YOUTH@WORK 2020

YOUTH LEADERSHIP SERIES
SILICON VALLEY ROOM

This year, we have transformed the Youth Leadership Series into a set of experiences that lays the foundation for youth to truly become “planet shakers.” The Leadership Program will be extremely interactive, with fun, prizes, games and most importantly, life changing experiences.

The Program will run from 9:00am on Tuesday morning until 5:00pm on Wednesday afternoon.

The Youth Leadership Series Faculty

Jessica Janniere, Founder, Look Up and Beyond Inc.
Jessica is the author of the Number 1 best-selling book “Look Up and Beyond” and the
As a child abuse and rape survivor, Jessica is on a mission to help people to realize
that negative past experiences do not equal a negative future.
Jessica is widely recognized as an expert in helping people (especially women and youth) overcome adversity.

Michael Karl, Mentalist & Magician, Michael Karl Magic
Michael will be presenting segments during the Leadership Series that will provide the youth with “visceral” lessons to help them better respond to challenges and obstacles they face in daily life, and new skills to help them create a life trajectory aligned to their goals and aspirations.

YOUTH LEADERSHIP PROGRAM SCHEDULE

Tuesday, January 14, 2020

Note: Times are approximate. Session times may be longer or shorter than indicated below, expanding and contracting according to the needs of the group.

All plenary sessions take place in the Bayshore Ballroom. YLS sessions take place in Silicon Valley Room.

9:00 – 11:30         Want to Be the CEO? Act Like One!

If we want to be a boss you need to carry yourself like one.

Participants will learn how to demystify what makes great leaders, great. What is it about how they communicate, how they interact with people, how they carry themselves?

If you have ever met someone and thought, “This person must be a big deal” it’s because they act and do things differently than most people. During this experience, participants will learn exactly what these characteristics are, but most importantly, how to incorporate them so they can be ready to step into leadership roles.
This will lay the foundation for the mindset necessary to overcome fear and self-sabotage.

11:45 – 12:30  LUNCH

12:30 – 2:30  Opening Plenary Session

2:30 – 4:15  Finally Understand YOU! Overcome Your Past

In this interactive, hands-on, and thought-provoking workshop, Jessica shows attendees how they can overcome obstacles and start taking ownership of their life starting, today.

There is a misconception that many young people have about the difference between who they are and what happens to them. Just because someone fails a test or makes a mistake— that does not make them a failure. So many young people have a negative experience and falsely think this defines them.

However, many youth today have already given up on a hopeful future. The negative things that have happened to them become their identity. But what happens to them is not who they are. This realization is the foundation to overcoming any obstacles they face including self-sabotage.

Attendees leave this workshop discovering:

- What really holds them back from achieving their goals
- How to create power from their negative/painful past and circumstances
- Ways to own their unique voice and build their self-esteem
- How to rewrite their story to move toward an exciting future
- How to create a plan of action that really works long after the workshop ends

4:15 – 5:15  Afternoon Plenary

**Wednesday, January 15, 2020**

8:30 – 9:30  Morning Plenary Session

9:30 – 11:00  Mindset Action Plan

Building from the experience of the day, it’s important to learn but it’s important to apply what’s learned. This session will be taking all of the great information from day 1 and creating a personalized plan of action for each participant.

11:30 – 1:00  Dwight Brydie Scholarship Luncheon

1:15 – 3:45  Amplify the Best Parts of You

If you want others to truly see what you are capable of, you need to learn how to show it and communicate it with clarity. How many opportunities you are leaving on the table? How much more could you achieve if you communicated with your full potential?
Discover the skills needed to amplify the best parts of you, and get your message across with precision. Become a better leader and influencer in your community. You are only as good as what you can communicate.

4:00 – 5:00  
**Acing the Interview**

If you have an interview coming up for a new job, a promotion or an internship this session will be the most invaluable session you ever attend. We teach how to nail your interview by teaching strategies no one else is teaching.

Our approach is unique in that we don’t focus on how to simply answer questions, we focus on how to leverage likability to be the candidate that companies will drool over to hire.

We show you exactly what to do before the interview, during the interview and after the interview to position yourself as the ideal candidate. Our system has had a ridiculous 100% success rate for people who have applied the strategies we teach on their interviews.

END OF YOUTH LEADERSHIP SERIES
Welcome.....

On behalf of the Board of Directors of the California Workforce Associations, our sponsors and supporting partners, we welcome you to the 2020 Youth@Work Conference.

This year’s theme...Architects of the Future, speaks to the need to support our Nation’s youth and young adults. The future of work is upon us, and R. Buckminster Fuller said, “We are called to be architects of the future, not its victims.” So, we look to harness the technology that both improves our lives yet challenges it. We look to support our youth in navigating the jobs that don’t yet exist. Most importantly, we aid our youth in surviving the trauma of their past and assist them in building a future where they not only successfully navigate the challenges of the world, but become leaders.

We have an exceptional line up of speakers, including an activist who survived unthinkable tragedy; a talent advocate who is a leader in the medical technology industry; a disrupter in the education space; a young leader who works to ensure youth voices are heard across this country; and lastly, a group of extremely talented youth providers who will share what works today in serving youth.

For our youth attendees, we are beyond ecstatic to have Michael Karl and Jessica Janniere to lead your Youth Leadership Series. The young adults in this session will leave energized, passionate and ready to take on the world.

Thank you for making the choice to be here. We hope it’s an experience that energizes and motivates you! Enjoy the conference and thanks for all that you do to support youth and young adults!

Sincerely,

Jan Vogel, Chair CWA

Bob Lanter, Executive Director, CWA
Have You Made Youth Satisfaction with Your Program the Most Important Performance Standard of Your Organization?

**Larry Robbin**, Executive Director, Robbin and Associates

One of the major barriers to the real success of our programs has to do with the fact that they are designed by adults to meet adult designed funding source performance standards. This adult top down approach does not help youth become the architects of their experience in our programs. In our programs youth are often like passive passengers on pathways created by adults without their input. The inherent “adultism” in this way of working keeps us from achieving the highest levels of success because youth are not true partners in our organizations. You may help a youth get a job or a career, but that has nothing to do with how much they liked the experience of being in your program. The truth is you can meet your funding source performance standards at the same time you fail the performance standards of youth!

This unique workshop for all levels of management and staff of every kind of youth serving program will take you on a powerful journey so you can see your program through the eyes of youth. You will learn about the three models of youth services and conduct a very revealing analysis that will tell you if your program is a for-youth, with-youth or partnership with youth model. The partnership model puts the voice of youth as an equal driver of the program along with the voice of adults. You will get a dynamic program improvement agenda that will help you reinvent your services so they become a powerhouse of progress for youth.

**Foundations for Success - Before we run, we must first learn how to walk**

**San Jose**

**Silver Rose**, CSC, CTI Trainer, SilverSpeaks

Developed to help public housing residents land jobs, the goal is to teach the foundational mindset that can and must be developed to succeed. In this workshop I will cover the topics of how to increase emotional intelligence, working from a service mindset, communication and resilience. In the first half of the workshop I will present a sample program and for the second half there will be a group discussion about the ways to implement the program.

