diego Region. Robin holds a B.A. in Political Science from Central State University, Ohio. She is originally from Chicago, IL.

Stephanie Inyama has a 20-year reputation for successfully working with individuals in corporate and nonprofit environments to implement client-based programming and infrastructure enrichment. She left the world of banking as the Vice President of Operations Administration to pursue her passion of empowering individuals. Using her background of coaching and training staff, she developed and implemented mentoring programs for at-risk youth including youth in foster care. As a consultant, she works diligently to create and enhance collaboration and provide technical support to community-based organizations, schools, city and county offices and others to increase mentoring, prevention services, and education awareness. She is President and CEO of Infinity Mentoring & Education Consultants (IMEC), a MBA graduate from American Intercontinental University and has a son in college. Stephanie can be reached at stephanieinyama@yahoo.com.

Karine Kanikkeberg is currently employed as a Career Development Resource Teacher by the Kern High School District. Ms, Kanikkeberg is responsible for the design, implementation, performance and finances of multiple youth/workforce development programs. Including programs for In-school youth, youth with disabilities, emancipated foster youth, youth in foster care and high school drop-outs. During her tenure KHSD/CRD programs have received the following recognition; PEPNet (3 times for 2 programs), From the Heart Award for Youth Education Programs, and two Beautiful Bakersfield Awards for Education. Ms Kanikkeberg is on the Board of Directors for the National Youth Employment Coalition, has a BA in Political Science, a teaching credential in Career Development.

Mary G. Keipp has been the Director of the UCLA Community Based Learning Program for more than 20 years. The UCLA CBL has been a leader in youth workforce during this time. Mary brings an extensive history of community and school activism to her work with the Community Based Learning Program. Before coming to UCLA, Mary was the Training Director, Job Developer and Program Coordinator of JTPA Programs at Cal State, Los Angeles (1985-1989). Currently, she is on the Board of Directors of the Youth Policy Institute’s Charter Schools. Additionally, Mary serves on the Steering Committee of the Los Angeles Chamber of
Commerce’s HIRE LA’s Youth as well as many ad hoc committees for the City of Los Angeles’ workforce system. Mary Keipp attended Stanford University and is the recipient of many honors and awards for her service to the community.

**Jasmine Morgan** is currently completing her GED and is interning at SCFFAA with the FYA Co-Mentoring Project.

**Maria Muldrow** has over twenty-five years of experience in workforce preparation and development. She has held various positions throughout her career. Maria is employed by Riverside County Economic Development Agency, Workforce Division. She has extensive experience working with Business, Job Seekers and Youth Customers. Maria is currently the Manager for Community Partnerships where her focus is to expand and sustain strategic workforce partnerships with federal, state and local governments, education, economic development, labor and community-based organizations. Maria has a Bachelor’s Degree in Liberal Studies from Azusa Pacific University, and a Master’s Degree in Public Administration from California State University, San Bernardino.

**Marco Ramirez** is a Development Advisor at the Center for Asset Building Opportunities. Marco works as a management consultant after more than 10 years in the public and nonprofit sectors. As a consultant, he specializes in strategy, project management, capacity building, and organizational development. Marco has been involved in managing and supporting outreach efforts to promote free income tax preparation, financial education, and tax credits for the working poor. He has served on numerous boards of directors for organizations that build affordable housing, promote economic development, and collaborate with residents to improve healthy, safe, and inclusive communities. He is also an adjunct professor of urban studies and public administration at University of La Verne’s College of Business and Public Management. Outside of work, Marco is a doctoral candidate at USC Sol Price School of Public Policy where he studies issues related to collaboration and governance in public organizations.

**Debbie Raucher** is a Project Manager with the John Burton Foundation whose current focus is on improving educational outcomes for foster youth. JBF was one of the lead co-sponsors of the California Fostering Connections to Success Act (AB12) and Debbie worked extensively with the California Department of Social Services during the implementation and regulation development phases of the process. She is now conducting AB12 trainings that are specifically targeted towards those who work in the field of post-secondary education as well as training child welfare social workers about their new role vis-a-vis higher education in the era of AB12.

**Alma Salazar** is Vice President of Education and Workforce Development for the Los Angeles Area Chamber of Commerce. She oversees and directs the Chamber’s education and workforce development programs and initiatives, and is also responsible for helping to direct higher education and workforce development policy. Since 2000, Salazar has worked to build business and educational partnerships to improve academic achievement and life-long learning for California’s students. Salazar has demonstrated success at convening an energized, diverse group of key decision makers and people of influence to promote systems-change. Serving as an intermediary, Salazar looks to create and support effective collaboration among education,
Youth at the Crossroads: Speaker and Panelist Biographies

business, civic and workforce development leaders to influence policies that strengthen ongoing connections among P-16, community colleges, four-year universities, business and industry.

Salazar graduated from California State University, Long Beach with a bachelor’s degree in speech communication and a master’s in public policy and administration. She is currently pursuing a Doctorate in Educational Leadership at CSULB.

**Pamela Schachter** has worked for the Community Based Learning Program for the past 15 years. Currently the program’s assistant director, Pamela is responsible for curriculum and program development, management of our Beyond the Bell funded high school after school programs, and staff training. Prior to joining CBL, Pamela worked for UCLA’s Center for Experiential Education and Service Learning as the Education Coordinator where she developed a service-learning program in literacy and teaching for UCLA undergraduates. She has taught at the middle school, high school and university levels. She holds a BA in English from Pomona College and an MA in English and a teaching credential from UCLA. In addition, she completed doctoral coursework in Curriculum Studies at the Graduate School of Education and Information Sciences at UCLA.

**Curtis Shepard** is the Director of the Department of Children, Youth & Family Services (CYFS) at the L.A. Gay & Lesbian Center. Curt oversees all of the agency’s youth-related programs, including drop-in services and three residential programs for homeless lesbian, gay, bisexual, transgender and questioning (LGBT) youth. Additionally, he supervises LifeWorks, which encompasses a branch of a charter high school, one-on-one mentoring, and an after-school program for youth who are not in crisis but who need personal, educational and social support. Shepard’s portfolio also includes a Family Services Program, which offers support services to LGBT people with young children. In October 2010 the Center was awarded a $13.3 million federal grant to mount a five-year demonstration project aimed at improving permanency and other outcomes for LGBTQ youth in foster care. The initiative, RISE (Recognize Intervene Support Empower), is under the auspices of CYFS and is being overseen by Shepard. Previously, he served the Center as liaison to elected officials and government agencies at the federal, state and local levels.

Prior to joining the Center staff, Shepard worked as a freelance screen and television writer, and previously served as director of the Campus Organizing Project of the National Gay and Lesbian task Force. During his tenure at NGLTF, Shepard was instrumental in launching the National Consortium of Directors of GLBT Resources in Higher Education and co-authored, edited, and produced a comprehensive campus organizing manual. Shepard graduated from Linfield College in McMinnville, Oregon in 1978 with a B.A. in Political Science & Psychology. He earned his MA in Higher Education Administration from Ball State University in Muncie, Indiana in 1981, and his Ph.D. in Education from UCLA in 1989.

**Bob Tyra** is an educational consultant who assisted CalCRN with the development of the new "California Career Center" web portal.

**Devon M. Werble** has been working for the Los Angeles Community College District since 2002. She is an adjunct faculty member for LA City College (LACC) and LA Valley College and teaches English, ESL and study skills on behalf of the non-credit departments. She has
managed several specially funded programs to serve at-risk youth in surrounding Los Angeles communities and statewide. From older adults to current and former foster youth, her main focus has always been to make education accessible to all people. In addition to her work with the colleges she now the Interim Statewide Project Manager for the California College Pathways Project. She has MA. in Applied Linguistics/TESOL and her BA in Communication Studies.
Youth at the Crossroads: Attendee Directory

Erica Aguirre  
Para Los Niños  
500 Lucas Ave  
Los Angeles, CA 90017  
(213) 623-8446  
eaguirre@paralosninos.org

Ray Armstrong  
Youth Services Network  
11336 Camarillo Street #306  
West Toluca Lake, CA 91384  
(818) 769-5686  
ray@youthservicesnetwork.org

Suzanne Allen de Sanchez  
El Dorado County Auditor  
360 Fair Lane  
Placerville, CA 95667  
(530) 642-7300  
suzanne.allendesanch@edcgov.us

Joyce Ashley  
Los Angeles Urban League  
5414 Crenshaw Blvd.  
Los Angeles, CA 90043  
(323) 292-8111  
jashley@laul.org

Delores Alleyne  
Save Our Sons  
4022 Kenway Avenue  
Los Angeles, CA 90008  
(323) 291-6917  
del90008@aol.com

