## LCWD Youth Task Force Meeting

**January 26, 2024** 









## Agenda

- Welcome ~ Jennifer Serino, E.D. LCWD
- FHI360/Apprenticeships ~ Lisa Johnson, FHI360
- Youth Action Plan ~ Jennifer Serino
- Group Discussion
- ICF ~ Melissa Canu, ICF
- New Ways To Work ~ Greg Burks, PHD, New Ways to Work
- Questions and Answers, Everyone
- Adjournment

## Action Plan Steps

#### **Youth Voice**

Engage youth in listening sessions

#### **Asset Map**

Inventory partners and stakeholders, youth serving organizations

## Communication and Marketing Plan

Develop a single message, no-wrong-door approach

#### **Career Awareness**

Support career and college awareness expos, campaigns

#### **Data Points**

Utilize the data to inform strategic decisions

#### **Work-based Learning**

Increase access for students and young adults to work-based learning and preapprenticeship programs

#### **YDPA**

Develop a network of professionals and future professionals

## **Group Discussion**

How would YOU define success for the youth network in the next two years?



## **FHI360**

Rebecca Corrigan

Associate Director, Workforce Strategic Initiatives, National Institute of Work and Learning



## Youth Development Practitioner Apprenticeship

Lake County Workforce Board

Management Kickoff

Jan 2024



## January 25<sup>th</sup>, 2024 (Yesterday!)

#### Youth Development Practitioner Apprenticeship (YDPA) training

19 Apprentices

12 Supervisors & Mentors

7 Youth Serving Organization In the Inaugural Training

Boys and Girls Club of Lake County

Business and Career Services Inc.

The Community Works

Curt's Café

Lake County Workforce Development

Youth Conservation Corps Inc.

YouthBuild of Lake County





#### Youth Development Practitioner Apprenticeship (YDPA)

The YDPA is a **U.S. DOL federally registered apprenticeship program** designed to develop effective youth development professionals and launch them on a career pathway that can lead to a wide range of advanced career opportunities in youth services, education, counseling or social work.



It's a life-changing, career-building experience for anyone who:

- Loves the idea of working with young people
- Wants to "earn and learn" earn a credential while also earning an income
- Benefited firsthand from youth programs, was supported by great youth workers, and now wants to step into the role themselves

FHI 360 manages all the training, paperwork, and delivers the instruction in a hybrid model. Local Organizations sponsor apprentices and provide mentors.



YDPA COMMITMENT

165
Related Training Instruction

~2000
OJL Hours for New Hires
(On-the-Job Learning)

~1000
Incumbent Workers

## YDPA Related Training Instruction Curriculum Materials

## 9 Modules – 29 competencies, 165 hours of instructional material

- Positive Youth Development Principles & Relationships
- 2. Coaching
- 3. Planning & Support
- 4. Group Facilitation
- 5. Career Pathways
- 6. Case Management
- 7. Leveraging Technology
- 8. Understanding How Youth Organizations Work
- 9. Professional Development and Self Care



## **ICF**

Melissa Canu

Manager, Communications and Training

ICF's Partnership with Lake County Workforce Development Board:
Data-Driven Decision-Making and Asset Mapping

1/26/2024





**Introductions and Roles** 



**Melissa Canu** Project Manager



Mel Arsenault Advisor and former Lake County Coach



**Dominic Modicamore**Labor Economist



Jack Murphy Data Analyst

## → ICF Team Introductions



Lake County Workforce Development community team was selected to participate in the U.S. Department of Labor's inaugural Youth Systems Building (YSB) Academy.

The Academy supported strategic planning for development, implementation, or scaling of strategies to enhance system efforts that support youth employment outcomes.















- The YSB Academy aligns with DOL's Vision 2030 Youth Employment Works strategy and the Biden Administration's Invest in America agenda.
- It is a capacity building effort that is meant to help workforce teams and their community partners establish the relationships and alignment needed ensure the youth have access to the supports they need.

More about the Youth Systems Building (YSB) Academy



- Passionately committed
- Reinvigorating Youth Taskforce to authentically capture youth voice
- Building a strong partnership network
- Systems Building is an evolving process not a destination
- Pursuing out additional funding and resources
- Filling the gaps in the Youth ecosystem

## Lake County Youth Ecosystem Best Practices



Approach



Collect, analyze, and share relevant data on youth demographics, labor market trends, and program effectiveness to inform strategic decisions.