**Building Careers for Youth Through Business Engagement**

**Sierra**

**Tressa Dorsey**, President, TAD Grants
Aaron Leson, Director of Training and Development, TAD Grants

Both out of school and in school youth are an integral component of the supply chain of talent the workforce development industry provides to businesses. The workforce industry must begin working to engage the business community in long term career development for young people to ensure demand and supply reach equilibrium. This pre-conference workshop will discuss strategies for engaging the business community in supporting the long-term career development plans for the workforce of tomorrow while meeting the businesses skills and talent demands of today.

Opening Plenary
12:30pm-2:30pm
BAYSHORE BALLROOM

Thrive! Youth Can Build Their Future...Even After Trauma

Samantha Fuentes, Survivor of the Parkland Florida Shooting

On February 14, 2018 a gunman wielding an AR-15 entered Marjory Stoneman Douglas High School and fired on students, faculty, and staff. Seventeen people lost their lives and many others were wounded. Samantha Fuentes was among the injured in the Parkland tragedy, and while fortunate to be alive, her life changed forever.

Samantha Fuentes is a survivor. She now works closely with Angel Faces, an organization that serves girls who have endured all types of trauma. Her life experiences have tasked her to champion the importance of human rights and equality. Her perspective is straightforward: to uplift the voices of the silenced, and remind us that ALL our experiences matter regardless of color, religion, gender, age, or sexual orientation. Most importantly our Nation’s youth and young adults can not only survive but thrive after trauma.

Come listen to this powerful message that is certain to last throughout the conference and beyond.

Exhibitor Showcase
2:30pm-3:00pm
BAYSHORE FOYER

Take a break and get refreshed. Don’t miss this great opportunity to visit with our exhibitors and sponsors, and explore how their services and software might help you in your work.

Workshops Group I
3:00pm-4:00pm

Helping Employers Avoid the Top Ten Accommodation Mistakes
DONNER
Karen Taylor, California Department of Rehabilitation

According to the 2017 Annual Discrimination Report published by the California Department of Fair Employment and Housing, disability discrimination complaints accounted for the overwhelming majority of discrimination charges filed against employers. As a result, employer fear regarding disability discrimination lawsuits impedes their hiring decisions. Many reasonable accommodation lawsuits could be easily avoided by knowing the most common mistakes to avoid, understanding emerging assistive technology that is available and the steps required to ensure compliance.

The Best Kept Secret to Youth Development: Youth Serving Youth

Aleah Rosario, Senior Specialist, Workforce Development, Foundation for California Community Colleges
Mayra G. Diaz, Coordinator, Workforce Development, Foundation for California Community Colleges

What’s the secret to engaged, service-minded, happy youth? Come learn about program models that are expanding access to work-based learning experiences for youth in communities across California. These programs are capturing the best of what youth have to offer so that they in turn support children and families in their community. These experiences provide the inspiration to pursue careers in education, public service, social work, afterschool and expanded learning, and other youth work.

Building Career Pathway Partnerships- A Best Practice On developing a pipeline in the water and wastewater industry

L. Bradley Williams, Chief Customer Officer & Vice President of Operations, ResCare Workforce Services, a division of BrightSpring Health Services
Janette Dunn, Regional Director Western Division, ResCare Workforce Services, a division of BrightSpring Health Services
Darnell Middleton, National Youth Programs Solutions Manager, ResCare Workforce Services, a division of BrightSpring Health Services

In response to the growing national call for programs to upskill the labor pool, we designed, developed, and piloted dual Water Industry career laddering programs. Graduates of the Apprenticeship Pipeline Program emerge with a journeyman card and a full-time position with the Carolinas’ largest public water and wastewater utility. Interns who complete the Academy Internship Program learn key, transferable Water Industry skills to jump start their careers.

Partner’s took notice of program outcomes and recently launched their own innovative Career & Training Academy modeled after the pipeline programs. ResCare Workforce Services will reveal the program outcomes that turned the City’s head and dive into the details that make this program an emergent industry best practice.

Bridging the Multi-Generational Communication Gap

SANTA CLARA
Blake Konczal, Executive Director, Fresno Regional workforce Development Board
Fresno, CA
Edgar Blunt, CEO, IMAGO

How can employers form an inclusive workplace so that all generation can more readily adapt to meet expectations while maintaining what makes them unique? How can we build systems to avoid a loss of productivity and morale for employees, and thus profits for employers? In this session we will review strategies to spare Gen Z’ers from the stereotypes and criticisms Millennials faced, while addressing the concerns of Generation X and Baby Boomers.

How a Grassroots Movement Connecting Youth To Employers is Scaling Statewide
CARMEL

Shannon J. Ladner-Beasley, MPH, Manager, CCHS Health Career Pathways
Director, Contra Costa AHEC (Area Health Education Center)
Contra Costa Health Services
Dylan Chrisco, Salesforce Admin Intern, Earn & Learn
Gina Del Carlo, Founding Director, Earn & Learn
Carmen Perkins, Operations Director, Earn & Learn

A movement from within the workforce system was trying to maximize work-based learning opportunities for under-served communities. They quickly realized how little of the infrastructure to scale the process of engaging employers and connecting them to learners was there. So, they built a CRM platform, a network of champions, and fostered a community of practice. Today, they have helped 79,000 people secure meaningful WBL experiences, and will likely triple that next year.

Designing Student Success
MONTEREY

Alan Sandler, Executive Director, Architectural Foundation of San Francisco

How can youth, especially underserved minorities, be prepared for careers that haven’t yet been invented? The Architectural Foundation of San Francisco has tackled this question and come up with a successful systemic program model that inspires teachers and students, gives them insight into today’s workplace, and offers them a framework to effectively motivate students through changes in classroom organization, lesson design, blended academic and experiential learning, and assessment.

Connecting Youth to their Career-Purpose and Success in The New Economy!
SAN CARLOS

Steve Ward - CEO/Founder, Future N Focus Dream Catcher Enterprises
Benoni Pantoja - COO/Co-Founder, Future N Focus Dream Catcher Enterprises
Chris Gonzalez - Student
Are you seeking to help youth (6th-16th grades) discover their career-purpose and become architects of their future? Do you want to help youth understand their WHY and spark intrinsic motivation towards purpose-driven career pathways? Dream Catchers is an engaging supplemental online/hybrid curriculum that is evidence-based and provides best practices for youth/adults entering today's job market. Youth love it! In fact, hear from students who have applied Dream Catcher to their lives.

**Strategies to create a multi-agency workforce partnerships and a seamless referral processes for youth who are justice involved youth and youth with disabilities.**

*SAN JUAN*

**Desiree Landeros**, Workforce Program Coordinator, Tulare County Workforce Investment Board  
**Linda Patino**, Employment Services Coordinator Tulare County Office of Education – SEE  
**Daisy Guzman**, Assistant Director Community Services Employment Training

A multidisciplinary partnership in Tulare County has demonstrated that youth thrive in positive and supportive environments that foster participant engagement through constant communication and a range of resources. Learn how we have expanded partnerships within the justice system and how each partner invests resources and commits to responsibilities to transition formally incarcerated youth into the workforce. Learn how we have established new partnerships to provide students with disabilities with job readiness training and summer work experience in career pathways that match the youth’s interests and career goals.