Roberto Avila  
EDD, Workforce Services Branch  
L.A. South/Compton  
12700 S. Avalon Blvd  
Los Angeles, CA 90061  
(323) 242-1799  
Roberto.Avila@edd.ca.gov

Richard Alonso  
Aspiranet  
1320 E. Shaw Ste. 140  
Fresno, CA 93710  
(559) 222-4969  
ralonso@aspiranet.org

Michelle Bailow  
San Diego County Office of Education  
8333 Clairemont Mesa Blvd.  
San Diego, CA 92111  
(858) 503-2629  
mbailow@sdcoe.net

Sara Ambrose  
The Marriott Foundation  
600 Wilshire Blvd Ste. 1540  
Los Angeles, CA 90017  
(213) 347-0042  
Sara.Ambrose@marriott.com

Tom Baiz  
Chicana Service Action Center  
315 West 9th Street. Suite 101  
Los Angeles, CA 90015  
(213) 629-5800  
tom.baiz@lacsac.com

Colleen Ammerman  
Foundation for California Community Colleges  
1102 Q Street  
Suite 3500  
Sacramento, CA 95811  
(916) 325-8572  
Cammerman@foundationccc.org

Leah Becker  
San Diego County Office of Education  
1320 Union Plaza Ct.  
Oceanside, CA 92054  
(760) 754-3532  
lazzo@sdcoe.net

Gayane Aposhyan  
El Proyecto del Barrio  
9030 Laurel Canyon Blvd.  
Sun Valley, CA 91352  
(818) 771-0184  
gaposhyan@wscalnetwork.org

Lillian Bejar  
DCFS  
14402 Flallon Ave.  
Norwalk, CA 90650  
(562) 761-6631  
Luv4cag@verizon.net
<table>
<thead>
<tr>
<th>Name</th>
<th>Organization</th>
<th>Address</th>
<th>Phone</th>
<th>Email</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lola Bell</td>
<td>First Place for Youth</td>
<td>3530 Wilshire Blvd. Ste. 600</td>
<td>(213) 835-2700</td>
<td><a href="mailto:lolambell@gmail.com">lolambell@gmail.com</a></td>
</tr>
<tr>
<td>Brandi Brown-Shock</td>
<td>Para Los Ninos</td>
<td>500 Lucas Ave.</td>
<td>(213) 623-4800</td>
<td><a href="mailto:bbrown@paralosninos.org">bbrown@paralosninos.org</a></td>
</tr>
<tr>
<td>Eugene Bell</td>
<td>Kings View Ready, Set, Go!</td>
<td>701 E. 5th Street</td>
<td>(559) 675-0105</td>
<td><a href="mailto:ebell@kingsview.org">ebell@kingsview.org</a></td>
</tr>
<tr>
<td>Kristie Buckley</td>
<td>ACCESS, Inc</td>
<td>2612 Daniel Ave.</td>
<td>(760) 233-4028</td>
<td><a href="mailto:kbuckley@access2jobs.org">kbuckley@access2jobs.org</a></td>
</tr>
<tr>
<td>Brenda Blackburn</td>
<td>DCFS SB1</td>
<td>4060 Watson Plaza Drive</td>
<td>(213) 351-0243</td>
<td><a href="mailto:blacbr@dcfs.lacounty.gov">blacbr@dcfs.lacounty.gov</a></td>
</tr>
<tr>
<td>Erlynn Cabarles</td>
<td>DCFS SB 1</td>
<td>2325 Crenshaw Blvd.</td>
<td>(310) 972-3349</td>
<td><a href="mailto:cabare@dcfs.lacounty.gov">cabare@dcfs.lacounty.gov</a></td>
</tr>
<tr>
<td>Carrie Bloxom</td>
<td>KCNC Foster Youth Services</td>
<td>1212 18th Street</td>
<td>(661) 636-4488</td>
<td><a href="mailto:cabloxom@kern.org">cabloxom@kern.org</a></td>
</tr>
<tr>
<td>Jennifer Cannell</td>
<td>Bay Area Academy</td>
<td>PO Box 28</td>
<td>(831) 325-4015</td>
<td><a href="mailto:jcnellpyle@yahoo.com">jcnellpyle@yahoo.com</a></td>
</tr>
<tr>
<td>Ruena Borja</td>
<td>DCFS - Policy</td>
<td>12440 E. Imperial Highway</td>
<td>(562) 345-6757</td>
<td><a href="mailto:borjar@dcfs.lacounty.gov">borjar@dcfs.lacounty.gov</a></td>
</tr>
<tr>
<td>Veronica Cano-Campos</td>
<td>Workforce Development Department</td>
<td>215 North D Street, Suite 301</td>
<td>(909) 387-9882</td>
<td><a href="mailto:vcano-campos@wdd.sbcounty.gov">vcano-campos@wdd.sbcounty.gov</a></td>
</tr>
<tr>
<td>Roxanne Bornowski</td>
<td>ACCESS, Inc.</td>
<td>2612 Daniel Ave</td>
<td>(858) 560-0871</td>
<td><a href="mailto:rbornowski@access2jobs.org">rbornowski@access2jobs.org</a></td>
</tr>
<tr>
<td>Vianey Caro</td>
<td>Los Angeles Urban League</td>
<td>5414 Crenshaw Blvd.</td>
<td>(323) 292-8111</td>
<td><a href="mailto:vcaro@laul.org">vcaro@laul.org</a></td>
</tr>
<tr>
<td>Patricia Bressee</td>
<td>San Mateo County Superior Court</td>
<td>79 Park Drive</td>
<td>n/a</td>
<td><a href="mailto:pkazaryan@wscalnetwork.org">pkazaryan@wscalnetwork.org</a></td>
</tr>
<tr>
<td>Sandra Carrillo</td>
<td>El Proyecto del Barrio</td>
<td>9030 Laurel Canyon Blvd</td>
<td>n/a</td>
<td></td>
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<tr>
<td>Danyelle Caruthers</td>
<td>Larkin Street Youth Services</td>
<td>1150 Sutter Street, San Francisco, CA 94109</td>
<td>(415) 673-0911</td>
<td><a href="mailto:dcaruthers@larkinstreetyouth.org">dcaruthers@larkinstreetyouth.org</a></td>
</tr>
<tr>
<td>Robert Castaneda</td>
<td>BSM</td>
<td>10344 Slusher Drive, Santa Fe Springs, CA 90670</td>
<td>(562) 903-5303</td>
<td><a href="mailto:castara@dcfs.lacounty.gov">castara@dcfs.lacounty.gov</a></td>
</tr>
<tr>
<td>Norma Chanudomchok</td>
<td>San Diego County Office of Education</td>
<td>6401 Linda Vista Road, San Diego, CA 92111</td>
<td>(619) 767-5286</td>
<td><a href="mailto:nchan@sdcoe.net">nchan@sdcoe.net</a></td>
</tr>
<tr>
<td>Valerie Chase</td>
<td>Learn4Life Charter Concept Schools</td>
<td>42455 10th Street West, Suite 105, Lancaster, CA 93534</td>
<td>(661) 952-6013</td>
<td><a href="mailto:vchase@learn4life.org">vchase@learn4life.org</a></td>
</tr>
<tr>
<td>Jolie Clark</td>
<td>Children and Family Services</td>
<td>3250 Kerner Blvd., San Rafael, CA 94901</td>
<td>(415) 473-7115</td>
<td><a href="mailto:jclark@co.marin.ca.us">jclark@co.marin.ca.us</a></td>
</tr>
<tr>
<td>Cyndia Cole</td>
<td>Bay Area Academy</td>
<td>2201 Broadway suite 705, Oakland, CA 94612</td>
<td>(707) 338-1147</td>
<td><a href="mailto:cyndia.cole@gmail.com">cyndia.cole@gmail.com</a></td>
</tr>
<tr>
<td>Janene Conner</td>
<td>Marin County Probation Department</td>
<td>4 Jeannette Prandi Way, San Rafael, CA 94903</td>
<td>(415) 473-7841</td>
<td><a href="mailto:gferrer@marincounty.org">gferrer@marincounty.org</a></td>
</tr>
<tr>
<td>Tiki Copeland</td>
<td>County of Riverside, Economic Development Agency</td>
<td>1325 Spruce Street, Riverside, CA 92507</td>
<td>(951) 955-0452</td>
<td><a href="mailto:ramayer@rivcoeda.org">ramayer@rivcoeda.org</a></td>
</tr>
<tr>
<td>Corina Coronel</td>
<td>SELACO WIB</td>
<td>12440 E. Firestone Blvd Suite 100, Norwalk, CA 90650</td>
<td>(562) 484-5031</td>
<td><a href="mailto:corinac@selaco.com">corinac@selaco.com</a></td>
</tr>
<tr>
<td>Simon Costello</td>
<td>L.A. Gay &amp; Lesbian Center</td>
<td>1220 N. Highland Ave., Los Angeles, CA 90038</td>
<td>(323) 860-3616</td>
<td><a href="mailto:scostello@lagaycenter.org">scostello@lagaycenter.org</a></td>
</tr>
<tr>
<td>Brian Coughlin</td>
<td>Los Angeles Youth Network</td>
<td>1680 North Vine Street, ste 308, Los Angeles, CA 90028</td>
<td>(323) 467-0193</td>
<td><a href="mailto:bcoughlin@layn.org">bcoughlin@layn.org</a></td>
</tr>
<tr>
<td>David Crippens</td>
<td>DLC and Associates</td>
<td>5252 W. 64th St., Inglewood, CA 90302</td>
<td>(310) 568-8625</td>
<td><a href="mailto:dcrippens@ca.rr.com">dcrippens@ca.rr.com</a></td>
</tr>
<tr>
<td>Deborah Cromer</td>
<td>The Alliance for Children’s Rights</td>
<td>3333 Wilshire Blvd., Suite 550, Los Angeles, CA 90010</td>
<td>(213) 368-6010</td>
<td><a href="mailto:d.cromer@kids-alliance.org">d.cromer@kids-alliance.org</a></td>
</tr>
<tr>
<td>Patty Danon</td>
<td>County of San Diego - CWS</td>
<td>8965 Balboa Ave., San Diego, CA 92123</td>
<td>(858) 616-5816</td>
<td><a href="mailto:patty.danon@sdcounty.ca.gov">patty.danon@sdcounty.ca.gov</a></td>
</tr>
</tbody>
</table>
Youth at the Crossroads: Attendee Directory

