

CALIFORNIA TRIBAL
TANF
PARTNERSHIP

YOUTH
EMPLOYMENT
PROGRAM

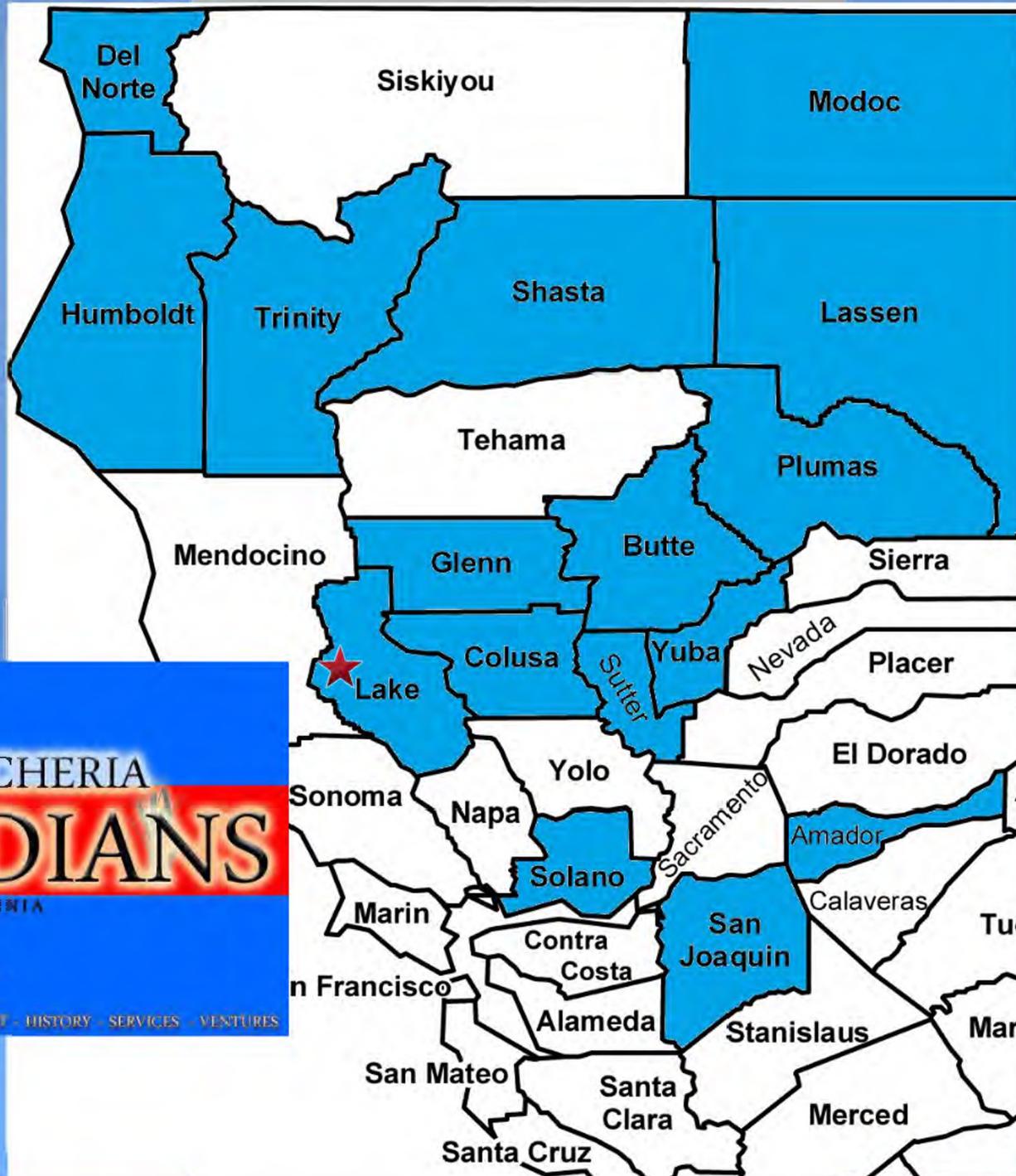


CALIFORNIA TRIBAL



TANF

PARTNERSHIP



