Myers, Chair
Henson, Vice Chair
Ellinger
Kay
Ford
Lawless
Stinnett
Crosbie
McChord
Lane

A G E N D A
Social Services & Community Development Committee
October 16, 2012
11:00 A.M.

1. 9.18.12 Social Services & Community Development Committee Summary (1-3)
2. Summer Youth Employment Follow Up (4-39)
3. Committee Referral Items (40)

The social services and community development committee, to which shall be referred matters relating to the department of social services and its divisions, and any related partner agencies and the division of community development, related partner agencies, and other matters relating to community development and economic development

Council Rules & Procedures, Section 2.102 (1)

CY 12 Meeting Schedule
November 20
December 4

Social Services & Community Development Committee
September 18, 2012
Summary & Motions

Chair Myers called the meeting to order at 1:02 PM. Members present were CM Henson, CM Ellinger, CM Kay, CM Ford, CM Lawless, CM Stinnett and CM Crosbie. Absent were CM McChord and CM Lane.

8.14.12 Committee Summary

On a motion by CM Ellinger, second CM Crosbie the 8.14.12 Social Services & Community Development minutes and motions were approved.

Social Services Needs Assessment

Commissioner Mills made a presentation on the social services' needs assessment. She stated that this will be a joint effort between Social Services and the University of Kentucky (UK) College of Social Work. She stated that she anticipates 3-4 students will be assigned to work on this project in addition to support from faculty. She stated that the project will encompass 3 four month periods and the work will be completed by December 2013. The 1st phase will include reviewing existing needs assessments and interviewing the partner agencies to identify existing services, emerging themes and service gaps.

CM Myers asked about asset mapping and he referred to an asset mapping project he completed in St. Louis.

CM Henson asked about family services needs. She stated that we should emphasize parenting skills and family resources.

CM Lawless asked about the shift from emergency sheltering to emergency solutions.

CM Myers asked about poverty, education and financial literacy needs.

Ms. Mills stated that the students and UK faculty will be meeting with Councilmember's on Wednesday September 19 to receive additional input.

2013 Consolidated Plan Update

Community Development Director Gooding provided an update on the 2013 Consolidated Plan process. She stated that emergency shelter has shifted to a more comprehensive emergency solutions category. She stated that Social Services will independently review the applications for the emergency solutions grant.

CM Stinnett asked about unspent Community Development Block Grant (CDBG) funds. In response Ms. Gooding stated that LFUCG Engineering has been slow to spend project

funds but that has generally been a function of the time spent acquiring easements and right of way.

CM Stinnett also asked about the process to notify the public and interested parties about the process and funding. In response Ms. Gooding stated that her office notifies organizations via mail. CM Stinnett suggested that the Mayor's Office send a press release explaining the CDBG program and availability of program funding.

CM Myers asked about documentation regarding performance of agencies and their programs. He also asked about follow up surveys with the agencies receiving the funding.

CM Henson commented that many citizens do not know about the CDBG process or funding possibilities.

CM Ford asked about funding history. In response Ms. Gooding stated that the federal dollars are decreasing. She noted annually Lexington used to receive $3 million in CDBG HOME funds. Now Lexington receives $1 million in HOME Funds.

CM Ford stated that the community leaders need to do a better job making their case for additional federal support.

Ms. Gooding stated that if Councilmember's have a project in their respective neighborhoods, they should direct that information to the Department of Social Services.

CM Myers stated that Lexington needs a better understanding of the CDBG program, what its purpose is, and how it can be utilized.

Jack Burch with Community Action spoke about a CDBG funded home furnace project that was started when the need became evident. He also identified a playground site at the Russell School site that was funded through the CDBG program.

CM Ford stated that LFUCG should improve public outreach. He also asked how Councilmembers can interact in the process and assist in getting projects established.

Billy Mallory spoke about the East End Small Area Plan. She stated that she was not aware that the CDBG funds could be used to implement the economic development components of that Plan. She mentioned that she would like Community Development to address Central Kentucky Housing and Homeless Initiative and how they could utilize CDBG funds to address homelessness and housing needs.

Commissioner Mills stated that her staff can make a future presentation on the Emergency Solutions component at an upcoming meeting

Other Business

CM Myers asked about the scope of the needs assessment. In response Commissioner Mills stated that there are six functional areas of concentration: basic needs, healthcare, violence prevention, aging, community development and substance abuse. CM Myers asked where financial literacy would fit. In response Commissioner Mills stated that it would be within the basic needs category.

CM Fords asked about the issue of work force investment. He stated that he did not believe that Lexington-Fayette County was receiving adequate support from the Bluegrass Workforce Investment Board. In response Paul Schoninger reviewed the method to refer an item to committee. He also stated that 2 members of the State Workforce Investment Board, Rick Chrisman and Ed Holmes, were from Lexington and they would be supportive of efforts to obtain more training within Fayette County.

Committee Referrals

On a motion by CM Ellinger second CM Crosbie the CDBG Consolidated Plan item was removed from the committee list without dissent.

On a motion by CM Ford second CM Henson the Section 108 loan program item was removed from the committee list without dissent.

The meeting was adjourned at 12:25PM

PAS 9.21.12

SUMMER YOUTH EMPLOYMENT PROGRAM (SYEP)

SYEP 2012

- Youth Selection Process
- Income Eligibility
- Participant Demographics
- List of Worksites 2012
- Youth Experience of the SYEP
- Worksite Supervisor Experience of the SYEP
- Supervisor Evaluations of Youth
- Comments from Employers
- William Wells Brown Youth Essays
- High School Graduates 2012