Susie Davis  
Los Angeles Child Guidance Clinic  
3031 S. Vermont Avenue  
Los Angeles, CA 90007  
(323) 373-2400  
sdavis@lacgc.org

Walfredo Don  
County of San Diego-Child Welfare Services  
6950 Levant Street  
San Diego, CA 92111  
(619) 767-5403  
Walfredo.Don@sdcounty.ca.gov

Eddie De La Riva  
UCLA Community Based Learning Program  
405 Hilgard Ave., 70 Powell  
Los Angeles, CA 90095  
(310) 206-5130  
edelariva@oid.ucla.edu

Marquita Dorsey  
Los Angeles Youth Network  
1680 North Vine Street, ste 308  
Los Angeles, CA 90028  
(323) 467-0193  
mdorsey@layn.org

Nenita Dean  
Stanislaus County CSA  
251 E. Hackett Rd.  
Modesto, CA 95358  
(209) 558-2312  
DEANNE@stancounty.com

Christine Doss  
Mariposa County Department of Human Services  
P.O. Box 99  
Mariposa, CA 95338  
(209) 742-0908  
christine.doss@cws.state.ca.us

Christopher Dech  
Riverside City College  
4800 Magnolia Avenue  
Riverside, CA 92506  
(951) 328-3821  
christopher.dech@rcc.edu

Allen Downs  
Fresno County/Social Services  
2011 Fresno St.  
Fresno, CA 93721  
(559) 600-2033  
downsa@co.fresno.ca.us

Melanie Delgado  
Children's Advocacy Institute  
5998 Alcala Park  
San Diego, CA 92110  
(619) 260-4806  
Mdelgado@sandiego.edu

Maritza Dubie-Uribe  
L.A. County CSS Department  
3175 W. 6th Street  
Los Angeles, CA 90020  
(213) 738-2711  
jharris@css.lacounty.gov

Oracio Diaz  
County of San Bernardino  
150 S. Lena Rd  
San Bernardino, CA 0  
(909) 388-0242  
christine.chavez@hss.sbcounty.gov

Sophia Esparza  
Chicana Service Action Center  
315 W. 9th St. #101  
Los Angeles, CA 90015  
(213) 629-5800  
Sophia.esparza@lacsac.com

Karen Dixon  
Rio Hondo College  
3600 Wokman Mill Rd.  
Whittier, CA 90601  
(562) 908-3435  
msaenz@riohondo.edu

Raul Estrada  
El Centro de Ayuda  
3467 Whittier Blvd  
Los Angeles, CA 90023  
(323) 265-1393  
restradaecda@yahoo.com
Ronald Fallejo  
L.A. County CSS Department  
3175 W. 6th Street  
Los Angeles, CA 90020  
(213) 738-2711  
jharris@css.lacounty.gov

Christine Farro  
Santa Barbara County Department of Social Services  
234 Camino Del Remedio  
Santa Barbara, CA 93110  
(805) 681-4456  
J.Esquer@sbcsocialserv.org

Haimanot Fekadu  
El Proyecto del Barrio  
9030 Laurel Canyon Blvd.  
Sun Valley, CA 91352  
(818) 771-0184  
hfekadu@wscalnetwork.org

Mitch Findley  
V.O.I.C.E.S.  
780 Lincoln Ave  
Napa, CA 94558  
(707) 812-3543  
mitch.findley@gmail.com

Edwin Florentino  
San Francisco Human Services Agency  
1800 Oakdale Avenue  
San Francisco, CA 94124  
(415) 970-7722  
edwin.florentino@sfgov.org

Sylvia Fogelman  
Southern CA Family & Adoption Agency  
155 N. Occidental Blvd.  
Los Angeles, CA 90026  
(213) 365-2900  
sflc@aol.com

Beca Ford  
Mariposa County  
P.O. Box 99  
Mariposa, CA 95338  
(209) 742-0908  
christine.doss@cws.state.ca.us

Michael Forest Forest  
Kern County Probation Department  
2005 Ridge Rd  
Bakersfield, CA 93305  
(661) 396-4571  
mairabarraza@co.kern.ca.us

Patricia Fox  
ACCESS, Inc.  
2612 Daniel Avenue  
San Diego, CA 92111  
(858) 560-0871  
pfox@access2jobs.org

Tabitha Gaines  
DCFS  
130 S. Carondelet Street #202  
Los Angeles, CA 90057  
(310) 991-7616  
No e-mail address

Leticia Galyean  
Seneca Center  
2513 24th Street  
San Francisco, CA 94110  
(510) 760-6858  
leticia_galyean@senecacenter.org

Claudia Garcia  
Long Beach City College  
1305 E. Pacific Coast Hwy  
Long Beach, CA 90806  
(562) 938-3114  
cgarica@lbcc.edu

Monica Garcia  
First Place for Youth  
3530 Wilshire Blvd  
Suite 600  
Los Angeles, CA 90010  
(213) 446-0899  
mgarcia@firstplaceforyouth.org

Gina Garcia  
Technical College  
2300 W Olympic Blvd #102  
Los Angeles, CA 90006  
(213) 386-2879  
partaza@technicalcollegeonline.com
Youth at the Crossroads: Attendee Directory

Anthony Garcia  
EDD, Workforce Services Branch  
Northeast San Fernando WorkSource  
11623 Glenoaks Blvd.  
Pacoima, CA 91331  
(818) 890-9431  
Anthony.Garcia@edd.ca.gov

Jonathan Gat  
Nuovo Biologics  
City of LA Workforce Investment Brd. Youth Council  
1417 S. Westgate Av  
Los Angeles, CA 90025  
(310) 903-1225  
jongat@gmail.com

Alissa Gentille  
V.O.I.C.E.S.  
780 Lincoln Ave  
Napa, CA 94558  
(415) 867-9459  
alissa.gentille@gmail.com

Lianne Goldsmith  
So. California Foster Family and Adoption Agency  
155 N Occidental Blvd  
Los Angeles, CA 90026  
(213) 365-2900  
lgoldsmith@scffaa.org

Sonia Gomez  
DCFS Training  
12440 E. Imperial Highway, 5th Floor  
Norwalk, CA 90650  
(562) 345-6650  
vazqus@dfcs.lacounty.gov

Jesus Gonzalez  
EDD, Workforce Services Branch  
Central San Gabriel Valley WorkSource  
11635 Valley Blvd.  
El Monte, CA 91732  
(626) 258-0365  
Jesus.Gonzalez@edd.ca.gov

Sheneka Gordon May  
Workforce Development EDA  
1325 Spruce Street  
Suite 110  
Riverside, CA 92507  
(951) 955-3102  
Dpss-Travel_Desk@Riversidedpss.Org

Karen Grace-Kaho  
Children and Family Services  
744 P Street  
Sacramento, CA 95814  
(916) 651-8046  
karen.grace-kaho@dss.ca.gov

Robin Graham  
San Diego Workforce Partnership  
3910 University Ave.  
San Diego, CA 92105  
(619) 228-2914  
robin@workforce.org

Don Graves  
Contra Costa County  
1875 Arnold Drive, Suite 200  
Martinez, CA 94553  
(925) 957-2404  
dgraves@ehsd.cccounty.us

