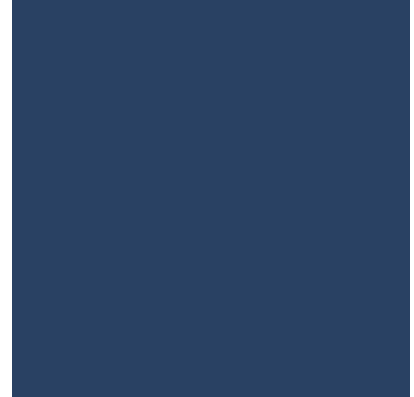
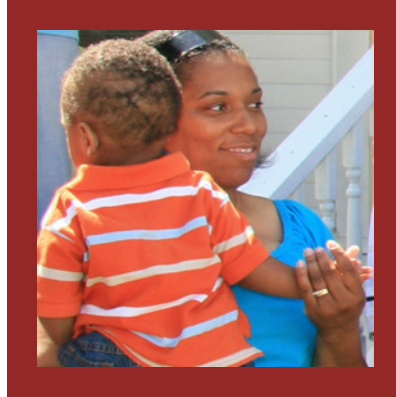
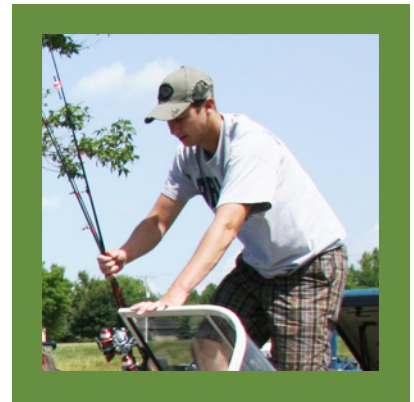




# Wisconsin ARRA Summer Youth Employment Report, 2009



**Division of Employment and Training  
Wisconsin Department of Workforce Development**

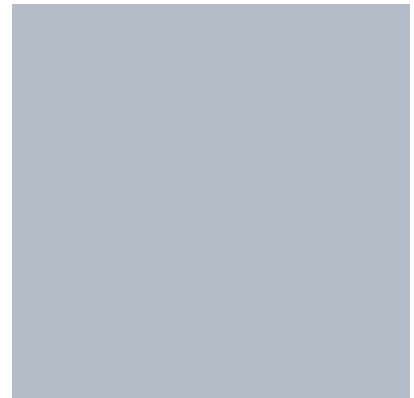
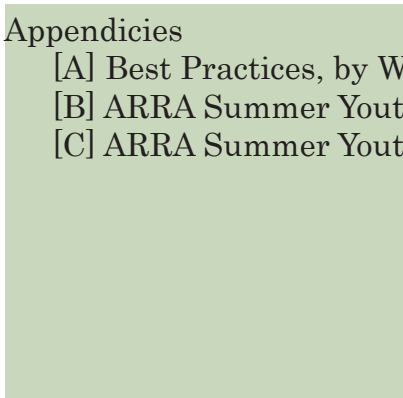
The logo features the letters 'DWD' in a bold, black, sans-serif font. The 'D' on the left contains a white globe, and the 'W' on the right contains a white silhouette of the state of Wisconsin.





## Table of Contents

	Page
Executive Summary	2
In their own words ... Summer Youth Employment Program participants describe their experiences with the program.	3
ARRA-funded Green Job Projects	4
Energy Advocates	4
Aquatic Invasive Species	5
Community-level ARRA Summer Youth Activities	6
WDA Allocation Map	6
WDA 01	7
WDA 02	8
WDA 03	9
WDA 04	10
WDA 05	11
WDA 06	12
WDA 07	13
WDA 08	14
WDA 09	15
WDA 10	16
WDA 11	17
Appendices	
[A] Best Practices, by WDA	18
[B] ARRA Summer Youth Employment Data	22
[C] ARRA Summer Youth	24





From left, Joe Madison, ARRA Summer Youth Participant; Roberta Gassman, Secretary, Department of Workforce Development; and, David Carroll, Aquatic Invasive Species Project; at the High Cliff State Park boat landing, summer 2009.

## Executive Summary

The American Recovery and Reinvestment Act (ARRA) was signed into law by President Obama on February 17, 2009. The purpose of ARRA is to:

- Create new jobs as well as save existing ones
- Spur economic activity and invest in long-term economic growth
- Foster unprecedented levels of accountability and transparency in government spending

A key component of the legislation was to ensure that the next generation of workers are prepared for the jobs of the future. To that end \$1.2 billion was allocated nationally to youth programs, with Wisconsin receiving more than \$13.8 million. As directed by the legislation, 85% of the funding was allocated to local Workforce Development Boards (WDBs) through the existing Workforce Investment Act (WIA) - Youth program. The remaining 15% was allocated for discretionary project funding and program administration.

To meet the spirit of the Recovery Act, the Department of Workforce Development (DWD) set the following youth program goals:

- Provide services youth 16 to 24 years of age;
- Focus primarily on youth from low-income families, youth who lack basic skills, who may be juvenile offenders, as well as youth with disabilities;
- Enhance services provided through programs such as Youth Apprenticeship, Boys and Girls Clubs, YouthBuild, veterans programs, vocational rehabilitation programs, and others.

In order to quickly move funding into Wisconsin communities, DWD issued guidance to the 11 Wisconsin WDBs directing them to expend the majority of the youth funds in the summer of 2009 on the ARRA Summer Youth Employment program.

In addition to the existing summer youth activities, Governor Jim Doyle created two summer youth projects to expose Wisconsin's youth to career opportunities in green jobs. This report presents an overview of the ARRA Summer Youth Employment Program, including data on the youth participating as well as best practices and success stories at the local level.

## In their own words ...

"I was so happy to have a job this summer. Not only was I able to buy things that I wanted but I was able to give my mother money to help with my brothers and sisters. That made me feel good and responsible. I really hope that they offer this program next summer, because I want to do it again."

— Artreal Clark

"I liked the program a lot. It gave me a chance to buy some things that I really need. I also learned a lot at my job sight. We had guess [guest] speakers come in and talk to us and gave us some pretty good information. It was also cool because it's so hard to find a job these days."

— Keyana Boone

"The Earn & Learn program gave me experience so I could find another, better job. Most of my friends don't have a job because they've never worked before and because I have experience I got an interview with Aurora Health Care and a good job at St. Luke's hospital working in food service. This program has really helped me."

— Antwane Knight

"Getting matched up with Max Air was a dream. I love aviation. This program (SYEP) gave me a perfect match for a job. I love what I am doing, have a great employer, and have learned so much. If it wasn't for this program (SYEP), I wouldn't have had this wonderful opportunity."

— Stephen Behnke



Emily Bauer, 19

"The Summer Youth Employment Program gave me a better point of view on life. It helped further my education. I learned a lot. First Weber has helped me get organized. They have taught me a lot about real estate and are helping me get my real estate license."

— Sarah Knieff

"I really liked the (SYEP) program. It is especially good if you can't get a job anywhere else. It was good to get the work experience. I will be getting a good reference letter. I learned what it was like to work and what is expected in a work place. I'm glad I was part of the program."

— Laura Recker

"That's what I really like about this job; I get to help people every day, all day. I really like interacting with them. This is a whole lot better than sitting at home, doing nothing all day. Instead, I can help people who need it, and I feel really good about myself. And I've learned a lot already."

— Travis Nolan

"I take pictures, write success stories, create boards/showcases, and pitch-in with the newsletter. What I like best about this job is the creative freedom it allows me to have."

— Sara, Media Correspondent

"It provided me with the money I needed to get by. Without it, I don't know what I would have done,"

— Jeff, Southwest Wisconsin

# Governor Doyle's ARRA funded Green Job Projects

As part of the American Recovery and Reinvestment Act (ARRA) implementation in Wisconsin, Governor Doyle initiated two summer youth Green Jobs pilot projects: Aquatic Invasive Species Pilot and Energy Advocates Pilot. These projects offered summer work experience for Wisconsin youth and provided participants the opportunity to explore green careers. More than 60 youth across Wisconsin participated in these projects.



"I like this job a lot because it is allowing me to help my community"

— Nate Castro, 19,  
Energy Advocate, Beloit

## Participating WDAs

- Southeast
- Northwest
- Bay Area
- Southwest
- North Central

## Number of participants

- 19

## Communities

- Racine
- Superior
- Green Bay
- Beloit
- Wis. Rapids

## Number of homes visited

- 372

## Energy Advocates Project

DWD partnered with local workforce development boards and Wisconsin's nationally-recognized Focus on Energy organization to provide training and work experience to Green Jobs through the Energy Advocates project. The program aimed to provide youth with a basic training that could introduce them to possible green career paths, allow homeowners to benefit from simple efficiency actions, and help households reduce energy use.

Project teams were located in communities with high unemployment, with large numbers of older homes, and many youth seeking jobs. Post-high school youth were trained to deliver free walk-through audits of households in each of five targeted communities. Working in pairs, Energy Advocates visited 372 total homes over the 10-week program. While in these homes the advocates installed 365 faucet aerators, 355 shower heads and 369 Compact Fluorescent Light bulbs (CFLs). Installation of these devices prevented 72,879 lb of CO<sub>2</sub> from entering the atmosphere, and collectively reduced home energy bills by approximately \$16,500. Homeowners may save an additional 1% to 5% on annual electricity costs by adopting the energy saving techniques demonstrated.