Youth Selection Process

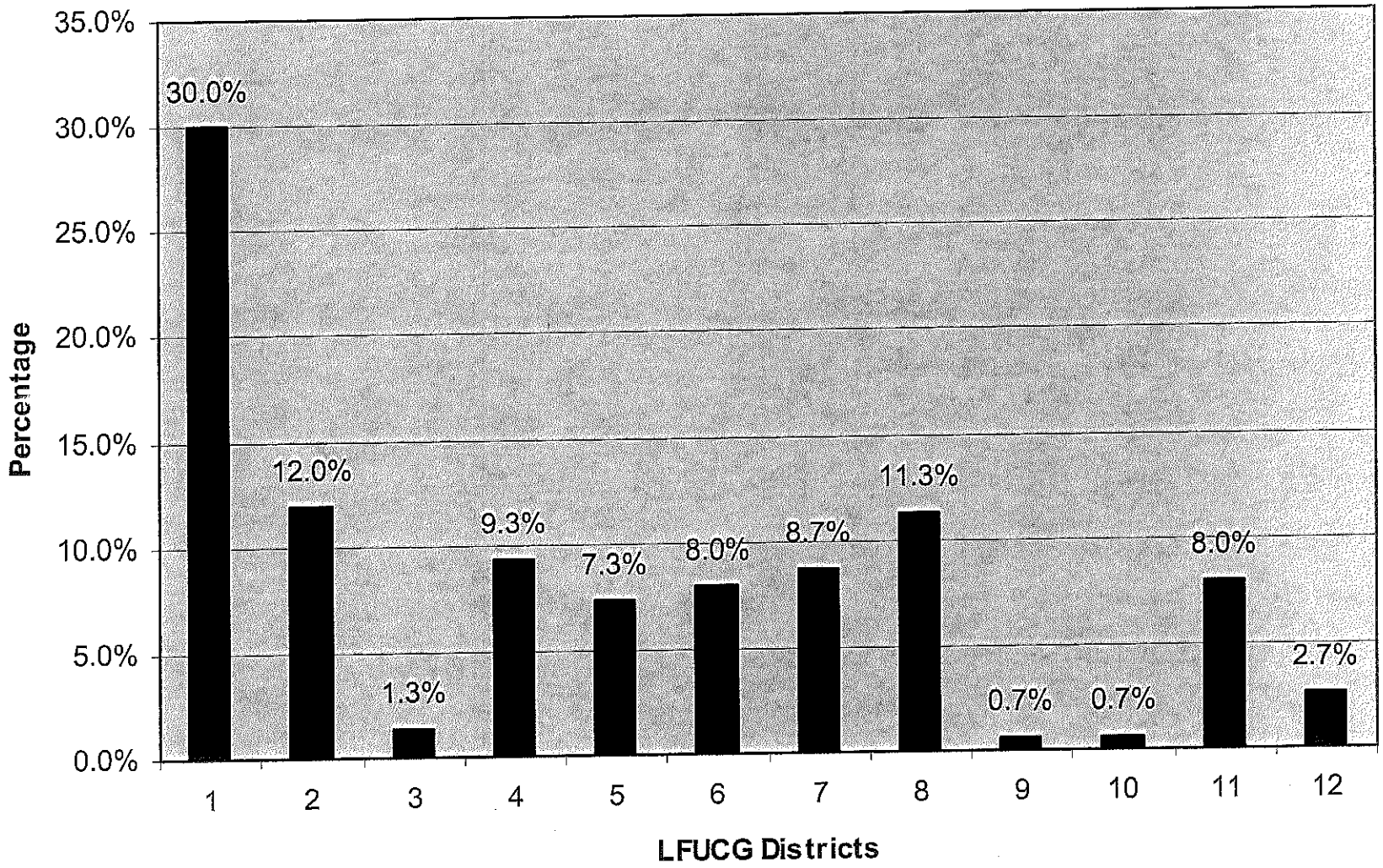
- 369 Youth apply online
- 225 Youth turn in all required application materials before orientation letters are sent out (online application, copy of birth certificate, SS card and photo ID/School report and household income).
- 26 of these youth are placed on a waiting list based on turning in application materials after the official deadline (or at the very last minute).
- 199 youth are invited to orientation, 41 do not attend (without explanation)
- 158 Youths are invited to the job fair, 9 do not attend (without explanation)
- Youth are pulled from the waiting list (based on date and time of receiving completed application), provided with orientation and a summer position.

Income Eligibility

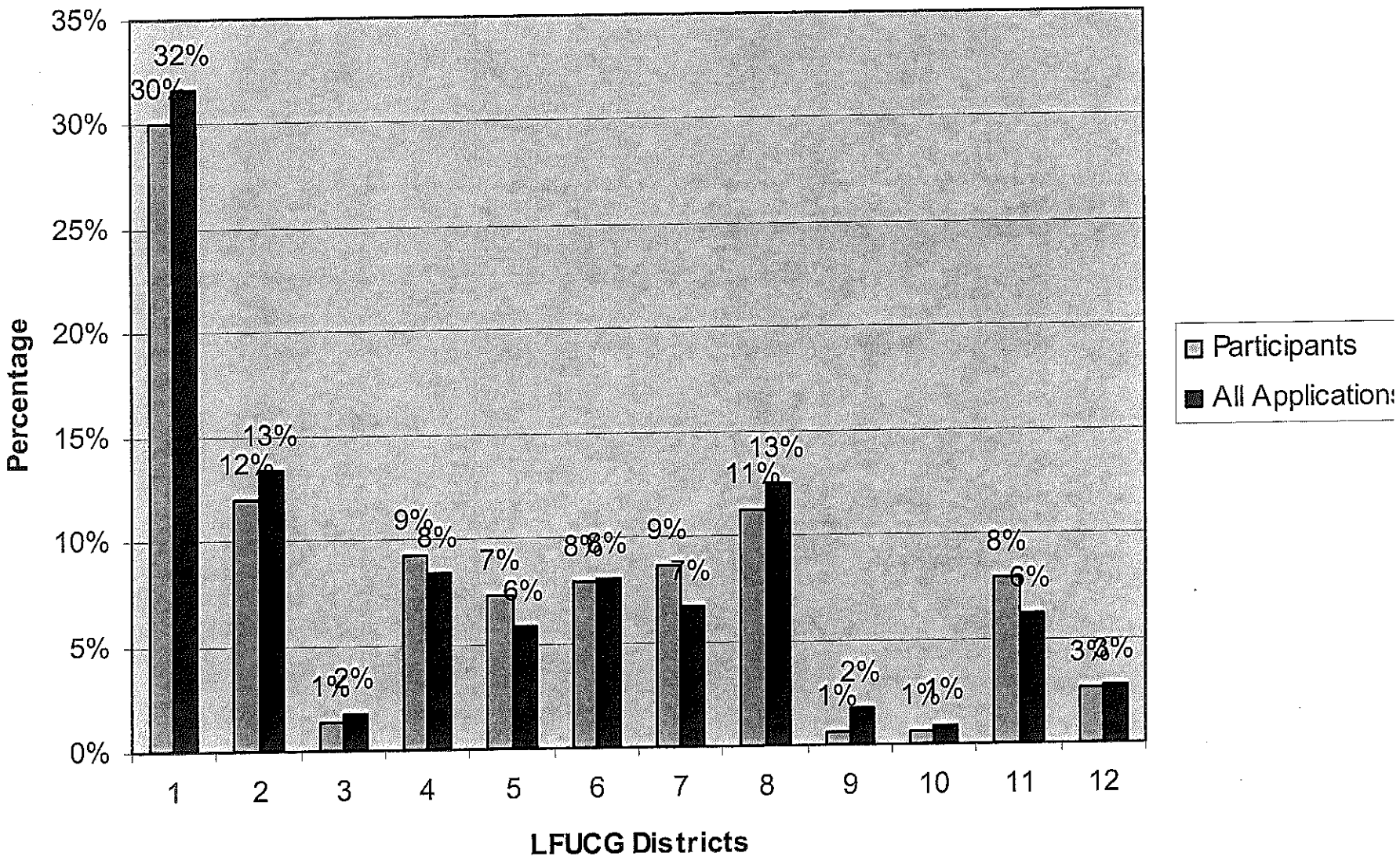
Household Size	Fed Poverty Guidelines	Eligibility for Reduced Price Meals (185%)	
	Annual	Annual	Weekly
1	11,170	20,665	390
2	15,130	27,991	539
3	19,090	35,317	680
4	23,050	42,643	821
5	27,010	49,969	961
6	30,970	57,295	1102
7	34,930	64,621	1243
8	38,890	71,947	1384