John Green  
Kings County Probation Department  
1424 Forum Dr.  
Hanford, CA 93230  
(559) 852-2228  
john.green@co.kings.ca.us

Dustin Guillen  
El Proyecto del Barrio  
9030 Laurel Canyon Blvd  
Sun Valley, CA 91352  
(818) 771-0184  
dguillenjr@yahoo.com

Robert Gutierrez  
Archdiocesan Youth Employment Services  
3250 Wilshire Boulevard  
Suite 1010  
Los Angeles, CA 90010  
(213) 736-5456  
robert@aye-la.org

Ayerin Gutierrez  
9030 Laurel Canyon Blvd  
Sun Valley, CA 91352  
pkazaryan@wscalnetwork.org
Arlene Hackel  
Riverside County Dept. of Public Social Services  
10281 Kidd St.  
Riverside, CA 92503  
(951) 358-4642  
AHackel@riversidedpss.org

Barbara Halsey  
California Workforce Association  
1107 9th Street, Ste. 801  
Sacramento, CA 95814  
(916) 325-1610  
bhalsey@calworkforce.org

Pamela Hamby  
ADVANCE Education and Training Services  
P O Box 518  
Inglewood, CA 0  
(310) 680-9116  
phamby74@aol.com

Timothy Hamp  
Contra Costa County  
1875 Arnold Drive, Suite 200  
Martinez, CA 94553  
(925) 957-2403  
hampt@ehsd.cccounty.us

Deborah Hartman  
County of Santa Barbara  
Department of Social Services  
234 Camino Del Remedio  
Santa Barbara, CA 93110  
(805) 681-4456  
J.Esquer@sbcsocialserv.org

Sylvia Hernandez  
Fresno County/Social Services  
2011 Fresno St.  
Fresno, CA 93721  
(559) 600-2033  
hernasj@co.fresno.ca.us

Veronica Hilton  
Riverside Co. Children's Services  
10281 Kidd St.  
Riverside, CA 92503  
(951) 764-0698  
VHilton@riversidedpss.org

Tina Hoang  
L.A. County CSS Department  
3175 W. 6th Street  
Los Angeles, CA 90020  
(213) 738-2711  
jharris@css.lacounty.gov

Jackie Honore  
YWCA/LA Job Corps/Career Dev. Division  
1031 S. Hill Street  
Los Angeles, CA 90015  
(213) 741-5320  
Honore.jackie@jobcorps.org

Sarah Hyland  
L.A. Gay & Lesbian Center  
1220 N. Highland Ave.  
Los Angeles, CA 90038  
(323) 860-3616  
shyland@lagaycenter.org

Arlene Hylton  
CCSF HSA FCS Indep Living Program  
225 Valencia Street  
San Francisco, CA 94103  
(415) 934-4202  
Arlene.Hylton@sfgov.org

Jeremy Ice  
Kern County Probation Department  
2005 Ridge Rd  
Bakersfield, CA 93305  
(661) 396-4571  
mairabaraza@co.kern.ca.us

Gregg Irish  
City of Los Angeles Workforce Investment Board  
1200 W 7th Street, 6th FLoor  
Los Angeles, CA 90017  
(213) 744-7122  
gregory.irish@lacity.org

Jeremy Johnson  
Riverside City College  
4800 Magnolia Avenue  
Riverside, CA 92506  
(951) 571-6338  
jeremy.johnson@rcc.edu
Christina Jones  
Tulare Co. Health & Human Svcs Agency  
5957 S. Mooney Blvd  
Visalia, CA 93277  
(559) 624-8083  
cjones@tularehhsa.org

Kimberly Kalloo-Violante  
County of San Bernardino  
150 S. Lena Rd  
San Bernardino, CA 0  
(909) 388-0242  
christine.chavez@hss.sbcounty.gov

Karine Kanikkeberg  
Kern High School District, Career Resource Department  
2727 F Street  
Bakersfield, CA 93301  
(661) 322-7492  
karine_kanikkeberg@khsd.k12.ca.us

Mary Keipp  
UCLA Community Based Learning Program  
405 Hilgard Ave., 70 Powell  
Los Angeles, CA 90095  
(310) 206-5130  
mkeipp@oid.ucla.edu

Lori Kezos  
Boys Republic  
1907 Boys Republic Dr  
Chino Hills, CA 91709  
(909) 628-1217  
lkezos@gmail.com

Louis Knaapen  
Rancho San Antonio Inc.  
21000 Plummer St.  
Chatsworth, CA 91311  
(818) 882-6400  
LKnaapen@ranchosanantonio.org

Bonnie Koo  
Para Los Ninos  
4315 Leimert Blvd.  
Los Angeles, CA 90008  
(323) 508-0106  
bkoo@paralosninos.org

Miriam Korn  
Youth Services Network  
11336 Camarillo Street #306  
West Toluca Lake, CA 91384  
(818) 769-5686  
mimi@youthservicesnetwork.org

Monalisa Langford  
DCFS  
520 E 220th Street  
Carson, CA 90745  
(424)772-9135  
Islandgirl653@yahoo.com

Rebecca Leach  
California Youth Connection  
901 Corporate Center Dr.  
Monterey Park, CA 91754  
(323) 267-0720  
rebecca@calyouthconn.org

Robyn Lefkowitz  
San Diego County Office of Education  
6401 Linda Vista Road  
San Diego, CA 92111  
(619) 229-3465  
rllefkowitz@sdcoe.net

Josh Leonard  
BAYC  
22245 Main St, Ste 200  
Hayward, CA 94541  
(510) 727-9401  
josh@baycyouth.org

Jennifer Leslie  
San Diego County Office of Education  
6401 Linda Vista Road  
San Diego, CA 92111  
(619) 237-8478  
jleslie@sdcoe.net

Renita Lewis  
Riverside DPSS  
10281 Kidd St  
Riverside, CA 92503  
(951) 358-3625  
TAwillia@riversidedpss.org
<table>
<thead>
<tr>
<th>Name</th>
<th>Organization</th>
<th>Address</th>
<th>Phone</th>
<th>Email</th>
</tr>
</thead>
<tbody>
<tr>
<td>Justin Lipford</td>
<td>South Bay Community Services</td>
<td>1124 Bay Blvd, suite D</td>
<td>(619) 420-3620</td>
<td><a href="mailto:cmittrovich@csbscs.org">cmittrovich@csbscs.org</a></td>
</tr>
<tr>
<td>Ruben Lizardo</td>
<td>PolicyLink</td>
<td>1438 Webster Street, # 303</td>
<td>(510) 663-2333</td>
<td><a href="mailto:rlizardo@policylink.org">rlizardo@policylink.org</a></td>
</tr>
<tr>
<td>Doris Lopez-Manson</td>
<td>DCFS Training</td>
<td>12440 E. Imperial Highway, 5th Floor</td>
<td>(562) 345-6779</td>
<td><a href="mailto:lopezde@dcfs.lacounty.gov">lopezde@dcfs.lacounty.gov</a></td>
</tr>
<tr>
<td>Melissa Lujan</td>
<td>National Center on Substance Abuse and Child Welfare</td>
<td>4940 Irvine Blvd, Suite 202</td>
<td>(714) 505-3525</td>
<td><a href="mailto:mlujan@cffutures.org">mlujan@cffutures.org</a></td>
</tr>
<tr>
<td>Roxane Luna</td>
<td>El Proyecto del Barrio</td>
<td>9030 Laurel Canyon Blvd</td>
<td>(818) 771-0184</td>
<td><a href="mailto:roxaneluna@yahoo.com">roxaneluna@yahoo.com</a></td>
</tr>
<tr>
<td>Christina Luna</td>
<td>San Diego Count Office of Education</td>
<td>8333 Clairemont Mesa Blvd #212</td>
<td>(619) 401-3695</td>
<td><a href="mailto:cluna@sdcoe.net">cluna@sdcoe.net</a></td>
</tr>
<tr>
<td>Michele Manley</td>
<td>San Diego County Office of Education</td>
<td>8333 Clairemont Mesa Blvd #212</td>
<td>(858) 503-2625</td>
<td><a href="mailto:mmanley@sdcoe.net">mmanley@sdcoe.net</a></td>
</tr>
<tr>
<td>Gabriel Manriquez</td>
<td>ACCESS, Inc.</td>
<td>2612 Daniel Ave</td>
<td>(858) 560-0871</td>
<td><a href="mailto:gmanriquez@access2jobs.org">gmanriquez@access2jobs.org</a></td>
</tr>
<tr>
<td>Sylvia Manriquez</td>
<td>CSET</td>
<td>4025 W. Noble Ave Ste. B</td>
<td>(559) 713-5017</td>
<td><a href="mailto:sylvia.manriquez@cset.org">sylvia.manriquez@cset.org</a></td>
</tr>
<tr>
<td>Jose Marez</td>
<td>Southeast Los Angeles County Workforce Investment Board</td>
<td>12440 E. Firestone Blvd Suite 100</td>
<td>(562) 484-5031</td>
<td><a href="mailto:josem@selaco.com">josem@selaco.com</a></td>
</tr>
<tr>
<td>Aykui Markaryan</td>
<td>El Proyecto del Barrio</td>
<td>9030 Laurel Canyon Blvd</td>
<td>(818) 771-0184</td>
<td><a href="mailto:amarkaryan@wscalnetwork.org">amarkaryan@wscalnetwork.org</a></td>
</tr>
<tr>
<td>Amanda Marquez</td>
<td>1736 Family Crisis Center</td>
<td>2116 Arlington Avenue, Suite 200</td>
<td>(323) 737-3900</td>
<td><a href="mailto:Aamarquez@1736fcc.org">Aamarquez@1736fcc.org</a></td>
</tr>
<tr>
<td>Nicole Martin</td>
<td>Archdiocesan Youth Employment Services</td>
<td>3250 Wilshire Boulevard, Suite 100</td>
<td>(213) 736-5456</td>
<td><a href="mailto:Nicole@aye-la.org">Nicole@aye-la.org</a></td>
</tr>
</tbody>
</table>
Youth at the Crossroads: Attendee Directory