ROBINSON RANCHERIA
INDIANS
COUNTY, CALIFORNIA
ENVIRONMENT - EMPLOYMENT - GOVERNMENT - HISTORY - SERVICES - VENTURES

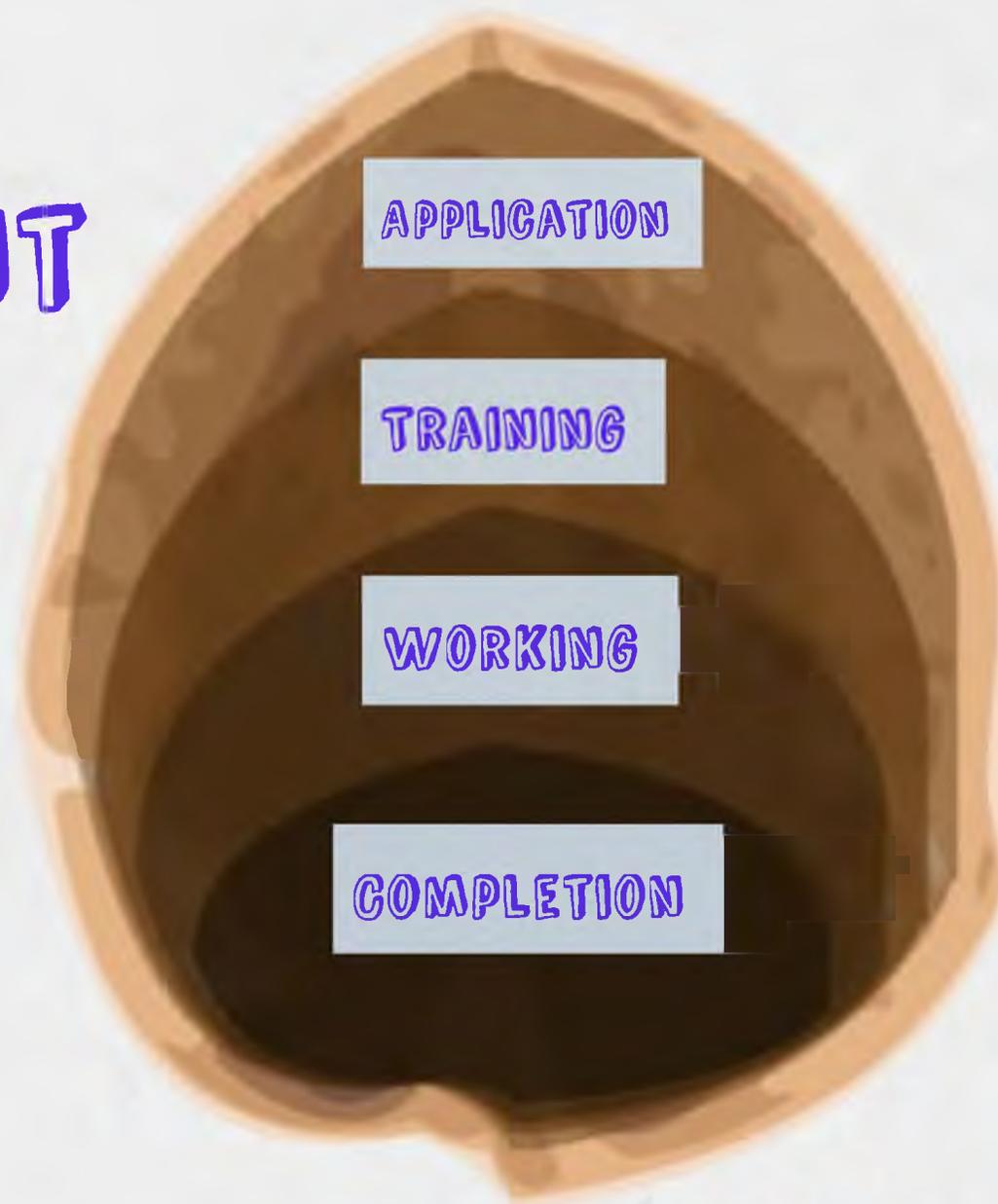
SHIP

