

**SWIC  
Youth Council  
December 15, 2011  
Indiana Department of Workforce Development, Conference Room 301-A  
Indianapolis, IN 46204  
8:30 a.m. – 9:45 a.m.**

Present: Bill Stanczykiewicz, Robert Hayes, Lloyd Garrison, and Jennifer Walker

Also Present: Leslie Crist, Brittany Dougherty, Elizabeth Darby, Sue Honcharuk, and Lauren Kaminski of DWD Strategic Initiatives; Deb Waymire, Region 4; Brianna Morse, Region 5; Barbara Street, Region 6; Mike Smith and Lisa Lee, Region 7; Michele Bowman, Region 9; Jim Heck, Region 11; Cheryl Musgrave, JWIB; Bill Miller, EmployIndy

Conference call: Krystal Levi, Region 2; Edmond O'Neal, Region 3; Karen Bailey, Region 6

Absent: Thomas Brink, David Entzian, Patrick Jamison, Dr. Susan Lockwood, Cathy Metcalf, Sherry Seiwert, Wayne Seybold

Chair Stanczykiewicz welcomed council members and members of the public. He asked for a motion to approve the September meeting minutes. Robert Hayes motioned for approval and Lloyd Garrison seconded that motion, so the meeting minutes were approved.

Ms. Leslie Crist welcomed the newest member to the SWIC Youth Council, Mr. Lloyd Garrison from the Department of Education.

The meeting began with a discussion on the Department of Labor's three Common Youth Performance Measures. Because Indiana has not met two of the performance measure goals previously, both state and regional staffs are working hard to ensure that there is a collaborative effort and appropriate steps are being taken to serve the target population and reach performance goals successfully.

A discussion ensued about the Workforce Investment Act (WIA) common performance measures and different improvement opportunities. Four overarching challenges identified were: 1) Data entry; 2) Reporting; 3) Connectivity of WIA and JAG; and 4) Direct Service Provision. Data entry was identified as a widespread overarching problem causing discrepancy among different queries. Furthermore, reporting has been an issue causing an inconsistency between the data that the state was receiving and the data that the regions were receiving. At the state youth coordinator meeting in November, it was suggested that in order to combat the data and reporting issue, the state and regional staff run the same query. This idea was presented to the appropriate individuals at DWD and is currently being explored further.

Additionally, Senior Deputy Commissioner for DWD Gina DelSanto, presented at the national JAG Board meeting about connecting both WIA and JAG data-entry to eliminate dual data-entry and enhance data management. Leslie and Sue have been working to explore the options and Sue has been working with Microsoft to come up with a solution. Furthermore, DWD is looking to be provided a monthly report to the regions to get an idea of their monthly data so any errors or discrepancies in numbers can be further examined. Also, at the state youth coordinator meeting, aspects of direct service provision were discussed. A myriad of factors about serving youth were identified such as needed support and technical assistance; best practices and innovative programs; and frustrations, challenges, and struggles. Overall, the focus appears to be on track and moving forward in the right direction.

In regards to the common youth performance measures, Leslie met with the US Department of Labor and they appreciate the strategies and approaches that have been discussed and will provide any technical assistance needed. Also, DOL recognized that two of Indiana's performance goals, the attainment of degree and certificate and placement in education/employment, were higher than many states allowing for future discussion and consideration.

Mr. Stanczykiewicz asked Deb Waymire from Region 4 to discuss the success of that region meeting the common youth performance goals. Deb reported that she constantly looks at data and detailed reports to examine if there are any errors in reporting and how to correct those errors if needed, which she feels has really helped. Deb also reported that the numerator/denominator for each common measure are looked at closely and then compared to the total number of participants that should be reflected for that measure and looks to close any gaps.

Mr. Robert Hayes asked how often youth are tested for Literacy/Numeracy gain. Youth are most often tested within 90 days. However, it is challenging because OOS youth participants are only accounted for in this measure, so it may be difficult to test them within the 90 day time period. Mr. Hayes sited an example of a similar problem in Job Corps and how they are constantly talking with the youth to maintain high collaboration and reach a positive outcome.

Chair Stanczykiewicz raised a few questions regarding factors to meet the common youth performance measures such as; can we provide guidance and how can we ensure new strategies statewide? Ms. Leslie Crist answered by stating that the DWD CFO and his colleagues are committed to helping with any assistance such as data entry. In addition, it was brought up that previously, with the integration process, the focus was on serving many youth and little emphasis was placed on performance. Now, the focus is shifting to not only who is being served, but on performance measures as well, so many regions are making the transition.

Moreover, the youth council board compliance checklist was discussed. All WIB's have successfully filled the youth council board requirements as defined by the law except for the JWIB. The JWIB has 90 days to fill the two vacant seats on their roster.

