

Youth Work Experience Program

"Developing a Better Future for Menominee Native Youth"



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Overview of Menominee Tribe's Youth Work Experience Program

The Youth Work Experience Program is designed to give our Menominee youth an opportunity to participate in actual work and educational environments to experience and gain knowledge important for involvement in the future labor force.

Scope of Operation

Youth Work Experience Program (Summer Program)

After-School Programs

College Internships



Program Goals

- Subsidized employment to low-income youth
- Develop employability skills
- Exposure to job opportunities
- Encourage High School graduation
- Promote post secondary education
- Coordinate community service projects
- Build character and accept responsibility





Partnerships



TANF Collaborated funding with Public Law 102-477 JTP WIA Youth funds and employment partnership with external program, JOM (Johnson O'Malley) program.

Employer partnerships and engagement

- Area businesses and institutions
- Collaborate with schools to work around the student's summer school schedule.
- Allow attendance at camps (academic, sports, etc.)
- Allow pre-planned absences for family events (vacation)

Target Populations Served



*Youth
Career
Fair*

Several categories qualify:

- Children in “needy” families as defined in TANF plan
- Teens of TANF parents ages 14-17, disregard as income
- Ages 18-24 (as defined in HHS as older youth)
- Pregnant needy individuals
- Children of TANF Eligible Families
- TANF clients Ages 18-24 can also work
 - Hours count toward required participation hours
 - Counted as subsidized employment

Application Process & Support Services

Application and selection process

- Youth and College Interns Applications
- Must provide eligibility documents
- Applicants provide updated Resume
- Income Eligibility determined (185% Poverty)
- Scoring Selection Point Process Used
- Over income youth referred to JOM program



Additional Support Services

- * Transportation
- * Financial Literacy
- * Skills development
- * Incentives
- * Job required Clothing/Tools
- * Workshops

Program Details

Eligibility

- Income Eligibility Determined (185% Poverty Level)
- Children Ages 14-18 of TANF families automatically accepted
- Must reside within service area
- JTP - Enrolled or Descendent Federally Recognized Tribe
- TANF - any eligible person
- Once determined eligible – child remains on program



Administrative structure of program

- Assistant Director
- Program Director
- Recruitment Training Coordinator
- College students employed as Youth Supervisors

"I'm just gonna nod and act like I'm LISTENING."

Pre-planning & Activities Offered

- Establish timelines
- Develop staffing plan & determine costs
- Advertisement of program
- Outreach and Recruitment
- Selection of participants



“Orientation”



“Team Building Activity”

- Set Education/Training Plan
- Provide Youth and Intern Orientation
- Ongoing monitoring youth worksites
- Collect feedback from worksites
- Document Program outcomes

2012 Program Details

- 1. Youth Summer Program - 107 Positions, Ages 14-24**
 - 40 TANF Youth (Ages 14-24), 47 JTP Youth (Ages 14-21)
 - 20 JOM (Johnson O'Malley) Youth (Ages 14-18)
 - 6 Weeks, 20 Hours per week
 - 2. Youth After-School Program – 10 positions, Ages 14-18**
 - 10 Weeks, 10 hours per week
 - 3. College Intern Summer Program – 10 positions, Ages 18-24**
 - Must be current college student or enrolled for Fall
 - 8 weeks, 192 Hours Total
 - PowerPoint presentation to group of goals, work activities and of lessons learned.
- 3. Wages – Youth \$7.25/hr. , College Interns \$7.90/hr.**

Recommendations



SY Programs takes careful planning:

1. Determine target group
2. Research similar groups
3. Design curriculum
4. Establish work site
5. Market your program

“Reality Check”

Lessons Learned:

- Include youth program in TANF Plan
- Include collaboration with other programs
- Keep TANF plan flexible
- Keep specifics separate from plan



Our Youth, Our Future!