The Workforce Investment Board of Tulare County brought together partners to offer two programs, in which these strategies have mobilized significant resources for participants: The Readiness for Employment through Sustainable Education & Training (R2Y) program and the Summer Training and Employment Program for Students (STEPS). Partners include Tulare County Probation Department, Community Services Employment Training (CSET), Tulare County Office of Education-Services for Education and Employment (SEE), and Department of Rehabilitation (DOR).

**BrightFutures - How to Intrigue, Inform, and Inspire Tomorrow’s Workforce**

*SAN MARTIN*

**Bruce Wilson**, Executive Director, WANB  
**Racy Ming**, Chief Strategist, WANB  
**Gillie Miller**, Director of CTE for Napa COE

The Workforce Alliance of the North Bay (WANB) is partnering closely with education and nonprofit partners to bring career exploration to the young people in the community. Strategies include co-branding career hubs in high schools; a mobile (bus) career center to reach more rural areas and to use at community events; and exposure to people from the world of work. Come hear how the WANB built these partnerships and is developing creative ways to expose a broad range of young people to career exploration.

**Creating Equity Through Certifications for Skills in Demand**

*SAN SIMEON*
Participants will see how schools, industry leaders, and independent certification vendors can collaborate to prepare students for certification. Boot camp participants identified their individual strengths and then developed them in the critical area of customer service. Students, through an experiential educational experience, became masters of a customer service mindset that will provide them with a competitive edge in the marketplace. Students took a pre and post certification exam with a 50% pass rate.

**Afternoon Plenary**

4:15pm-5:15pm  
**BAYSHORE BALLROOM**

**The Five Essential Skills for the Workplace of the Future**

Stacy Porter, Vice President, People Operations and Culture at Outset Medical

According to Forbes, Employers today regularly bemoan the skill gap between what they need their employees to do and what they are actually capable of doing when they begin their jobs. Managers talk about how long it takes employees to get “up to speed” and employees share frustrations about organizational loneliness when it comes to the desired guidance and tools that would help accelerate productivity. At the same time, our work lives are long and getting longer because of the price of living and retirement. What skills will keep you viable in the employment market for 20 years? 30 years? 50 years? Organizational psychologist, Stacey Porter has been observing and developing talent in Silicon Valley companies for the past 20 years and has identified 5 key skills that keep individuals relevant throughout their careers. Along with the articulation of these skills, Stacey will share how to start developing these skills in significant ways immediately!

**Welcoming Reception**

5:30pm-6:45pm  
**BAYSHORE FOYER**

A great networking event to connect with your colleagues from around the state (and the country) who share your passion for youth development. Exchange ideas and discover some of the interesting approaches that others are exploring.

**Wednesday, January 15th, 2020**

**Continental Breakfast**

7:30am-8:30am  
**BAYSHORE FOYER**

**Morning Plenary**

8:30am-9:30am
Opening Doors to Equity and Access

Dr. Trudy Arriaga, Author, Former First Female Superintendent of Ventura Unified School District

Dr. Trudy T. Arriaga has held leadership roles at all levels to include teacher, assistant principal, principal, director and superintendent. She is a Corwin author, national consultant and the Associate Dean of Equity and Outreach in the Graduate School of Education at Cal Lutheran University. Trudy will discuss the critical role of shaping an organization through culturally responsive and inclusive practices. Participants will delve deeply into practices that unintentionally marginalize our youth to engagement strategies that open doors for each and every one. Trudy will offer a counter-narrative to overcome the barriers that exist in our organizations to ensure open doors for our youth and their communities. Join the journey of a two tiered examination - the organization and ourselves as youth advocates who have the responsibility and the privilege to open doors!

Exhibitor Showcase

9:30am-10:00am
BAYSHORE FOYER

Grab some coffee and peruse our exhibitors to find exactly what you need to achieve your goals.

Workshops Group II

10:00am-11:15am

How To Prepare Youth For Jobs and Careers That Do Not Exist
DONNER

Larry Robbin, Executive Director, Robbin and Associates

Our programs are designed as if the future of job and careers were predictable when they in fact are very unpredictable. We may be teaching youth to be the architects of their future based on a view of a world of work that may be extinct in the near future and replaced with opportunities we can’t even dream about. The best way to prepare youth to be successful in this constantly changing landscape is to rethink our basic premises about job and career preparation and put them more in line with the realities of this very dynamic era. Managers and staff will learn how to change your model and services to help youth position themselves to survive and flourish regardless of what jobs and careers come and go. Help youth become the true architects of their future even when this means preparing for jobs and careers that do not exist!

Innovative Pathways to Public Service: Successful Strategies to Engage our Next Generation and Strengthen Employer Engagement
Why build bridges between education, government, civic and business organizations? To help young people learn about the diverse array of careers available in the public sector. More than 24% of jobs in the six-county Sacramento region are in local and state government, education and health. A leadership collaborative is addressing the public sector workforce gap by engaging a new generation through job shadows and experiences. Learn how the collective is diving deep into work-based learning, civic engagement, pathway mapping and best practices in this interactive session. Take ideas back to your community along with an action-oriented approach to changing the system in your community.

**Youth Empowering Skills (YES) Recruiting and Retention Strategy for Disabled Youth**

**SAN JOSE**

**Bouakhay Phongboupha**, YouthWORKS Manager, City of Richmond

Learn how to build a targeted recruitment, retention and marketing plan for your youth program as well as learn to leverage 21st century technology like social media and mobile apps to entice youth. This workshop will also provide an effective model and strategy for working with disabled youth and partners.

**Digital Dweller or “Digitzen”, Generation Next**

**SANTA CLARA**

**Dr. Wallace Lynch**, Founder & CEO, Alpha Ecosystem.

Globalization and digitalization have irreversibly changed our lives with A.I. and big data as its core driving force. What is the inevitable trend of such fast progressing global connectivity? What will be the future for the younger generations under the A.I. supremacy? While personal assets are migrating from physical to digital, what value can you control? Prepare our youth to brace for the impact of the digital economy, while we still can.

**A Gig Economy in a Global Market**

**CARMEL**

**Lisa Michelle Zega**, Coach, Facilitator, Speaker, and Program Manager at Santa Clarita AJCC  
**Jamie Beck**, Educator, Speaker, Entrepreneur, and Career Mastermind at Career Vision

Learn how to use the internet to maximize our youth’s interests, connecting them with self-employment, and emerging economic opportunities. Discover how to travel the world for free and increase opportunities in a global market. The gig economy can be a successful way for youth to make more and work less and pursue their passions. Explore new ideas to help youth navigate and achieve in a gig-based economy.
STEPS-Youth: How Ventura County Developed Innovative Solutions to Effectively Serve Justice-Involved Youth

MONTEREY

Edward Sajor, Administrative Specialist
Ventura County Human Services Agency, WIOA Re-Entry Division
Guadalupe Paz, Supervising Deputy Probation Officer
Keeping Engaged Youth Supported (KEYS) Program
Ventura County Probation Agency, Juvenile Division
Christina Maguire, Employment Specialist, STEPS-Youth Program
Ventura County HSA, WIOA Re-Entry Division
Amy Perez, Employment Specialist, STEPS-Youth Program
Ventura County HSA, WIOA Re-Entry Division

In January 2018, the Ventura County Human Services Agency’s WIOA Re-Entry Division, in partnership with the Ventura County Probation Agency, implemented the Specialized Training & Employment Project for Success for Youth, a.k.a. the STEPS-Youth Program to assist youth ages 16-21 who are on probation or incarcerated with gaining marketable skills and finding employment. This is done by applying evidence-based strategies to case management and job development. Supportive services, incentives for individual milestones and the leveraging of other resources have made a great impact to the many youth served by this program. The county also just concluded an Accelerator project that funded the STEPS-Connection grant, which identified innovative solutions to overcome challenges and barriers to the justice-involved youth. Learn more about the county’s curiosity-driven efforts in this interactive workshop.