Participant Demographics

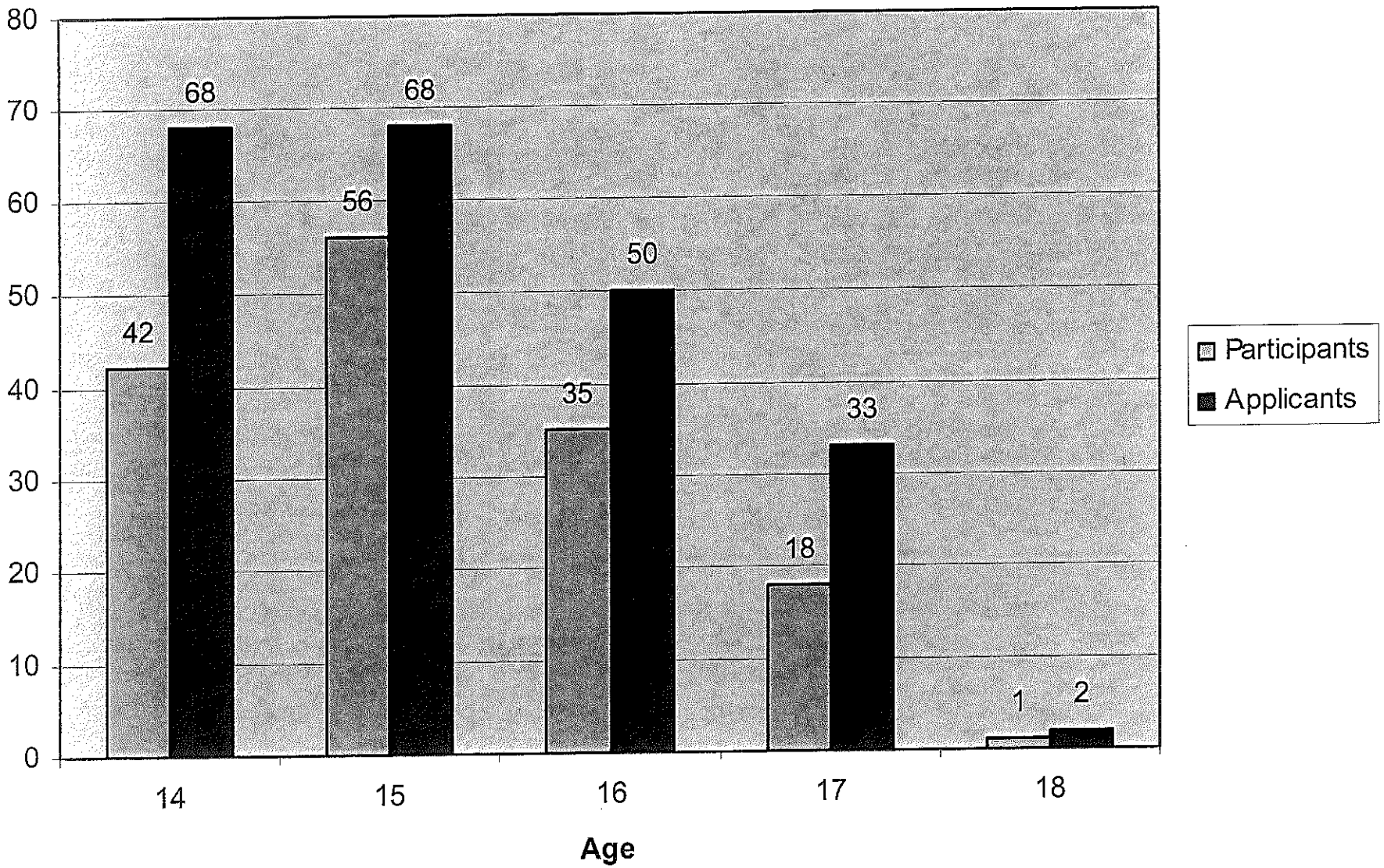
Percentage of Summer Youth Participants by District



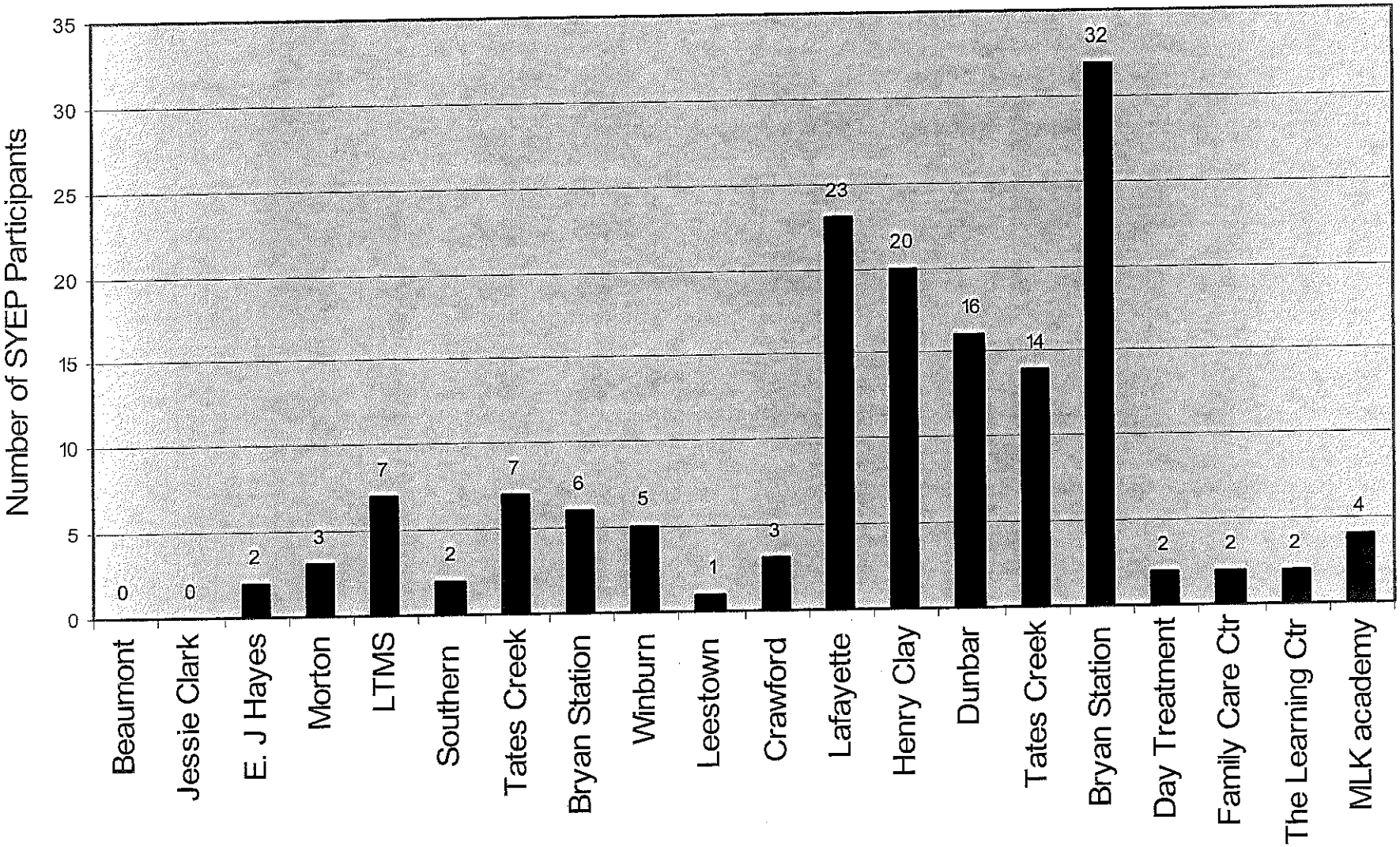
Percentage of Participant and Applicants by District