# Aquatic Invasive Species Project

For over 30 years, Wisconsin has worked to prevent the spread of aquatic invasive species (AIS) in lakes and waterways. Each summer the Department of Natural Resources (DNR) and its partners, through the Clean Boats, Clean Waters (CBCW) program, staff boat landings across Wisconsin informing boaters and anglers about AIS. In addition to information distribution, CBCW staff and volunteers perform watercraft inspections.

This summer, DWD joined the fight by initiating Governor Doyle’s AIS youth program that hired disadvantaged youth as Watercraft Inspectors. Duties included inspecting boats, observing boater behavior, and collecting data, as well as information distribution. This unique project not only provided young people with exciting summer jobs outdoors, but also helped educate boaters and protect Wisconsin’s beautiful lakes and rivers.

As a result of this pilot program over 11,500 people were informed about AIS and approximately 5,500 boats were inspected. Of those boats, 15% had plants attached.



## Participating WDAs

- Southeast
- Milwaukee
- W-O-W
- Fox Valley
- Bay Area
- North Central
- Northwest
- West Central
- Western
- South Central
- Southwest

## Number of participants

- 47

## Number of counties served

- 23

## Number of boats inspected

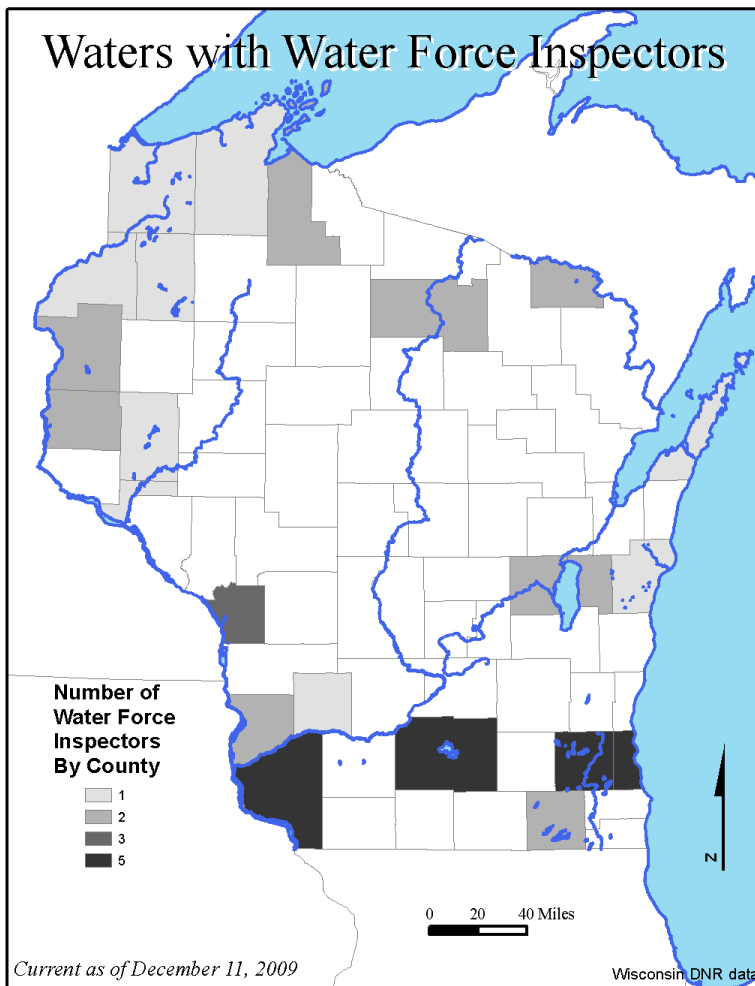
- 5,589

## Number of Lakes inspected

- 76, incl. Michigan and Superior

## Rivers or Streams inspected

- 17



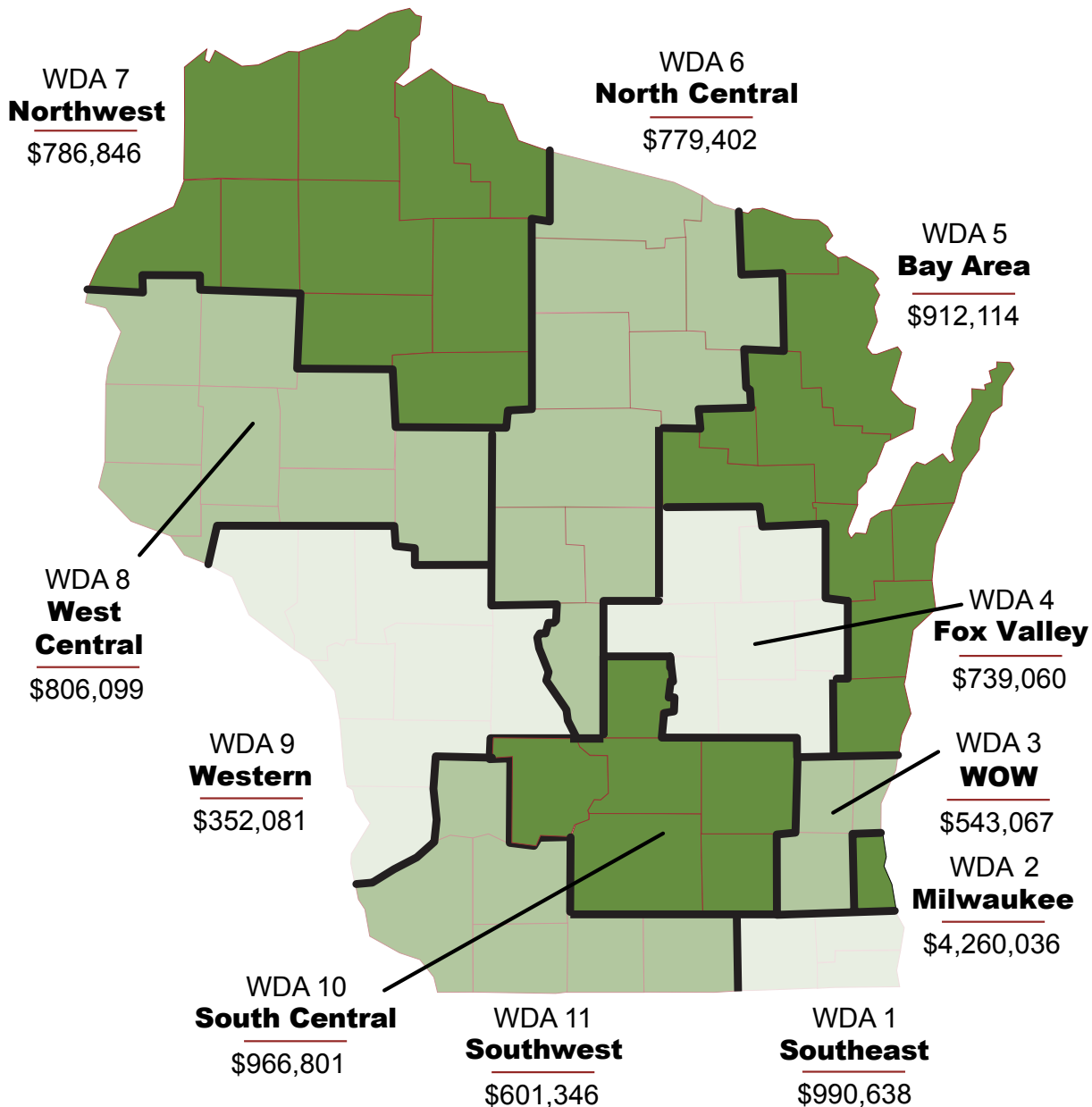
“I vowed to never give up on my dreams, and I’m glad I haven’t. I’m learning so much this summer – and I have the chance to protect our environment – while I build my skills for a career. People need opportunities like the Summer Youth Employment Program.”  
 – Te’Kila Wilks, 24,  
 Watercraft Inspector, Madison

# Community-level ARRA Summer Youth Activities

Eighty-five percent (\$11.7 million) of the funding that Wisconsin received for the Summer Youth Program was distributed to the 11 Workforce Development Areas (WDAs). With this funding, WDAs expanded or created summer youth work experiences, job readiness training, Adult Basic Education, and GED or HSED training. The following WDA sub-reports provide a brief overview of the outcomes and successes in each of the WDAs.

## Workforce Development Area (WDA) Allocations

### Workforce Investment Act (WIA) Youth Services



Source: Content - DET Administrator's Memo 9-01  
Map - Wisconsin DWD, Labor Market Information - 4/16/09

# Southeast

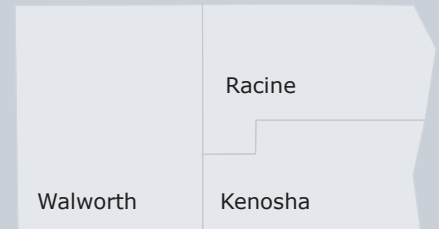
In Southeast Wisconsin, the ARRA Summer Youth program provided over 460 employment opportunities to area youth and injected over \$395,000 into the local economy.

