



# 2009 Summer Youth Lessons Learned



# Panel Presentation



- Facilitator
  - Sandra Johnson, Workforce Development Administrator, Upper Savannah Council of Governments
- Panelists
  - Shelia L. Suggs, GCDF, SC Program Manager, The Paxen Group, Inc.
  - Benella B. Floyd, Assistant WD Administrator/Supervisor of Monitoring, Lower Savannah Council of Governments
  - Horace Brownlee, Jr., Workforce Development (WIA) Director, GLEAMNS Human Resources Commission, Inc.
  - Kal Kunkel, Regional Manager, Palmetto Youth Connections



# 2009 SC Summer Stats



- Summer Youth Participation Statewide;
  - Over 6,680 participated in Work Experience
  - Over 875 participated in Credit Recovery
- Summer Youth Participation by Gender;
  - Male 44% Female 56%
- Summer Youth Employment by Sector;
  - Private for-profit 46%
  - Public 37%
  - Private non-profit 17%

# Recruitment, Eligibility, Assessment & Staffing

## ***SUCSESSES***

- Screened & evaluated thousands of applications 4:1 ratio (approximately 1 WIA Eligible Youth to every 4 applications)
- Year Round staff was able to initiate services and train Temporary Summer staff.
- Identified retired or previous staff with prior JTPA Summer Experience to work over the summer.
- Developed all necessary forms, handbooks, and materials within a 30 day window.

# Recruitment, Eligibility, Assessment & Staffing *CHALLENGES*

- Numerous 14 & 15 year old applicants
- Credit Recovery
  - Late start date created a conflict with High School schedules limiting participation
  - Miscommunication at all levels about the structure of the Credit Recovery
    - Pre & Post Assessment requirements
    - Coordination with School Administrators
- Staffing
  - Short period of time to train staff adequately.



# Pre-Employment & Work Maturity

## ***SUCCESSES***

- Collaborative partnerships with Technical Colleges and Adult Education programs to provide Pre-Employment Training
- Students were assessed with WorkKeys and/or TABE for Basic Skills foundation
- Employers participated in the training and/or conduct student selection for worksites as part of the training.
- Students received 2.5 CEU's from the Technical College for the training.
- Use of books or software with pre & post assessments

# Pre-Employment & Work Maturity

## *CHALLENGES*

- Adequate staffing for large training groups
- Student behavior, motivation, dress, etc.
- Engaging low level literacy students and ensuring training content was appropriate to functioning levels
- Preparedness for the large volume of student and employer interest with the ability to field all customer needs
- Making Pre-Employment Training a prerequisite when the program guidance required everyone enrolled to work or rollover to year round services.



# Worksites, Monitoring, & Payroll

## ***SUCSESSES***

- Enormous participation by employers with hundreds of worksites setup in every county served.
- Employers were receptive to Summer Staff monitoring of worksites and quickly addressing participant issues on the worksite.
- The timesheet processes were adhered to by the employers and students.
- Employers worked with staff and students to council inappropriate worksite behavior and actions.

# Worksites, Monitoring, & Payroll

## *CHALLENGES*

- Employment prerequisites
  - Physicals
  - Immunizations
  - Drug Screens
  - OSHA Certifications
  - Background Checks
- Continuity of supervision on worksites with some employers. The participants in some cases were handed of to different supervisor who may not been aware of program restrictions
- Large volume of timesheets and the processing of all payroll in a timely fashion.



# Closeout & Year Round Transition

## ***SUCSESSES***

- Most areas exceeded their enrollment goals.
- No major injuries or incidents occurred.
- Recognition ceremonies provided for a formal celebration of success for the youth, the employers, the WIB, and all the staff.
- Established a precedent for Work Experience via the use of Stipends in our year round services.
- Several Summer Youth participants rolled over into Year Round services with positive outcomes.
- Some Summer participants received full time employment with their employer as a result of their performance during the Work Experience.

# Closeout & Year Round Transition

## *CHALLENGES*

- Tracking funds on a real time basis to ensure we did not over obligate our funds.
- The roll over of Summer Youth participants into our year round programs who did not follow through and do their Work Experience.
- Potential negative impact on Year Round Program outcomes as a result of Summer Youth impact.
- Completing all of the paperwork and reporting in VOS.
- Getting final paychecks to College Students.



# Questions, Discussion, & Contact Info.

- **Upper Savannah Council of Governments**
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