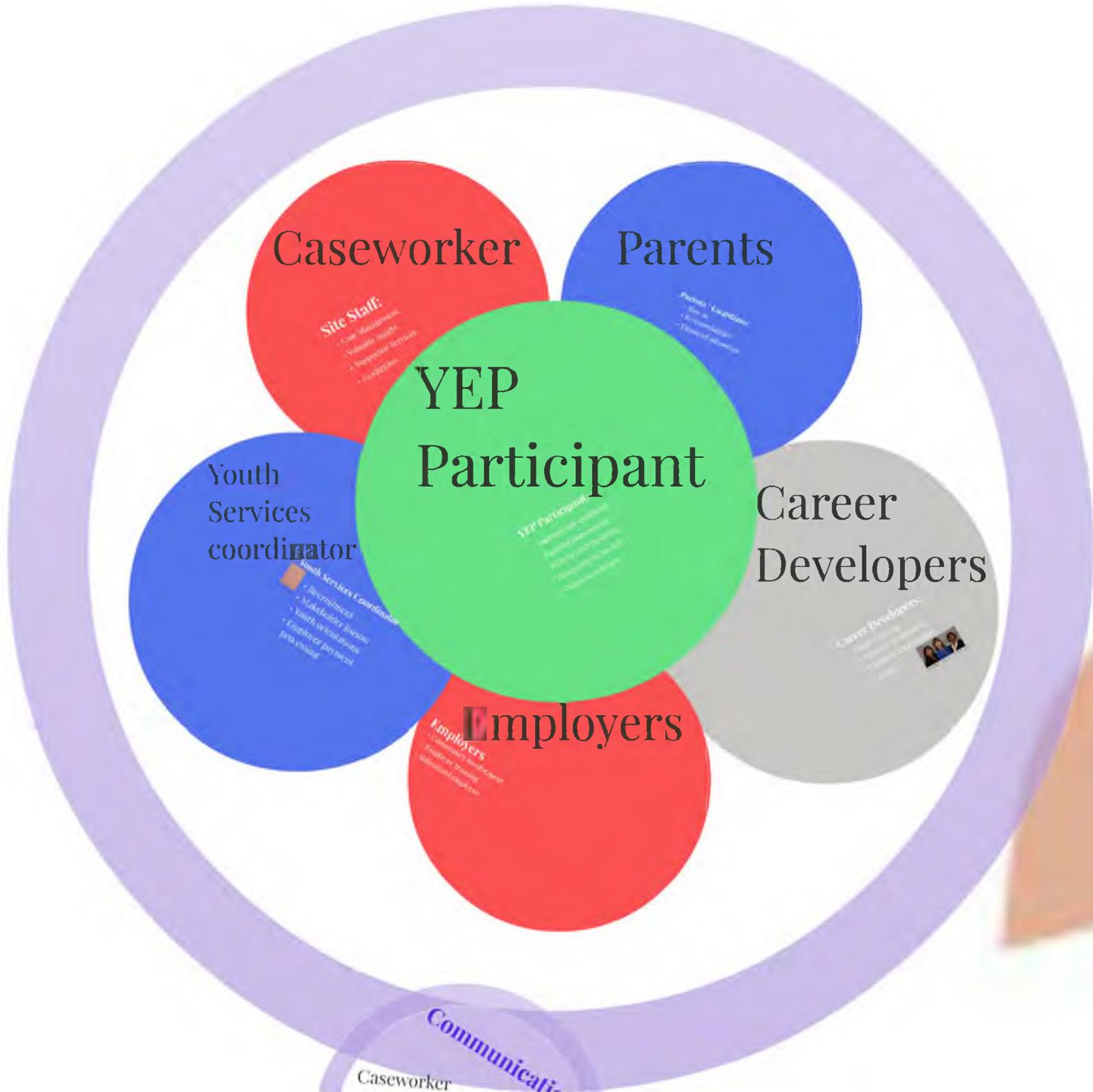
YOUTH
EMPLOYMENT
PROGRAM



YOUTH EMPLOYMENT PROGRAM

IN A NUTSHELL





Communicati
Caseworker

YEP Participant:

- Improved self-confidence
- Financial independence
- Reduces TANF recidivism
- Opportunity for success
- Gain team members

Youth Services Coordinator



Sheila Montgomery

- Recruitment
- Stakeholder liaison
- Youth orientations
- Employer payment processing

Site Staff:

- Case Management
- Valuable insight
- Supportive Services
- Graduation

Parents / Guardians:

- Buy-in
- Responsibilities
- Financial advantage

Career Developers:

- Youth Training
- Employer Recruitment
- Employer Orientation
- Liaison



Melody Williams Kathi Hansen Secunda Conway

Employers

- Community involvement
- Employee training
- Subsidized employee

Communication



Caseworker

Career Developer

Youth

Parents

Youth Services

Employers

Timeline:



Late August to January



February 1st to March 27th



April



May



June



July



Early August

UN



Recruitment

Workshops

Flyers

Site Staff training

Recruitment



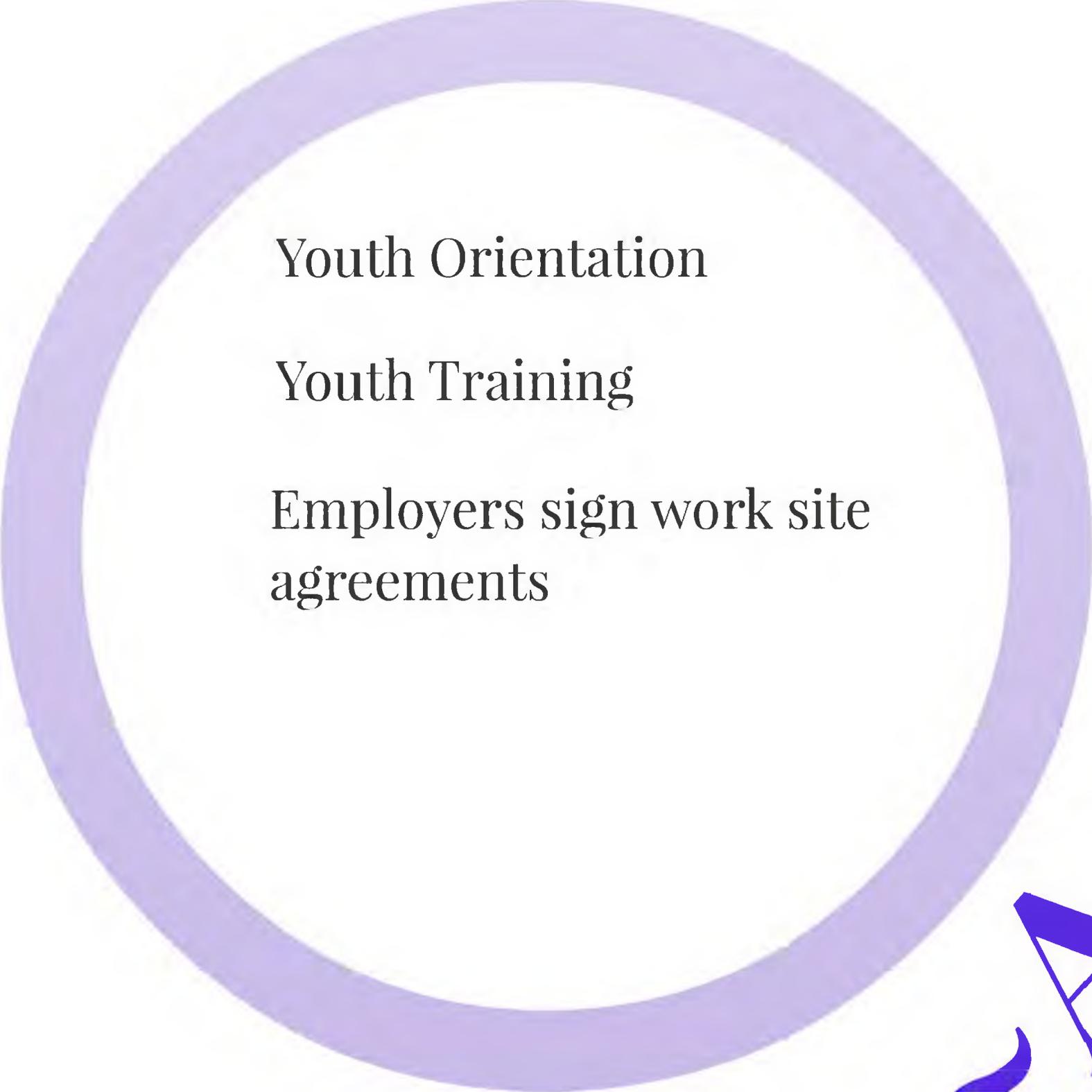
Applications submitted

Applications approved

Notification letter sent

Employers contacted

University



Youth Orientation

Youth Training

Employers sign work site
agreements

APR



Supportive Services
processed

Job Matching

Interview preparation

Employer Orientation

W.A.