Youth were provided with Job Readiness Training in a classroom setting or through one-on-one sessions with case managers. This training prepared participants for their upcoming summer employment and builds the soft skills needed to succeed in their future adult careers. More than 350 participants received a Work Readiness credential this summer,

The Southeast WDA built upon a strong employer network to place the youth in meaningful jobs. Many of these employers offered youth opportunities to explore a Green career. In total, more than 100 area employers participated in the program.

In Racine County, a new model was formed for summer youth employment. This model is titled: E3 - Employing Youth, Engaging Racine, Enriching the Earth. The goal of this new model is to focus all summer youth employment in the area of Green Jobs. E3 resulted in many exciting work opportunities for youth. One example includes the Downspout project in the city of Racine. In conjunction with Racine Mayor John Dickert and the Racine County Workforce Development Center, youth installed water drainage extensions in over 200 Racine area homes. This project was designed to ensure proper drainage away from homes and help prevent damage from basement flooding.

## WDA 01



### No. of summer youth jobs

- 460

### Average wage per hour

- \$7.25

### Average hours per week

- 18.5

### No. of private employers

- 33

### No. of public employers

- 80

### No. of youth entering permanent employment after summer program

- 54

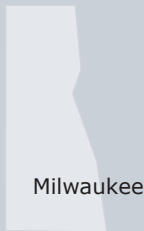
### No. of Work Readiness credentials issued

- 363

### Example Jobs

- Gallery Curator
- Home Energy Auditor
- Lean Manufacturing Tech
- Entrepreneurs –  
Eco-friendly Lawn Care
- Carpenter Assistant
- Classic Care Renovation Assistant
- Green Litigation  
Research Assistant
- Recycling Program Designer

# WDA 02



## **No. of summer youth jobs**

- 1,604

## **Average wage per hour**

- \$7.25

## **Average hours per week**

- 20

## **No. of private employers**

- 17

## **No. of public employers**

- 90

## **No. of youth entering permanent employment after summer program**

- 87

## **No. of Work Readiness credentials issued**

- 1,440

## **Example Jobs**

- Hospital Ambassadors
- Art Assistant
- Wildlife Technician
- Construction interns
- Computer Lab Assistant
- Food Service Assistant
- Camp Counselors
- Conservation Worker

# Milwaukee

Through the use of ARRA funding, the Milwaukee area was able to build upon and expand its long standing summer youth program. Milwaukee received the largest allocation in summer youth funding in Wisconsin, and was able to provide more than 1,600 youth with work opportunities. The wages earned by these youth amounted to more than \$1.4 million.

The ARRA Summer Youth Program kicked off with a two-day statewide conference funded by DWD and co-hosted by the Milwaukee Area Workforce Development Investment Board (MAWIB) and the West Central Workforce Development Board. In the conference, MAWIB shared lessons learned and best practices for running a summer youth program with other workforce development boards and service partners.

To fully prepare youth for the worksite, MAWIB provided job readiness training to every participant. Those who completed their training received a certificate of completion for their personal work experience portfolio. Employers responded positively to this pre-employment instruction, noting that it assisted in job retention of the youth placed with them.

MAWIB provided a wide range of employment experiences ranging from Patient Care Assistant to Videographer. Successful completion of a Culinary Arts Program at the State Fair site provided Serve Safe Certification to 43 participants with an interest in Culinary Arts; and, these young people helped serve over 22,000 meals to youth attending the State Fair.

Green Job experiences were provided in conjunction with the Milwaukee Conservation Leadership Corps, Milwaukee County Parks, the River Revitalization Project, and Learn the Seas. There were over a 100 Green Jobs available to youth participants.



# W-O-W

The ARRA Summer Youth program created more than 250 employment opportunities for youth in Washington, Ozaukee and Waukesha (WOW) counties. For many participants, the ARRA Summer Youth program provided their first work opportunity.

Through the Work Readiness program provided by the WDA, participating youth were able to improve work habits, develop work-readiness skills and obtain references for future employment. Some 200 certificates of successful Work Readiness program completion were awarded.

The summer youth program kicked off in the WOW area with a group orientation where interviewing, appropriate dress and work behavior skills were reviewed. Because of the large number of jobs available, participants had a choice of job opportunities and a chance to interview at more than one work site.

WOW focused on Green Jobs for the ARRA Summer Youth program; 148 of the jobs for participants were in Green-focused occupations. In Ozaukee and Washington counties, The Land Trust Project employed 20 youth in Green Jobs. The Land Trust seeks to protect and preserve the area's rural character and natural areas. The youth placed at this worksite held a variety of positions from developing brochures and creating a website, to maintaining and preserving the land.



L to R: Marina Castro, youth worker; Andrew Rymer, youth worker; Amy Potter, Employment Specialist, WDI; Chelsie Chmielewski, youth worker; Denise Puffer, Business Services Representative, WDI; Staci Eggert-Dziedzic, Marketing Manager, WOW Workforce Development Centers.

# WDA 03



## No. of summer youth jobs

- 253

## Average wage per hour

- \$7.25

## Average hours per week

- 30

## No. of private employers

- 49

## No. of public employers

- 94

## No. of youth entering permanent employment after summer program

- 9

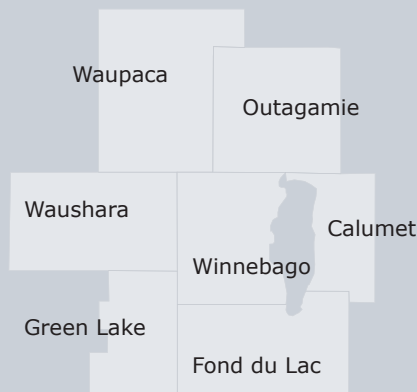
## No. of Work Readiness credentials issued

- 200

## Example Jobs

- Engineering Assistant
- Warehouse and Material Handler
- Teacher Aide
- Natural Land Management Worker
- Environmental Technician
- Dietary Aide
- Parks Assistant
- Library Page

# WDA 04



## No. of summer youth jobs

- 240

## Average wage per hour

- \$7.25

## Average hours per week

- 34.25

## No. of private employers

- 30

## No. of public employers

- 46

## No. of youth entering permanent employment after summer program

- 23

## No. of Work Readiness credentials issued

- 244

## Example Jobs

- Downtown Ambassador
- Farm Market Manager
- Editorial Intern
- Nature Center Technician
- Sterile Processing Technician
- Dog Kennel Worker
- Childcare Assistant
- Plumber Helper

# Fox Valley

The ARRA Summer Youth program provided 240 employment opportunities for youth in the seven counties which comprise the Fox Valley WDA. The program helped inject over \$327,700 into the local economy in the form of youth wages.

The Fox Valley WDA implemented an exciting twist on work site placement. They challenged all participants to create “Green” concepts related to their summer job. These concepts were then shared with their new employers as potential improvements and energy / money saving techniques. Program participants presented their concepts at the program closing ceremonies. The testimonials from both youth and businesses showed this activity was a positive learning experience for both the youth and the employers.

Participation in the ARRA Summer Youth program resulted, for some, in a re-engagement in education. Some out-of-school youth are now working towards GED and HSED attainment, and 15 participants are now engaged in post-secondary education.

In addition to work experience, all 240 youth participants received weekly job-readiness training. In those sessions, the training covered workplace issues such as resume writing, Green Jobs, and career planning. These training sessions help better prepare the youth for their entry to adult employment.



# Bay Area

Bay Area Workforce Development Board focused on young people, ages 17-24, in the ARRA Summer Youth Employment Program with concerted efforts to enroll young people with criminal records, single parents and homeless youth. Among these participants, 118 were offenders, 66 were pregnant or parenting teens, and 37 were homeless. Forty-four youth had identified disabilities. The WDB worked closely with the Wisconsin Department of Corrections to identify eligible young people in their system for the summer program.

Prior to participating in the work experience component, all youth were required to attend an intensive work readiness training program, called Work Certified. This 90-hour intensive employer-based training expanded the work readiness training for youth. Topics included: business technology, business math, reading comprehension, customer service, employment expectations, and general business knowledge. Youth who met the attendance standard and passed the Internet-based comprehensive exam were allowed to go on to a subsidized work experience and received a \$650 stipend for successful completion.

Youth in the Bay area were employed by a wide variety of public and private employers. Nearly 100 employers were connected with workers through the ARRA Summer Youth program. Upon completion of their work experience, many participants went on to work on their GEDs, were hired by the employer and/or entered post-secondary training. In total, more than \$250,000 was paid in youth wages over the course of the summer.