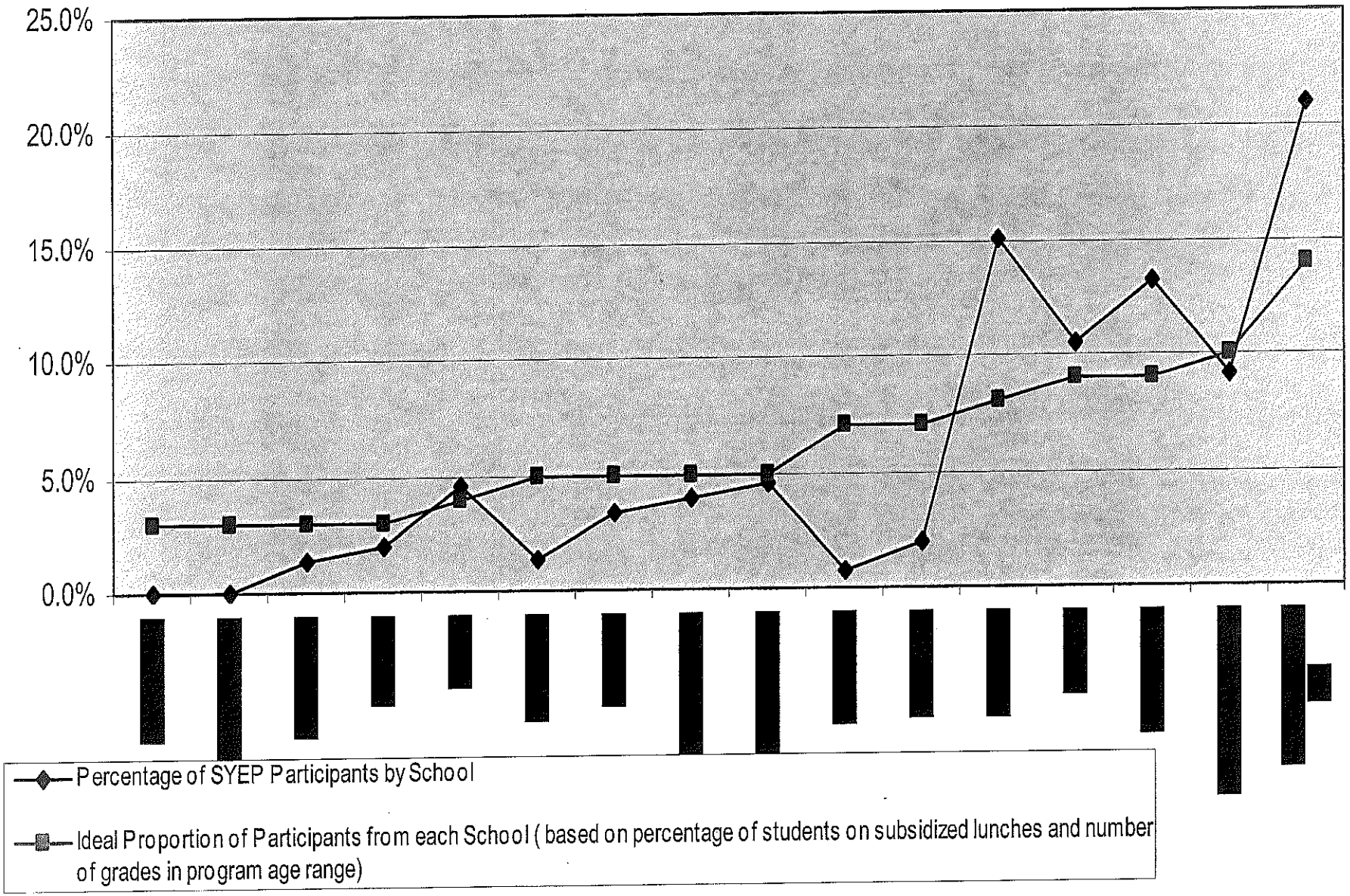
Number of Participants and Applicants by Age Group



The Number of SYEP Participants from each Middle, High and Alternative Schools in Fayette County



A Comparison of the Percentage of SYEP Participants from each Fayette County High School and Middle School and the Ideal Proportion of Participants for each School (based on % students on Subsidized Lunches and N# of Grades in Program Range)



