

Ramsey County Workforce Investment Board
Youth Council/Education Committee Meeting

October 28, 2010

Members Present

Billy Collins
Scott Helland
Doug Hubbard
Barb Jeanetta
Kathy Kittel
David MacKenzie
Gerald Settles
Dean Shawbold

Members Absent

Craig Anderson
Deanne DeGraff EA
Sheldon Jensen
Dale Maristuen
Jane Nicholson EA
Gwen Peterson
Rick Polanski
Jody Yungers EA

Staff/Guests Present

Mary DesJarlais, WIB Member
Mary Jo Gardner, WIB Staff
Dwayne Green, Workforce Solutions
Paul Johnson, HHH Job Corps
Talli Jordan, Workforce Solutions
Barbara Kurtz, SPPS
Adam LaFrenier, Outreach to Schools
Kathy O'Shaughnessy, SPPS
Kate Raleigh, WIB Staff
Terry Zurn, Workforce Solutions

Call to Order

Dave MacKenzie called the meeting to order at 3:32 pm. This meeting is serving at the October Youth Council meeting and the November Education Committee meeting. All present introduced themselves.

Approve September Youth Council Minutes

Motion made by Dean Shawbold with second by Billy Collins to approve the September Youth Council minutes as presented.

Motion carried.

Approve September Education Committee Minutes

Motion made by Dean Shawbold with second by Dave MacKenzie to approve the September Education Committee minutes as presented.

Motion carried.

Final PY'09 WIA Performance

Terry Zurn presented the Program Year 2009 WIA Youth performance outcomes- this program year went from April 1, 2009 to March 31, 2010. These outcomes include the work of Workforce Solutions and their YouthLEAD vendors. The outcome goals are negotiated with the state and the program must meet 90% of the agreed upon goals to be considered successful. The goals are separated for younger youth and older youth and include accomplishments around work experience, basic skills, secondary education, post-secondary education, placement and retention in unsubsidized employment and six-month earnings. Terry went through all of the outcomes, of which Workforce Solutions and their partners met or exceeded all goals. This entitles the program to WIA incentive funding which they will use to enhance the Outreach to Schools program and for a Customer Service Training class for youth. Members discussed the corrective action process for low-performing vendors. If the program as a whole does not meet goals, they are involved in corrective action with the state.

Connect Youth with Opportunities to Learn About Career Options

As agreed upon at the September Youth Council meeting, high school counselors were invited to this meeting to discuss the resources available to students for career planning and the challenges counselors face in this arena. Kathy O'Shaughnessy, Saint Paul Public Schools, discussed what is available at Johnson High School. The time and resources spent on career planning varies widely throughout the Saint Paul schools and Johnson is considered to have a lot of resources. Kathy shared the following:

- Johnson uses Career Academies- students go through a focus class as freshmen and identify a career they are interested in and connect with the Academy for that career.
- Each year Johnson students have a required class that pertains to their post-secondary career and education planning. The classes include career exploration, planning for post-secondary, career planning,

and a research project with a resulting product. This required curriculum is entirely geared toward career exploration and planning.

- While there are a lot of resources available at Johnson, getting students to use it can be difficult.

Barbara Kurtz also works with Saint Paul Public Schools, but at a district level. She shared the following:

- The variation of resources available at Saint Paul Schools had to do with the funding different schools receive for these activities.
- The ratio of students to counselors also varies from Saint Paul school to Saint Paul school.
- There has been a focus across all schools the last ten years of college attendance over career preparation; Barbara anticipates a change back to a focus on career preparation.
- MnSCU has been working to develop a seamless transfer policy amongst its institutions.
- A barrier to students' participation in job experience in high school is the academic demand on their class schedule to meet graduation requirements. Students need more credits to graduate currently than they did in the past and do not have time to engage in work experience.

Paul Johnson, Career Exploration Instructor at Hubert H. Humphrey Job Corps, discussed his involvement in exposing youth to career options. Paul works with students during their first few weeks on campus with a goal of having every student make an educated decision on what trade to focus on while at the center. Paul shared the following:

- Career exploration focuses on labor market information and realistic expectations for careers they will be qualified for when they complete the program and leave the center.
- Job Corps works to match student interest with career options, including identifying what areas they have been successful with in the past.
- Students go on trade visits and meet with instructors of trades they are interested in.
- Once they have selected a trade, they are assigned a guidance counselor who helps them plan exactly where they want to go and how to get there. There is often a struggle to have students be realistic about the types of careers they will get.

Members and guests engaged in a larger conversation of career exposure for youth, including guests answering questions from members. Information shared included:

- SPPS utilized a tool called Naviance, which is a web-based career-planning tool that is used to help students identify their interests and strengths.
- Johnson is able to require career planning courses each year by reducing the number of elective classes their students may take.
- Adam LaFrenier, Outreach to Schools intern at GAP, discussed the program and its focus on college and career planning. Adam works with GAP students on job searches, resumes, interview skills, networking, college readiness, financial aid/scholarships, career goals, and identifying student needs and barriers to employment/education.
- Most high schools have college and career resource rooms though some schools staff and utilize them better than others.
- The amount of time a counselor spends on career planning with students varies depending on the time of year and what is going on (e.g. college applications, financial aid and testing). Their focus is generally on high school graduation over career planning.
- With the high ratio of students to counselors at local schools, it is even more important for parents to be involved in career and education planning with their children; it is the perspective of counselors that many children do not have parents who are involved with this.
- Going to college is still a higher priority than career planning/preparation. Some students from low-income families get student loans for college but end up using the loans for income.
- There was discussion on how many students continue their education beyond the first year of college.
- Some students enter college unprepared for the work load and soon want to quit. It is important for these students to have support available to them as they adjust to college. YWCA works with their clients to support them through their college career.

Those present discussed what the WIB and Youth Council can do to make students more prepared for post-secondary pursuits, aside from money and time. The model Johnson uses shows success- it is implemented throughout the school day as part of the curriculum for all students. Additionally, school and district leadership needs to be supportive of career planning. The students' families need support as well as the students. The Youth Council may want to identify other ways to leverage community resources in the schools. SPPS's counselors meet monthly and could use a meeting to discover resources available to students outside of school. Barbara will see if there is interest in this from the counselors.

The November Youth Council meeting will have youth representatives to discuss this same topic. Education members are welcome to come if they would like. Gerald Settles, Billy Collins, Dave MacKenzie and Terry Zurn will bring youth representatives to the meeting.

Other

Youth Council members were reminded that their December meeting will take place on the 16th. Members do not foresee a conflict with this date.

Adjourn

Motion made by Billy Collins with second by Dean Shawbold to adjourn the meeting at 4:54pm.

Motion carried.

Next Youth Council Meeting: November 18

Next Education Committee Meeting: January 10