---

## WDA 05



### No. of summer youth jobs

- 231

### Average wage per hour

- \$7.25

### Average hours per week

- 20

### No. of private employers

- 37

### No. of public employers

- 56

### No. of youth entering permanent employment after summer program

- 12

### No. of Work Readiness credentials issued

- 213

### Example Jobs

- Clerical
- Home Weatherization
- Child Care
- Maintenance
- Retail
- Landscaping
- Health Care
- Food Prep

# WDA 06



## No. of summer youth jobs

- 198

## Average wage per hour

- \$7.25

## Average hours per week

- 30

## No. of private employers

- 70

## No. of public employers

- 55

## No. of youth entering permanent employment after summer program

- 21

## No. of Work Readiness credentials issued

- 98

## Example Jobs

- Construction Worker
- Parks Project Assistant
- Groundskeeper
- Maintenance Worker
- Animal Caregiver
- Photographer Assistant
- Office Assistant
- Customer Service

# North Central

The ARRA Summer Youth program provided more than 190 employment opportunities to area young people, injected over \$280,000 into the local economy, and connected 125 employers with workers.

The North Central WDA consists of Adams, Forest, Langlade, Lincoln, Marathon, Oneida, Portage, Vilas and Wood counties. Because WDA 6 covers such a large geographic area, the WDB partnered with the Northcentral Technical College to use distance learning technology for delivery of weekly Work Readiness training sessions. These sessions covered topics such as employability/job readiness expectations, financial literacy, career planning, workplace etiquette and safety. The WDB also partnered with local law enforcement to review internet safety concepts with the participants. These youth received a work readiness certificate as tangible evidence of their completion of the program.

Employers in the North Central area were recruited based on their Green Job activities. As a result, 110 of the 198 jobs (55%) were in Green industry jobs. Sample Green Jobs included: Park Project Assistants, Construction Workers, Boat Landing Monitors, and Energy Advocates.

One example of a Green Job in North Central was the Together We Save project in Wisconsin Rapids. Its purpose was to teach homeowners how to save energy and money through basic energy audits. With her team members, participant Ju Thao completed over 80 home energy audits this summer. Ju reported her favorite part of being an Energy Advocate was meeting with the homeowners and sharing energy saving tips with them.

An important goal of the ARRA Summer Youth program is, for participants that are 21-24 years old and not in school, to engage them and assist their return to the workforce. To support this objective, the WDB is continuing on-the-job training, transitional assessments, short-term training, and extended weeks of work for this group.

# Northwest

The ARRA Summer Youth program provided more than 290 employment opportunities, as well as paychecks totaling over \$332,400, to area young people.

Outreach and recruitment conducted by the WDB for both employers and youth was extensive. As result, the board received requests for more than 800 youth workers from area employers. The board also used its vast network of partner agencies such as the Boys and Girls Clubs, the Division of Vocational Rehabilitation, tribal offices and schools to recruit participants.

Like many summer youth participants, Bev B. faced obstacles to employment prior to the summer program. Bev was a homeless 24-year-old mother of a one year old when hired as a receptionist. Through this placement Bev was able to obtain housing, continue her employment, and has plans to enroll in a CNA course.

Northwest had a strong focus on Green Jobs. The Crex Meadows Youth Conservation Camp in Grantsburg offered summer youth the opportunity to participate in a wide range of outdoor, hands-on projects, including Canada goose banding, building boardwalks and bridges, hiking trail maintenance, as well as exotic invasive species removal.

Another exciting worksite in the Northwest area was developed through a partnership of the WDB and the Chequamegon Area Mountain Bike Association. Three youth between the ages of 21-24 helped develop and build additional mountain bike trails in southern Bayfield and northern Sawyer counties.

## WDA 07



### Average wage per hour

- \$7.25

### Average hours per week

- 22

### No. of private employers

- 77

### No. of public employers

- 158

### No. of youth entering permanent employment after summer program

- 20

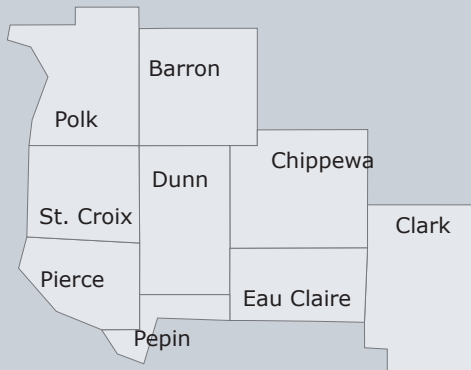
### No. of Work Readiness credentials issued

- 240

### Example Jobs

- General Labor
- Trail Crew
- Day Care Worker
- Library Aide
- Retail Clerk
- Donation Sorter
- Janitorial/Maintenance
- Office Assistant

# WDA 08



## No. of summer youth jobs

- 379

## Average wage per hour

- \$7.25

## Average hours per week

- 24

## No. of private employers

- 52

## No. of public employers

- 109

## No. of youth entering permanent employment after summer program

- 26

## No. of Work Readiness credentials issued

- 334

## Example Jobs

- Animal Caretaker
- Groundskeeper
- Museum Worker
- Library Aide
- Maintenance
- Office Assistant
- Day Care
- Donation Assistant

# West Central

In implementing the ARRA Summer Youth program, the West Central WDB built on its existing, successful youth employment program. At the kick-off of the program the West Central WDB, along with the MAWIB, hosted a DWD-funded best practices seminar for other boards and service partners.

All 379 youth who participated in the West Central youth program received Work Readiness training. Topics included: financial management, career planning, customer service and green resources among other topics. After successful completion of the training and work experience, 334 youth received a work readiness certificate.

To further enhance the skills of the participating youth, West Central established hands-on learning academies in the following areas: Manufacturing, Health Care, and Careers. The Manufacturing academies covered welding, woodworking, bio-fuels, solar power, nanoscience and work-place safety. At Wisconsin Indianhead Technical College (WITC), youth who completed the program received a certificate granting two credits toward any WITC Manufacturing program. Those at Chippewa Valley Technical College (CVTC) received an OSHA Safety certificate.

The Health Care academy was offered in conjunction with the American Red Cross and received their Nursing Assistant certificate.

The Career academy emphasized employability skills, career awareness, job seeking skills, associated academic skills, Green Jobs and high growth/high wage opportunities available in the region.

A unique example of ARRA Summer Youth employment from this area of Wisconsin was the Youth Media team. The Youth Media team were employed as summer youth journalists, to document the accomplishments and contributions of their fellow program participants.

One member of the team expressed excitement for being apart of the media team. "I knew that by doing this not only would I be able to learn how to keep a job, but I would be able to gain good references," said Sara Semi, 16, Media Correspondent from St. Croix Valley.

# Western

The ARRA Summer Youth program provided more than 100 employment opportunities to youth in Buffalo, Crawford, Jackson, Juneau, La Crosse, Monroe, Trempealeau and Vernon counties.

In order to receive the Work Readiness certification, all youth were required to attend a four-day orientation session, during which they completed a work readiness assessment. To gauge success, the same assessment was repeated at the end of the summer program. As a result, 86 work readiness certificates were issued. Youth were also required to participate in journaling or blogging to practice their writing skills.

The “Shades of Green” ARRA Summer Youth program emphasized the emerging Green economy. Work experiences were developed around the industries, applications and careers of the Green economy. The youth were placed in positions where they had hands on experiences with Green Job concepts such as organic gardening, computer recycling, and alternative energy sources.

The Youth Council, made up of area school officials, non-profit and business leaders, was heavily involved in developing a plan for the ARRA Summer Youth program. The Youth Council developed specific program recommendations and requested monthly status reports during the program’s duration. The Youth Council members were also notified of onsite monitoring visits so they could attend the monitoring.

Another standout summer program initiated by the Western WDB was the Healthcare Prep Academy that focused on participants for whom English is a second language. A large number of the participants in this training were from the area’s Somali community. All 12 participants graduated with CPR and First Aid certifications.

## WDA 09



### No. of summer youth jobs

- 101

### Average wage per hour

- \$7.25

### Average hours per week

- 27

### No. of private employers

- 20

### No. of public employers

- 32

### No. of youth entering permanent employment after summer program

- 13

### No. of Work Readiness credentials issued

- 86

### Example Jobs

- Gardener’s Assistant
- Recycle Assistant
- Grounds and Maintenance
- Library Assistant
- Green Crew Assistant
- Eco-maintenance Assistant
- Trails Assistant
- Office Assistant

# WDA 10



## No. of summer youth jobs

- 354

## Average wage per hour

- \$7.25

## Average hours per week

- 25

## No. of private employers

- 39

## No. of public employers

- 62

## No. of youth entering permanent employment after summer program

- 40

## No. of Work Readiness credentials issued

- 228

## Example Jobs

- Camp Assistant
- Construction worker
- Stormwater Management Worker
- Quality Control Intern
- Marketing Assistant
- Production Assistant
- Recreation Assistant
- Laborer

# South Central

The ARRA Summer Youth program provided more than 350 employment opportunities and \$463,700 in wages in the South Central Workforce Development Area.

A Summer WIA Internship Project focused on providing school supervised work-based learning opportunities for low-income and at-risk youth. Each student participated in either the DWD Youth Apprenticeship program or the Department of Public Instruction (DPI) Employability Skills Certificate program. Students earned Skills Certificates by completing competencies identified for their program, and put their skills into practice at a business or industry in their community.

