



Bay Area Workforce Development Board

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BAY AREA YOUTH COUNCIL

Meeting Summary

June 23, 2004

- Present:** Louise Brekke Daul, Bob Guenther, Mark Mertens, Nancy Schopf, Sharon Spengler, Fred Steig,
- Absent:** Anita Barber, Jessica Bierke, Liz Case, Meg Dallapiazza, Christopher East, Donna Freeman, Gema Garcia, Torri Gillis, Paula Huff, Renee Koenig, Dan Konop, Jody Madden, Victoria Ostrowski, David Raasch, Bob Rau, Noel Ryder, Richard Seidemann, Heidi Smith, Paula Van Straten, Benjamin Villarruel, Patti Warmenhoven, Lindsay Yandila, Tammy Zinther
- Guests:** Kate Elvidge, Division of Juvenile Services, Patricia Triptow, Kewaunee Job Center, attended in place of Victoria Ostrowski; Mark Heuston, Recruiter/Safety Director for Packerland Packing Co.; Sue Neuzil, HR Manager for Services Plus; Kim Chong, Employment Program VP at NEW Curative; Sherri Dycus, HR Manager at Encompass Child Care

The meeting was called to order at 12:30 p.m. and introductions were made.

Youth Employment Panel Discussion

At the April meeting the Youth Council discussed the possibility of inviting some employer development people from different companies to join in on a panel discussion on ways we can better help the youth/employer barriers. We were very fortunate to have with us Mark (Smokey) Heuston, Packerland Packing Co.; Sue Neuzil, Services Plus; Kim Chong, NEW Curative and Sherri Dycus, Encompass Child Care. Our society is continuously changing and we need to find better ways to connect with our youth. Below are some of the issues that were discussed and suggestions on working towards solving these issues.

- **How can the Youth Council assist contractors they work with to hire youth?**
- **Home schooling – who's in charge?**
- **Changes that have taken place in the past 5 years (job market is not as plentiful)**
Find out what they want to do 10 years from now. Once you can get them focused on what they want further in the future, then you can guide them in the direction to go. Unfortunately, the coping skills are just not there so more kids are turning to drugs and alcohol.

The vision of the Bay Area Workforce Development Board is that job skills and educational levels are increased, quality of life for all individuals is enhanced, while employers' needs are met.

- **How can employers work with each other?**
Information will be sent out to the Youth Council on Employers Workforce Development Network (EWDN) and Society for Human Resource Management (SHRM). We can also connect with businesses through the Chamber of Commerce. Temporary placement services will build relationships between the employer and employee plus reduce turnover costs for employer if the youth does not work out.
- **Employer expectations**
High school students get identified do to lack of attendance. What percentage of companies ask for school records/attendance? Some schools post a list of companies that do check high school records. Companies could also attach a form to applications requesting the applicant to sign permission for the company to gain access to their high school records. Attaching a letter to the job application as to the expectations of the employee (i.e. honesty, communication, laughter, respect) lets them know ahead of time what is expected of him/her.
- **Building working relationships between student, teachers, and employers**
Teachers and employers can set a level of expectations for students and find out what speaks to them (get into their heads). By listening to their concerns (knowing there is a person behind the child) and guiding them you can give them positive, constructive feedback. Teach them to dream. If we can get kids to volunteer, they will feel better about themselves and show they can be responsible. Unlike community service where they are paying their dues for their mistakes, volunteering will boost their self-esteem. For information on volunteer work go to www.volunteergb.org
- **Parental responsibility**
How do you mandate the parents to take charge? If parents were held accountable for police fines, would they in turn teach their children to be responsible?
- **Youth responsibility**
There are two types of kids: those that are not aggressive and those that are con artist. Many kids have no respect for business (dress, language, late, absent, etc...). A large percentage of Caucasians are flunking the drug test. Their lack of attendance at school carries over in their work ethics. The importance of attendance (employers requesting transcripts, etc...) should be pushed in their freshman year of school versus later on when it's too late for some.
- **Youth coming out of incarceration**
Youth that are incarcerated for a couple of years coming out are more motivated but need to find a job sooner or will end up in similar situations that landed them in jail. The reality is there are two types of youth coming out of jail; those going back and those not going back. Educating Human Resources on jail youth and what they are doing to prepare for the outside will give companies an open mind in hiring them. Before they are released they should have resume writing and interviewing skills.

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PYO4 Allocated Youth Dollars

Contractor	Contract Amount	Services
CESA 7	\$194,000	CESA 7 will provide projects directed at credit deficient at risk youth. The projects are developed through the local school district and delivered on site at the schools. Counties served are: Brown, Marinette and Shawano.
Family Services	\$86,250	Family Services will provide minority at risk youth with remedial education, tutoring and life skills training. The area served is the Green Bay school district.
Forward Services Corporation	\$118,000	Forward Services Corporation will serve youth in Florence, Kewaunee, Oconto and Manitowoc counties with credit make-up, life skills and career counseling.
Goodwill	\$55,410	Goodwill will provide disabled youth in the city of Marinette with credit make-up options and work experience.
Great Lakes Training & Development Corp. - Sheboygan	\$28,800	Great Lakes Training & Development Corporation will serve youth referred by the city of Sheboygan school district with credit make-up options and work experience.
Women's Employment Project	\$22,000	Women's Employment Project serves Door County youth and provides services to youth out of the Door County Job Center. Services are a collaborative process with several community organizations serving youth.
YWCA	\$24,700	YWCA serves teen parents in the Green Bay School district. They will provide life counseling, career counseling and assistance with the coordination of child care.
Expelled Youth	\$112,500 (younger youth) \$37,500 (older youth)	Expelled Youth is a continuation of the current Family Services pilot serving youth in Brown County.

NEW Economic Opportunity Study

Mr. Golembeski passed out a chart that shows the sources of the make up of the NEW Economic Opportunity Study. A regional identity was developed that promotes high wage and new growth in our 21st century economy in Northeast Wisconsin. It consists of New Regional Economic Partnership (EWREP), New Educational Resource Alliance (NEWERA), and New Economic Development Partnership (NEW EOP). We are looking into incorporating the Youth Council into the NEW EOS where youth issues will be connected with this initiative. Some of the other projects will be working Wisconsin Careers into JobFIT and reinventing JobFIT to EOS.

Meeting adjourned at 3:00 p.m. The next Youth Council meeting is scheduled for Wednesday, August 25.

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