Philip Matthews
TILT, Inc.
45920 47th Street East
Lancaster, CA 93535
(661) 946-0670
cchallenge@sbcglobal.net

Danette McBride
Para Los Niños
4315 Leimert Blvd
Los Angeles, CA 90008
(323) 508-0160
dmcbride@paralosninos.org

Shelby Melehes
ACCESS, Inc.
2612 Daniel Ave
San Diego, CA 92111
(858) 560-0871
smelehes@access2jobs.org

Ashlie Meyer
Kern High School District, Career Resource Department
2727 F Street
Bakersfield, CA 93301
(661) 322-7492
ashlie_meyer@khsd.k12.ca.us

Michael Meyers
Orange County Social Services Agency
800 North Eckhoff
Orange, CA 92863
(714) 940-5620
michael.meyers@ssa.ocgov.com

Ruby Meza
Santa Barbara County Department of Social Services
234 Camino Del Remedio
Santa Barbara, CA 93110
(805) 681-4456
J.Esquer@sbcsocialserv.org

Deren Mikels
County of San Bernardino
150 S. Lena Rd
San Bernardino, CA 0
(909) 388-0242
christine.chavez@hss.sbcounty.gov

Daniel Miller
Kern County Department of Human Services
PO BOX 511
Bakersfield, CA 93302
(661) 631-6841
millerda@co.kern.ca.us

Maggie Mireles
L.A. County CSS Department
3175 W. 6th Street
Los Angeles, CA 90020
(213) 738-2711
jharris@css.lacounty.gov

Jackie Mizell-Burt
LA County DPSS/Gain Program Division
12860 Crossroads Parkway South
City of Industry, CA 91746
(562) 908-8447
jackiemizellburt@dpss.lacounty.gov

Niku Mohanty-Campbell
County of Sacramento
P.O. Box 269057
Sacramento, CA 95826
(916) 875-4893
mohann@saccounty.net

Lisa Molinar
Shared Vision Consultants
8054 Via Zapata
Dublin, CA 94568
(925) 519-8811
lisa@sharedvisionconsultants.com

Raymond Monje
Housing Authority of the City of Los Angeles
2600 Wilshire Blvd
Los Angeles, CA 90057
(310) 915-6419
raymond.monje@hacla.org

Nancy Montes
Jewish Vocational Service
13160 Mindanao Way
Suite 240
Marina Del Rey, CA 90292
(310) 309-6000
mdrworksource@jvsla.org

J.Esquer@sbcsocialserv.org
Youth at the Crossroads: Attendee Directory

Manuel Moreno, Ph.D.
Chief Executive Office, Service Integration Branch
222 S. Hill Street
Los Angeles, CA 90012
(213) 974-5849
mmoreno@ceo.lacounty.gov

Cassie Morton
California Youth Connect
680 Glorieta Blvd.
Coronado, CA 92118
(619) 392-6699
casmorton@aol.com

Maria Muldrow
County of Riverside, Economic Development Agency
1325 Spruce Street
Riverside, CA 92507
(951) 955-2209
ramayer@rivcoeda.org

Wayne Munchel
Stars Behavioral Health Group
1501 Hughes Way, Suite 150
Long Beach, CA 90810
(310) 221-6336
wmunchel@starsinc.com

John Murray
City and County of San Francisco
170 Otis
8th Floor
San Francisco, CA 94103
(415) 557-6425
John.Murray@sfgov.org

Shareipha Myvett
Rancho San Antonio Boys Home Inc.,
21000 Plummer St.
Chatsworth, CA 91311
(818) 882-6400
smyvett@ranchosanantonio.org

Diem Han Nguyen
Riverside County Office Of Education
3939 13th St.
Riverside, CA 92502
(951) 826-4700
dnguyen@rcoe.us

Steven Nunez
ACCESS, Inc.
2612 Daniel Ave
San Diego, CA 92111
(858) 560-0871
snunez@access2jobs.org

Tonya Octave
DCFS-Compton SB 2
921 E. Compton Blvd.
Compton, CA 90221
(310) 668-6605
mccoyt@dcfs.lacounty.gov

Oke Ogbonnaya
Los Angeles County CSS Department
3175 W. 6th Street
Los Angeles, CA 90020
(213) 738-2711
jharris@css.lacounty.gov

Susie Oh
UCLA Community Based Learning Program
405 Hilgard Ave., 70 Powell
Los Angeles, CA 90095
(310) 206-5130
susieoh@oid.ucla.edu

Henryetta Olivas
UAW-LETC
3965 S Vermont Ave
Los Angeles, CA 90037
(323) 730-7900
holivas@selawsc.com

Jorge Orozco
Para Los Niños
500 Lucas Ave.
Los Angeles, CA 90002
(323) 422-2106
jorozco@paralosninos.org

Velerie Ortega
Fresno County/Social Services
2011 Fresno St.
Fresno, CA 93721
(559) 600-2033
ortegva@co.fresno.ca.us
<table>
<thead>
<tr>
<th>Name</th>
<th>Organization</th>
<th>Address</th>
<th>City, State, Zip</th>
<th>Phone</th>
<th>Email</th>
</tr>
</thead>
<tbody>
<tr>
<td>Emily Pacheco</td>
<td>L.A. County CSS Department</td>
<td>3175 W. 6th Street</td>
<td>Los Angeles, CA 90020</td>
<td>(213) 738-2711</td>
<td><a href="mailto:jharris@css.lacounty.gov">jharris@css.lacounty.gov</a></td>
</tr>
<tr>
<td>Laura Papasin</td>
<td>Sacramento County Probation Department</td>
<td>9750 Business Park Drive</td>
<td>Sacramento, CA 95827</td>
<td>(916) 875-0333</td>
<td><a href="mailto:PapasinL@SacCounty.Net">PapasinL@SacCounty.Net</a></td>
</tr>
<tr>
<td>Karen Parker</td>
<td>County of Sacramento</td>
<td>P.O. Box 269057</td>
<td>Sacramento, CA 95826</td>
<td>(916) 875-4893</td>
<td><a href="mailto:parkek@saccounty.net">parkek@saccounty.net</a></td>
</tr>
<tr>
<td>Cora Pearson</td>
<td>DCFS</td>
<td>24414 Marigold Ave.</td>
<td>Harbor City, CA 90110</td>
<td>(310) 806-7741</td>
<td><a href="mailto:chokprincess@yahoo.com">chokprincess@yahoo.com</a></td>
</tr>
<tr>
<td>Jiann Pemberton</td>
<td>County of Ventura Human Services Agency</td>
<td>855 Partridge Dr.</td>
<td>Ventura, CA 93003</td>
<td>(805) 289-1955</td>
<td><a href="mailto:crystal.candido@ventura.org">crystal.candido@ventura.org</a></td>
</tr>
<tr>
<td>Alex Pere</td>
<td>EDD LA-Ventura Workforce Services</td>
<td>East Los Angeles Division Office, Region D</td>
<td>Los Angeles, CA 90022</td>
<td>(323) 271-3281</td>
<td><a href="mailto:Alex.Pere@edd.ca.gov">Alex.Pere@edd.ca.gov</a></td>
</tr>
<tr>
<td>Emily Petrus</td>
<td>County of San Bernardino</td>
<td>Workforce Development Department</td>
<td>San Bernardino, CA 92415</td>
<td>(909) 387-9882</td>
<td><a href="mailto:epetrus@wdd.sbcounty.gov">epetrus@wdd.sbcounty.gov</a></td>
</tr>
<tr>
<td>Marc Philpart</td>
<td>PolicyLink</td>
<td>1438 Webster Street, #303</td>
<td>Oakland, CA 94612</td>
<td>(510) 663-2333</td>
<td><a href="mailto:marc@policylink.org">marc@policylink.org</a></td>
</tr>
<tr>
<td>Christina Porter</td>
<td>Butte County ILP</td>
<td>2577 California Park Drive</td>
<td>Chico, CA 95928</td>
<td>(530) 893-2316</td>
<td><a href="mailto:cporter@youthandfamily.info">cporter@youthandfamily.info</a></td>
</tr>
<tr>
<td>Aaron Quin</td>
<td>Tuolumne County Child Welfare Services</td>
<td>20111 Cedar Road North</td>
<td>Sonora, CA 95370</td>
<td>(209) 533-5750</td>
<td><a href="mailto:aquin@co.tuolumne.ca.us">aquin@co.tuolumne.ca.us</a></td>
</tr>
<tr>
<td>Dan Radojevic</td>
<td>San Diego Workforce Partnership</td>
<td>3910 University Ave.</td>
<td>San Diego, CA 92105</td>
<td>(619) 417-7399</td>
<td><a href="mailto:danradojevic@gmail.com">danradojevic@gmail.com</a></td>
</tr>
<tr>
<td>Griselda Ramos</td>
<td>EDD, Workforce Services Branch</td>
<td>Hub Cities Consortium</td>
<td>Hunting Park, CA 90255</td>
<td>(323) 586-2216</td>
<td><a href="mailto:Griselda.Ramos@edd.ca.gov">Griselda.Ramos@edd.ca.gov</a></td>
</tr>
<tr>
<td>Kimberly Ramsey</td>
<td>Community Build, Inc.</td>
<td>4305 Degnan Blvd.</td>
<td>Ste. 102</td>
<td>Los Angeles, CA 90008</td>
<td><a href="mailto:kramsey@communitybuild.org">kramsey@communitybuild.org</a></td>
</tr>
<tr>
<td>Debbie Raucher</td>
<td>John Burton Foundation</td>
<td>628 Boulevard Way</td>
<td>Oakland, CA 94610</td>
<td>(510) 593-8382</td>
<td><a href="mailto:debbie@johnburtonfoundation.org">debbie@johnburtonfoundation.org</a></td>
</tr>
</tbody>
</table>
Youth at the Crossroads: Attendee Directory