Several of the summer youth work experiences in the South Central WDA were related to Green Jobs. Renewal Unlimited led a community garden project that targeted youth with disabilities who needed more individualized attention to learn and maintain work readiness skills. Opportunity Fresh Start provided youth the opportunity to learn about Green Jobs by engaging youth in construction and rehabilitation of Energy Star and Green Built homes. Youth received training in the principles and methods of energy efficiency and sustainable building practices. Program participants also worked with the city and county parks departments and the Riverland Conservancy to complete high quality conservation projects.

And finally, one particularly exciting work experience that holds promise for future projects was the referral of four at-risk youth from the Gang Intervention Project. These youth were employed by Midwest Lamp Recycling, Inc. in Madison. The youth learned about Green Job concepts related to recycling of batteries, lamps, computer waste and other office materials.

---

“This program has helped me build myself into a better person. I’m a role model for these kids.”  
— Jerrod Buckner, Summer Camp Counselor, Vera Court Neighborhood Center, Madison

# Southwest

The ARRA Summer Youth program provided more than 140 employment opportunities and \$253,500 in wages to youth in the Southwest Workforce Development Area.

Work Readiness training was required for all summer youth program participants, which had to be completed prior to gaining work experience. All youth took the Department of Public Instruction (DPI) Work Readiness test to document attainment of the work readiness performance measure. The session included completion of a Job Fit assessment, and discussions of workplace diversity, conflict resolution, teamwork, career pathways, workplace etiquette, and customer service topics.

To reinforce the financial concepts learned in the Work Readiness training, and to connect the youth to a financial institution, the WDB required all participants to receive their paychecks in direct deposit form.

Many of the youth were placed in the construction field and whenever possible were exposed to Green concepts and ideals. Sharome Crawford, 23, was an Energy Advocate. “It is great learning about energy conservation and turning it into something positive for the community,” he said.

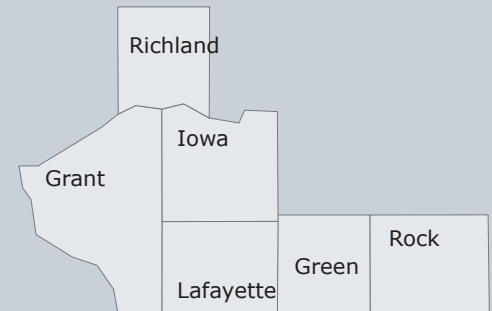
Participating youth in the Southwest area were able to assist in historic preservation activities. Adam Groom, from Mineral Point, spent his summer working at Pendarvis, a Wisconsin Historic site highlighting the state’s mining history, assisting with maintenance and gardening. “This program is helping to keep Pendarvis as one of the best Wisconsin historical sites to visit,” Groom said.

---

---

“This has given me a chance to see how a surgery and recovery room in a hospital works. I like working here and would like to pursue working in a hospital setting.”  
— Olivia Majeski, on working as a CNA

## WDA 11



### No. of summer youth jobs

- 146

### Average wage per hour

- \$7.25

### Average hours per week

- 25

### No. of private employers

- 20

### No. of public employers

- 22

### No. of youth entering permanent employment after summer program

- 10

### No. of Work Readiness credentials issued

- 149

### Example Jobs

- Maintenance
- Office Assistant
- Child Care
- Construction Laborer
- Receptionist
- Museum Aide
- Weatherization

# Appendices

## [A] Best Practices for the ARRA Summer Youth Employment Program

Submitted by the local Workforce Development Boards

### WDA 1 – Southeast

Racine County focused all of its youth work experience in green industry. Two entrepreneurial green industries were consequently created including a lawn care business and a waterless car wash business.

Kenosha County had a number of youth who ended up being hired into permanent positions. This was encouraged up front during the employer recruitment process.

### WDA 2 - Milwaukee

This summer the MAWIB worked with Milwaukee County Parks to place 300 youth through the County Parks System with an emphasis on youth 18-24 years old. The program allows older youth the opportunity to continue their work experience beyond the seven week summer program. Milwaukee County also provided \$150,000 in funding for program support and to hire an additional 50 youth for the summer.

All of the youth that participated in the summer work experience went through Job Readiness Training. Every youth that completed the JRT received a certificate of completion to add to the work experience portfolio which outlines the topics covered in the JRT. Many private sector employers commented that the JRT has been helpful in the retention of the youth referred for placement.

The MAWIB put on a resource fair to conclude the summer work experience. There were over 2,000 youth and their families that attended the event. The resource fair included vendors from many community based organizations in the county, employers, schools and other year round resources for in-school and out of school youth. After the resource fair MAWIB held their first (of many to come)

Open House which is specifically targeted to recruit and keep out of school youth who worked in summer work experience engaged in year round activities.

### WDA 3 - WOW

WOW focused on green occupations for their summer youth program. They successfully achieved this by having 148 of the 253 jobs in green-focused occupations.

Relationships were built with other agencies:

- The Division of Vocational Rehabilitation referred youth for placement throughout the 3 county areas.
- The Department of Natural Resources sponsored a WaterCraft summer project, identifying invasive species in lakes in Waukesha and surrounding counties.
- Ozaukee-Washington County Land Trust developed internship positions for 20 of the summer youth participants in West Bend and Mequon.
- West Bend schools developed maintenance crew positions throughout the West Bend school district for our summer workers. Crew leaders were hired to assist in supervision of groups of seven or more youth at one worksite

Youth were provided a group orientation in which an overview of the program was provided. Interviewing, appropriate dress and work behavior skills were addressed at the same time.

Youth were given a choice of job opportunities, and a chance to interview at more than one worksite.

Timesheets included job readiness skills evaluations, making it easier for the worksite supervisor and youth to complete and evaluate progress.

Goals set for number of enrollments were divided among the 3 counties but summer staff were able to enroll based on number of interested/eligible youth.

Thank you letters and employer surveys were sent to participating worksites

A spreadsheet was used by all 3 counties to track all worksites and youth. The spreadsheet allowed staff to access and provide comprehensive information all in one document.

#### **WDA 4 – Fox Valley**

There were approximately 250 youth in attendance at the summer youth kick off event. Public and Private Business representatives were in attendance to interview the youth for their employment opportunity.

All Youth attended Work Readiness training for up to 2 hours weekly, with pre and post assessments completed. There were bi-weekly three hour training session for team building for the unplaced youth. The testimonials from both youth and businesses were presented on the wrap up session presented a positive learning experience for both the youth and the employer.

The Youth were challenged to create “green” concepts related to their summer job which were presented at the closing session. These ideas were to be provided to the employer for consideration.

A Supervisor’s Evaluation Form of Youth was developed and completed by each employer, then in partnership with the case manager shared the information with the youth as a learning tool.

#### **WDA 5 – Bay Area**

Bay Area Workforce Development Board focused on young people, ages 17-24, in the ARRA Summer Youth Employment Program with concerted efforts to enroll young people with criminal records, single parents and homeless youth.

Of the 229 total enrollees, 118 were offenders, 66 were pregnant or parenting teens, and 37 were homeless. Forty-four youth had identified disabilities. Two of the enrollees were

veterans. The board worked very closely with the Wisconsin Department of Corrections to identify eligible young people in their system for the summer program.

#### **WDA 6 – North Central**

##### **Distance Learning Technology –**

The WDB contracted with North Central Technical College to provide some activities to the youth using distance delivery technology. Sites were set up in each county for the youth to attend the weekly educational session. The sessions covered topics such as: employability/job readiness expectations, financial literacy, career planning, and workplace etiquette and safety. The WDB also involved a local law enforcement agency who presented on internet safety.

#### **WDA 7 – Northwest**

##### **Recruitment –**

The WDB conducted extensive outreach and recruitment of both employers and youth. They issued several press releases to announce and promote the summer youth program. The WDB also sent letters, along with the “Youth Employment Request Form”, to 1,100 local employers. Requests for 800 youth were received from potential worksites. Posters were placed in schools and other community locations to assist in recruiting youth participants. In addition, strong partnerships exist with a variety of agencies in the area and they were contacted for referrals. These agencies included: Boys and Girls Clubs, Division of Vocational Rehabilitation, tribal schools and offices, and Department of Family Service offices.

##### **Start-up and Implementation –**

Staff devoted much time and effort in implementing the Department of Natural Resources Invasive Species and Wisconsin Energy Conservation Corporation Energy Advocate demonstration projects. Both these projects were funded with additional ARRA monies. Youth participants from the Northwest Wisconsin area were the first to be trained for the

"I like the Marketing Aide position. It's a positive experience that is preparing me for a real job and the duties that I am learning will help me with my graphic design courses. I am glad that I am employed and earning money that I can save for school."

— Stephanie, Marketing Aide,  
Waukesha County Workforce Development Center

invasive species project. This training session was the only one that did not have to be re-scheduled. Given the short turn-around time for starting up these programs, staff did an excellent job in implementing both programs.

## **WDA 8 – West Central**

### **Manufacturing Academies –**

Three separate manufacturing academies were held during the summer. Barron County youth at Wisconsin Indianhead Technical College (WITC) gained experience in welding and woodworking. As a final project the youth built dog houses to be donated to the Barron County Humane Society. Another group of youth at WITC gained experience in welding and bio-fuels. Youth had the opportunity to create their own bio-fuel from sunflower seeds. Youth who completed the program through WITC received a certificate granting 2 credits towards any WITC manufacturing related program. At Chippewa Valley Technical College youth were trained in several manufacturing areas including solar power, nanoscience, and work-place safety. These youth received an OSHA safety certificate.