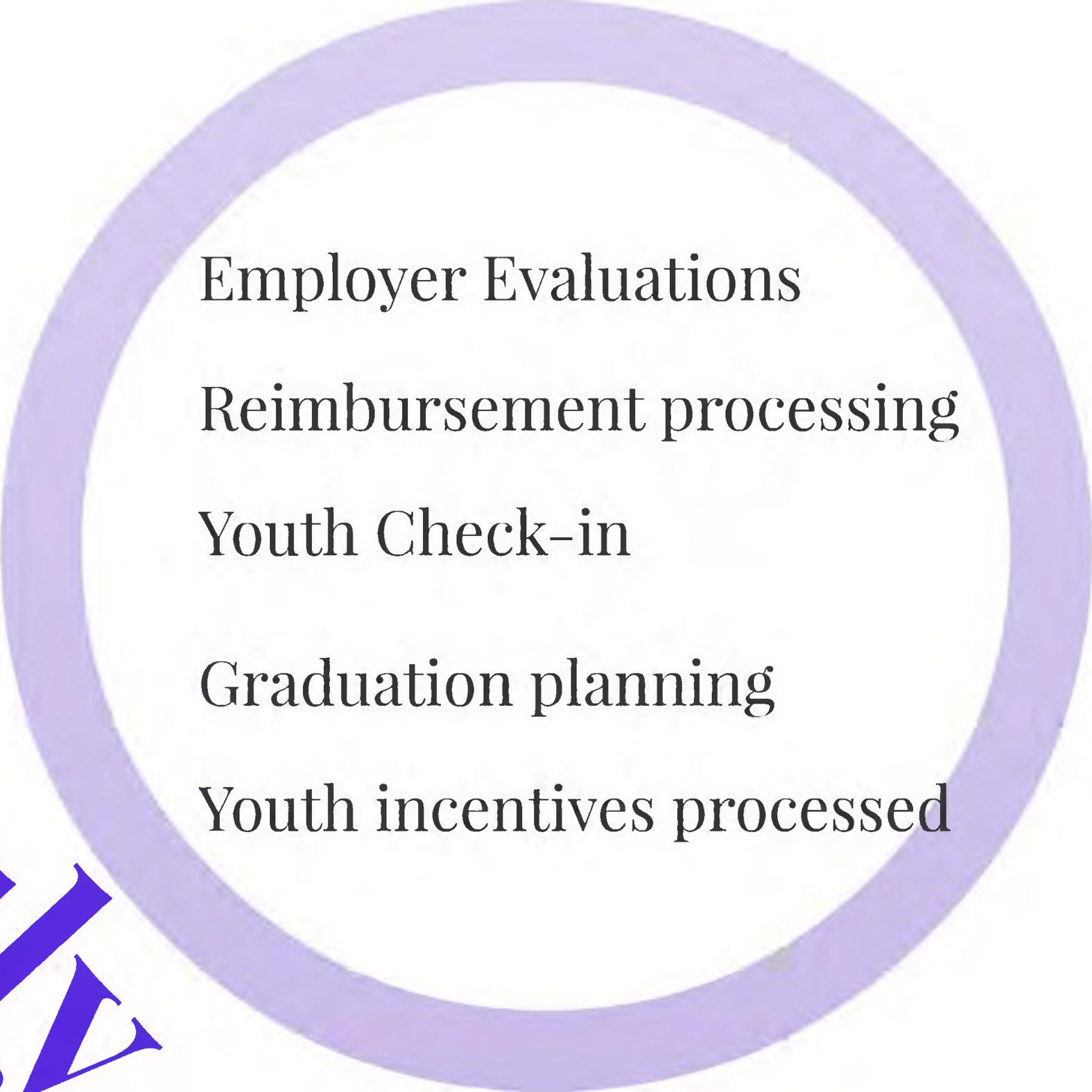


Work permits

Interviews

June 15th start date

June



Employer Evaluations

Reimbursement processing

Youth Check-in

Graduation planning

Youth incentives processed

VA



Employment ends

Graduations

August

Application

Recruitment:

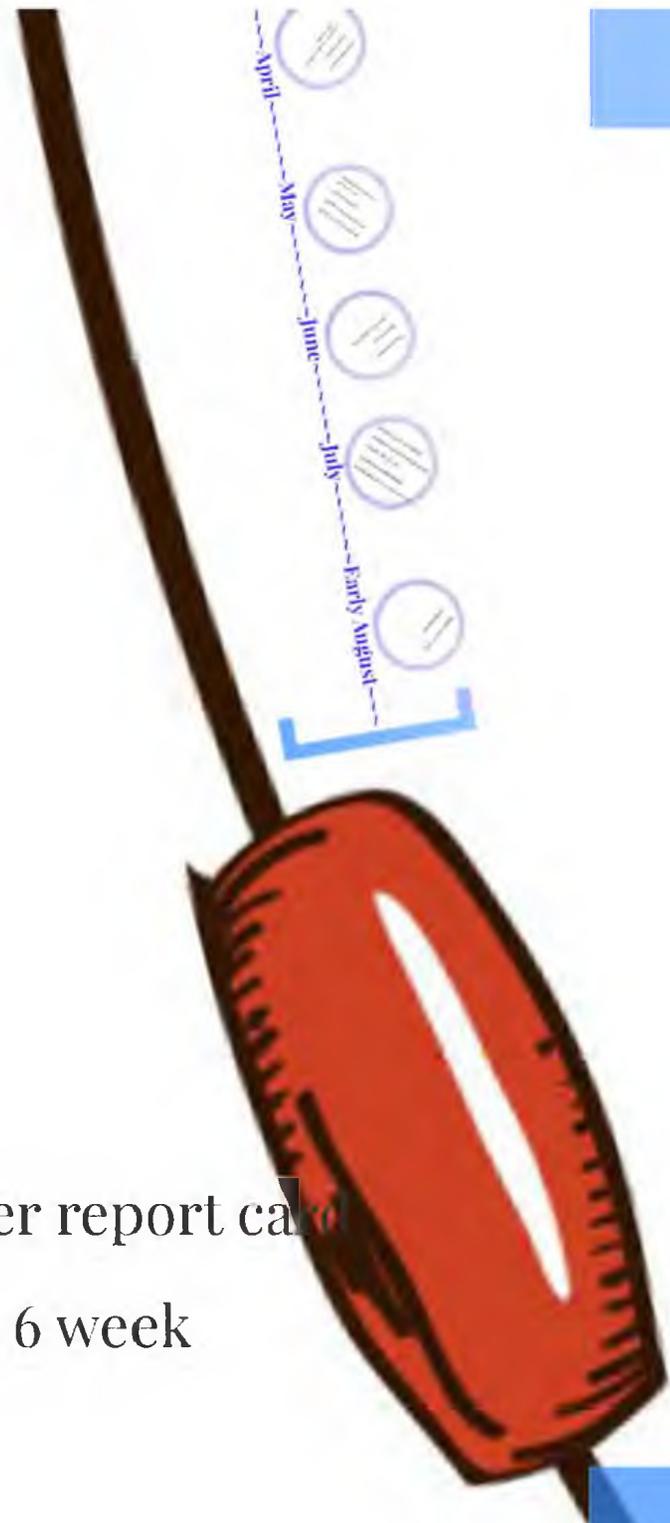
- Workshops
- Flyers
- Case Worker

Forms:

- Application
- YEP Case Worker Hand Book

Qualifications:

- Age 15 to 18 and CTTP eligible
- 2.0 GPA minimum at 1st semester report card
- Available for the majority of the 6 week employment term.