Taking the High Road: a model to create a career pathway from homelessness to union employment

SAN CARLOS

Nicholas Pisca, PhD, Management Fellow, Los Angeles County Workforce Development, Aging and Community Services

The Los Angeles County Workforce Development, Aging and Community Services has designed an innovative program, HireUP, which is a multi-agency collaboration assisting those who are homeless and at risk for homelessness (many of whom are opportunity youth), into high-road career pathways. Through HireUP, Los Angeles County will offer intensive case management, supportive services, stipends and flexible cash assistance to facilitate a more effective coordination of employer-driven work readiness to best ensure career pathways with family sustaining wages for those with the highest barriers to employment.

Teaching Work Ready Skills: Critical Thinking to Prevent Injury on the Job

SAN JUAN

Diane Bush, MPH, Program Coordinator, Labor Occupational Health Program, U.C. Berkeley
Youth Peer Leader, Labor Occupational Health Program, U.C. Berkeley
This workshop will help you prepare youth to be “work ready” for safety. We will introduce the Talking Safety curriculum, using participatory, skill-building activities to help youth develop critical thinking and problem-solving skills in workplace safety. The curriculum was developed for the National Institute for Occupational Safety and Health — evaluated in 16 Career Tech Programs. We will also share resources for employers, our online Work Permit Quiz, and our young worker App and Kahoot game.

**Apprenticeships in Early Care & Education: Nuts and Bolts, Secrets to Success, Lessons Learned, and the How-To's of Developing ECE Apprenticeships in California**

*SAN MARTIN*

**Randi Wolfe**, Ph.D., President, Early Care & Education Pathways to Success  
**Joya Chavarin**, Ed.D., Senior Consultant, Early Care & Education Pathways to Success  
**Rochelle Crawford-Logan**, Senior Consultant, Early Care & Education Pathways to Success

The impact of ECE is largely determined by the skills, knowledge and competencies of ECE providers. So developing programs to effectively prepare and grow a well-qualified ECE workforce is essential. Apprenticeship, a tried-and-true approach to workforce development, places workers on sustainable career pathways while supplying employers with workers to meet their precise workforce needs. Building on the apprenticeship tradition, Early Care & Education Pathways to Success (ECEPTS) has launched highly successful, research-based, replicable apprenticeship models to address the needs of the ECE workforce by integrating on-the-job training, college coursework, coaching, cohort learning and better wages. ECEPTS is a recognized leader in the effort to expand ECE Apprenticeships in California.

**Performing Under Common Measures for Youth Programs**  
*SAN SIMEON*

**Rick Record**, Executive Director, Record Consulting Services

The WIOA established a new set of common measures for In-School and Out-of-School Youth Programs. This training will walk you through each Common Measure as outlined in federal guidelines. You will learn the operational parameters for each measure, how they are calculated, and how to track successful outcomes.

**Dwight Brydie Scholarship Luncheon**  
*11:30am-1:00pm*  
*BAYSHORE BALLROOM*

**Emcee: Lashon Amado**, Deputy Director, Opportunity Youth United

Dwight Brydie was an employee of the Employment Development Department who conducted training for youth workers around the state, who advocated tirelessly for more resources, and who constantly tried to raise the bar on quality of youth services in California. These scholarships honor his memory and the passion of all youth workers and youth advocates present here today.

The luncheon will celebrate outstanding youth participants who were selected from among many other deserving applicants. Join us and be inspired by their stories.
Each recipient is receiving a $1,000 scholarship to further their education and skill development.

Congratulations to our 2020 Youth@Work award winners:

**Angela Lettmen**, Goodwill Southern California Youth Opportunity WIOA Center, San Bernardino County Workforce Development Board  
**Christopher Gonzalez**, San Diego Gateway to College and Career, San Diego Workforce Partnership  
**Daniela Fuerte**, Services for Education and Employment, Tulare County Workforce Investment Board  
**Gabriel Mendonca**, San Diego Gateway to College and Career, San Diego Workforce Partnership  
**Gilberto Ochoa**, Para Los Niños, Workforce Development Board City of Los Angeles  
**Alfonso Solis**, Access WIOA Youth Services, San Diego Workforce Partnership  
**Nyiesha Allen**, Goodwill Southern California Youth Opportunity WIOA Center, San Bernardino County Workforce Development Board  
**Trish G. Alcantara**, San Diego Gateway to College and Career, San Diego Workforce Partnership  
**Verania Garcia**, Orange County Asian Pacific Islander Community Alliance Youth Employment Program, Orange County Workforce Development Board

**Workshops Group III**  
1:15pm-2:15pm

**Marijuana Legalization and Young Adult Job-Seekers**

*DONNER*

**Blake Konczal**, Executive Director, Fresno Regional Workforce Development Board  
**Brenda Budke**, Executive Director, Sierra HR Partners,  
**Craig W. Armstrong**, Attorney, Baker Manock & Jensen

California legalized the use of medical marijuana in 1996 and then legalized the recreational use of marijuana in 2016. Marijuana use by adolescents has grown steadily as more states enact various decriminalization laws. According to CDC data, more teens now smoke marijuana than cigarettes. However, while many states have legalized marijuana, it is still designated as a Schedule I substance under the federal Controlled Substance Act, which criminalizes the possession, manufacture, distribution, and sale of the drug. In fact, both the California Supreme Court and legislature have had an opportunity to protect employees’ legal use of marijuana but did not do so, and employers are free to test for and discipline employees who use it. This has led to confusion among employers and job-seekers alike. Come learn how the Fresno Regional Workforce Development Board directly responds to business through implementation of its drug-screening policy and compliance with these divergent laws.

**Must Practices for case managing the justice involved – more advice from Nipsey Hussle, Elizabeth Gilbert, and Butte County Probation**

*SIERRA*

**Heather Alexander Chavez**, Director of Youth Programs, AFWD, Inc./Prison to Employment Project Coordinator, NoRTEC  
**Ron Kimberling**, Deputy Probation Officer III, Butte County Probation Department
The Alliance for Workforce Development, Inc. and Butte County Probation have integrated numerous evidence-based practices into case management of their Youth, Accelerator, and re-entry Work-Based Learning participants. Learn which of these have had the most impact, and how to implement them into your service delivery (almost) effortlessly.

From daily contact to collaborative planning, staff need current, common sense tools to keep up with the ever-changing world of the job seeker. See how cross-trained, compassionate, and effective partner professionals can improve outcomes for young adults.

**Leader’s for Change: An innovative Legislative Internship Making an Impact on Today’s Youth**

*SAN JOSE*

**Rachel Babcock**, Professional Services Coordinator, Youth Commission Program Coordinator, Riverside County Workforce Development Board and EDA Workforce Development Center  
**Jamie Pulver**, Legislative Intern and Youth Advisory Council Coordinator.