### **Healthcare Academies –**

The Healthcare Academy was offered in conjunction with the American Red Cross. Students completing the two and a half week course could attain their Nursing Assistant Certificate and obtain employment in a related position for the remainder of the summer program.

### **Career Academies –**

Younger youth participated in career awareness and exploration activities to in-

crease their knowledge of available opportunities and the pathways to success. The academies emphasized employability skills, career awareness, job seeking skills, associated academic skills, green jobs and high growth/high wage opportunities available in the region.

### **Media Team –**

A youth media team was formed to assist in promoting the accomplishments and contributions of the summer youth program participants. The Media Correspondents were located in the various Job Centers and covered the area looking for stories and taking photos to document the summer activities.

## **WDA 9 – Western**

### **Emphasis on “green jobs” –**

The “Shades of Green” summer youth program focused on careers and jobs in the green economy. Work experiences were developed around the industries, applications and careers that compose the emerging green economy. Each worksite that applied had to explain how the worksite would provide a job that could be classified as contributing to the “green economy”.

### **Journal or blog –**

All youth were required to maintain a weekly journal or participate in a blogging experience to practice their writing skills. The WDB set up a blog site for each service provider and the Youth Coordinator initiated the discussion on the blog. Service providers ensured that each youth either posted to the blogging site or maintained a journal.

### **Involvement of Youth Council –**

The Youth Council was heavily involved in developing a plan for the summer youth program and providing input in the selection of worksites. The Youth Council developed specific program recommendations and requested monthly status reports during the program's duration. Youth Council members were also notified of onsite monitoring visits so they could attend the monitoring.

Case managers distributed information about the Work Opportunity Tax Credit (WOTC) to private sector employers.

### **WDA 10 – South Central**

Renewal Unlimited led a community garden project that targeted youth with disabilities who needed more individualized attention to learn and maintain work readiness skills.

The Dane County, Jefferson County, CESA 5 Summer WIA Internship Project focused on providing school supervised work-based learning opportunities for low income at risk youth. Each student participated in either the DWD Youth Apprenticeship program or the DPI Employability Skills Certificate program. Students earned skill certificates by complet-

ing the competencies identified for the program they were participating in and had the opportunity to put their skills into practice at an identified business or industry in their community.

Four youth were referred through a Gang Intervention Project. All four at-risk youth successfully completed their ARRA summer work experience and a great sense of satisfaction and pride was shared by the youth, worksite supervisors, and WDBSCW.

### **WDA 11 – Southwest**

Many of the youth were placed in the construction field and wherever possible were exposed to “green” concepts and ideals.

The WDB required direct deposit for the youths' paychecks. For those youth who did not already have an account, this requirement provided financial literacy training.

WDB staff was invited to participate in various radio talk shows to highlight success stories of the summer program. This led to greater public awareness of the summer youth program and various projects occurring in the local area.

# [B] ARRA Summer Youth Employment Program Data



## YOUTH SERVED WITH WIA RECOVERY ACT RESOURCES MONTHLY REPORT



Current Status of Report: Saved as of 12/14/2009, 11:14 AM

ETA Form: ETA-9149

Report Due Date: 12/15/2009

Report Month End Date: 11/30/2009

State: WI

OMB No. 1205-0474

Expires: 11/30/2009

Performance Items		Current Month (A)	Previous Month (B)	Program-to-Date (C)
<b>A. PARTICIPANT SUMMARY INFORMATION</b>				
1. Total number of new participants served		4	15	4,049
2. Total number of participants served		1,434	3,614	4,071
<b>Gender</b>	3a. Male	782	1,900	2,170
	3b. Female	652	1,714	1,901
4. Ethnicity: Hispanic/Latino		70	243	290
<b>Race</b>	5a. American Indian or Alaska Native	46	91	100
	5b. Asian	60	171	176
	5c. Black or African-American	301	1,498	1,697
	5d. Hawaiian Native or Other Pacific Islander	2	11	14
	5e. White	979	1,646	1,863
<b>Education Level</b>	6a. 8th grade and under	97	475	511
	6b. 9th grade - 12th grade	822	2,136	2,438
	6c. High School graduate or equivalent	442	874	982
	6d. 1 - 3 years of college, or full-time technical or vocational school	65	118	128
	6e. 4 years college or more	8	11	12
<b>School Status</b>	7a. In-school youth	847	2,531	2,839
	7b. Out-of-school youth	587	1,083	1,232
<b>Age</b>	8a. 14 - 18	909	2,662	2,986
	8b. 19 - 21	377	686	792
	8c. 22 - 24	148	266	293
9. Individuals with disabilities		551	966	1,098
10. Eligible Veterans		6	8	8
11. Number of participants placed in summer employment		1,420	3,603	4,057
12. Number of participants placed in work experiences outside of the summer months		0	0	0
13. Number of participants served receiving educational achievement services		412	498	539
14. Number of participants receiving employment services		408	418	431
15. Number of participants receiving additional support services for youth		347	453	491
16. Number of participants receiving leadership development opportunities		57	87	113
17. Number of participants receiving follow up services		0	0	3
18. Number of summer employment participants enrolled in services beyond summer employment		56	52	57

Performance Items	Current Month (A)		Previous Month (B)		Program-to-Date (C)	
	Value	Numerator	Value	Numerator	Value	Numerator
		Denominator		Denominator		Denominator

**B. LEADING INDICATORS of PERFORMANCE**

1. Work readiness attainment rate	104.4	1,482	96.2%	3,466	91.0%	3,692
		1,420		3,603		4,057
2. Summer employment completion rate	88.9%	1,263	93.4%	3,366	89.0%	3,612
		1,420		3,603		4,057

**C. REPORT CERTIFICATION/ADDITIONAL COMMENTS**

**Remarks:**  
**Name of Grantee Certifying Official: James Bond (Phone:608-266-3623, Email:james.bond@wisconsin.gov)**

**The youth participants that fall outside of Summer Employment are currently being placed in category 11 (Summer Employment) based on incorrect code programmed in the case management system. A change in the program code, to correct this issue, is being targeted prior to the 1/15 report. This change will create an accurate count of youth who received work experience outside of the summer months.**

Name of Grantee or Certifying Official:	Telephone Number:	Email:

This reporting requirement is approved under the Paperwork Reduction Act of 1995, OMB Control No. 1205-0474, expiring 11/30/2009. Persons are not required to respond to this collection of information unless it displays a currently valid OMB number and expiration date. Public reporting burden for this collection of information is estimated to average 29 hours per response, including time for reviewing instructions, searching existing data sources, gathering and reviewing the collection of information. The reason for the collection of information is general program oversight, evaluation and performance assessment. Send comments regarding this burden, to the U.S. Department of Labor, Employment and Training Administration, Office of Performance and Technology, 200 Constitution Avenue, NW, Room S-5206, Washington, D.C. 20210 (Paperwork Reduction Project 1205-0474).

# [C] ARRA Summer Youth Employment Program Data

Submitted by the local Workforce Development Boards

## Southeast, WDA #01

Source of Information: Local ARRA Plans, ARRA Monitoring Reports, WDB Responses, CORE, ASSET, and Performance Reports Submitted to the U.S. Department of Labor.

1. Number of youth served.	Summer Youth: 608 Invasive Species Project: 2 Energy Advocates Project: 4 Local reporting accounts for <u>608</u> youth served, 65 additional served (in Kenosha County) with non-WIA funds
2. Average number of hours that youth worked per week.	Summer Youth: 18.5 Invasive Species Project: 13 Energy Advocates Project: 25
3. Average number of weeks worked in the summer.	Summer Youth: 8.75 Invasive Species Project: 10.5 Energy Advocates Project: 10
4. Average hourly wage.	Summer Youth: \$7.25 Invasive Species Project: \$8.00 Energy Advocates Project: \$10.00 for advocate and \$12.00 for supervisor
5. Total wages paid to youth per November 2009 CORE Report.	\$395,533
6. Status of meeting requirement that 70% of ARRA summer youth allocation must be spent by 09/30/09.	Status (Exceeded, Met, Not Met): Met % Spent: 70% (\$622,882)
7. Status of meeting requirement that 25% of ARRA summer youth funds must be spent on training per Administrator's Memo Series 09-01.	Status (Exceeded, Met, Not Met): Not Met % Spent: 9% (\$55,171 and only direct youth expenditures)
8. Description of Job Readiness Training.	Racine County – held weekly trainings every Friday, 2 hours long. 202 Youth received Work Readiness Credentials  Kenosha County – held a week long session up front as part of the orientation.  Walworth County – case manager provided 1-on-1 training to youth while they worked on the job. Crew leader/supervisor worked on one worksite with a 7 youth crew to provide on-going job readiness training on 4 week worksite.