Training

- Youth are notified of their selection to the program by letter.
- Career Developers will then schedule a series of workshops at each participating site.
- Orientation (general)
- Resume
- Interview preparation
- MAPP Assessment
- Orientation (job specific)



Career Pillars





*"...you drew
them out..."*

Secunda Conway
CAREER DEVELOPMENT COORDINATOR

YouTube

Employer Partners

- Tribal
- Brochure
- Cold calling
- Process
- Confidentiality





Match Making

- Skill sets and experience
- Motivated to learn
- Employer requests



The Interview

- Youth take the lead

Match

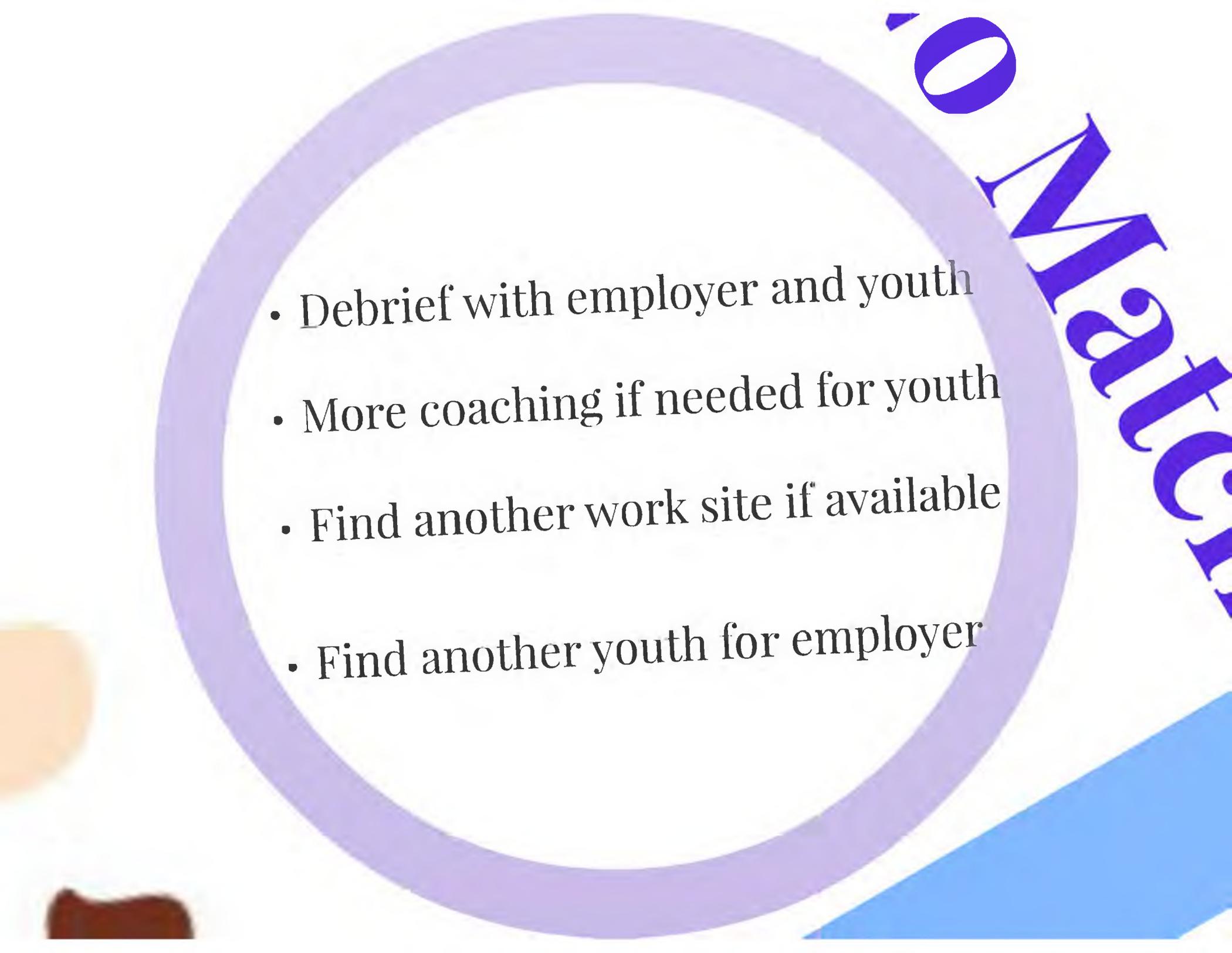
- Work site agreement signed
- Required clothing assigned
- SS request processed
- Work site orientation and schedule
- Individualized orientation for youth

