



# **Santa Barbara Connect to Careers Summer Youth Employment Program**

*A joint Partnership between the County of Santa Barbara, our local chambers of commerce, and the Santa Barbara County Workforce Development Board*

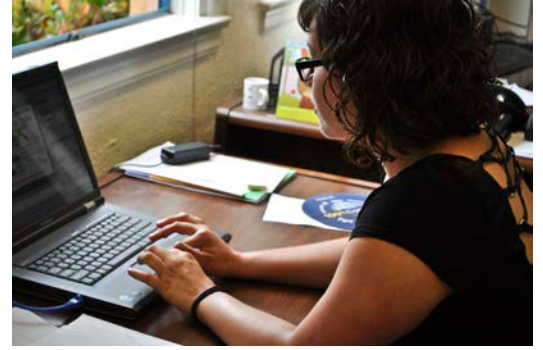
# **Summary Report**

## About the Project

The Santa Barbara Connect to Careers was a pilot program created by a coalition of community leaders lead by former County of Santa Barbara First District Supervisor in response to the need of having a summer jobs program for youth in our community.

The project was a privately-funded summer program with the goal of providing meaningful summer activities for youth and was designed to address Santa Barbara County's skills gap and high youth unemployment rate by providing a meaningful experience that prepared young adults for careers. The objective was to provide qualified youth with paid work experience and mentoring opportunities with private sector employers and within Santa Barbara County and other local government agencies.

This project targeted youth including high school age freshmen, sophomores, and juniors; typically not eligible for a Workforce Innovation and Opportunity Act program, who were economically disadvantaged, able to work for the summer. Through generous donations, the youth participating in this project, were able to work part-time for the summer and received California minimum wage.



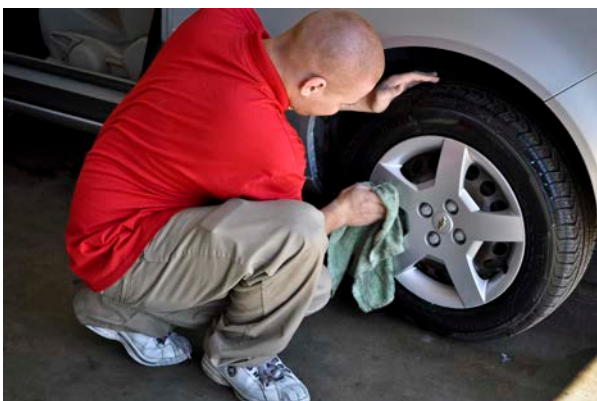
## Leadership

### Workforce Development Board

The County of Santa Barbara Workforce Development Board (WDB) cooperated in this project by recruiting, screening and matching youth to the businesses or employers participating in the project. In addition to coordinating payroll services and acting as a liaison between the employers and the Foundation for California Community Colleges (the employer of record responsible for accepting donations and managing payroll services).

### Local Chambers of Commerce

Our local chambers of commerce played a very important role by rallying their chamber members to join the project as sponsors or worksites. The key component was to locate enough businesses



willing to donate and mentor the youth participants.

## **Elected Officials**

Our elected officials played a very crucial role by lending their name and support, and rallying support with the business community and the media.

## **Moving Forward**

There are currently two programs administered by the County of Santa Barbara Workforce Development Board. 1) On May of 2016 the WDB was awarded two million dollars to offer summer employment and year-round program opportunities for youth in the Santa Maria valley in an effort to reduce youth violence in the area. The name of this project is the Santa Maria Summer Jobs and Beyond: Career Pathways for Youth Project (CPY Project) and is in place for Santa Maria until the year 2018. 2) The Workforce Innovation and Opportunity Act Youth Program is being offered county-wide through PathPoint, for WIOA eligible youth. With these two programs in place for this year, we are working on the re-launching of the Santa Barbara Connect to Careers Summer Youth Employment Program for the summer of 2018.