Learn about our program model that is a countywide collaboration between the California Family Life Center, Riverside County’s Board of Supervisors and EDA Workforce Development Center. Combining our efforts creates an innovative Legislative Internship Program and County-Wide Youth Commission that provides thousands of hours of service to our communities and creates an upmost professional internship experience working alongside the County’s Board of Supervisors. This program gives youth in our county a voice, provides on the job professional training to our young adult interns, and facilitates county-wide events for high school students and Youth Opportunity Center participants.

**Digital Accessibility Understanding for Today’s Youth**

*SANTA CLARA*

**Toni Bamford**, California Department Rehabilitation

Millions of Californians experience digital accessibility barriers every day and they aren’t always aware of what they are missing. Fortunately, today’s society uses speech activated devices, uses cell phones hands free, and uses website accessibility features. Digital accessibility needs to become as second nature as accessible ramps have become in the physical world. Today’s youth are digital natives! Come learn some simple steps that can be utilized to help you in preparing accessible electronic documents.

**Talent Development in the Digital Age: disrupting workforce development ecosystem to upskill Gen Z and Millennial Talent**

*CARME*l

**Jeffery Wallace**, President & CEO, LeadersUp  
**John Roberson III**, Chief of Staff, LeadersUp  
**Joanna Martinez**, Director of Talent Solutions, LeadersUp

This workshop demonstrates a successful case study of LeadersUp’s innovative digital tools— a virtual career coaching app and an e-learning experience— designed to reach, engage and upskill Opportunity Youth within the palm of their hands. Workshop facilitators will demo
these tools and inspire strategies for participants to integrate these select innovations into their own service delivery model.

Los Angeles County Countywide Youth Bridges Program

**MONTEREY**

**Maritza Dubie-UrIBE**, Tamika Gray, Los Angeles County Workforce Development, Aging and Community Services

**Monica Paraja-Dominguez**, Los Angeles County Department of Human Resources

Pomona Valley America’s Job Center of California Representative

Learn about the County of Los Angeles’ Public Sector strategy to find the Next Gen talent through the Countywide Youth Bridges Program (CYBP). CYBP serves as career pathway for vulnerable youth populations ages 16-24. Key partners include 35 County departments, secondary and post-secondary partners and seven (7) Local Workforce Development Areas. This strategy works to increase awareness of public sector jobs for youth that pay a Living Wage, establish a Learning Community by furthering best practices, data-driven decision making and collaboration to set attainable goals.

**Get A Job and Get Paid!**

**SAN CARLOS**

**Rick Record**, Executive Director, Rrecord Consulting Services

This workshop will transition you from a “placement” oriented approach to one that emphasizes developing marketable skills that will generate income. You will learn how to be more effective and efficient in promoting the “skills” to get “paid”.

**Evidence-based practices from CaPROMISE leading toward successful post-school outcomes for youth with disabilities receiving SSI**

**SAN JUAN**

**Joyce A. Montgomery**, MAEd, CaPROMISE Region Manager, EmployAbility, Vallejo City Unified School District

**Aaron J Lott**, MA, CaPROMISE LEA Manager, Transition Specialist, East Side Union High School

**Alphonso Jimenez**, MS, District Administrator, Department of Rehabilitation

Local Education Agency (LEA) staff, Department of Rehabilitation (DOR) staff and San Diego State University Interworks institute will share student success stories and lessons learned from this federal research demonstration grant. CaPROMISE intervention services for youth and families include Person/Family Driven planning, Case Management and Transition planning, Financial and Benefits Planning, Career and Work-based Learning (paid/unpaid work experience) parent training and coordination of other services and supports. Youth and family engagement in CaPROMISE services increased transition service engagement (Indicator 13), postsecondary outcomes (Indicator 14), school
completion rates (indicator 1) and decreased drop-out rates (indicator 2). School and family involvement were correlated with higher rates of employment. Scalability of services and tools will be shared.

**Bridging Knowledge to Action: Experiential Career Pilot for Blind and Low Vision Transition-Age Youth**  
*SAN MARTIN*

**Ann Wai-Yee Kwong**, Transition Program Specialist, LightHouse for the Blind and Visually Impaired  
**Marc Grossman**, Employment Specialist, LightHouse for the Blind and Visually Impaired

Foundational soft-skills, cultural capital, and tangible experiences are essential to success. Audience members will come away with impactful strategies and stories from confident rising leaders who benefited from the summer pilot. “Your program built my confidence, and genuinely aimed me in a better direction for the future. I feel more secure in what I would like to do with the next five years of my life. I feel like a part of the blind community!”

**Conservation Corps and Charter Schools: Partnerships for Academics and Paid Vocational Training - The Original Earn and Learn Model**  
*SAN SIMEON*

**R.J. Guess**, Chief Executive Officer, John Muir Charter Schools  
**Dorsey Moore**, Executive Director, San Jose Conservation Corps and Charter School  
**Andy Gordon**, Manager, Corpsmember Development Programs, California Conservation Corps

Participants will learn about the unique partnerships between Conservation Corps and Charter Schools in California, and how these partnerships provide an incredible referral or placement opportunity for young people 18-25. Through these partnerships, youth eligible or classified as “opportunity youth” may enroll in the California Conservation Corps or one of 13 Certified Local Conservation Corps and earn their high school diploma while participating in paid vocational training.

**Exhibitor Showcase**  
2:15pm-2:45pm  
*BAYSHORE FOYER*

Grab some coffee and peruse our exhibitors to find exactly what you need to achieve your goals.

**Workshops Group IV**  
2:45pm-3:45pm

**An Innovative Opportunity to Engage WIOA Youth with TODAY’S Job Corps!**  
*DONNER*

**John Pedersen**, Sr. Vice President; Management & Training Corporation (Job Corps contractor)  
**Tom Fitzwater**, Center Director; Los Angeles Job Corps Center  
**Anita Cardella**, Senior Director, Workforce Partnerships; Management & Training Corporation  
Job Corps Student
Forget what you thought you knew about Job Corps. Job Corps TODAY aligns career pathway programming to state and local WIOA goals. Together, with the workforce development system, we have found mutual success through innovative partnerships with community colleges, national and local employers and apprenticeships that enable the youth we serve construct pathways to quality jobs in demand occupations.

Building Bridges to Success
SIERRA

Presenters:
Daisy Guzman – Assistant Director of Youth Programs at CSET
Christina Jones – Analyst at Tulare County HHSA

Discussion Panel:
Alejandro “Alex” Zaragoza – Current youth participant
Anthalina Chhean – Current youth participant
Marisol Ramirez Basulto – Permanent County employee (former participant)
Tanisha Hill – Permanent County employee (former participant)

With established channels of referrals through an array of community agencies, youth meet with the case manager to identify barriers challenging their self-reliance. They participate in an engaging series of work readiness workshops prior to interviewing with Tulare County for a paid, real-world, work-based learning experience.

Tulare County HHSA has selected District Offices throughout the county where youth learn the day-to-day duties of a Self Sufficiency Support Assistant. Learning objectives include excellent customer service – both face to face as well as over the phone, analytical skills to assess client needs, work ethic, and behavioral best practices in the workplace. Youth Transition participants are held to the same standards as county employees. One of the most rewarding moments is when youth receive their county badge, marking the beginning of their employment journey. A participant who enters the Youth Transitions Program with limited skills is able to expand their resume and skill sets that are transferrable to all industries.