No Match

- Debrief with employer and youth
- More coaching if needed for youth
- Find another work site if available
- Find another youth for employer

Match

- Work site agreement signed
- Required clothing assigned
- SS request processed
- Work site orientation and schedule
- Individualized orientation for youth

- 
- Debrief with employer and youth
 - More coaching if needed for youth
 - Find another work site if available
 - Find another youth for employer

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Work Permits:

- Issued by the school
- Requirements vary
- 2.0 GPA
- Work site predetermined
- process for the youth

Working:

- Transportation
- SS if needed
- First day check-in
 - Evaluations
 - 2-week
 - 4-week
 - 6-week final
- Completion Requirements
- Disciplinary Action



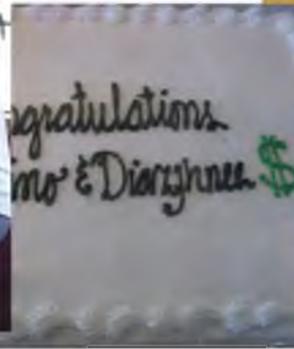
Employer Reimbursement

- W-9
- Wages
- Invoice
- Processing



Graduation!

- Supportive Service incentive checks made out to the youth.
- Site Staff take the lead
- Career Developers / Youth Services



By the Numbers:

2014: 14

2015:

Age eligible: 112

Applied: 50

Accepted: 50

Graduates: 36

2016:

Age eligible: 142

Work sites: 32

Tribal: 7

Non-Tribal: 25

Youth offered
unsubsidized
employment: 11

Local Indians For Education Inc. (LIFE)

"Seeing three young Native Americans grow so much in such a short time is more than enough to convince us that this is a program that should continue to be around and be an opportunity for our youth and their futures..."

I am very confident that with programs like this one, our youth can and will accomplish great goals, break standards and bust through limitations that they always seem to face."

Ron Lindsay, Executive Director



Thank you.

Questions?

**CALIFORNIA TRIBAL
TANF
PARTNERSHIP**

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OUTH
EMPLOYMENT
PROGRAM



YOUTH EMPLOYMENT PROGRAM
IN 4 MONTHS

Application

- Application form
- Resume
- Cover letter
- References
- Interview preparation

Training

- Job skills training
- Soft skills training
- Career counseling
- Job placement assistance

Employer Partners

- Tribal
- Business
- Cold calling
- Process
- Confidentiality

Match Making

- Skill sets and experience
- Motivated to learn
- Employer requests

The Interview

- Youth take the lead

Match

No Match

Work Period:

- Based on the needs of employers
- 1-3 months
- Work site determined
- 10 hours per week

Employer Responsibilities

- Provide training
- Provide supervision
- Provide feedback

Program Goals

- Increase employment
- Increase earnings
- Increase skills

Timeline

- 1-2 weeks

Program Structure

- 4 months

By the Numbers

- 100% of youth employed
- 100% of youth trained
- 100% of youth placed

Program Impact

- 100% of youth employed
- 100% of youth trained
- 100% of youth placed