# Opportunity youth

Out-of-school and out-of-work. Aged 16–24

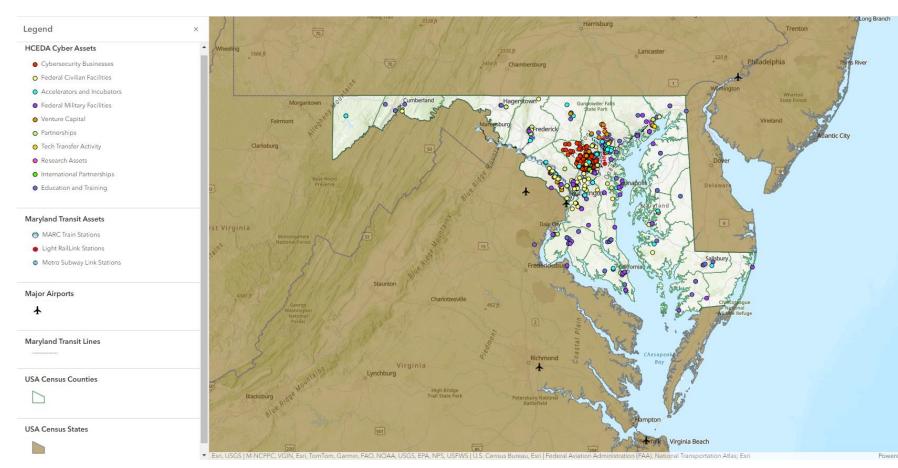
8,342

Opportunity youth in Lake County in 2019





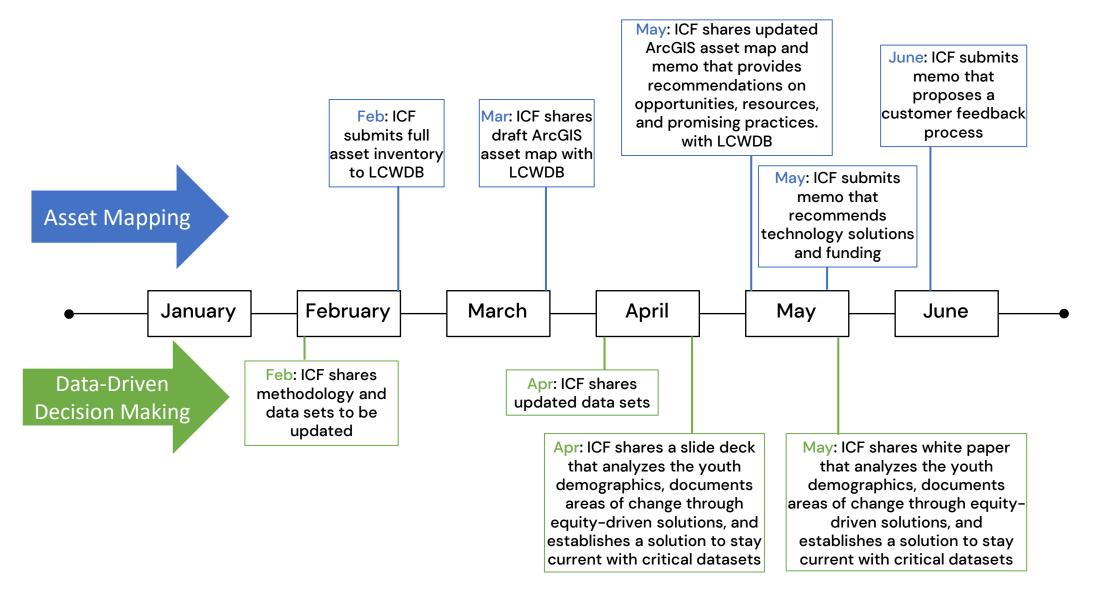
Identify and catalog youth-serving organizations, training programs, and employment opportunities to streamline access to resources and services.