- Around 30% of 2012 participants previously participated in the SYEP

- Over 97% of participants successfully completed the program

Worksites 2012

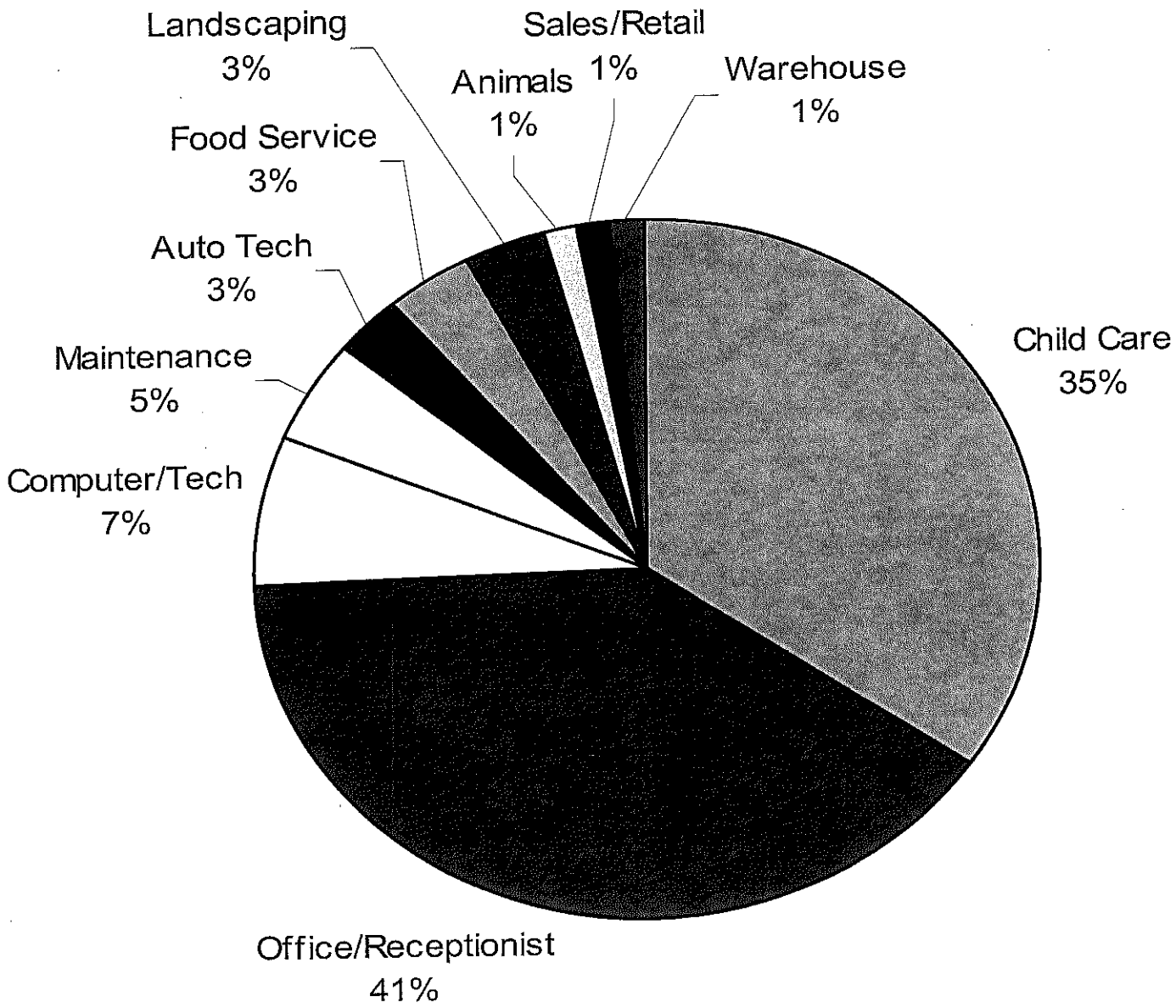
✓Alure Salon and Spa	Receptionist
✓Atkins Real Estate	Sales and Flyer Distribution
✓Bailey Auto Repair	Junior Auto Tech
✓Blue Grass Council Boy Scouts	Office/Clerical
✓Bluegrass ADD	Office/Clerical
✓Bluegrass Station Dept. of Military	Office
✓Bluegrass Technology Center	Computer/Tech
✓Central Baptist Hospital	Office
✓Chrysalis House	Office/Landscaping
✓Clark Material Handling	Maintenance/Office
✓Combs Auto	Auto Tech
✓Common Good Community	Child Care Summer Program Leader
✓Community Action Council	Office Work/Food Service/Childcare
Community Action-Russell	Landscaping/Receptionist
Community Action –Georgetown	
Community Action – High St	
✓Creative Lodging Solutions	Office/Clerical
✓Court Designated Worker Office	Office/Working with Children
✓Community Ventures Corp	Office

✓Dogtown LLC	Working with animals/Office
✓Downtown Lexington Corporation	Office/Clerical
Edible Arrangements	Food Services
Family Counseling Service	Office
Fayette West Neighborhood C	Office
✓Fresh Approach	Food Service
✓Gainesway Community Center	Summer Counselor
✓Goodwill Industries of KY	Non-Profit Retail
✓Imani Family Life Center	Child care/Assistant Counselor
Jamba Juice	Food Service/Team member
✓Job Corps	Child Care/Admissions Assistant
✓Kids Unlimited Learning Center	Child Care
✓Kidz Konnection	Child Care
✓Legends Boxing	Warehouse/Clerical
✓Lexington Clinic	Landscaping/Warehouse/Office
✓Lexington Herald Leader	Office
✓Lexington Housing Authority	Maintenance