9. Youth Apprenticeship Program Information	# of youth from Youth Apprenticeship Program: 0 Program Area Employed In (see attached chart for listing): 0
10. Number of Employers.	# of Private Sector Employers: 33 # of Public Sector Employers: 80
11. Types of jobs youth employed in.	Sales Assistant, Counter Help, Office Assistant, Maintenance Technician, Apprenticeship Artist, Landscaping Assistant, School Aide, Child Daycare, Senior Daycare, Youth Activity Leader, Gallery Curator, Cleaning, Eco-Science Technician, Barber Shop Assistant, Dietary Aide, Janitor, Carpenter Assistant, and youth workers and team leaders in green industry jobs.  Landscaping Technician, Green Office Administration Helper, Rain Gardener, Master Gardener Assistant, Low VOC Painter, Home Energy Auditor, Home Energy Efficiency Technician, Invasive Species Removal Technician, Home Renovation Assistant, Classic Car Renovation Assistant, Lean Manufacturing Technician, Recycling Program Designers, Public Service Announcement Producers, Kids Day Care Green Education Teachers, Entrepreneurs – Eco-Friendly Lawn Service, Entrepreneurs – Eco-Friendly Car Wash Services, Green Litigation Research Specialist, Best Green Business Practices Research Specialist, Shakespeare Garden Expert, Downspout Extension Installer.
12. Number of green industry jobs.	3 types: eco-science technician, park beautification worker and worker supervisor 10
13. Planned number of youth enrolled in services beyond September 30, 2009 summer employment.	39
14. Number of youth placed in permanent unsubsidized employment (either full or part-time) following participation in the summer work experience program.	54

## Milwaukee, WDA#02

Source of Information: Local ARRA Plans, ARRA Monitoring Reports, WDB Responses, CORE, ASSET, and Performance Reports Submitted to the U.S. Department of Labor.

1. Number of youth served.	Summer Youth: 1,604 Invasive Species Project: 6 Energy Advocates Project: NA
2. Average number of hours that youth worked per week.	Summer Youth: 20 Invasive Species Project: 20-25 Energy Advocates Project: NA
3. Average number of weeks worked in the summer.	Summer Youth: 8 Invasive Species Project: 6 Energy Advocates Project: NA
4. Average hourly wage.	Summer Youth: \$7.25 Invasive Species Project: \$8.00 Energy Advocates Project: NA
5. Total wages paid to youth per November 2009 CORE Report.	\$1,400,966
6. Status of meeting requirement that 70% of ARRA summer youth allocation must be spent by 09/30/09.	Status (Exceeded, Met, Not Met): Not Met % Spent: 68%
7. Status of meeting requirement that 25% of ARRA summer youth funds must be spent on training per Administrator's Memo Series 09-01.	Status (Exceeded, Met, Not Met): Met % Spent: 25 % (All youth went through work readiness training).
8. Description of Job Readiness Training.	The Job readiness training curriculum consisted of job search methods, application and resume building, interviewing skills, basic financial literacy, and job survival skills.
9. Youth Apprenticeship Program Information	# of youth from Youth Apprenticeship Program: 0 Program Area Employed In (see attached chart for listing): 0
10. Number of Employers.	# of Private Sector Employers: 17 # of Public Sector Employers: 90
11. Types of jobs youth employed in.	Book Expeditor; Patient Care Assistant; Hospital Ambassadors; Dietary Assistant; Human Resources/Employment Health Assistant; Baseball Concession Stand, Scorekeepers, and Umpires; Camp Helpers; Camp Counselors; Food Service Assistants; Clerical Aides; Videographers; Building and Grounds Maintenance Assistant; Childcare Workers; School and Playground Aides; Conservation Workers; Neighborhood Canvasser; Technology

	Trouble Shooter; Computer Repair Technician; Recreation Assistant; Art Assistant; Wildlife Technician; Horticulturist; Food Pantry Program Assistant; Bicycle Mechanic Apprentice; Waterkeeper Apprentice; Boat Building Apprentice; Construction Interns; Spanish Specialist; Facility Set –Up Banquet Assistant; Community Organizers; Bookstore Assistant; Head Start Program Assistant; Security Assistant; College Interns at UW-Whitewater; Housekeepers; Computer Lab Assistant; Data Entry Specialist; and Customer Service Specialist.
12. Number of green industry jobs.	100
13. Planned number of youth enrolled in services beyond September 30, 2009 summer employment.	150
14. Number of youth placed in permanent unsubsidized employment (either full or part-time) following participation in the summer work experience program.	87

## Waukesha, Ozaukee, Washington (WOW), WDA#03

Source of Information: Local ARRA Plans, ARRA Monitoring Reports, WDB Responses, CORE, ASSET, and Performance Reports Submitted to the U.S. Department of Labor.

1. Number of youth served.	Summer Youth: 253 Invasive Species Project: 5 Energy Advocates Project: NA
2. Average number of hours that youth worked per week.	Summer Youth: 30 Invasive Species Project: 30 Energy Advocates Project: NA
3. Average number of weeks worked in the summer.	Summer Youth: 8 Invasive Species Project: 10 Energy Advocates Project: NA
4. Average hourly wage.	Summer Youth: \$7.25 Invasive Species Project: \$8.00 Energy Advocates Project: NA
5. Total wages paid to youth per November 2009 CORE Report.	\$271,277
6. Status of meeting requirement that 70% of ARRA summer youth allocation must be spent by 09/30/09.	Status (Exceeded, Met, Not Met): Exceeded % Spent: 79%
7. Status of meeting requirement that 25% of ARRA summer youth funds must be spent on training per Administrator's Memo Series 09-01.	Status (Exceeded, Met, Not Met): Exceeded % Spent: 79%
8. Description of Job Readiness Training.	The Job readiness training curriculum consisted of each case manager providing one-on-one training to youth while working on the job.
9. Youth Apprenticeship Program Information	# of youth from Youth Apprenticeship Program: 0 Program Area Employed In (see attached chart for listing): NA
10. Number of Employers.	# of Private Sector Employers: 49 # of Public Sector Employers: 94

<p>11. Types of jobs youth employed in.</p>	<p>Office Worker; Engineering Assistant; Warehouse and Material Handler; Construction Helper; Cashier, Grounds and Building Maintenance Worker; Production Assistant; Child Care Assistant; Data Entry Operator; Teacher Aide; Camp Leader Assistant; Advocacy Intern; Fitness Center Assistant; Library Page; Farmers Market Assistant; Expo Aide; Research Center Aide; Natural Land Management Worker; Laborer; Marketing Aide; Environmental Technician; Lab Assistant; Bike Washer; Telemarketer; Communication and Land Protection Intern; Playground Aide; Heating Apprentice; Kennel Attendant; Dietary Aide; Parks Assistant; Art Assistant; Public Works Helper; and Landscaper.</p>
<p>12. Number of green industry jobs.</p>	<p>148</p>
<p>13. Planned number of youth enrolled in services beyond September 30, 2009 summer employment.</p>	<p>0</p>
<p>14. Number of youth placed in permanent unsubsidized employment (either full or part-time) following participation in the summer work experience program.</p>	<p>9</p>

## Fox Valley, WDA#04

Source of Information: Local ARRA Plans, ARRA Monitoring Reports, WDB Responses, CORE, ASSET, and Performance Reports Submitted to the U.S. Department of Labor.

1. Number of youth served.	Summer Youth: 240 Invasive Species Project: 5 Energy Advocates Project: NA
2. Average number of hours that youth worked per week.	Summer Youth: 34.25 Invasive Species Project: 20 Energy Advocates Project: NA
3. Average number of weeks worked in the summer.	Summer Youth: 9 Invasive Species Project: 9 Energy Advocates Project: NA
4. Average hourly wage.	Summer Youth: \$7.25 Invasive Species Project: \$9.00 Energy Advocates Project: NA
5. Total wages paid to youth per November 2009 CORE Report.	\$327,703.40
6. Status of meeting requirement that 70% of ARRA summer youth allocation must be spent by 09/30/09.	Status (Exceeded, Met, Not Met): Met % Spent: 70% (\$468,328)
7. Status of meeting requirement that 25% of ARRA summer youth funds must be spent on training per Administrator's Memo Series 09-01.	Status (Exceeded, Met, Not Met): Exceeded % Spent: 26% (\$145,052)
8. Description of Job Readiness Training.	The Job readiness training occurred weekly and was held at various locations around the Fox Valley WDA. The curriculum focused on workplace issues such as resume writing, green jobs, career planning, and sexual harassment.
9. Youth Apprenticeship Program Information	# of youth from Youth Apprenticeship Program: 0 Program Area Employed In (see attached chart for listing): None
10. Number of Employers.	# of Private Sector Employers: 30 # of Public Sector Employers: 46

<p>11. Types of jobs youth employed in.</p>	<p>Environmental Services; Custodian and Grounds Keeper; Sales Associate; Downtown Ambassador; Library Page; Officer Worker; Ball Park Maintenance; Farm Market Manager; Dog Kennel Worker; Goodwill Donation Processor; Childcare Assistant; Data Entry; Parks Assistant; Hotel/Resort Worker; Editorial Intern; Nature Center Technician; Weatherization Installation Technician; Automotive Worker; Camp Assistant; Sterile Processing Technician; Anesthesia Aide; Recreation Aide; Bus Person; Computer Technician; and Plumber Helper.</p>
<p>12. Number of green industry jobs.</p>	<p>23</p>
<p>13. Planned number of youth enrolled in services beyond September 30, 2009 summer employment.</p>	<p>41</p>
<p>14. Number of youth placed in permanent unsubsidized employment (either full or part-time) following participation in the summer work experience program.</p>	<p>23</p>

**Bay Area, WDA#05**

Source of Information: Local ARRA Plans, ARRA Monitoring Reports, Weekly Conference Call Spreadsheets, and Performance Reports Submitted to the U.S. Department of Labor.

