

# County of Santa Clara Board of Supervisors

Supervisory District Four

Supervisor James T. Beall, Jr.



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1.24.06.Employment.Rf1

DATE: January 24, 2006

TO: Board of Supervisors

FROM: *James T. Beall, Jr.*

James T. Beall, Jr.  
Supervisor, District 4

SUBJECT: Foster Youth Employment Workgroup

## **RECOMMENDED ACTION**

Direct Administration in collaboration with the Social Services Agency to convene a workgroup comprised of key stakeholders to develop recommendations relating to the development of an effective job placement/job preparedness program for emancipating foster youth by identifying the criteria necessary to develop a quality Job Placement Program for emancipating and emancipated foster youth, and strategies to engage private and public employers.

Administration will provide task force recommendations to the Children, Seniors and Families Committee for consideration.

## **FISCAL IMPLICATIONS**

None

## **REASONS FOR RECOMMENDATION**

The primary purpose of this work group will be to 1) develop an employment safety net for current and emancipating foster youth, and 2) develop strategies to facilitate the hiring of current and emancipated foster youth by public and private employers. Recent reports the Children, Seniors and Families Committee (CSFC) found a need to focus on the critical need for improved job placement options for emancipating foster youth. Informal discussions with key partners including the Silicon Valley Children's Fund, Working Partnerships USA, and Santa Clara County Foster Parent Association indicates high interest in participating in an employment workgroup.

An Annual ILP Statistical report given to the CSFC on November 9, 2005, demonstrated that our County needs to better provide emancipating foster youth with adequate job readiness skills and job placement. Specifically, the report indicated that of the 554 foster youth who received ILP services in Federal Fiscal Year 2004, 179 were currently seeking employment.

Recommendations from this workgroup will compliment DFCS' current efforts invested in their Foster Youth Initiative. Additionally, the workgroup will provide an opportunity for the County to give input to other governmental efforts to address the critical need to support and improve our Foster Care System including the Assembly Select Committee on Foster Care.

DFCS' Foster Youth Initiative focuses on increasing opportunities for emancipating foster youth to successfully transition from the foster care system to self sufficiency by developing their academic and life skills in the following three components:

1. Employment/Job Training/Post-Secondary Education
2. Housing
3. K-12 Education.

As part of its focus on preparing foster youth for productive adulthood, DFCS is initiating a training and employment workgroup for transitioning and emancipated foster youth in February 2006. This workgroup will identify foster youth needs and review work training and work experience programs for transitioning and emancipated foster youth. The workgroup

will also design an assessment, referral, and follow-up process to enable foster youth to prepare for and obtain jobs with high wage and high growth opportunities.

The DFCS workgroup would benefit from another workgroup that 1) identifies possibilities for career opportunities with high wage and high growth capacities for foster youth, 2) examines state and national best practice employment models for clients with multiple barriers and 3) provides access for foster youth to these identified employment possibilities by engaging potential employers.

## **BACKGROUND**

The three components of DFCS' Foster Youth Initiative, Employment, Education and Housing were selected because they are the most critical components impacting whether emancipating foster youth will experience successful life outcomes. Research demonstrates that the more education an individual has the more likely they are to obtain higher paying jobs.

Unfortunately, many of our foster youth are testing well below 10th grade reading and writing level. In addition to pursuing an education, employment is another key element of a successful transition to independence. Unemployment is significant barrier facing our emancipating youth today. Some critical supportive service programs such as subsidized housing require the emancipating youth be currently employed. Yet recent reports demonstrate that youth emancipating from the County Independent Living Program are not entering the workforce or pursuing academics in significant numbers.

## **ATTACHMENTS**

- ILP Annual Report

# Independent Living Program (ILP) Annual Statistical Report

## Federal Fiscal Years 2000 - 2004

### October 1 through September 30

October 1 through September 30		REPORT PERIOD				
JNTY NAME	SANTA CLARA	1999-2000	2000-2001	2001-2002	2002-2003	2003-2004
<b>Part A: Youths Served and Client Characteristics</b>						
1. Youths to whom ILP services were offered during the year		529	612	804	596	638
2. Youths who received ILP services during the year (Items 2a plus 2b)		478	540	549	574	554
a. Youths who are not married		476	538	546	571	547
b. Youths who are married		2	2	3	3	7
3. Youths who received ILP services and are parents (Items 3a plus 3b)		32	59	43	51	61
a. Youths who are fathers		5	13	9	12	14
b. Youths who are mothers		27	46	34	39	47
4. Youths who received ILP services and have special needs (educational, mental and/or physical)		44	102	88	113	136
5. Youths who received ILP services and are no longer in foster care (ages 18-20)		96	148	162	277	213
6. Youths who received ILP services during the six month period following exit from foster care		68	32	118	154	138
7. Youths in the Probation Department who received ILP services		159	105	150	162	178
8. Youths in the County Welfare Department (CWD) who received ILP services		6	289	237	274	376
<b>Part B: Program Outcome/Client Progress</b>						
9. Youths who completed ILP services or a component of services		308	540	514	436	473
10. Youths who are continuing to receive ILP services		308	406	279	349	384
11. Youths who completed high school/GED or adult education.....		149	140	90	129	141
12. Youths continuing and/or currently enrolled in high school/GED or adult education		299	245	328	314	320
13. Youths continuing and/or currently enrolled in vocational education or on-the-job training		1	26	125	59	20
14. Youths continuing and/or currently enrolled in vocational education or on-the-job training		3	26	71	65	24
15. Youths enrolled in college (Items 15a plus 15b)		43	75	70	78	111
a. Youths in community college		32	62	53	70	93
b. Youths in four-year university		11	13	17	8	18
16. Youths who obtained employment (Items 16a plus 16b)		185	152	183	176	190
a. Youths who obtained full-time employment		94	34	69	58	62
b. Youths who obtained part-time employment		91	118	114	118	128
17. Youths enlisted in military, Job Corps, or California Conservation Corps		7	13	12	6	11
18. Youths actively seeking employment		152	154	156	241	179
19. Youths determined unemployable, SSI eligible, or other similar special category		4	11	28	26	18
20. Youths who are living independently of agency maintenance programs		98	101	91	37	217
21. Youths who obtained subsidized housing		4	17	34	11	17
22. Youths who transitioned into other government assisted services		10	33	11	8	13
23. Youths who participated in the Supportive Transitional Emancipation Program (STEP)		N/A	N/A	N/A	0	0
24. Youths who were placed in a transitional housing placement program (Items 24a plus 24b plus 24c)		17	36	48	42	51
a. Youths who participated in a supervised, Transitional Housing Placement Program (THPP) (youths ages 16-18)		N/A	N/A	N/A	27	23
b. STEP youths who participated in a certified, Transitional Housing Program-Plus (THP-Plus) (youths ages 18-21)		N/A	N/A	N/A	0	0
c. Non-Supportive Transitional Emancipation Program (non-STEP) youths who participated in a certified, THP-Plus Program (youths ages 18-21)		N/A	N/A	N/A	15	28
25. Youths who did not emancipate into safe and affordable housing		N/A	N/A	N/A	8	14
26. Youths for whom no information could be obtained		196	72	73	68	21

Combined Data FFY 00 - 04