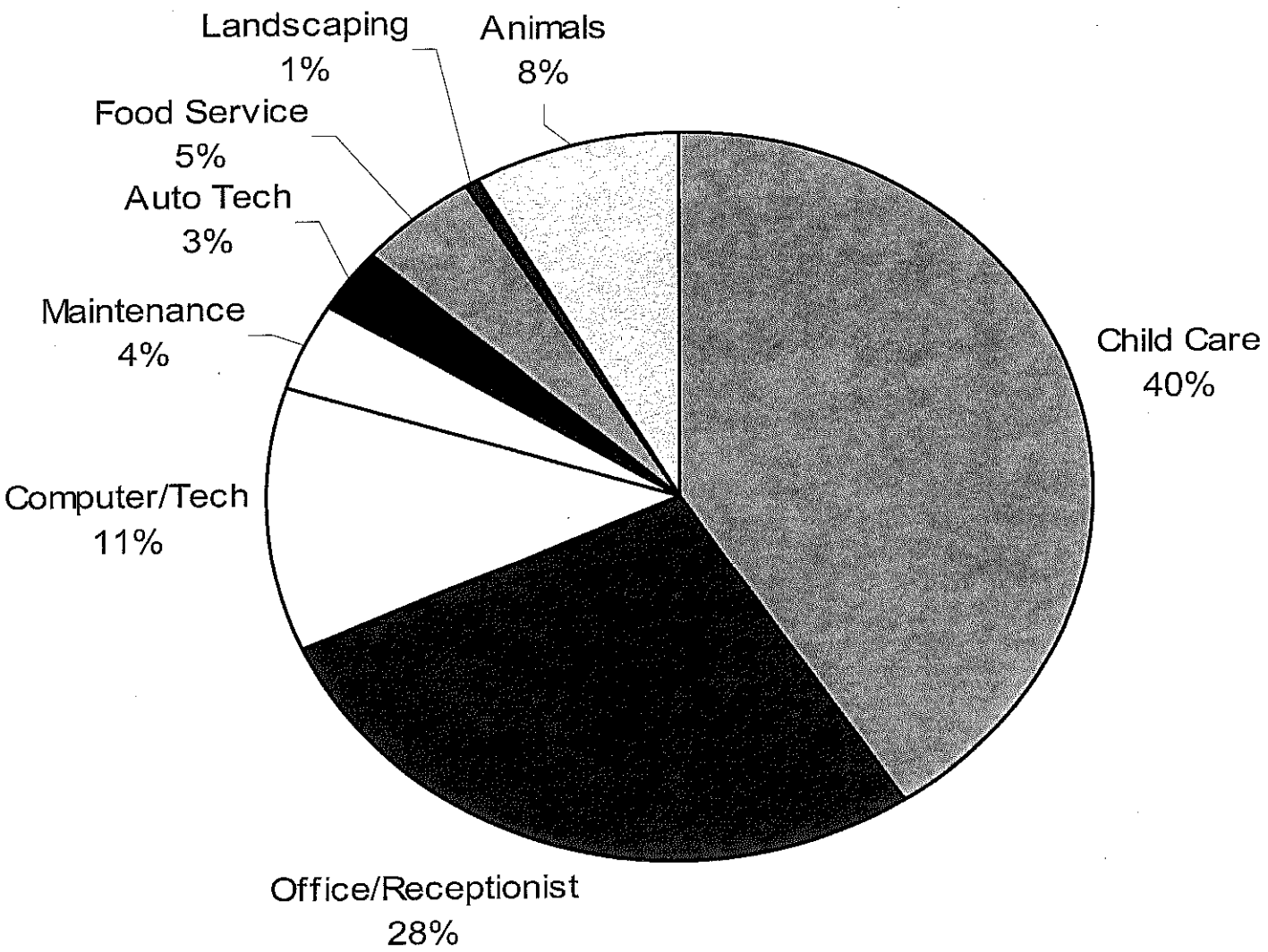
✓Lexington Housing Authority	Office
✓Lexington PAL- Andrew Center	Clerical/Child Care
LexTown Media Group, LLC	Office
✓LFUCG- Family Care Center	Child Care
✓LFUCG- DYS	Clerical/Youth Leader
✓LFUCG - Day Treatment	Office
✓LFUCG - Social Services	Office/Clerical
✓LFUCG - Senior Center	Landscaping/Receptionist
✓LFUCG - Juvenile Probation	Office/Clerical
✓LFUCG - Facilities Management	Landscaping/Maintenance
✓LFUCG - Department of Law	Clerk
Lyric Theatre	Working with Children/Receptionist
Mini Movers	Child Care
Metro Employees Credit Union	Clerical
Martin Luther King Cultural Ctr	Office/Clerical
✓NetGain Technologies	Office/Clerical
✓OET	Clerical/Receptionist
✓One Parent Scholar	Office
Our Magic Years Childcare	Child Care

✓Parks and Recreation (GCC)	Summer Youth Leader
Pheeva LLC	Office
Rising Star Inc	Office
✓Stinson Chiropractic Center	Office
Shield of Faith Ministries	Food Service/Child Care/Maintenance
St. Joseph Hospital	Video Production/Work with Children
Stites and Harberson	Office
✓Tates Creek Middle Youth	Child Care/Office
The Nest	Office
✓Webasto Roof Systems, Inc	Office
✓Williams Wells Brown	Child Care/Office
Winburn Middle School	Office
✓Wyatt, Tarrant & Combs	Office/Runner
✓YMCA:	Marketing/Admin/Camp Counselor
-High Street	
- Beaumont	
- Black Achievers	
- Gardenside	
- Georgetown St	
- Versailles	
- Glendover	