Youth at the Crossroads
www.newwaystowork.org

Leah Reed
San Diego County Office of Education - FYS
463 N. Midway Drive #200
Escondido, CA 92027
(760) 739-6173
lreed@sdcoe.net

Priscilla Reyes
DCFS SFV Services Bureau 4
20151 Nordhoff St.
Chatsworth, CA 91311
(818) 717-4252
reyesp@dcfs.lacounty.gov

Sandra Rincon
El Proyecto del Barrio
9030 Laurel Canyon Blvd
Sun Valley, CA 91352
(818) 771-0184
srincon@wscalnetwork.org

Fidelina Rivas
Housing Authority of the City of Los Angeles
2600 Wilshire Blvd
Los Angeles, CA 90057
(818) 834-9266
fidelina.rivas@hacla.org

Elizabeth Rocha-Lee
Aspiranet
1320 E. Shaw Ste. 140
Fresno, CA 93710
(559) 222-4969
elrocha-lee@aspiranet.org

Caryn Romero
Aspiranet
555 W. Benjamin Holt Dr.
suite 400
Stockton, CA 95320
(209) 478-9862
cromero@aspiranet.org

Elizabeth Rosas
County of San Diego-Child Welfare Services
6950 Levant Street
San Diego, CA 92111
(619) 767-5275
Elizabeth.Rosas@sdcounty.ca.gov

Norm Ross Jr.
Polaris Enterprises
City of LA Workforce Investment Board
4991 Medina Drive
Woodland Hills, CA 91364
(310) 815-9901
normrossjr@adelphia.net

Harold Rowe
Sacramento County Probation Department
9750 Business Park Drive
Sacramento, CA 95827
(916) 875-0254
RoweH@SacCounty.Net

Theresa Rowland
Career Ladders Project
678 13th Street
Suite 200
Oakland, CA 94612
(510) 268-0566
TRowland@careerladdersproject.org

Jackie Sabo
Human Services Agency
170 Otis St.
San Francisco, CA 94103
(415) 557-6517
jackie.sabo@sfgov.org

Bruce Saito
Los Angeles Conservation Corps
P. O. Box 15868
Los Angeles, CA 90015
(213) 362-9000
bsaito@lacorps.org

David Salyers
DCFS Services Bureau 4
1150 W. Ave. J
Lancaster, CA 93534
(661) 951-4114
salyed@dcfs.lacounty.gov

Grace Sanchez
Learn4Life Charter Concept Schools
42455 10th Street West, Suite 105
Lancaster, CA 93534
(661) 618-9950
gsanchez@learn4life.org
Youth at the Crossroads: Attendee Directory

Maurissa Sanders  
BSM  
3530 Wilshire Blvd.  
Suite 400  
Los Angeles, CA 90010  
(213) 351-0120  
sanmau@dcfs.lacounty.gov

Angie Schwartz  
The Alliance for Children’s Rights  
500 Washington Street  
San Francisco, CA 94111  
(415) 568-9803  
a.schwartz@kids-alliance.org

Stephen Sanders  
DCFS Metro North Services Bureau  
1933 S. Broadway  
Los Angeles, CA 90007  
(626) 691-1399  
sandes@dcfs.lacounty.gov

Jenny Serrano  
BSM  
3530 Wilshire Blvd.  
Suite 400  
Los Angeles, CA 90010  
(213) 351-0106  
serraj@dcfs.lacounty.gov

Maria Sarabia  
EDD, Workforce Services Branch  
Pacific Gateway  
3447 Atlantic Ave., 3rd Floor  
Long Beach, CA 90807  
(562) 570-4706  
Maria.Sarabia@edd.ca.gov

Jill Sevaaetasi  
California Community Colleges  
1102 Q Street  
Sacramento, CA 95811  
(916) 445-0837  
jsevaaetasi@cccco.edu

Zoe Sariego  
DCFS Pasadena Service Bureau  
3  
532 E. Colorado St.  
Pasadena, CA 91101  
(626) 229-3737  
sariez@dcfs.lacounty.gov

Richard Sevilla  
El Proyecto del Barrio  
9030 Laurel Canyon Blvd.  
Sun Valley, CA 91352  
(818) 771-0184  
rsevilla@wscalnetwork.org

Yvonne Scaggs  
DCFS  
1457 E. Altadena Drive  
Altadena, CA 91001  
(626) 797-4854

Curtis Shepard  
L.A. Gay & Lesbian Center  
1120 N. Highland Ave  
Los Angeles, CA 90038  
(323) 860-3615  
cshepard@lagaycenter.org

Pamela Schachter  
UCLA Community Based Learning  
405 Hilgard Ave.  
70 Powell Library  
Los Angeles, CA 0  
(310) 206-9474  
pschachter@oid.ucla.edu

Mona Shields  
Lutheran Social Services  
8161 Palisades #233  
Stockton, CA 95210  
(209) 937-0100  
mshields@lssnorcal.org

Sarah Schmudlach  
El Dorado County Auditor  
360 Fair Lane  
Placerville, CA 95667  
(530) 642-7300  
sarah.schmudlach@edcgov.us