## **Succession Planning**

Utilizing allowed CPY Project funding, we are exploring ways for this project (the CPY Project) to transition into the privately-funded county-wide Santa Barbara Connect to Careers Summer Youth Employment Program in 2018. One of the goals of the Department of Labor (grantor of the CPY Project) is for the project to become sustainable after the end of the grant.

Beginning summer of 2017, the WDB in collaboration with a committee of community partners which includes the Santa Maria Chamber of Commerce, PathPoint, Goodwill Industries, the County Office of Education, together with a youth advisory subcommittee, will be hosting the first Santa Barbara Youth Workforce Conference. The goal is to provide information, training, and resources for youth in our communities with a focus on careers, leadership and education.

The 2017 event (pilot event) will be open to all youth. In-kind presenters will be sought based on the identified topics of interest including: summer and year-round employment opportunities; medical screenings; financial literacy; job readiness preparation; personal development which includes substance abuse and gang prevention; time management and goal setting; mental health information; a parent engagement component; an educational component including information about

industry recognized certificates, obtaining a high school diploma/GED and post secondary educational programs; college readiness workshop (how to enroll in college); networking and volunteering; employer expectation including communication and professionalism in the workplace, phone etiquette , email and social media.

Starting with the 2018 conference, the coalition will be seeking corporate sponsors. All donations will be used to fund the Santa Barbara Connect to Careers Summer Program after the end of the CPY Project in 2018. This will eliminate the need to directly ask businesses to sponsor youth, which is what took place in the 2016 Summer Program and prevented more youth from being served, since not a lot of businesses were able to donate.



## Summary Report About the 2016 Summer Program

A total of 22 youth were placed for the 2016 Santa Barbara Connect to Careers Summer Youth Employment Program. The Foundation for California Community Colleges (FCCC) was the organization contracted to provide payroll/employer of record services for participants in this project. 18 of the 22 participants were placed through FCCC. The remaining youth were, at the request of the worksite, added to their (the worksite's) payroll as a temporary employee.





## Recruitment and Selection Process

A total of 70 youth applied to the program. All interested applicants were interviewed by Workforce Development Board staff. All prospective candidates were then referred to the worksite supervisors for interviews. All employers or worksite supervisors received the opportunity to interview multiple candidates before making their selection. Once “hired” all of the selected candidates participated in an on-boarding workshop with the Foundation for California Community Colleges (FCCC).

The start date for most participants was June 24, 2016. The group that worked through FCCC worked a total of 2,783.75 hours and earned a total amount of \$27,840.75. The average gross earning per youth was \$1,546. And the average number of hours worked per youth was 154. The last day of work for most of the participants was September 12, 2016.

The total donation amount that was utilized for this group was \$37,360.26 before benefits and administrative cost.

	Hours worked	Wages earned	Benefits			Indirect	TOTAL Donation
			Medicare	Social Security	Workers' Comp		
<b>TOTALS</b>	2783.75	\$27,840.00	\$403.71	\$1,726.11	\$190.44	\$7,200.00	\$37,360.26

The average age of the youth that participated in the project was 17 years. There were a total of 16 female and seven male participants. Nine youth were placed in Santa Barbara, 14 in Santa Maria and one in Lompoc.

## The 2016 Summer Program Worksites

We had three types of worksites for the 2016 program:

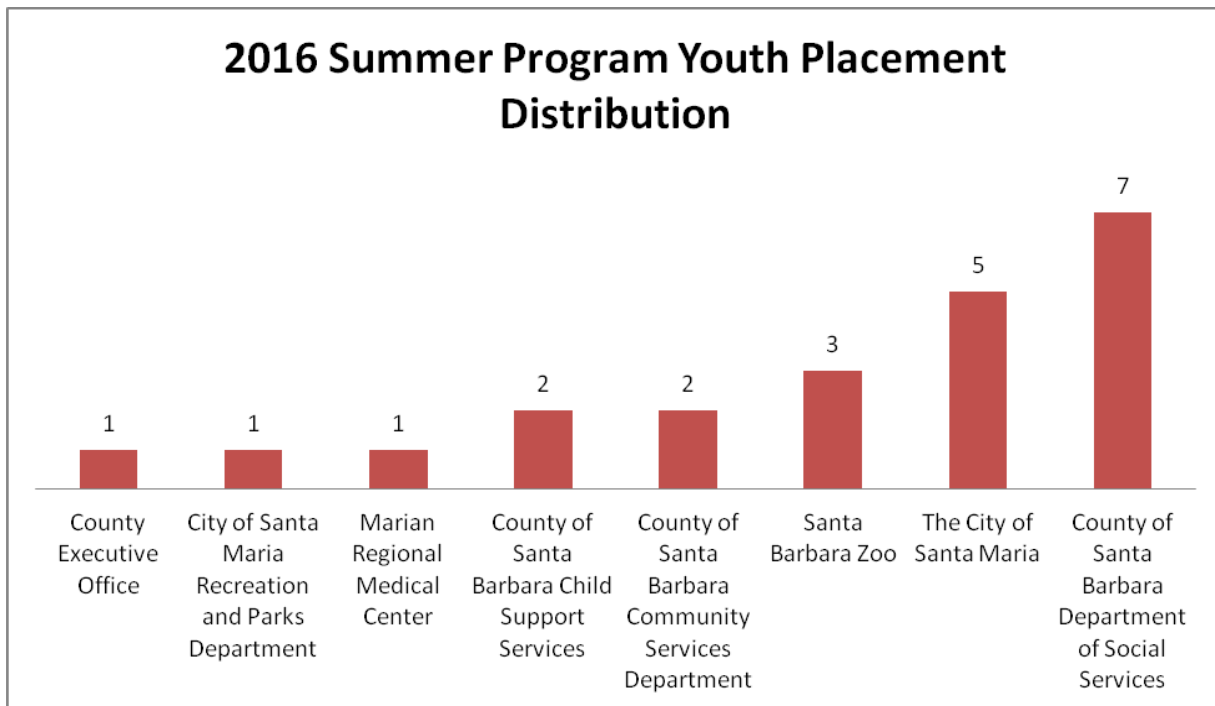
- 1) There were six private or public sector employer who sponsored and hosted the youth by donating directly to FCCC.
- 2) County departments participated in the project by hosting youth through a separate agreement with FCCC in which the County of Santa Barbara Department of Social Services acted as the go-between FCCC, who was the employer of record for these youth, and all participating County Departments. There was no donation required for

these department; they were billed though DSS for the hours worked by the youth placed at their respective departments. There were 12 positions in this category.

3) Four private or public sector worksite chose to add the youth to their payroll directly in order to provide the summer job. WDB staff facilitated the screening and placement process.

## Organizations that Participated in the 2016 Summer Program Included:

- County of Santa Barbara Child Support Services
- County Executive Office
- County of Santa Barbara Community Services Department
- City of Santa Maria Recreation and Parks Department
- Santa Barbara Zoo
- The City of Santa Maria
  - Administrative Services
  - Community Development Department
  - Public Library
  - Fleet Services - Public Works
  - Utilities



- County of Santa Barbara Department of Social Services
- Marian Regional Medical Center

## Positions filled included:

- Administrative Office Professional
- Communications Intern
- Guest Experience Intern
- Office Aide
- Clerical Support
- Facilities Worker
- Library Assistant
- Volunteer Services Assistant
- Public Assistance Eligibility Worker
- General Laborer
- Recreation Leader

Youth were placed in both private and public industry based on availability of worksites and the interests of the youth. Four youth were placed in private industry jobs and 18 in the public sector.

Businesses were engaged through our local chambers of commerce, elected officials, local media, social media, and through a newly-developed website:

<http://www.sbc2csummeryouthemployment.org>

The results of the 2016 Santa Barbara Connect to Careers Summer Youth Employment Program provide us with a good starting point to move forward with a more robust project. WDB staff is also examining other private programs around the state, such as San Diego County's which annually targets 1,000 youth. The goal is to have sustainable privately-funded summer program in Santa Barbara County that provides opportunities for youth in our communities.