The continuation/completion of education is a significant component of the program because many of our participants are struggling to complete High School. We recognize that most of the population of youth we are serving will never have the luxury of pursuing their educational goals without the need to have a consistent source of income to survive, so we allow schedule flexibility for working students.

Through this innovative partnership Tulare County HHSA has been growing its own county employees. At each District Office, participants are linked with a mentor throughout their time in the program, encouraging them to high performance. County mentors and CSET staff provide ongoing guidance in problem resolution, team work, and workplace expectations, ensuring participant success.

Work Readiness and Career Pathways - Merging Business with Education While Preparing Youth for the Workforce
SAN JUAN

Stephanie Roberts, Director of Special Projects
Heather Fontanilla, Administrator Career Pathways, Linked Learning
Anna Ramos, Work Based Learning Coordinator
Erin Larkins, Work Based Learning Coordinator

Mt. Diablo Unified School District has made great strides in supporting Career Technical Education and Work Readiness. In the last six years MDUSD has made great change and has been seen as both a leader and innovator to the world of Career Pathways and Career Technical Education in the East Bay.

MDUSD's Career Pathways focus on seven industry sectors: Health, Engineering/Building Trades, Transportation/Auto, Education, Computer Science(ICT), Culinary/Hospitality, and Digital Media. MDUSD has been creating systems to support Work Based Learning and continuing its growth within its pathways.

This workshop will cover how MDUSD connects to and supports their business partnerships, all while actively listening to the needs of the workforce and preparing youth for the jobs of the future.

A Nuts and Bolts Approach to Career and Technical Education
SANTA CLARA

Chandra Smith, Director, Grant Associates
Christopher Bernhardt, Vice President of Corporate Training at Grant Associates

Since launching the CTE Industry Scholars Program (CTE ISP) in 2016, the program has provided high quality, industry aligned internships to nearly 4,000 CTE high school students in New York City. Join us as we explore the nuts and bolts that go into making this program a success. We’ll share best practices and tips for engaging employers for youth, managing youth contractors, targeting underrepresented populations, managing internships, effective ways to use technology, developing work-readiness programming for Gen-Z, and so much more.

Youth Career Exploration through Business Engagement
CARMEL

Benigno Sandoval, Business Services Program Administrator, SELACO WDB
Corina Coronel, Career Center Manager, SELACO WDB
Yvette Valenzuela, Career Development Specialist, SELACO WDB

Youth Career Exploration through Business Engagement – SELACO WDB has developed a Career Academy for Targeted Sectors (CATS), a two-week program designed to offer young adults the opportunity to establish a Career Pathway to successful employment. Through Business Engagement, participants are exposed to industry sectors which show the greatest potential for a long-term career. CATS provides youth the opportunity to gain an awareness of their abilities through skills discovery, knowledge of resources and employer engagement.

GenerationGo! Career Pathways Program Toolkits
MONTEREY

Janeth Tran, Staff Analyst II, San Bernardino County Workforce Development Department
Margaret Spencer, Workforce Development Specialist, San Bernardino County Workforce Development Department
Kimberly Miller, Program Coordinator, Early College and GenerationGo! Program, San Bernardino Valley College
Patricia Quach, Dean, Academic Success & Learning Success, San Bernardino Valley College

How can information be disseminated between San Bernardino County Workforce Development Department (WDD), students, K-12 school system, and post-secondary institutions, and internship sites? This session will cover the toolkits created to improve communication between large systems working together to build the next workforce. Each toolkit (a version for students, k-12, post-secondary, and internship sites) provides guidance and best practices as well as policies for the program.

Mental Health is Public Wealth
SAN CARLOS

Carolyne Ouya Outreach & Executive Coaching Coordinator/Legal Advocate
Roshawn Brady, Sr. Vice President
Mayra Contreras WIOA Supervisor North & Metro San Diego Region
Steven Nunez WIOA Supervisor South & East Region
Alfonso Solis, Access & Mental Health Career Pathway Participant

Session will explore how a five-week Mental Health Career Pathway at Access Youth & Immigration Services for at-risk youth, leveraging 15 community partners, transformed student workforce retention issues, mental health, and complex trauma. Through a dynamic curriculum, youth went from students to community advocates prepared to enter all sectors of employment as innovative, resilient, and resourceful employees.

How To Teach Youth To Case Manager Themselves
SAN JOSE

Larry Robbin, Executive Director, Robbin and Associates

Think about the implications of the job title of Case Manager. It implies that youth are “cases” that we need to manage. You would not like to be thought of as a case that needs to be managed and neither do youth. Some degree of this managing cases thinking often inadvertently carries over into how we work with youth. This ineffective dynamic explains a lot about our inability to get the best, long lasting outcomes in the shortest amount of time. If we replace our thinking to get into the role of a coach whose job it is to help youth become the best option sorters possible, we empower youth and the results will be a strength based approach that has deep and long lasting impact on the youth we serve. When youth learn how to case manage themselves, it will not only change the way they approach the world of work it will also change their lives!

The Power of Partnerships--Real, Relevant and Rigorous
SAN MARTIN
Liz Jackson-Simpson, CEO - Success Centers
Tracy Green, Construction Program Manager - Success Centers
Maria Rinaldi, Education Program Director - Success Centers
Adrienne Schneider, Enterprise System Architect - Evolution TCH
Reymon LaChaux, Youth Workforce Director - Success Centers

It’s been over 20 years since SF won a Youth Build Grant. Success Centers was awarded a grant for its comprehensive education and workforce development approach to preparing marginalized youth with pre-apprenticeship training and placement services by building tiny houses and construction plus training in the tech industry. All of the training is conducted in partnership with industry professionals. Programs graduates complete with high school diplomas or GEDs and transition directly into unsubsidized employment.

A New Framework for Competency-Based Apprenticeship
SANE SIMEON

Natalie Weaver, Grant Coordinator, Chaffey College InTech Center
Deborah Smith, Administrator, Chaffey College InTech Center

This presentation will outline new structures for competency-based apprenticeship programs that provide access to youth and young adults to paid work-based learning opportunities. We will also highlight the first registered pre-apprenticeship in California history, and lessons learned. Having run successful pilot programs in the Inland Empire, the presenters will discuss strength in partnerships and design elements user-friendly for business. This workshop is meant to inspire action and explain to attendees how they can get involved in California’s apprenticeship system.

Three Deep Dives
4:00pm-5:00pm

Building a Legacy for Tomorrow’s Future
DONNER

Kelly McAdoo, City Manager of Hayward
Davida Scott, Hayward Adult School Teacher
Evelyn Ocasio, Director Hayward Alternative Education
Dr. Matt Wayne, Superintendent of Hayward Unified School District

The City of Hayward and the Hayward Adult School partnered together and created Raising Leaders in Hayward-Workshops & Internships. Our mission is to give students that attend schools that fall underneath Alternative Education (i.e. Adult Schools, Continuation High Schools, Teen Moms, Independent Studies and students on expulsion) in Hayward, California the chance to learn and gain experience in various fields by offering professional development opportunities through the City of Hayward, District 2 Partnerships and Cal State East Bay University. The purpose behind our organization is to take our promised youth, offer them a plethora of services and opportunities to better themselves, and in turn become productive members of society. We achieve this through a multi-pronged approach, acknowledging that our students have experienced
unique hardships, and in turn, deserve some of the most innovative internships our program has to offer. Our vision is to offer disadvantaged Hayward youth custom-tailored workshops designed to teach them life skills while simultaneously preparing the next generation of workforce members in our community.