Sima Shishmanyan  
El Proyecto del Barrio  
20800 Sherman Way  
Winnetka, CA 91306  
(818) 710-5239  
simashishyan@yahoo.com
<table>
<thead>
<tr>
<th>Name</th>
<th>Organization</th>
<th>Address</th>
<th>Phone</th>
<th>Email</th>
</tr>
</thead>
<tbody>
<tr>
<td>Melinda Shull</td>
<td>Sacramento County Probation Department</td>
<td>9750 Business Park Drive, Sacramento, CA 95827</td>
<td>(916) 875-0257</td>
<td><a href="mailto:ShullM@SacCounty.Net">ShullM@SacCounty.Net</a></td>
</tr>
<tr>
<td>Ruth Sigala</td>
<td>San Gabriel Children's Center</td>
<td>2200 E. Route 66, Glendora, CA 91740</td>
<td>(626) 859-2089</td>
<td><a href="mailto:ruthsigala@sangabrielchild.com">ruthsigala@sangabrielchild.com</a></td>
</tr>
<tr>
<td>Ivonne Silver</td>
<td>The Marriott Foundation</td>
<td>600 Wilshire Blvd, Los Angeles, CA 90017</td>
<td>(213) 347-0042</td>
<td><a href="mailto:ivonne.silver@marriott.com">ivonne.silver@marriott.com</a></td>
</tr>
<tr>
<td>Carl Simmons</td>
<td>DCFS</td>
<td>15424 S. Butler Ave., E. Rancho Dominguez, CA 90221</td>
<td>(310) 537-4066</td>
<td><a href="mailto:Simmons.carl@att.net">Simmons.carl@att.net</a></td>
</tr>
<tr>
<td>Otto Solorzano</td>
<td>L.A. County CSS Department</td>
<td>3175 W. 6th Street, Los Angeles, CA 90020</td>
<td>(213) 738-2711</td>
<td><a href="mailto:jharris@css.lacounty.gov">jharris@css.lacounty.gov</a></td>
</tr>
<tr>
<td>Tawnya Stansell</td>
<td>Children and Family Services</td>
<td>3250 Kerner Blvd., San Rafael, CA 94901</td>
<td>(415) 473-7115</td>
<td><a href="mailto:tstansell@co.marin.ca.us">tstansell@co.marin.ca.us</a></td>
</tr>
<tr>
<td>Philip Starr</td>
<td>Managed Career Solutions</td>
<td>3333 Wilshire Blvd., Suite 405, Los Angeles, CA 90010</td>
<td>(213) 355-5312</td>
<td><a href="mailto:pstarr@mcscareergroup.com">pstarr@mcscareergroup.com</a></td>
</tr>
<tr>
<td>Belinda Stringfield</td>
<td>DCFS</td>
<td>4428 W 137th Street, Hawthorne, CA 90250</td>
<td>(310) 644-2952</td>
<td><a href="mailto:belinda_stringfield@yahoo.com">belinda_stringfield@yahoo.com</a></td>
</tr>
<tr>
<td>Amara Suarez</td>
<td>DCFS Policy</td>
<td>12440 E. Imperial Highway, Norwalk, CA 90650</td>
<td>(562) 345-6760</td>
<td><a href="mailto:suarea@dcfs.lacounty.gov">suarea@dcfs.lacounty.gov</a></td>
</tr>
<tr>
<td>Mia Sullivan-Jackson</td>
<td>County of San Bernardino</td>
<td>150 S. Lena Rd, San Bernardino, CA 0</td>
<td>(909) 388-0242</td>
<td><a href="mailto:christine.chavez@hss.sbcounty.gov">christine.chavez@hss.sbcounty.gov</a></td>
</tr>
<tr>
<td>Linda Switzer</td>
<td>Kern County</td>
<td>100 E. California Avenue, Bakersfield, CA 93307</td>
<td>(661) 631-6542</td>
<td><a href="mailto:switzel@co.kern.ca.us">switzel@co.kern.ca.us</a></td>
</tr>
<tr>
<td>Carol Taylor</td>
<td>DCFS</td>
<td>9631 ½ Cedar Street, Bellflower, CA 90706</td>
<td>(310) 766-1492</td>
<td><a href="mailto:yscsaggs@gmail.com">yscsaggs@gmail.com</a></td>
</tr>
<tr>
<td>Jackie Taylor</td>
<td>Access, Inc.</td>
<td>2612 Daniel Avenue, San Diego, CA 92111</td>
<td>(760) 233-4028</td>
<td><a href="mailto:kbuckley@access2jobs.org">kbuckley@access2jobs.org</a></td>
</tr>
<tr>
<td>Tami Thompson</td>
<td>Butte County ILP</td>
<td>2577 California Park Drive, Chico, CA 95928</td>
<td>(530) 893-2316</td>
<td><a href="mailto:tthompson@youthandfamily.info">tthompson@youthandfamily.info</a></td>
</tr>
</tbody>
</table>
Youth at the Crossroads: Attendee Directory

Dominic Uyeda
Fresno County/Social Services
2011 Fresno St.
Fresno, CA 93721
(559) 600-1763
uyedad@co.fresno.ca.us

Alicia Villarreal
U.S. Department of Labor Regional Office
350 S. Figueroa St
Ste. 364
Los Angeles, CA 90071
(213) 894.0201
Villarreal.Alicia@dol.gov

Beverly Vance
DCFS
620 E. 94th Street
Los Angeles, CA 90002
(323) 756-7194
vancejean@ymail.com

Jenny Vinopal
California Youth Connection
901 Corporate Center Dr.
Suite 205
Monterey Park, CA 91754
(323) 267-0720
jenny@calyouthconn.org

Erika Vega
Children's Way FFA
8929 S. Sepulveda Blvd. Suite 200
Los Angeles, CA 90045
(310) 645-5227
evega@cihssinc.org

Ena Volic
Los Angeles Youth Network
1680 North Vine Street, Ste. 308
Los Angeles, CA 90028
(323) 467-0193
evolic@layn.org

Franco Vega
The RightWay Foundation
1910 Magnolia Ave
Suite 404
Los Angeles, CA 90007
(213) 746-6821
franco@therightwayfoundation.org

Kathy Watkins
San Bernardino County
Human Services Administration
150 south Lena Road
San Bernardino, CA 92415
(909) 388-0167
kwatkins@hss.sbcounty.gov

Richard Verches
L.A. County CSS Department
L.A. County Workforce Investment Board
3175 W. 6th Street
Los Angeles, CA 90020
(213) 738-2711
jharris@css.lacounty.gov

Devon Werble
Career Ladders Project
678 13th Street
Suite 200
Oakland, CA 94612
(510) 268-0566
dwerble@careerladdersproject.org

Priscilla Villalva
El Proyecto del Barrio
9030 Laurel Canyon Blvd
Sun Valley, CA 91352
pkazaryan@wscalnetwork.org

David White
DCFS Pomona Services Bureau 3
801 Corporate Center Drive
Pomona, CA 91768
(909) 802-1512
whitedc@dcfs.lacounty.gov

Alexis Villanueva
ACCESS, Inc.
2612 Daniel Ave
San Diego, CA 92111
(858) 560-0871
avillanueva@access2jobs.org
Bridgett William-Ben
DCFS Vermont Corridor SB 2
83005 Vermont Ave
4th Floor
Los Angeles, CA 90044
(323) 965-6027
willbr@dcfs.lacounty.gov

Tamara Williams
Riverside County
Department of Public Social Services
749 N. State St.
Hemet, CA 92543
(951) 791-3575
TAWillia@riversidedpss.org

Michael Williams
Fresno County/Social Services
2011 Fresno St.
Fresno, CA 93721
(559) 600-2033
willjb@co.fresno.ca.us

Cynthia Willis
DCFS Wateridge SB 2
5110 W. Gold Leaf Circle
Los Angeles, CA 90056
(323) 290-8440
cynwil@dcfs.lacounty.gov

Jackie Wong
California Department of Education
1430 N Street Suite 6408
Sacramento, CA 95814
(916) 327-5930
jawong@cde.ca.gov

Jenyn Wood
Office of Representative Karen Bass
408 Cannon HOB
Los Angeles, CA 20515
(202) 225-7084
jenny.wood@mail.house.gov

Tashua Woodham
Riverside County
Office of Education Foster Youth Services
3939 Thirteenth Street
Riverside, CA 92501
(951) 826-4700
twoodham@rcoe.us

Deidre Woods
First Place for Youth
3530 Wilshire Blvd
Suite 600
Los Angeles, CA 90010
(213) 446-0899
dwoods@firstplaceforyouth.org

Robert Woolridge
DCFS SCV Services Bureau 4
28490 Ave. Stanford Suite 100
Santa Clarita, CA 91321
(661) 702-6206
woolrr@dcfs.lacounty.gov

Damion Wright
County of San Bernardino
150 S. Lena Rd
San Bernardino, CA 0
(909) 388-0242
christine.chavez@hss.sbcounty.gov

Derek Wu
UCLA Community Based Learning Program
405 Hilgard Ave., 70 Powell
Los Angeles, CA 90095
(310) 206-5130
dwu@oid.ucla.edu

Christopher Wu
Administrative Office of the Courts
455 Golden Gate Ave.
San Francisco, CA 94102
(415) 865-7721
christopher.wu@jud.ca.gov

Suelen Yancor
Para Los Niños
4315 Leimert Blvd.
Los Angeles, CA 90008
(323) 508-0106
syancor@paralosninos.org
Facilitators, Scribes and Staff

Jenny Aguas
Los Angeles Unified School District
333 S. Beaudry Avenue, 24th Floor
Los Angeles, CA 90017
(213) 241-6180
jenny.aguas@lausd.net

Karen Banks
Community Development Department
1200 W. 7th Street, 6th Floor
Los Angeles, CA 90017
(213) 744-7154
karen.banks@lacity.org

