

April 19, 1995

Introduced By:

RON SIMS
LARRY GOSSETT
JANE HAGUE

95wtprv bws

Proposed No.:

95-271

MOTION NO. **9554**

1
2 A MOTION adopting the program description for all current
3 expense-funded youth employment programs including the
4 YouthWorks and the County Youth Intern programs.
5
6

7 WHEREAS, a proviso to Section 93 of Ordinance 11578, the 1995 annual budget,
8 requires the department of community and human services (DCHS) to submit for council review
9 and approval a program description for all current-expense funded youth employment programs
10 to include integration of the new YouthWorks and the County Youth Intern programs with
11 existing programs, such as the Seattle Schools Vocational Education program, and emphasis on
12 success in school as well as successful work experience, and

13 WHEREAS, the program description submitted in fulfillment of this proviso requirement
14 integrates the new YouthWorks and County Youth Intern programs with all youth employment
15 programs, regardless of funding source, currently operated by the DCHS community services
16 division Work Training Program including the Young Family Independence Program,
17 Youthbuilt, the Seattle Vocational Education Program, the Year-Round and Summer
18 Employment Programs, the Career Development Learning Center, and the pre-Tech Prep
19 Programs, and

20 WHEREAS, the program description emphasizes success in school as well as successful
21 work experience for all of these programs, presents a case management-based program model
22 for youth who have diverse education, employment and training needs, and provides for a menu
23 of program services to meet the needs of individual youth, and

24 WHEREAS, the program model establishes program outcomes based on measures of
25 success in school and of articulation of career plans;

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16

NOW THEREFORE, BE IT MOVED by the Council of King County:

The program description for youth employment programs, included here as Attachment A, is hereby approved and adopted.

PASSED by a vote of 11 to 0 this 8th day of May, 1995.

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON

Kent Pullen
Chair

ATTEST:

Janet Masuo
Deputy Clerk of the Council

Attachments: King County Department of Human Services, Work Training Program,
1995 Council Proviso
1995 Youth Employment Programs

**KING COUNTY DEPARTMENT OF HUMAN SERVICES
WORK TRAINING PROGRAM
1995 COUNCIL PROVISIO**

INTRODUCTION

The Department of Human Services' Work Training Programs (WTP) offers a range of youth education, employment and training services targeted to meet the needs of low-income, 14 to 21 year olds, attending school but at-risk of dropping out, and/or high school dropouts and teen parents. Not counting the three new initiatives recently approved by the County Council--YouthWorks, Youthbuilt and the Youth Internship Program--WTP served over 1100 youth in 1994. Funding sources for these services include Job Training Partnership Act (JTPA) funds from the U.S. Department of Labor, State of Washington 8% funds, State of Washington Employment Security funds and County current expense funds. Each funding source has its own eligibility requirements, program design and desired outcomes. These restrictions by funding source makes it difficult to create a seamless system for youth employment and training.

PLAN

Regardless of funding sources, the Work Training Program has created a services model that targets youth who have diverse education, employment and training needs. Combining these various funding sources into one comprehensive model gives youth a menu of services appropriate to meet their individual needs. One-to-one assessment will determine the level of intensity and the type of services delivered.

Description of Services

Over seventy percent of youth served by WTP have at least one identified at-risk characteristic. As a result, a significant number of youth will be academically at-risk AND pregnant or parenting, disabled, homeless, or an offender. In addition, many of these youth lead dysfunctional lives. They may be living with drug-involved or abusive parents. Many will be involved in gangs. They will often be substance abusers or in recovery. Some with limited English face cultural barriers in social and job situations. The great majority will have low self-esteem. These youth will need extensive, high intensity services specifically tailored to youth with multiple barriers to success. Services are designed to give these youth the skills, confidence, and experience they need to gain entrance to the institutions of mainstream society from which they feel disconnected or disenfranchised.

Youth who have the most barriers to employment and meet strict JTPA eligibility requirements are best served by the Year-round Comprehensive Youth Employment and the

Career Development Learning Center which provide extensive, high intensity services. These services assist them in achieving personal and economic self-sufficiency through GED attainment, basic skills instruction, life skills development and employment services.

In addition, the Summer Youth Employment Program serves 800 youth during the summer of which 85% must be academically at-risk and also meet strict JTPA eligibility requirements.

The Year-round and Summer Youth Employment programs and the Career Development Learning Center generate over 1500 potential applicants each year, all of which may not meet the strict JTPA eligibility requirements but may be appropriate for referral to other existing WTP youth employment programs.

Those youth not appropriate or eligible for the JTPA funded programs and who require medium to low intensity services will be referred to YouthWorks, Youth Internship, and the Seattle Vocational Education Program. These CX funded programs allow WTP to operate a system of services rather than a collection of programs.

YouthWorks, Youth Internship, and the separately funded current expense Seattle Vocational Education Program youth will be for intermediate school students who are behind academically, who have low basic-skills, and/or have attendance problems. If they do drop out, they are unlikely to ever be able to access post secondary training or jobs that will lead to economic self-sufficiency. If they remain in school, they are unlikely to graduate with the skills and the grades needed to access vocational training or livable wage jobs. The Seattle Vocational Education Program will be folded into the Youth Internship Program. This integration will allow King County to maximize CX funds by increasing the number of youth served in the Youth Internship Program. The menu of services available to these youth will focus on preventing them from dropping out of high school and improving their grades.

Program Goals

The program goals for all WTP will be to provide individualized, comprehensive planning that will:

- Increase the likelihood of high school completion.
- Help set career goals and plan for high school, post-secondary training, and employment.
- Provide extensive contact in the business community through career exploration activities and work experience.
- Teach basic academic, critical thinking, and interpersonal skills.