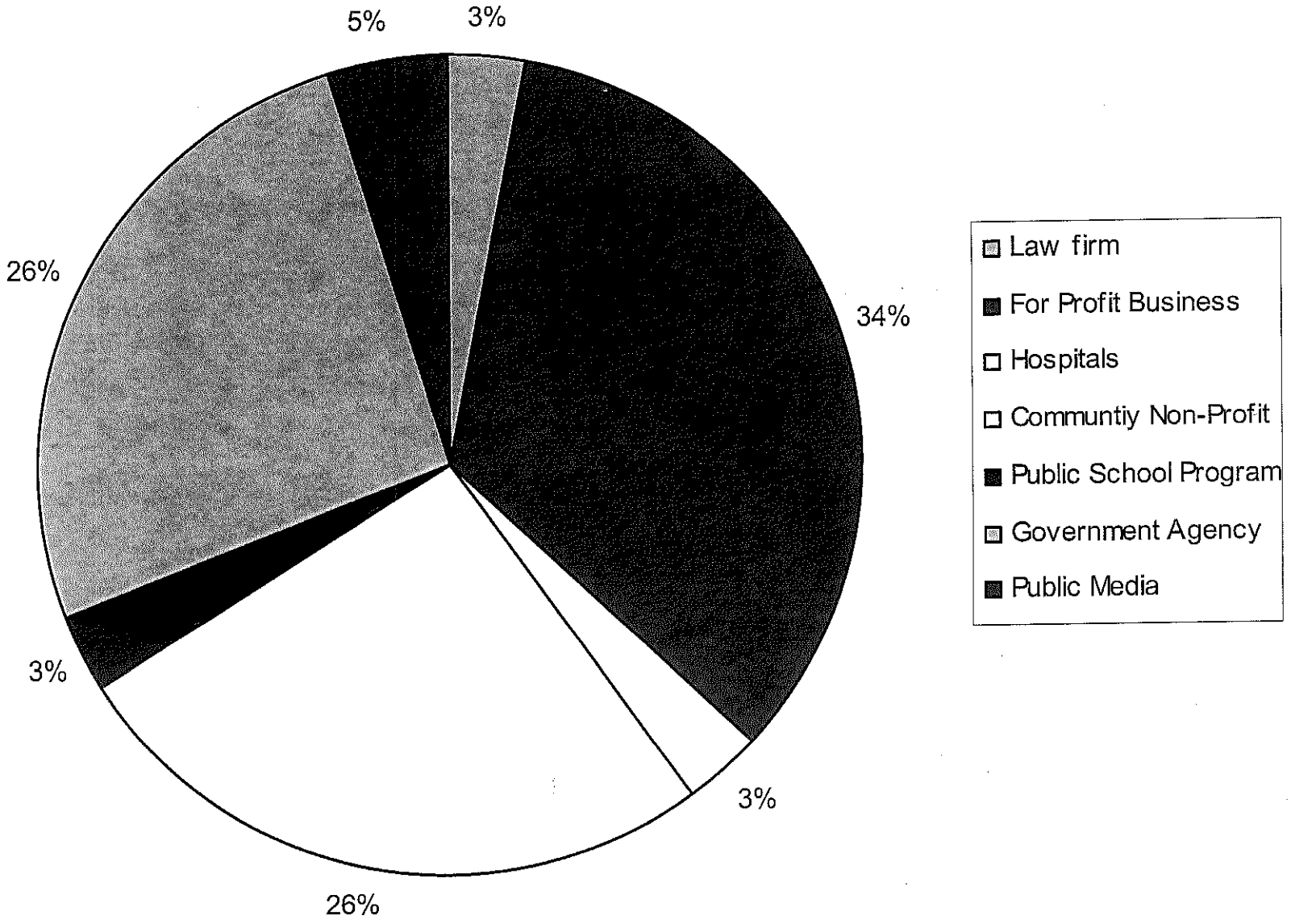
Job Types Available



Percentage of Participants Requesting each Job Type



Types of Organization involved in SYEP 2012



Youth Experience of the SYEP

Some Skills the Youth Learned on their Worksites **(in their own words)**

Money management

Computer skills

Time management & Organization

How to answer phones

Communication Skills

Listening skills

How to act at work

How to deal with difficult people

Hard work

Leadership

Working with others

Responsibility

Patience

Being on time

Assertiveness/confidence

Sanding, taping cars up, preparing to be painted, learning how to put on brake shoes

To not always get mad

Working with children

How to spray paint cars and clean engines

Use scanner/copier/fax

Clean windows/ use a water hose

Respect

Filing

Creating activities

Keeping a job

Inventory/orders

Serve food/ clean

Following directions

Have fun at work

How to make the bus on time

How to help the community

Worksite Evaluation

	Agree	Disagree
1. I gained knowledge that will help me with my career goals.	92%	7.5%
2. I learned what is expected of an employee at my worksite	97%	2%
3. I enjoyed my work experience	91%	8%
4. I learned new skills at my worksite	85%	8%
5. I received help and advice from my worksite supervisor	95%	2%

Workshop Evaluation

	Agree	Disagree
1. I found the workshops interesting	75%	18%
2. What I learned at the workshop helped me improve my experience at the worksite	77%	13%
3. What I have learned from the workshops (and worksite) has encouraged me to go on and complete:	High School 15%	College 80%

- Out of the 6 workshops, the Youth found the **financial literacy/budgeting** workshop the most helpful (**44**%), with Career Guidance in 2nd place (**24**%)

- When asked what other topics would have been useful, the Youth most commonly listed **College/Financial Aid/Scholarship Advice** (35%)* and **Interview/Resume Practice** (30%)

*filled out evaluations prior to college fair

Worksite Supervisor Experience of the SYEP

"This was our **3rd** year and we have enjoyed training young minds to be ready for the real working world. Those who displayed a sincere desire to work will become our next generation of leaders. It's a privilege to work with them."

"We have been participating in this program for the last **3** or **4 years**. This program has been very helpful to our company and we were glad to offer them the experience of having responsibilities in the workforce! The majority of participants always ask, once they turn 18, can they come back and apply for a long term position."

"At least **6-7 years.** I think it gives the kids an opportunity to learn job skills and responsibilities before they get in to the 'real world'. It also helps the community by giving the kids something productive to do over the summer."

"We've participated in SYEP for **3 years** now. This year's student gave me 100%. She finished her work everyday and really showed that she valued the opportunity."

"With the program approximately 4 years. We continue to participate because the SYEP participants have been phenomenal! Very willing to learn, very eager to assist, and pleasant to have in the office. **Provided one reference request and later learned that the SYEP participant did receive the job!"**

"It is a great learning experience for the kids and a big help to us!"

"**4 years**. This program is excellent in helping the youth gain work experience. With us they learn to be self starters, motivated and learn how the real estate business works. I felt that I taught one boy how to look you in the eye and talk louder than his normal sound – so he could communicate better when he dealt with adults. **1st year – Young lady is in college, this year she used us as a reference. 2nd Year's young man's family just bought their first home and this week helped his father get a car loan**. Participate to give back to the community."

"The youth workers were great with the kids we serve and very helpful to the staff. We **invited some of the youth workers to attend some of our activities and trips after their 6 weeks were up, and the majority of them came**. The only recommendation I would suggest would be to **extend the number of weeks the youth worker could work**."

"The students assigned to us are very helpful and do a good job working with the kids. We **have requested past participants back again to work with us."**

"I personally think this is an excellent program, and I hope that they expand the number of youth that participate. This is a good experience for not only the youth but also the business. It gives the youth hands on experience. Everyone here at Webasto enjoyed all the youth that participated in the program and I hope that this program continues for many years to come. We participate because we enjoy helping youth gain skills with the workforce, and hopefully have a positive impact on them to want to continue their education. **The program should be a little longer**."

"Participated for **4 years**. It provides the OET with needed front desk coverage and offers young people an opportunity to interface with real world issues and people from other generations."

"**Six years**, this program is a great opportunity and we really appreciate the summer help." Speaking of the youth participant – "He was a joy to work with during the past two years. Over that time you could see his growth as a person and a hard worker."

"I enjoyed working with the youth. Without a doubt they helped make our summer program a success."

"For about **3 years**. My reason for continued participation in the SYEP is to allow young adults the opportunity to work with food early." Speaking about the youth worker - "she was awesome - very well mannered and followed directions well. It was a delight to have her."

"It was beneficial to our organization and the population we serve. I enjoyed mentoring and supervising the youth"

"**6+ years**! We have enjoyed having the students learn and gain knowledge about the workplace. We have also learned from them in return, which is a great reward. We **actually had several of our SYEP participants join our program, ask us to be references and brought them on as employees in other areas."**

"**5 Years**. It is a good experience for the youth and us! I experienced my first real job at 9 years old. I learned strong work ethics and am thankful for the experience and of course the money! Today's youth need opportunities too! Love the summer youth program and support it to the max!! We have been blessed with several outstanding youth who deserve recognition for their success. Anything we can do to further their goals in life we wish to support. **Have had contact with past youth – references, checking in, mentoring**."

"**Many years**. It's a very important program and the outcome is always positive for both the hospital and the students. It's important in helping them learn new business skills and how to survive in the workplace. **Have provided job references for two young ladies**."

"**2nd year** for participation. It is an opportunity to mentor youth and the students are extremely invaluable to our summer programming. Each intern brought different things to the experience. They all worked hard and helped with many projects over the summer. **Some interns asked to stay in contact and volunteer periodically over the school year.** They were a blessing."

"Combs Auto Repair has been participating for **3 years**. I felt that it is my duty and pleasure to teach the youths a skill which they can use everyday. We have had two or three youths drop by from time to time after the program has ended and we have also let them help us with odd jobs. I enjoyed teaching and sharing my craft with the youth."