Building Power Among Opportunity Youth – Mobilizing for 2020

Lashon Amado, Deputy Director, Opportunity Youth United

Opportunity Youth United (OYUnited) is a national youth-led movement made of opportunity youth and adult allies. The movement has been mobilizing in 19 communities across the country to increase civic participation, especially among opportunity youth. In this session, attendees will learn about how young people are building power in their community and shaping policies around increasing opportunities for young people, justice reform, and more.

Leaders from OYUnited’s Community Action Teams (CATs) will also share practices, challenges, and future projects around building electorate power among opportunity youth and other constituents within their community. They conducted a community based participatory research project to better understand young people’s perceptions and barriers to voting and will share some of their findings. Lastly, attendees will learn about ways to get involved in the OYUnited movement.

The Big Year Ahead: Workforce Policy in 2020 and Beyond

SAN JOSE

Thomas Showalter, Executive Director, National Youth Employment Coalition

In this mini-plenary, Thomas Showalter will get you up to speed on the policy issues that will matter in 2020. Will reauthorizations of the Higher Education Act or WIOA happen, and what will they look like? What’s going on with infrastructure legislation and DACA? How will new federal funding for apprenticeship affect your work? And how are folks in DC and beyond advocating to get good ideas enacted? There will be ample time for your questions and ideas, so join Thomas to learn and contribute.

An Evening of Magic (doors open at 7:30pm)

8:00pm-10:00pm

BAYSHORE BALLROOM

Michael Karl, Magician & Mentalist

Michael has been a keynote speaker at two precious CWA Conferences to wild acclaim, and is co-leading the Youth Leadership Series.

Michael started out in magic when he was just 6 years old and began performing professionally at 14. He was soon more intrigued by human behavior, and began to develop skills to “read” behavioral cues, becoming a psychological illusionist or Mentalist.
Michael has traveled the world performing his Mentalism act, and in 2009, he became one of the official magicians of the Orlando Magic and even performed at the NBA Finals.

Join us and be part of the magic of the evening. It’s a night you won’t likely forget.  
http://michaelkarlmagic.com

Thursday, January 16th, 2020

Continental Breakfast  
7:30am-8:30am  
BAYSHORE FOYER

Morning Plenary  
8:30am-9:30am  
BAYSHORE BALLROOM

Mindset Change and Understanding At-Risk Youth

Keynote Speaker: Jermaine Hampton, Workforce Development Manager, DeKalb County

Moderator: Bob Lanter, Executive Director, California Workforce Association

Panel:
Jermaine Hampton, Workforce Development Manager, DeKalb County  
Charlotte Johnson, Project Director, ResCare Inc.  
Heather Alexander, Director of Youth Programs, AFWD, Inc.  
Luis Servin, Workforce Program Manager, Santa Barbara County Workforce Development Board

Understanding At-Risk Youth and successful outcomes go hand and hand. In order for youth programs to flourish, it is essential that staff not only have an understanding of At-Risk youth, but in addition have the professional development and resources necessary to execute proper service delivery. Having these fundamentals and resources will enable staff to achieve successful outcomes by taking a different approach, and shifting their mindset along with customer’s mindsets. This presentation will provide a snapshot of best practices which will not only help to increase performance and outcomes, but will provide a way ahead in working with at-risk youth successfully.

Workshops Group V  
9:45am-10:45am

Justice Involved Youth, Transitioning Foster Youth, Work Readiness
DONNER
Lisa Michelle Zega, Coach, Facilitator, Speaker, and Program Manager at Santa Clarita AJCC

Behind in credits, unstable living arrangements, on probation, and a baby on the way... How do you connect when work is the last thing on their minds, but the only thing on yours? How do you build a bridge between the youth and employment, redefine the connotation of work, and help them reach success? Join us to discover the art of acceptance as the first step in reaching your teens, relating to their experiences, and helping them make transformations to the future. Slow down, build a relationship, and become an ally to speed up and make progress toward work outcomes.

Cultivating L.A.’s Finest to Better Engage Opportunity Youth
SIERRA

Maritza Dubie-Uribe, Los Angeles County Workforce Development, Aging and Community Services
Mamikon Nalchajyan, Los Angeles County Workforce Development, Aging and Community Services
Serita Cox, iFoster
Michael Darajorn, Los Angeles Department of Children and Family Services
Lauri Collier, Opportunity Youth Collaborative / Alliance for Children’s Rights

Learn how by leveraging regional partnerships and existing resources, the first network of youth-driven, workforce System Navigators was established. Navigators were housed at multiple America’s Job Centers of California, community colleges and other key partners resulting in close to 1,800 foster youth connecting to educational and employment services within a 6-month period.

Building Life Coach Capacity to Help Youth Thrive
SAN JOSE

Rick Schreiber, Co-Founder & Board President, Thrive Nation
Adrian Gonzales, Program Manager, Imperial Valley ROP – Project Connect
Chantelle Gerardo, Life Coach, Imperial Valley ROP – Project Connect

Learn how Imperial Valley Regional Occupational Program (IVROP) – Project Connect and Thrive Nation have partnered to provide youth with life coach support. The two agencies have teamed up to ensure young adults who need help with overcoming obstacles and setting direction have access to supports and services required to thrive. This session will cover the Thrive Nation life coach training process and how Imperial Valley ROP staff is utilizing the life coach strategies and tools to help youth uncover their strengths, interests, and passions to stay engaged and motivated! Imperial Valley ROP Project Connect funding and programmatic support is provided by the Imperial County Workforce Development Office (ICWDO) under the Workforce Innovation and Opportunity Act (WIOA).

Unlocking Potential, How to Promote Young Adults in Today’s Job Market
SANTA CLARA

Nuvia Varela, Adult/Youth Program Manager, Fresno Regional Workforce Development Board
Shawna Glazener, Business Services Coordinator, Fresno Regional Workforce Development Board
Young adult workers (16-24) are the key to a robust talent pipeline. This interactive and captivating session will provide essential elements for developing a successful strategy to tap into and develop young adult talent by understanding the unique assets this group brings to the table. Without development of this group, the limited human capital pipeline will continue to impede companies’ ability to compete, and the ability of Workforce Boards to meet their hiring needs. In a time when accessing and growing talent is a critical component to the shrinking pipeline, the Fresno Regional Workforce Development Board will help you understand what successful strategies they are using to address the long-standing issue of youth unemployment by focusing on creative human-centered solutions, and marketing based on business needs. As a take away, attendees will leave with best practices surrounding soft skills, and critical tools to prepare your talent pool and develop business relationships for success.

**Match Making: Bringing Together Youth and Employers**

*CARMEL*

**Nikia Richards** – Co-founder and President of S.T.R.E.A.M. Global Innovations


**Ken Wiseman** – Retired CEO AMS Fulfillment, Dream Manager, Chief Workforce Development Officer

**Lisa Michelle** – Coach, Facilitator, Program Manager Santa Clarita AJCC

How do we attract youth and employers and create a career match?

