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## Ideas for Successful Summer Programs for Youth

YCi received a request to run a *YCiinfo Search* on the topic of summer internships and jobs for youth. Local Youth Councils and partners responded with ideas, practices, and examples of how their community or organization has structured summer work experiences for youth. They were asked the following questions:

- How is your community organizing to develop summer internships and jobs for youth?
- What workplace partner engagement practices help make your summer programs successful?

### **Summary**

Among the activities shared by workforce development organizations and educational partners is a reoccurring theme for community partnerships to support workforce development opportunities for youth. Whether partners are engaged in promoting youth employment, training and preparation experiences, or actual job placements, it is important to build connections within the community to support jobs for youth.

Other favorite activities included summer job fairs and employment preparation courses and camps. Promoting summer employment to youth and supporting them with resume and interview skills both work to solidify job opportunity and success.

### **Marketing Ideas and Summer “Boot Camp”**

#### **LEED-Sacramento**

In preparation for promoting summer jobs for youth, Linking Education and Employment Development (LEED) Sacramento has teamed with the Sacramento Workforce Investment Board Youth Council. Much of the promotion is being done at one-stops and schools (to recruit), and will be marketed through the local Chambers of Commerce and industry consortia for employers. The two groups will also be participating in Assembly Member Daryl Steinberg’s *Passport to Summer* – a summer jobs/activities fair held on two Saturdays in May.

Another innovative activity LEED and the Sacramento WIB will be hosting is a “boot camp” on employability skills. The boot camp is a 10-hour commitment; 2 hours a day, for 5 days. The youth who participate will be placed on a list of qualified summer hires. The organizers also plan to survey employers and employees at the end of the summer.

For more information, contact Teresa Milan at (916) 858-0686 or email [tmilan@leed.org](mailto:tmilan@leed.org).



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## ***Collaborative Efforts and Unsubsidized Employment Opportunities***

### **San Benito**

San Benito has had to reduce summer youth services because of significant funding decreases. They are dealing with these decreases by limiting the number of work experience hours and youth enrolled in the program. They are looking to private employers to provide unsubsidized employment opportunities for youth.

Collaborative efforts definitely contribute to the success of San Benito programs. The organization works closely with the Employment Development Department's Youth Employment Opportunity Program (YEOP) in placing youth in unsubsidized employment. Their local youth provider collaborative, Youth Employment Services (YES), is organizing their fifth Youth Job Fair, which will be held April 22<sup>nd</sup>. Various private employers and community organizations will be participating. Since volunteer work is another tool for gaining work readiness skills, San Benito is encouraging youth to consider volunteering for community organizations.

They believe that the large numbers of adult unemployed workers seeking work is affecting youth employment opportunities. Dislocated workers are now filling many jobs in areas such as retail that were previously filled by youth. For more information, contact Kathy Flores by email at [kflores@hollinet.com](mailto:kflores@hollinet.com).

### ***Youth Job Fair***

#### **Foothill Employment & Training Connection and the City of Duarte**

The Foothill Employment & Training Connection, in conjunction with City of Duarte, is having a youth job fair April 21, 2004 at the Duarte Teen Center. Organizers are working with all the school counselors and inviting Pasadena, Duarte, Monrovia, and Arcadia to bus in the kids and to be sure they are prepared with resumes and ready to interview for employers who will be attending this event. For more information, contact Sarah Mendoza at [smendoza@cityofpasadena.net](mailto:smendoza@cityofpasadena.net).

### ***Partnerships for Training and Internships***

#### **Yolo County**

Yolo County is partnering with COSMOS, LEED, and UCD to provide trainings and internship placements for students in Yolo County. This is an excellent program and anybody in California can apply. Please see the website for more information - [www.ucop.edu/cosmos](http://www.ucop.edu/cosmos), or contact Panna Putnam at [Putnam@ycoe.org](mailto:Putnam@ycoe.org).

### ***Summer Youth Employment Pilot Project***

#### **Orange County Workforce Investment Board**



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The Orange County WIB/Youth Council is launching a Summer Youth Employment Pilot Project (SYEP). Tactics and expected outcomes are as follows:

## **Tactics**

- Develop and implement a pilot program for summer youth employment opportunities
- Outreach to employers through job shadowing surveys and letters
- Access service providers' database of past employers
- Request a letter of support from the County of Orange Board of Supervisors

## **Expected Outcome**

- Placement of youth in jobs and/or internships
- Increased participation of businesses in youth programs

For more information, contact Mercedes Julian at 714-567-7522, or email [Mercedes.Julian@csa.ocgov.com](mailto:Mercedes.Julian@csa.ocgov.com).

## ***Summer Youth Program*** **Kings County**

Kings County operates a summer program through the Workforce Investment Act Youth Services program. It provides a work experience four days a week, and an educational component for one day a week. Community businesses partners are excellent partners, and the program is generally able to place students in positions within their career goals.

For more information, contact Barbara Sousa by email at [bsousa@kings.k12.ca.us](mailto:bsousa@kings.k12.ca.us)

## ***Youth Jobs Fair*** **Verdugo School-to-Career Coalition**

Verdugo School-to-Career Coalition (VSTCC) will host the second annual Youth Jobs Fair in early June. About 60 youth are selected by high school career counselors to attend the fair. Coordinators are planning to keep the number small, because only employers who are hiring for unsubsidized (non-WIA) summer work experience/jobs will be present. So far, they have been unable to increase the number of employers willing to make this commitment for the Job Fair, but for those who attend (both youth and employers) they plan for greater success than last year. VSTCC's hope is to grow their Job Fair incrementally each year (last year they had about 40 youth participate).

In preparation for the fair, the community's local Character & Ethics Project is providing soft skills training and EDD is providing training in resumes and interviewing. EDD also coordinates mock job interviews; in which each youth participates in about three mock interviews conducted by volunteers. This year, 12 Verdugo Workforce Investment Board members have volunteered to do this (a big improvement over last year due to the Job Fair Committee's improved advanced planning). All in all, partnerships and coordination have improved for the Job Fair's 2<sup>nd</sup>



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year. The Youth Jobs Fair was developed from the ideas of other areas, and is a great idea and in every community where it takes place. Good luck this summer to everyone! For more information, contact Sandra Greenstein by email at [greenstein@charter.net](mailto:greenstein@charter.net).

## ***Summer Youth Employment Program Silicon Valley Workforce Network (WIB)***

The Silicon Valley Workforce Network (WIB) has issued an RFP for the summer youth employment program. Other activities include the year-round services to in-school and out of school youth.

The Silicon Valley Workforce Network's program, the Center for Employment Training, will continue to run the Charter High School in San Jose, daily and in the evenings. They currently have over 80 students enrolled in the program. For more information, contact Hermelinda Sapien by email at [sapienh@cet2000.org](mailto:sapienh@cet2000.org).

## ***Recommended Resources***

On the subject of Summer Internship programs, Judy Morgan Phillips, Vice President of Community Education for Washington Mutual Bank, did a study benchmarking high school intern programs - *Key Strategies and Best Practices*, published in March 2003. Call her at 800-872-1444 or email her at [Judy.Morgan.Phillips@wamu.net](mailto:Judy.Morgan.Phillips@wamu.net) to request a copy. For more information, contact Kathy Porter at 530-225-2562, or email [lmid.kporter@edd.ca.gov](mailto:lmid.kporter@edd.ca.gov).