Program Services

Program services for all WTP programs will include:

- Case Management.
- Assessment and career guidance.
- Individualized basic skills development.
- Self-esteem building activities.
- Projects which teach planning, organizational, research and interpersonal skills.
- After school and weekend employment.
- Career shadowing experiences with professionals working in jobs targeted by students.
- Supplemental counseling sessions and activities, such as, anger management, drug and alcohol abuse prevention and decision making workshops.

Program Outcomes

Program outcomes for all WTP funded programs will be:

- Remain in school.
- Measurably improved attendance.
- Ability to articulate career plans, map out planned high school courses, identify a tentative post secondary program and be able to state the entrance requirements for that program and describe the programming.
- Measurably improved grade point average and passed all classes.

All WTP funded programs will have assigned a seasoned Case Manager with extensive experience working with low-income at-risk youth in the education, employment and training field. Each youth will have a Case Manager who will create in partnership with the youth an individualized plan to meet their own personal goals. The Case Manager will also place youth in employment experiences, and problem solve with the employer any work or personal issues that arise at the worksite.

Opportunity

In 1995 there is a strong possibility the U.S. Congress intends to consolidate the 154 federal training programs including JTPA through several block grants by this time next summer. This could be an opportunity for more control in policy development, program design and oversight of future JTPA funds.

1995 YOUTH EMPLOYMENT PROGRAMS

9554

	Project Description	# Served	Target Area	Cost
<u>Executive Proposed:</u> YouthWorks	Match employable, low-income high school youth with employer-paid positions in the private and public sectors. The intent is to accept youth who are just above the PIC threshold where youth are less employable.	125	South King County	\$150,000 (CX Funds)
Youthbuilt	Provides training to low-income youth who are high school drop-outs and face significant barriers to gainful employment. Services include: GED and basic skills preparation, job skills training, job placement, and transition to college, vocational or entrepreneurial training. Students are building townhouses in the Judkins area.	18	South King County (Burien and White Center)	\$108,000 (State Grant)
<u>Council Initiated:</u> County Youth Internship Program (Now includes Seattle Vocational Educational Program)	Provides support for youth interns in county departments working full time in the summer and approximately 10 hours per week during the school year. This program will allow the county to provide a model to other employers and in conjunction with YouthWorks to increase significantly private employment opportunities for youth. Incentive funds will be available to provide about 25% of the cost of the positions to departments to encourage them to make such positions available from existing FTEs or extra help accounts. During the summer months we hope to expand upon the 70 youth interns.	70+	Within Seattle city limits and balance of King County	\$160,219 (CX Funds)
<u>Other (JTPA):</u> Year-round Comprehensive Youth	Provides employment and training service to low-income youth who are	110	South King County (Renton,	\$275,000 (JTPA)

Project Description	# Served	Target Area	Cost
<p>Employment Program</p> <p>high-school dropouts and face significant barriers to employment. Services include: assessment, case management, career guidance, GED and basic skills remediation, life skills training, job placement and transition to college and vocational training. Support service funds are available to help overcome financial barriers to employability.</p>		<p>Kent, Auburn, and White Center) and North King County (Shoreline).</p>	<p>Funds)</p>
<p>Career Development Learning Center</p> <p>Provides educational and career development services to skill deficient youth, ages 14-21, who are eligible to participate in JTPA programs. Services include: basic skills remediation, GED preparation, ESL instruction, high school credit retrieval, school to work transition, and career development services. All services are delivered in an employment/life skills context to prepare students for future occupational training and employment.</p>	<p>25-30</p>	<p>Located in Renton, available to all JTPA youth who can get there</p>	<p>\$175,000 (JTPA Funds)</p>
<p>Summer Youth Employment Program</p> <p>Provides 35 hours per week of education, training and employment services at hourly minimum wage, for youth 14-21 years old. Participants receive job placement at public sector sites, education opportunities for those who are behind school credit, basic work behaviors training and life skills training.</p>	<p>800</p>	<p>Balance of King County</p>	<p>\$1,712,000 (JTPA Funds)</p>
<p><u>Other (CX Programs)</u> Young Family Independence Program</p> <p>Young Family Independence Program (YFIP) assists low income young families break the cycle of poverty by becoming personally responsible and economically self-sufficient and to improve their health and well-being. YFIP services include academic remediation and school completion,</p>	<p>140 young families</p>	<p>Kent, Auburn, Highline, Renton, Shoreline and Eastside</p>	<p>\$755,729 (\$471,406 Health and Human Services and Sales tax \$284,323</p>

	Project Description	# Served	Target Area	Cost CX Funds)
	parenting education, pre- and post-natal health care, nutrition education, home and life skills development, professional counseling, occupational skills training and employment. YFIP is designed to provide comprehensive long-term (18-24 months) services to adolescent mothers, fathers and their children.			CX Funds)
Pre-Tech Prep Program	Provides at-risk 8th and 9th graders with individualized, comprehensive programming that will: increase their likelihood of high school completion; help them set career goals and plan for high school, post-secondary training, and employment; provide them with extensive contact in the business community through career exploration activities and subsidized work experience and teach them basic academic, critical thinking and interpersonal skills.	60	Bellevue, Shoreline, Kent and Federal Way	\$94,000 (State Grant)
Summer DAY CAMP Reading Program	Provides tutor training to 60 young men and women who in turn tutor 120 second and third grade students who are experiencing difficulty in reading. Tutors are given a \$1,000 college scholarship upon successful completion of the program.	180	Balance of County	\$193,044 (CX Funds)

19.ythertab