Youth Leading Youth!

Training Future Leaders in the Workforce
Agenda

1. Introduction/ Ice-breaker
2. JCYC
3. Workforce Program: MYEEP & San Francisco YouthWorks
4. Youth Leadership Program: CIT, PC, YLT
5. Six Core Values
6. Questions?
JCYC

Brief Introduction
Japanese Community Youth Council (JCYC) is a non-profit organization that annually serves and supports 6,000+ youth from all socio-economic and ethnic backgrounds.

“JCYC’s mission is to cultivate and enrich the lives of children and youth from diverse, multicultural communities throughout San Francisco and beyond.”
Program Overview
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<th>MYEEP</th>
<th>SF YouthWorks</th>
<th>Location Requirement</th>
<th>Age Eligibility</th>
<th>Internship Types</th>
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<td>Resident of San Francisco</td>
<td>Entering the 9th, 10th, 11th or 12th grade in the upcoming School Year</td>
<td>All Career Types</td>
<td>Be able to work 16-20 hours per week during the entire Summer Session (June-July)</td>
<td>Social Security Card Photo ID Proof of Age Proof of School</td>
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<td>Resident of San Francisco</td>
<td>Entering the 11th or 12th grade in the upcoming School Year</td>
<td>City Departments Only</td>
<td>Be able to work 16-20 hours per week during the entire Summer Session (June-July)</td>
<td>Social Security Card Photo ID Proof of Age Proof of School</td>
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MYEEP & YouthWorks
Youth Leaders

OVERVIEW
Counselor in Training (MYEEP)

Counselors in Training are spread out throughout SF and help plan and facilitate workshops for current program participants. Each CIT Team is uniquely specific to a neighborhood in SF.

Project Coordinators (MYEEP)

Project Coordinators learn the ins and outs of how to run a youth employment program and how to design various workshops and retreats that focus on improving the life, job, and academic skills of MYEEP CITs.

Youth Leadership Team (San Francisco YouthWorks)

Youth Leadership Team members are former YouthWorks interns who return for a second year to plan and facilitate workshops for current interns and assist in general YouthWorks programming.
MYEEP & YouthWorks
Youth Leaders

RECRUITMENT
Counselors In Training (CITs)
- Currently enrolled as a Sophomore, Junior, or Senior in High School
- Does not need to be past participant
- Must pass interview that includes: Team Activity + Q&A

Project Coordinators (PCs)
- Currently enrolled as a Sophomore, Junior, Senior in High School or First Year in College (local)
- Does not need to be past participant
- Must pass interview that includes: 30min Created Workshop Demo + Q&A

YLT (San Francisco YouthWorks)
- Successful completion of one YouthWorks session
- Currently as a Junior or Senior in High School

- Must reside in SF
- Interview
- Training
MYEEP & YouthWorks
Youth Leaders

DUTIES & RESPONSIBILITIES
Review program materials and provide suggestions for improvement
Facilitate workshops for peers
Plan and implement activities
Provide administrative support
Attend and support program events
● Facilitation skills
● Public speaking practice
● Curriculum development
● Teaching preparation and skills
● Outreach strategies and implementation
● Confidence development/ leadership
• Partnerships with other nonprofits and city departments
• Teambuilding
• Professional discovery
• Train youth leaders in:
  ○ Professionalism
  ○ Workplace communication
  ○ Public speaking
Ultimate Goal

To empower young people to lead and teach each other
Six Core Values
● Prioritize support for youth and youth leaders with perceived barriers to employment

● Hire diverse candidates in youth leadership

● Importance of youth in the program seeing their community reflected in youth leadership (and staff in general)
Program Interns (2015-2018)

Ethnic Demographics

- African American: 21.0%
- Asian - Chinese: 9.0%
- Asian - Filipino: 8.0%
- Asian - Other: 5.0%
- Asian - Vietnamese: 4.0%
- European American: 3.0%
- Hispanic/ Latino - Central American: 3.0%
- Hispanic/ Latino - Mexican/ MexAmerican: 3.0%
- Hispanic/ Latino - Other: 2.0%
- Middle Eastern: 1.0%
- Multiracial/ Multiethnic: 1.0%
- 2 more: 1.0%
Youth Leaders (2015-2018)

Ethnic Demographics:

- African American: 16.1%
- Hispanic/Latino - Mexican/MexAmerican: 19.4%
- Multiracial/Multiethnic: 6.4%
- Hispanic/Latino - Central American: 7.1%
- Asian - Chinese: 6.7%
- Asian - Filipino:
- Other: 40.3%
Vision
- Experience-based learning
- Teach and discuss professionalism/office etiquette
- Personal discovery (MYEEP)
● Balance high expectations with meeting youth where they are at

● Guide youth but allow room for and encourage youth-led choices

● Provide youth the opportunity to create something of their own
Cooperation
- Start of employment team-building
- Youth leaders work together to review curriculum, prepare for workshops, debrief and give feedback
- Teach together
Integrity
● Programs explicitly request intern feedback and incorporate in programming structure and decisions

● Provide youth leaders with feedback on effective work performance

● Constantly improve programs based on youth leader feedback and direction
Compassion
• Support interns holistically not just in learning but also with resources needed:
  ○ Transportation
  ○ Food at meetings

• Check-in on youth with Youth Development Practices in mind
Community
● Only recruit youth from San Francisco, CA

● Use curriculum to reinforce connection between youth and their community

● Prioritize needs of youth

● Pipeline between workforce programs
“It’s still crazy to me that I hold a position where I’m overlooking the Youth Leaders of MYEEP. I feel a greater sense of pride, intention, and care for the program because I was once in their shoes growing up. In high school, being a CIT enhanced my confidence, my goals, my professionalism, and most importantly… kept me out of trouble.”

Maricar Bamba
Youth Leadership Coordinator, MYEEP
“I just wanted to impact someone else’s life the same way my supervisor impacted mine.”

“Yeah, it was beneficial. I’m lookin’ out for my people, puttin’ them on”

Lavonda Gray
Employment Coordinator, SF YouthWorks
“I just wanted to make a difference for people who look like me. How has it helped me? I’m employed still, by the same people who gave me a chance when I was a youth.”

Courtney Chriss-Price
Special Program Assistant, JCYC Workforce
“It taught me how to build a community with others that did not look like me. I learned about who I am and gave me the confidence to share my opinions. That made it easy for me to say yes to coming back to JCYC Workforce as staff.”

Mandy Au
Associate Director, SF YouthWorks
Questions?

Please leave your e-mail address with us if you’d like us to send you this powerpoint, more information, and/or to sign-up for our newsletter.

Need to get in touch later?
Reach out to us at sfyouthworksinfo@jcyc.org and info@myeep.org