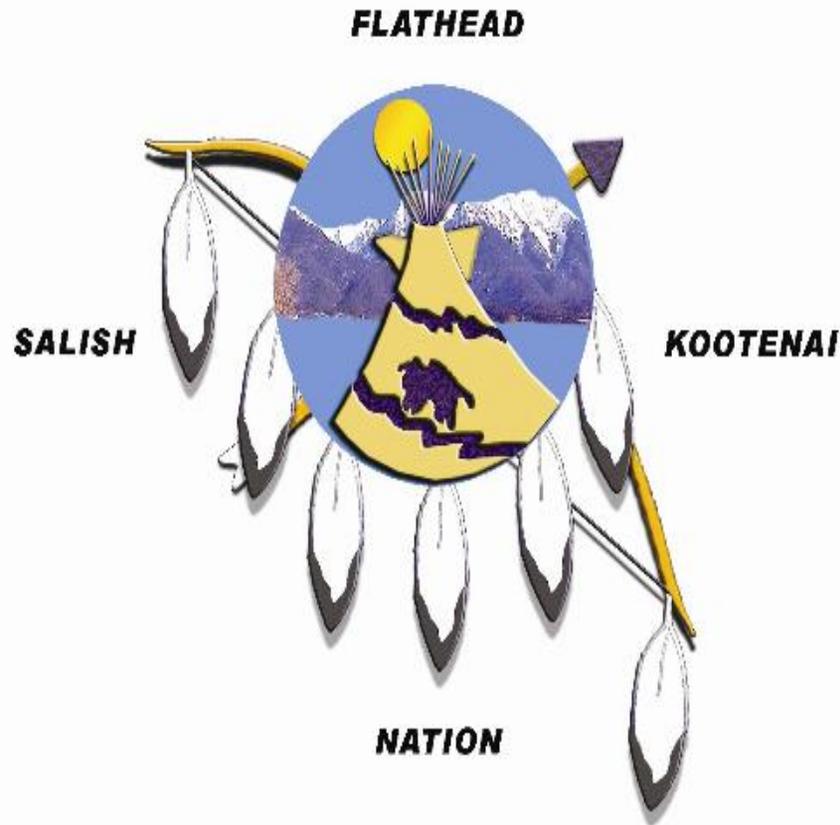


# CSKT's Summer Youth Program



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# Overview of CSKT's Summer Youth Program

The Summer Youth (SY) Program is in the Division of Client Direct Services.

## Scope

- The SY program operates for seven weeks in the summer, starting when all the school districts on the Reservation let out for the summer.
- The SY program pays minimum wage with no benefits – if you work, you get paid.

## Youth Employment Program Goals

- Work experience
- Soft Skill Development
- Try out jobs you may be interested in for future employment
- Try out jobs that you may be wanting to pursue further education in
- Start your work reputation early – make a name for yourself as a worker



# Program Details

## Eligibility to participate

- Low income, enrolled in a Federally recognized Tribe or 1<sup>st</sup> generation CSKT Descendant. Age limit 14-21 years old.
- TANF eligibility - must be currently on TANF and meet the same guidelines.

## Application and selection process

- All applicants must complete an application and attend the Career Fair.
- All applicants are drug tested before placed and must complete at least three interviews with worksite personnel at the Career Fair.

## Additional Support Services

- Transportation may be arranged for work placements through the Department of Human Resource Development (DHRD) Transportation Department.



## Program Details

- SY has served as high as 120 and as low as 60 participants per year
- Federal minimum wage
- Seven weeks of work- no pay for holidays or missed days
- Drug tested before work placements

### **How are program parameters and policy decisions made?**

- Policy decisions are made based on funding availability and on lessons learned.
- The DHRD Department Head, the Client Direct Services Division Manager, and the SY Program Manager meet and map out the guidelines for the year. We have been operating the program for many years perfecting our services – not too many changes occur now.



# Administration and Funding

## **Administrative structure of program**

- DHRD is a tribal one-stop program. Services for child care, transportation, vocational rehab, etc. are available to every participant.
- DHRD has chosen to bring in a motivational speaker to start the Career Fair. Speakers have been chosen that are native, understand poverty, child abuse, and generational unemployment.
- DHRD does not hire a staff person for this program (funding). It is seven weeks and everyone jumps in to help with one responsible DHRD designated staff.



# Administration and Funding

## Employer partnerships and engagement

- Recruitment begins in May to all the seven school districts on the Reservation to include the tribal alternative school – Two Eagle.
- DHRD engages all the tribal departments in the recruitment for worksites. Many of departments lack enough personnel to do the job and many of them are return worksite placements to assist in the mentoring of the future youth.
- DHRD has many departments that depend on the SY participants to get summer projects completed.
- DHRD requires departments to send employers to the Career Fair to complete the interviews and explain to the participants what the job will entail.
- DHRD requests departments to present at the Career Fair explaining to the participants what they are looking for in a work participant placement.



# Administration and Funding

## Funding

- WIA – Summer Youth funds;
- WIA adult comprehensive funds;
- TANF funds;
- NEW funds;
- Vocational Rehab funds
- All funds could be used as salary and work supports for the individual.
- Transportation funds, Child Care funds, LiHeap funds, etc.



# Lessons Learned

## How has the program changed over time?

- We have shortened the work time – kids want to have some summer time.
- We notify participants early that they will be drug tested.
- We allow the time off for our celebrations – non work days.
- We attempt to find work placements for those kids not picked for work sites.

## Lessons Learned

- Invite the parents to the Career Fair
- Find placements for kids that will not be chosen.



# Recommendations

## Recommendations

- Don't hire staff. Instead, get the buy in from the department/staff to run the Summer Youth programs for the participants and the chance to mentor youth.
- Don't pay for days not worked. Keep the bar high and make it a policy – if you work you get paid.
- All participants are drug tested.
- Make sure you do the work at the leadership level getting all departments to hire the youth and do their part on supervising and mentoring.

## Additional Information

- This year we are going to end the program with a barbecue and fun event for the participants. We will provide certificates for work hours.