The youth council was honored to have two guests at the meeting from JAG Indiana: Ms. Beth Bowling, a JAG specialist from Decatur Central High School, and Mr. Bradley Atkinson, a senior at Decatur Central HS. Brad was nominated as the statewide Outstanding Junior last year and came to speak to the youth council to share how JAG has made an impact on his life. Brad started the JAG program with the primary intention to obtain a full-time job, and had no urge to pursue a postsecondary education upon entering JAG. However, because of JAG and his dedicated JAG specialist, he is now applying to pursue a postsecondary education and is currently employed full-time at Marsh. He stated that JAG has prepared him for his future and taught him valuable skills that will ensure success. Last year, Brad planned and organized a Battle of the Bands, in collaboration with the Red Cross, to promote emergency preparedness. The event was very successful and had a huge turnout! Additionally, Brad has been recognized by his JAG specialist and other JAG Indiana staff as a shining example of a person that has overcome many barriers in his life. Ms. Bowling stated that JAG has been a very rewarding experience for her as a specialist. She went on to say that JAG is having a tremendous impact on students and JAG is very effective because she is able to meet students at their level and help them find their own passion. The youth council thanked Brad and Beth for coming to the meeting and wished Brad all the best in the future!

As the meeting continued, Mr. Stanczykiewicz stated that there are indications that federal funding for DWD could be cut by as much as 50% in the future. In the event that this happens, state staff, regional staff, the youth council, and collaborating partners need to be prepared. There have been a few concerns raised regarding various issues surrounding results so effective data entry and data management is a huge factor to ensure future funding. He also encouraged regional staff and the youth council to think about how their region or organization alike is serving youth and what strategies, thoughts, or guidance may be needed in the future.

Robert Hayes stated that Job Corps has faced similar issues with funding cuts. Because of the funding cuts, the Job Corps centers around Indiana made themselves more visible to the public and prominent officials to show what Job Corps does and the lives that it is changing everyday. Mr. Hayes continued by saying that our youth are our future and it is very important to get people to come forward and recognize what people and organizations are doing to serve youth. Additionally, Robert stated that recently State Representative Jerry Torr came to visit one of the Job Corps centers. State Rep. Torr reported that he was unaware of different aspects in frontline work and it was an eye opening experience.

Furthermore, Mr. Hayes believes that by networking more and making the public more aware of what service agencies and other collaborative partners are doing to serve Indiana's youth, youth will be able to be served more effectively, regardless of decreased funding.

Ms. Elizabeth Darby reported that there are 9 federal agencies that fund job training and employment programs and the common measures were identified as a way to compare

performance across similar programs. It is important to not just look at WIA performance across regions, but also how DWD operated programs compare to other job training and employment programs offered in the state. This also provides a great opportunity for networking and a joint collaborative effort among various entities.

Additionally, Cheryl Musgrave expressed the notion that unemployment has a greater impact in the longer run on a youth than it may for an adult that is currently unemployed but has had previous work experience. Chair Stanczykiewicz encouraged more thought on youth employment and for regions and youth council members to look at the current state of unemployment, specifically relating to youth, and offer any strategic ideas and suggestions to combat this large scale issue.

Ms. Sue Honcharuk provided an update on JAG Indiana. She discussed the November JAG report and the importance of data management to accurately reflect what is going on in the field. The monthly reports are also really important to eliminate any end of the year discrepancies with data. Furthermore, enrollment is expected to increase in January because it is the start of a new semester. Job placement is also a huge focus on for JAG students because it provides them opportunities for employment as well as gives them the chance to successfully attach to the labor market. Usually, once JAG students are provided with opportunities to grow and succeed in employment in an environment that promotes success; they do really well so employment opportunities need to be capitalized.

The JAG out-of-school (OOS) programs have expanded and improved the past 2 years. The JAG OOS program is a great way to accommodate individuals because it can be tailored to their needs and allows the flexibility to continue to serve participants successfully. Leslie mentioned that the Career and Technical Education programs and alternative schools, in conjunction with the JAG OOS programs, may be good partners to leverage funding.

Ms. Elizabeth Darby provided an update on the JAG Career Development Conference (CDC) that will be held in the spring. This year, the regions will hold regional finals in order to determine participants for the state finals. Because of a plethora of scheduling conflicts, having regions hold their own competitions to determine participants for the state finals, allows flexibility to accommodate region-specific scheduling needs and allows more students to attend the state finals. Additionally, there will be fewer competitive events. A venue has not been secured yet, but possible location sites are being pursued. The dates have also not been determined, but the 3<sup>rd</sup> and 4<sup>th</sup> week of April are ideal at this point. Elizabeth encouraged all council members to be a judge or volunteer and she will provide detailed information on the events at a later date. Bill Miller from EmployIndy suggested promoting individuals from the private sectors to be judges because it will educate more people about JAG. Additionally, the JWIB youth council members have already indicated that they want to be help with this process. If there are any individuals that should be targeted to be judges or volunteers, please contact the DWD team and they will assist in any way possible.

Ms. Brittany Dougherty provided an update on the 2011 YHCC- Major Opportunities program. Major Opportunities encourages the training and employment of minorities and/or females in construction. DWD partnered with INDOT and DNR to provide employment opportunities to around 379 participants this year. Of those participants, 81% initially hired were minorities and/or females. The program was a huge success this year and the regions did a great job with YHCC. Some program successes are: over 43% of participants enrolled in postsecondary or an educational training program; 84 participants obtained full-time, part-time, or seasonal positions; 26.6% of participants transitioned into WIA youth and/or adult services; and 86.4% of participants completed at least 8 weeks of the program. Overall, YHCC appears to have been a very positive experience and DWD is pleased with the results.

In closing, Chair Bill Stanczykiewicz thanked everyone for coming to the meeting and wished them all a safe and happy holiday. The meeting adjourned at 9:45 a.m.