→ Asset Mapping



**Project Timeline** 



### → Project Timeline



## Get in touch with us: Melissa Canu

Project Manager 571-373-5442 Melissa.Canu@icf.com





https://www.facebook.com/ThisIsICF/

#### icf.com

#### **About ICF**

ICF (NASDAQ:ICFI) is a global consulting and digital services company with over 7,000 full- and part-time employees, but we are not your typical consultants. At ICF, business analysts and policy specialists work together with digital strategists, data scientists and creatives. We combine unmatched industry expertise with cutting-edge engagement capabilities to help organizations solve their most complex challenges. Since 1969, public and private sector clients have worked with ICF to navigate change and shape the future.

## New Ways to Work

Gregory Burks, Sr., Ph.D.

President & Chief Consulting Officer



## INTRODUCTION

### Background:

Lake County Workforce Development Department contracted New Ways to Work in September 2021

### **Objectives:**

- Formulation of Youth System redesign process
- Community Assessments
- Stakeholder Strategy Discussions







## CONTRACT OUTCOMES





1

Provide data on the county's young adult population.

2

Collect feedback from diverse stakeholders.

3

Provide recommendations for the future system's process and design.



#### **NEW WAYS TO WORK ROLE**

- 1 CAPACITY BUILDING
- 2 FORMALLISTENING SESSIONS
- 3 LISTENING SESSIONS
- 4 SYNTHESIS AND PRESENTATION

- New Ways to Work to develop and manage a project plan for capacity building.
- \* Facilitation of 3-5 focus groups with stakeholders and employers.
- Creation of ideas, concepts, and questions for stakeholders, partners, and youth-serving organizations to react to.

### **NEW WAYS TO WORK ROLE**

- 1 CAPACITY BUILDING
- 2 LISTENING SESSIONS
- FORMAL LISTENING SESSIONS
- 4 SYNTHESIS AND PRESENTATION

- New Ways to Work will develop and manage a project plan for a youthcentric approach.
- \* Facilitation of listening sessions and focus groups to understand the voices of youth and young adults.
- \* Development of ideas, concepts, and questions for youth to react to.

#### **NEW WAYS TO WORK ROLE**

- 1 CAPACITY BUILDING
- 2 LISTENING SESSIONS
- FORMAL LISTENING SESSIONS
- 4 SYNTHESIS AND PRESENTATION

### **FORMALLISTENING SESSIONS**

- New Ways to Work will convene and facilitate formal listening sessions with stakeholders, partners, and youth-serving organizations.
- Gathering feedback to inform the development of a systemwide work plan, including values, strategies, goals, and Key Performance Indicators (KPIs).

#### **NEW WAYS TO WORK ROLE**

- 1 CAPACITY BUILDING
- 2 LISTENING SESSIONS
- FORMAL LISTENING SESSIONS
- 4 SYNTHESIS AND PRESENTATION

#### SYNTHESIS AND PRESENTATION

- Outline of the process for synthesizing the gathered information.
- Presentation of the synthesized information to the Workforce Development Board Youth Taskforce.



#### Impact on Youth System

 Contracted services aim to contribute to the transformation of the youth workforce development system in Lake County.

# EX PECTED OUTCOMES



### Stakeholder Engagement and Collaboration

- To provide anticipated outcomes regarding stakeholder engagement and collaboration.
- To Build stronger partnerships with employers, youth-serving organizations, and other stakeholders.



### Alignment with Youth Investment Project Goals

- New Ways to Work's role aligns with the broader goals of the Youth Investment Project.
- Ensuring equitable access to education, training, and quality job opportunities for all young adults in Lake County.





### LAKECOUNTY YOUTH

## INVESTMENT PROJECT

Transforming the Youth Services System

## THANK YOU







# You will be receiving a survey after the meeting with the following questions

Are there individuals not currently engaged in this project whom we should consider reaching out to?

Were there any ideas or concerns you have that were not discussed during today's session?

Can you suggest services that are currently lacking for the youth in Lake County?

Building on our earlier discussion, can you share any fresh insights on what a successful youth-serving system might look like two years from now?

Are there any questions you have that were not addressed in today's discussion?



## Questions

Ask questions now, or email Jennifer Everett jeverett@lakecountyil.gov

