

Staff Informational Report Supporting Document

Youth Development Services, April 2022

- **Isaac's Room: CAREcorps-IKE Quest Program Expansion Additional Details**

1. Pre-pandemic, IKE Quest training cohorts averaged ten (10) YYA participants per session and offer three (3) cohorts per year. This means **CAREcorps nearly doubles its participant count and impact just by the initial program modifications** in year one.
2. At age 16, CAREcorps members can attend any of the three IKE Quest training cohorts to become eligible for a paid apprenticeship if they choose to apply. Every YYA participant 16 years or older who enters one of the three other cohorts will now be required to participate in CAREcorps experiences prior to applying for a paid apprenticeship. At this time, **Isaac's Room provides a paid apprenticeship to every YYA participant who is an eligible and interested applicant.**
3. Expanded marketing and promotions will be implemented including but not limited to: (1) social, digital, and print media content, (2) building stronger SKPS District and school building ties, (3) promoting at local community groups, (4) offering CAREcorps-IKE Quest sampler workshops for schools and the City's ILEAD Youth Leadership Summit, and (5) representation at local jobs fairs.
4. A new YYA leadership advisory board housed at the IKE Box will be formed to guide programming and to help develop service projects and promotional content with the CAREcorps Coordinator; **board members will receive some compensation for their time.**
5. The three additional programming cohorts increase opportunities for teens to participate in a CAREcorps experience. Vacations, sports, summer school, caring for younger siblings at home, etc. often conflict with the summer program.
6. Transitional-Aged Youth (18-22 years old) enrolled in the IKE Quest Program will now be eligible to participate in CAREcorps experiences to build stronger ties to the community, develop soft skills, and build on their hard skills.
7. More YYA will be exposed to and become eligible for:
 - a. IKE Quest apprenticeships (baristas and/or facility maintenance and custodial services); (2) emerging Isaac's Room business partnerships offering apprenticeships and jobs; (3) CAREcorps-coordinated service and career exploration activities with City Parks which can increase competitiveness in securing paid seasonal positions; (4) short-term, intensive resume-building workforce opportunities *currently being developed by the YD Coordinator*; and, (5) other community internships and jobs discovered through the CAREcorps-IKE Quest network of community partners and guest speakers.
8. Specific workforce readiness trainings will now be offered in resumé-writing (adding in their new skill sets and work experiences gained thru CAREcorps) and interviewing skills

both virtual and in-person. Use of the U.S. Department of Labor’s “Soft Skills to Pay the Bills: Mastering Soft Skills for Workplace Success” youth curriculum will supplement current CAREcorps trainings, as well.

9. More YYA will obtain letters of recommendation from program partners, as well as the CAREcorps Completion Certificate signed by the Mayor for their portfolio.
10. Additional certifications and academic credits will be sought out for CAREcorps-IKE Quest program participants beyond the .5 community service elective credit for SKPS high school students and young adults.

- **Amplify and support existing community YYA workforce readiness programs.**
The following are examples and additional details:

1. FY 22: YD Services has awarded \$7,500 of its General Fund budget and \$2,500 from the Great Places to Work secured donation (City Trust & Agency) to the Boys & Girls Club of Salem’s Athletics Teen Jobs Program.

Funding will increase the number of youth referees hired for the Spring season, allow for a summer referee cohort, expose youth hires to positive youth development and referee trainings, help provide internal job coaching for teens, and allow for teen employees to return for priority hiring in future seasons. The City grant also acts as seed funding to support creation of a new jobs program supervisory position needed for expansion. YD Services will assist with jobs program promotion, as well.

Grant provides: 10 teen paid jobs

2. FY 22: YD Services awarded \$5,000 of its General Fund budget in Fall 2021 to Community Action Agency (CAA) for specific case management of those serving on the Mid-Willamette Valley Homeless Alliance (MWVHA) YYA Subcommittee, “Backbone.”

Funding supports Backbone members who are case managed by CAA’s HOME Youth and Resource Center and Northwest Human Services’ HOST Shelter in eliminating barriers to ensure on-going committee participation. Assistance includes childcare, gas cards and bus passes, cell phone bills and data cards, bike repairs, Wi-Fi hotspots, and rideshare gift cards. **The Mid-Willamette Valley Homeless Alliance (MWVHA) provides member compensation for twenty committee members.** This group was an integral part of the Marion and Polk Counties’ region receiving a \$3.7 million HUD grant to address the youth and young adult housing crisis. HOME’s management has reported that the City grant has been a significant game-changer for retention.

Grant helps provide: 20 YYA workforce readiness experiences.

3. YD Coordinator joined the Chemeketa Community College’s Job Corps Scholars Advisory Board in November 2021. This program serves as a wrap-around jobs skills and certification program for 16–24-year-olds who qualify as low income covering a substantial number of fields and trades.
4. YD Services is in early discussions with Willamette Academy (WA) to better support their workforce readiness curriculum. In the meantime, the City’s ILEAD Youth

Leadership Summit's 2022 Keynote Speaker is set to speak at WA this late Spring as part of the ILEAD extended workshops series focusing on leadership and education.

- **Connect new & existing City opportunities with new and existing community programs. The following are examples and additional details:**

1. As of April 2022, YD Services is working with the SKPS Career and College Program for mutual promotion of relevant efforts.
 - a. The CAREcorps-IKE Quest program and City Human Resources staff will promote and recruit City opportunities at the first ever SKPS District-wide Spring Jobs Fair in May held at McKay High School. The fair is presented by Willamette Workforce Partnership and SKPS.
 - b. YD Services will coordinate a City Careers Exploration Program which will include an annual guest speakers circuit both virtual and in schools, career promotional video clips, and "City Career Day" tours with experiential learning activities, when possible.
 - c. YD Services seeks to create a work experience pilot program in FY23 pending COVID policies and protocols at the City.
2. YD has connected and/or convened the following in FY21-22:
 - a. City IT with the SKPS Career Technical Education Center (CTEC) Program for potential high school internship program development; and
 - b. City Human Resources with the SKPS Career and College Program for City job openings promotions; and
 - c. City Our Salem and Climate Change staff with SKPS AVID and Leadership students and graduates for virtual focus group forums which included tertiary impacts such as City career exploration and civics.
 - d. City Urban Development with ELY program representatives for YYA opportunity exploration.
3. YD will increase promotion, integration, and coordination of its ILEAD Youth Leadership Summit's workforce readiness workshop track with community and school programs.
4. City Parks Volunteers Program is joining CAREcorps-IKE Quest programming as a community partner providing service opportunities and career exploration with potential seasonal employment for eligible participants. The YD Coordinator would act as the City liaison.