



U.S. Department of Labor Summer Jobs and Beyond: Career Pathways for Youth

## Summer Youth Career Pathways (SYCP)

California Indian Manpower Consortium (CIMC)

Period of Performance: May 2016 – December 2018



in-school youth served



out-of-school youth served



participants attained a Measurable Skill Gain



participants received work experience



participants placed in unsubsidized employment



participants placed in post-secondary education/training

**Location:** Based in Sacramento, CA but serves 41 counties in California, the state of Illinois, and 3 counties in Iowa

**Overview of the Program:** The focus of the Summer Youth Career Pathways Project was to provide employment related services to eligible Native American youth who are new entrants to the workforce, including those with limited current or past work experience. The target population was Native American youth ages 16-24 with limited or no work experience residing in CIMC's designated service area. Youth Coordinators provided intensive case management throughout the year in order to assist youth in finding employment, post-secondary education, or vocational training.

Partnerships with employers, local education agencies, and community centers have been utilized to provide Native American youth with the services they need to successfully enter the workforce. CIMC's WIOA-funded summer employment program was utilized for the implementation of this project, and provided Workforce Development Coordinators to recruit, enroll, and place youth participants in summer or year-round work experiences. Eligible youth participants could be dual-enrolled in both the SYCP and the WIOA Workforce Development program to continue to receive employment and training services. CIMC's Summer Condor Course provides career readiness training through online webinars.

During the second summer of the grant, a record number of youth entered short-term work experience with local employers, with 56 youth participants entering a short-term work experience from July 1st to September 30th. A Worksite Master Agreement was completed for each worksite and youth participants were able to complete their work experience at approved sites. As youth exited from their short-term work experience, SYCP Program Coordinators prepared worksites and youth participants to enter unsubsidized employment and/or post-secondary education/vocational training. Worksites also hired youth participants, ending their work

experiences as unsubsidized employees. Positive outcomes for the participants, such as unsubsidized employment and/or post-secondary education/vocational training did occur.

### **Program Highlights:**

- Youth participants with limited or no work experience who live in rural communities often suffer from a lack of opportunity. With limited work available, youth are often unable to find employment due to strong competition. With the SYCP program, youth participants were able to build up their resumes and develop strong work habits. A Progress Report was developed for each youth after their work experience ended, and youth who were not hired on after the work experience were given excellent references for future employment. Participants worked in a wide variety of industries that reflected their career interest. Worksites where youth participants were placed include: real estate agencies, local high schools, Boys and Girls Clubs, animal shelters, art galleries, a probation center, Tribal entities, environmental protection agencies, construction, Indian health clinics, dental clinics, comic book shops, a film museum, a Head Start program, the Bureau of Land Management, local businesses, and more.
- Another benefit for SYCP youth participants was their improvement in career readiness skills. All SYCP youth participants learned financial education, digital literacy, soft skills and career pathways. The online career readiness training, or “Condor Courses,” prepared youth for the world of work. The Condor Courses were so successful that some youth participants received their first job offer after completing their career readiness training. Youth participants were given a real opportunity to develop skills, network with future employers, and explore potential careers.
- To partner with community organizations, SYCP Youth Coordinators worked with Indian Education programs, Tribal High Schools, local high schools, Tribal Temporary Assistance for Needy Families (TANF) organizations, and after-school programs. SYCP Youth Coordinators also partnered with Tribes and Tribal organizations that are members of CIMC’s Tribal Consortium. This provided SYCP Youth Coordinators with local organizations to assist with outreach and recruitment of the program. CIMC leveraged supported from NBC Universal Studios to provide a Web Site Development Coding Boot Camp to SYCP participants. At the coding boot camp, SYCP participants learned to code JavaScript, HTML, and CSS to develop and launch websites.