We create a space for them to meet up and get to know one another. Learn about an innovative approach that allows youth to see an array of employers in action and employers to meet youth in an unencumbered environment.

S.T.R.E.A.M. Global Innovations (SGI), the Santa Clarita American Job Center of California (AJCC) and AMS Fulfillment have piloted a program that connects various industry partners to youth between ages 16-24. In this program, youth get real-world preparedness and employers get to experience the youth in a training environment.

Come explore opportunities to borrow from this innovative model and design approaches to serve your community.

**Summer Paid Internship Program: Opening Doors and Breaking Down Barriers to Employment for Young Adults with Autism**

*MONTEREY*

**Edmund Knighton**, President, Meristem

**Valerie Baadh Garret**, Manager, TAP Transformative Autism Program, Meristem

**Harrison Lane**, Meristem Student and Summer Internship Participant

**Anthony Mullins**, Meristem Student and Summer Internship Participant
Meristem completed a 3-week Summer Internship project in August 2019. Twelve young adults on the spectrum, with four job coaches, worked at six different job sites. Jobs were matched to intern interests and skills with support and on-site training of staff at each site. The project was successful. Our presentation would give program background, overview, lessons learned, plans and improvements for summer 2020 internships, and intern and employer testimonials.

Recruiting WIOA Youth-Using Apprenticeships, Teen Centers, YouthBuild, Special Population Programs and the Kitchen Sink
SAN CARLOS

Robert Chavez, Operations Manager, South Bay Workforce Investment Board
Ricardo Renteria, Youth Programs Supervisor, South Bay One-Stop Business & Career Centers-Inglewood
Erika Alvarado, Youth Programs Coordinator, South Bay Workforce Investment Board-YouthBuild
Sharina Williams, Teen Center Coordinator, South Bay Workforce Investment Board

Learn how the South Bay Workforce Investment Board utilizes its own Teen Centers, SBWIB YouthBuild, apprenticeship models and special population programs to recruit, enroll and provide WIOA career services that lead to career ladder self-sustaining employment, through leveraged funding to provide career pathway counseling, vocational training, paid work experience, on-the-job training and job development.

The Building Blocks that Connect Employers to the MZ Generation
SAN JUAN

Sandra Bauler, Program Specialist, San Diego Workforce Partnership
Elana Metz, Program Supervisor, San Diego Workforce Partnership
Rachel Cohen, Business Partnerships Team Lead, San Diego Workforce Partnership

How do you ensure your Millennials and Z generation stay employed? How do you prepare them for success in the workplace or GIG Economy? Have you considered employer education to help manage multi-generational integration? In this session, learn core concepts that create lasting employment, entrepreneurial ideals and a strong relationship with your employers and youth. Join our team as we share our blueprint for working with employers and avoiding the pitfalls. Includes activities and guidelines.

Preparing Students for the Future of Work
SAN MARTIN

Christine Nieto, ACT – Workforce Development

As we help students prepare for their futures, it is our charge to ensure they are equipped to grow and succeed in education and future careers. Stackable credentials provide career pathways for students and allow them progress to potentially different and higher paying jobs throughout their lifetime. This session will explore the benefits of The National Career Readiness Certificate (NCRC®) and the WorkKeys® system as a portable, evidence-based credential that verifies the skills that employers want and that are essential for workplace success.
Closing Session
11:00am-12:00pm
BAYSHORE BALLROOM

Architects of the Future: Up Close and Personal

Don’t miss one of the highlights of the conference as participants from the Youth Leadership Series will present a dynamic and powerful close to Youth@Work 2020.

Jessica Janniere, Founder, Look Up and Beyond Inc.

Jessica is the author of the Number 1 best-selling book “Look Up and Beyond” and as a child abuse and rape survivor, Jessica is on a mission to help people to realize that negative past experiences do not equal a negative future. Jessica is widely recognized as an expert in helping people (especially women and youth) overcome adversity.

CWA Executive Committee

Jan Vogel - Board Chair
South Bay

Michael Cross - 1st Vice Chair
NoRTEC

Teresa Hitchcock- 2nd Vice Chair
Kern, Inyo, Mono Counties

Blake Konczal - Treasurer
Fresno County

Yolanda Castro - Legislative Chair
SELACO

David Mirrione - Legislative Vice Chair
Merced County

Nick Schultz - Opportunities Chair
Pacific Gateway

Kathy Kossick- Opportunities Vice Chair
Sacramento Works

Heather Henry - Capacity Building Chair
Solano County

Dave Thoeny - Capacity Building Vice Chair
Mother Lode
Adam Peck - Past Board Chair
Tulare County

Gregory Irish - Executive Committee At-Large
City of Los Angeles

Patti Castro - Executive Committee At-Large
Alameda County

Dawn Boulanger - Executive Committee At-Large
San Luis Obispo County

Kris Stadelman - Executive Committee At-Large
NOVA

Reg Javier - Executive Committee At-Large
San Bernardino County

Phil Cothran - Board Member Representative
San Bernardino County WDB Chair

Traci Holt - One Stop Operator Representative
Alliance for Workforce Development, Inc.
CWA Board of Directors

Alameda County, Patti Castro
Anaheim, Luz Flores
Contra Costa County, Donna P. Van Wert
Foothill, Dianne Russell-Carter
Fresno County, Blake Konczal
Golden Sierra, Jason Buckingham
Humboldt County, Cara Owings
Imperial County, Priscilla Lopez
Kern, Inyo, Mono Consortium, Teresa Hitchcock
Kings County, Lance Lippincott
City of Los Angeles, Gregory Irish
Los Angeles County, Otto Solorzano
Madera County, Tracie Scott-Contrera
Merced County, David Mirrione
Monterey County, Christopher Donnelly
Mother Lode, Dave Thoeny
North Central Counties Consortium, Cindy Newton
North Valley Job Training Consortium, Kris Stadelman
Northern Rural Training & Employment Consortium, Michael Cross
Oakland, Micah Hinkle
Orange County, Carma Lacy
Pacific Gateway Workforce Investment Network, Nick Schultz
Richmond Works, Sal Vaca
Riverside County, Carrie Harmon
Sacramento, Kathy Kossick
San Benito County, Enrique Arreola
San Bernardino County, Reg Javier
San Diego Workforce Partnership, Peter Callstrom
San Francisco, Joshua Arce
San Joaquin County, John Solis
San Luis Obispo County, Dawn Boulanger
Santa Ana, Deborah Sanchez
Santa Barbara County, Raymond McDonald
Santa Cruz County, Andy Stone
Silicon Valley WIN/Work2Future, Monique Melchor
Solano County, Heather Henry
Sonoma County, Katie Greaves
South Bay, Jan Vogel
South East Los Angeles County, Yolanda Castro
Stanislaus County, Doris Foster
Tulare County, Adam Peck
Ventura County, Rebecca Evans
Verdugo Consortium, Judith Sernas Velasco
Workforce Alliance of the North, Bay, Bruce Wilson
(Lake, Marin, Mendocino & Napa Counties)
Yolo County, Elaine Lytle
Workforce Development Board Representative,
Phil Cothran, San Bernardino County WDB Chair
One Stop Operator Representative
Traci Holt, Director, Alliance for Workforce Development, Inc.