Kimberly Briggs
City of Los Angeles WIB
1200 W. 7th Street
6th Floor
Los Angeles, CA 90017
(213) 744-7164
kimberly.briggs@lacity.org

Shirin Buckman
City of Los Angeles Community Development Department
14410 Sylvan St
7th Floor
Van Nuys, CA 91401
(818) 374-9961
shirin.buckman@lacity.org

Taneshia Burrell
City of Los Angeles WIB
1200 W. 7th Street
6th Floor
Los Angeles, CA 90017
(213) 744-7164
taneshia.burrell@lacity.org

Laura Cantu
City of Los Angeles Community Development Department
1200 W. 7th Street, 6th Floor
Los Angeles, CA 90017
(213) 744-7135
laura.cantu@lacity.org

Patricia Cravens
City of Los Angeles WIB
1200 W. 7th Street
6th Floor
Los Angeles, CA 90017
(213) 744-7164
patricia.cravens@lacity.org

Sheldon Cruz
City of Los Angeles Community Development Department
1200 W. 7th Street, 6th Floor
Los Angeles, CA 90017
(213) 978-1679
sheldon.cruz@lacity.org

Natasha Dominguez
City of Los Angeles Community Development Dept.
1200 W. 7th Street, 6th Floor
Los Angeles, CA 90017
(213) 744-9048
Natasha.Dominguez@lacity.org

David Eder
City of Los Angeles WIB
1200 W. 7th Street, 6th Floor
Los Angeles, CA 90017
(213) 744-7164
daed.eder@lacity.org

Angela Estell
City of Los Angeles Community Development Dept.
1200 W. 7th Street, 6th Floor
Los Angeles, CA 90017
(213) 744-9048
Angela.Estell@lacity.org

Nancy Herrera
Youth WorkSource System, City of Los Angeles Community Development Department
1200 W. 7th St., 6th Floor
Los Angeles, CA 90017
(213) 744-7159
Nancy.Herrera@lacity.org

Abigail Marquez
City of Los Angeles Community Development Dept.
1200 W. 7th Street, 6th Floor
Los Angeles, CA 90017
(213) 744-9307
Abigail.marquez@lacity.org
<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Address</th>
<th>Phone</th>
<th>Email</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alma Martinez</td>
<td>City of Los Angeles City Attorney’s Office</td>
<td>222 S Hill St., 6th Floor, Los Angeles, CA 90012</td>
<td>(213) 485-8324</td>
<td><a href="mailto:alma.martinez@lacity.org">alma.martinez@lacity.org</a></td>
</tr>
<tr>
<td>Elmer Roldan</td>
<td>Los Angeles Unified School District</td>
<td>333 S. Beaudry Avenue., 24th Floor, Los Angeles, CA 90017</td>
<td>(213) 241-6180</td>
<td><a href="mailto:elmer.roldan@lausd.net">elmer.roldan@lausd.net</a></td>
</tr>
<tr>
<td>Victoria Minetta</td>
<td>City of Los Angeles Community Development Dept.</td>
<td>1200 W. 7th Street, 6th Floor, Los Angeles, CA 90017</td>
<td>(213) 978-1675</td>
<td><a href="mailto:victoria.minetta@lacity.org">victoria.minetta@lacity.org</a></td>
</tr>
<tr>
<td>Robert Sainz</td>
<td>City of Los Angeles Community Development Dept.</td>
<td>1200 W. 7th Street, 6th Floor, Los Angeles, CA 90017</td>
<td>(213) 744-7396</td>
<td><a href="mailto:Robert.Sainz@lacity.org">Robert.Sainz@lacity.org</a></td>
</tr>
<tr>
<td>Olivia Mitchell</td>
<td>City of Los Angeles Community Development Dept.</td>
<td>1200 West 7th Street, 6th Floor, Los Angeles, CA 90017</td>
<td>(213) 744-9703</td>
<td><a href="mailto:olivia.mitchell@lacity.org">olivia.mitchell@lacity.org</a></td>
</tr>
<tr>
<td>Lisa Salazar</td>
<td>City of Los Angeles Community Development Dept.</td>
<td>1200 W. 7th Street, 6th Floor, Los Angeles, CA 90017</td>
<td>(213) 744-7191</td>
<td><a href="mailto:Lisa.Salazar@lacity.org">Lisa.Salazar@lacity.org</a></td>
</tr>
<tr>
<td>Karla Monterrosa</td>
<td>City of Los Angeles Community Development Dept.</td>
<td>1200 W. 7th Street, 6th Floor, Los Angeles, CA 90017</td>
<td>(213) 744-7218</td>
<td><a href="mailto:karla.monterrosa@lacity.org">karla.monterrosa@lacity.org</a></td>
</tr>
<tr>
<td>Joumana Silyan-Saba</td>
<td>City of Los Angeles Community Development Dept.</td>
<td>1200 W. 7th Street, 6th Floor, Los Angeles, CA 90017</td>
<td>(213) 978-1672</td>
<td><a href="mailto:joumana.silyan-saba@lacity.org">joumana.silyan-saba@lacity.org</a></td>
</tr>
<tr>
<td>James Nelson</td>
<td>City of Los Angeles WIB</td>
<td>1200 W. 7th Street, 6th Floor, Los Angeles, CA 90017</td>
<td>(213) 744-7164</td>
<td><a href="mailto:james.nelson@lacity.org">james.nelson@lacity.org</a></td>
</tr>
<tr>
<td>Denise Thomas</td>
<td>City of Los Angeles WIB</td>
<td>1200 W. 7th Street, 6th Floor, Los Angeles, CA 90017</td>
<td>(213) 744-7164</td>
<td><a href="mailto:denise.thomas@lacity.org">denise.thomas@lacity.org</a></td>
</tr>
<tr>
<td>Francisco Ortega</td>
<td>City of Los Angeles Human Relations Commission</td>
<td>200 N. Spring St. Rm. 2111, Los Angeles, CA 90012</td>
<td>(213) 978-1677</td>
<td><a href="mailto:francisco.ortega@lacity.org">francisco.ortega@lacity.org</a></td>
</tr>
<tr>
<td>Steve Trippe</td>
<td>New Ways to Work</td>
<td>103A Morris Street, Sebastopol, CA 95472</td>
<td>(707) 824-4000</td>
<td><a href="mailto:sgtrippe@newwaystowork.org">sgtrippe@newwaystowork.org</a></td>
</tr>
<tr>
<td>Farrah Parker</td>
<td>City of Los Angeles Community Development Dept.</td>
<td>1200 W. 7th Street, 6th Floor, Los Angeles, CA 90017</td>
<td>(213) 978-8703</td>
<td><a href="mailto:farrah.parker@lacity.org">farrah.parker@lacity.org</a></td>
</tr>
<tr>
<td>Patricia Villasenor</td>
<td>City of Los Angeles Human Relations Commission</td>
<td>200 North Spring Street, Room 2111, Los Angeles, CA 90012</td>
<td>(213) 978-1664</td>
<td><a href="mailto:patricia.villasenor@lacity.org">patricia.villasenor@lacity.org</a></td>
</tr>
</tbody>
</table>
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WIBs are funded primarily through the federal Workforce Investment Act (WIA) and other public and private funds.

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Los Angeles County Workforce Investment Board  
[www.worksourcecalifornia.com](http://www.worksourcecalifornia.com)

Riverside County Workforce Investment Board  
[www.rivcojobs.com](http://www.rivcojobs.com)

San Diego Workforce Partnership  
[www.sandiegoatwork.com](http://www.sandiegoatwork.com)

For information on all WIBs serving California - California Workforce Association  
[www.calworkforce.org](http://www.calworkforce.org)

National Association of Workforce Boards  
[www.nawb.org](http://www.nawb.org)

U.S. Department of Labor – Employment and Training Administration  
[www.doleta.gov](http://www.doleta.gov)
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103 MORRIS STREET
SUITE A
SEBASTOPOL, CA 95472
WWW.NEWWAYSTOWORK.ORG

CITY OF LOS ANGELES WIB
WWW.WIBLACITY.ORG

LOS ANGELES COUNTY WIB
WWW.WORKSOURCECALIFORNIA.COM

RIVERSIDE COUNTY WIB
WWW.RIVCOJOBS.COM

SAN DIEGO WORKFORCE PARTNERSHIP
WWW.SANDIEGOATWORK.COM/

FOR CONTACT INFORMATION FOR ALL OF CALIFORNIA’S 49 WIBS, PLEASE VISIT
WWW.CALWORKFORCE.ORG

THE WORKFORCE INVESTMENT ACT IS AN EQUAL OPPORTUNITY EMPLOYER/PROGRAM. AUXILIARY AIDS AND SERVICES AVAILABLE UPON REQUEST TO INDIVIDUALS WITH DISABILITIES.