Supervisor Evaluations of Youth

Evaluation Form Completed by Supervisors for each of their Summer Youth Participants

Number	Item	Description
1	Punctuality	Understood your organization's expectations for punctuality and followed them.
2	Attendance	Understood your organization's expectations for attendance and followed them. (e.g. called in when ill, etc)
3	Attitude	Participant was approachable for employer and co-workers.
4	Self Discipline	Participant displayed self discipline. (e.g. worked independently, displayed self control, etc)
5	Initiative	Participant displayed initiative. (self starter, requested new tasks, etc)
6	Adaptability	Participant adapted to new work situations.
7	Understanding	Participant worked hard to understand new tasks.
8	Problem Solving	Participant recognized when a problem arose and was able to work out a solution.
9	Interpersonal Relations	Participant worked cooperatively with co-workers, individually and in a team setting.

10	Supervision	Participant accepted supervision, guidance, constructive criticism and chain of command.
11	Communication Skills	Participant communicated clearly using appropriate workplace language.
12	Social Skills	Participant displayed a courteous manner.
13	Appearance	Participant exhibited good cleanliness and personal hygiene and wore appropriate clothing for worksite.
14	Task Performance	Participant asked for clarification of instructions.
15	Assignments	Participant completed assignments in a timely manner.
16	Quality of Work	Participant showed quality in work performed.
17	Expectations	Participant understood workplace task expectations and adhered to them.

- Supervisors asked to rate youth as
  1.**Unsatisfactory** 2.**Improvement Needed** 3.**Meets Job Standard** 4.**Exceeds Job Standard** 5.**Outstanding**

The Results

- Out of 149 participants, received 73 evaluations
- Overall:
  - **41%** of responses rated youth "**outstanding**"
  - **26%** of responses rated youth as "**exceeds job standard**"
  - **25%** of responses rated youth as "**meets job standard**"
  - 8% of responses rated youth as "**needs improvement**"
  - **0.3%** of responses rated youth as "**unsatisfactory**"

- **Areas of Improvement:**
  - Initiative
  - Self-Discipline

- **Most Successful areas**
  - Quality of Work
  - Social Skills
  - Understanding

Employers on the Youth

Amari Parker – Mini Movers Learning Center

"Amari is a joy, she especially loved the babies. They really took to her! She kept our baby room so quiet we would have to double check to make sure they were in there. She can follow tasks and keep children on their assigned task. Just a real quality young lady.

Tazia Coleman – Gainesway Community Center

"Tazia is an outstanding worker. She goes above and beyond expectations. She puts in extra time without being asked. We would love to have her again next year!"

Chris Lewis – Bluegrass Technology Center

"Chris is an exceptional young man and is to be commended for his excellent work ethic and positive attitude. We wish him much success!!"

Augustus Morgan – Fresh Approach Employment Solutions

"Gus started off on a rocky beginning the first couple of weeks. He began to comprehend what was expected of him. He was always on time and very respectful to staff. He exhibited good conduct and work ethics."

Desmond Howard – Downtown Lexington Corporation

"Desmond has been a complete pleasure to work with. From day one he has maintained a professional and positive attitude. Desmond took on every assignment or task given to him with great initiative, many times completing them successfully before deadline. He has been a wonderful asset to our organization and we look forward to working with him again!"

What I've Learned from Working at William Wells Brown

Jaylen Thomas

"This Summer I've learned so much working at William Wells Brown. This Job was an opportunity to better my skills in life. When I first started I thought this job would be like all other jobs but for some reason this job was so different. The people that work with us are very nice and they enjoy helping others and teaching kids right from wrong, because they want them to succeed in the future. I can honestly say that working with WWB has changed my life for the better. With the skills I learned my life will never be the same again – it can only get better. Now my goal is to become a better person and a harder worker. I just want to say thanks for everything."

Quarez Hale

"My job, here at William Wells Brown, was very good. I learned how to show respect. One way I learned how to show respect is manners. I learned how to interact with the kids and have fun. I also learned that sometimes you can disagree with another staff member but I learned you just have to move on. I learned to achieve your goal in life you have to push yourself to the limit."

Sydney Grant

"What I've learned from working at William Wells Brown is how to be a responsible young lady. I have also learned how to be respectful to the students and adults whilst working here this year. Working at WWB gave me something to do this summer and kept me out of trouble. My work experience this summer has helped me mature over the summer. It also helped me to stop being shy and talk to people."

My Future Aspirations

Jaylen Thomas

"This year I start college at Bluegrass Community and Technical College. I plan to major in welding. I am interested in this due to my uncle – he inspired me to do something I like. In high school I went to Eastside vocational school and I learned how to weld. I liked it, so in the future I plan to be a welder with a high school diploma and a college degree. Also my little sisters are my motivation. I hope to have a career in welding, so I can take care of my family."

Quarez Hale

"One of my goals in life is to graduate high school, but first I am going to finish my high school football career. If football doesn't work out I am going to graduate high school and go to college to take up culinary art school. I want to be a cook, own my own restaurant and become world wide. The college I am trying to get in to is Sullivan University because I heard that it's the best culinary school in Kentucky. I want to be a chef because I really like to cook. Cooking is my life. The main reason I want to cook is I had to provide for my little brother. I am working hard to meet my goals."

Sydney Grant

"After I graduate high school, I plan on going to BCTC and then transfer over to a college. Where I plan on going to college is the University of Tennessee, EKU, or WKU. In my two years at college I want to take classes on the engines of cars and how they work. What I plan on doing in my long term future is being a mechanic and working on the engines of cars."

High School Graduates 2012

6 of our participants graduated from high school this year:

- Alexis Mack
  - Worked at DYS (1st year in SYEP)
  - Attends the University of Alabama
  - Intends to major in Social Work
- Michelle Merritt
  - Worked at LFUCG Day Treatment (2nd year in SYEP)
  - Attends Sullivan University
  - Training to be a Medical Assistant
- Leakeshia Sidney (4th year in SYEP)
  - Worked at Imani Family Life Center (4th year in SYEP)
  - Attends BCTC
- Steven Berry
  - Worked at Wyatt Tarrant and Combs (2nd year in SYEP)
  - Attends Georgetown College
  - Intends to major in engineering
- Jaylen Thomas
  - Worked at William Wells Brown (4th year in SYEP
  - Attends BCTC
  - Intends to train in welding
- Jasmine James
  - Worked at Goodwill Industries (1st year in program)
  - Attends University of Louisville

Social Services Committee Referrals

10.11.12

Item	Referred By	Date Referred	Status
Vice Mayor appoints a task force to look at the need for a new senior citizen's center	Finance and Social Services Link Committee	8.16.11	Appears to be complete until site is chosen