1. Number of youth served.	Summer Youth: 231 Invasive Species Project: 4 Energy Advocates Project: 5
2. Average number of hours that youth worked per week.	Summer Youth: 20 Invasive Species Project: 20 Energy Advocates Project: 20
3. Average number of weeks worked in the summer.	Summer Youth:8 Invasive Species Project: 8 Energy Advocates Project: 8
4. Average hourly wage.	Summer Youth: \$7.25 Invasive Species Project: \$8.00 Energy Advocates Project: \$8.00
5. Total wages paid to youth per November 2009 CORE report.	\$271,277
6. Status of meeting requirement that 70% of ARRA summer youth allocation must be spent by 09/30/09.	Status (Exceeded, Met, Not Met): Exceeded % Spent: 74%
7. Status of meeting requirement that 25% of ARRA summer youth funds must be spent on training per Administrator’s Memo Series 09-01.	Status (Exceeded, Met, Not Met) Exceeded % Spent:63 %
8. Description of Job Readiness Training.	Prior to participating in the work experience component, all youth were required to attend the Work Certified training. This 90 hour intensive employer-based training expanded the work readiness training for youth. Topics included: business technology, business math, reading comprehension, customer service, employment expectations, and general business knowledge. Upon completion of the training, youth received a certificate and a \$650 stipend. The training had strict attendance requirements, yet 93% of the youth completed the training.
9. Youth Apprenticeship Program Information	# of youth from Youth Apprenticeship Program: 1 Program Area Employed In (see attached chart for listing): Health
10. Number of Employers.	# of Private Sector Employers: 37 # of Public Sector Employers: 56

11. Types of jobs youth employed in.	Clerical, home weatherization, child care, maintenance, retail, landscaping auto repair, health care, construction, food prep, humane services
12. Number of green industry jobs.	5
13. Planned number of youth enrolled in services beyond September 30, 2009 summer employment.	23
14. Number of youth placed in permanent unsubsidized employment (either full or part-time) following participation in the summer work experience program.	12

## North Central, WDA#06

Source of Information: Local ARRA Plans, ARRA Monitoring Reports, Weekly Conference Call Spreadsheets, and Performance Reports Submitted to the U.S. Department of Labor.

1. Number of youth served.	Summer Youth: 198 Invasive Species Project: 2 Energy Advocates Project: 2
2. Average number of hours that youth worked per week.	Summer Youth: 30 Invasive Species Project: 23 Energy Advocates Project:
3. Average number of weeks worked in the summer.	Summer Youth: 8 Invasive Species Project: 4 Energy Advocates Project: 12
4. Average hourly wage.	Summer Youth: \$7.25 Invasive Species Project: \$8.00 Energy Advocates Project: \$10.00
5. Total wages paid to youth per November 2009 CORE report.	Summer Youth: \$283,468
6. Status of meeting requirement that 70% of ARRA summer youth allocation must be spent by 09/30/09.	Status (Exceeded, Met, Not Met): Not Met % Spent: 55%
7. Status of meeting requirement that 25% of ARRA summer youth funds must be spent on training per Administrator's Memo Series 09-01.	Status (Exceeded, Met, Not Met): Exceeded % Spent: 40%
8. Description of Job Readiness Training.	All youth were pre-tested with the WDB's Employability Skills Certificate portfolio fashioned after the Department of Public Instruction's Employability Skills Certificate program to determine their work readiness deficiencies. Distance technology was used across the nine-county area to teach work readiness skills. Youth were encouraged to attend the weekly Monday morning video conference session to address their work readiness skills. The Employability Skills Certificate program post-test was utilized to determine achievement of work readiness goals.
9. Youth Apprenticeship Program Information	# of youth from Youth Apprenticeship Program: 0 Program Area Employed In (see attached chart for listing):
10. Number of Employers.	# of Private Sector Employers: 70 # of Public Sector Employers: 55

<p>11. Types of jobs youth employed in.</p>	<p>Maintenance, office assistant, grounds keeper, child care assistant, customer service, library assistant, donations assistant, construction worker, promotions/marketing assistant, parks project assistant, animal caregiver, AIS boat landing monitor, communication assistant, photographer assistant</p>
<p>12. Number of green industry jobs.</p>	<p>110</p>
<p>13. Planned number of youth enrolled in services beyond September 30, 2009 summer employment.</p>	<p>12 with plans of enrolling more before March 30, 2010.</p>
<p>14. Number of youth placed in permanent unsubsidized employment (either full or part-time) following participation in the summer work experience program.</p>	<p>21</p>

## Northwest, WDA#07

Source of Information: Local ARRA Plans, ARRA Monitoring Reports, Weekly Conference Call Spreadsheets, and Performance Reports Submitted to the U.S. Department of Labor.

1. Number of youth served.	Summer Youth: 296 Invasive Species Project: 5 Energy Advocates Project: 5
2. Average number of hours that youth worked per week.	Summer Youth: 22 Invasive Species Project: 14 Energy Advocates Project: 17
3. Average number of weeks worked in the summer.	Summer Youth: 10 Invasive Species Project: 11 Energy Advocates Project: 12
4. Average hourly wage.	Summer Youth: \$7.25 Invasive Species Project: \$8.00 Energy Advocates Project: \$10.00
5. Total wages paid to youth per November 2009 CORE report.	Summer Youth: \$332,437
6. Status of meeting requirement that 70% of ARRA summer youth allocation must be spent by 09/30/09.	Status (Exceeded, Met, Not Met): Exceeded % Spent: 92%
7. Status of meeting requirement that 25% of ARRA summer youth funds must be spent on training per Administrator's Memo Series 09-01.	Status (Exceeded, Met, Not Met): Exceeded % Spent: 63%
8. Description of Job Readiness Training.	All youth were assessed (pre-tested) via SCANS (Secretary's Commission on Achieving Necessary Skills). During each two-week pay period supervisors were required to answer ten work readiness evaluation questions for their youth worker. This evaluation captured and documented attainment of work readiness skills. It also helped determine how effective each worker is on the worksite and/or how they can be assisted in increasing their skills for the future.
9. Youth Apprenticeship Program Information	# of youth from Youth Apprenticeship Program: 0 Program Area Employed In (see attached chart for listing):
10. Number of Employers.	# of Private Sector Employers: 77 # of Public Sector Employers: 158
11. Types of jobs youth employed in.	Janitorial/maintenance, office assistant, general labor, trail crew, day care worker, library aide, retail clerk, donation sorter

12. Number of green industry jobs.	29
13. Planned number of youth enrolled in services beyond September 30, 2009 summer employment.	18
14. Number of youth placed in permanent unsubsidized employment (either full or part-time) following participation in the summer work experience program.	20

## West Central, WDA#08

Source of Information: Local ARRA Plans, ARRA Monitoring Reports, Weekly Conference Call Spreadsheets, and Performance Reports Submitted to the U.S. Department of Labor.

1. Number of youth served.	Summer Youth: 379 Invasive Species Project: 5 Energy Advocates Project: N/A
2. Average number of hours that youth worked per week.	Summer Youth: 24 Invasive Species Project: 24 Energy Advocates Project: N/A
3. Average number of weeks worked in the summer.	Summer Youth: 8-10 Invasive Species Project: 8-10 Energy Advocates Project: N/A
4. Average hourly wage.	Summer Youth: \$7.25 Invasive Species Project: \$8.00 Energy Advocates Project: N/A
5. Total wages paid to youth per November 2009 CORE report.	Summer Youth: \$ \$328536.96 (all ARRA youth dollars used 9/30/09. Total client cost = 369538.38
6. Status of meeting requirement that 70% of ARRA summer youth allocation must be spent by 09/30/09.	Status (Exceeded, Met, Not Met): Exceeded % Spent: 100%
7. Status of meeting requirement that 25% of ARRA summer youth funds must be spent on training per Administrator's Memo Series 09-01.	Status (Exceeded, Met, Not Met): Exceeded % Spent: 90%
8. Description of Job Readiness Training.	The Employability Plan and Service Strategy identified and documented work readiness deficiencies and appropriate services to address the deficiencies. The WDB's work readiness curriculum was updated to include: financial management; career planning; customer service; green resources; team building; work maturity; and job retention. Upon completion of the work readiness curriculum along with the associated work experience activities, the youth who demonstrate increases in work readiness will receive a Work Readiness certificate. In addition, several healthcare and manufacturing academies were provided.
9. Youth Apprenticeship Program Information	# of youth from Youth Apprenticeship Program:  Program Area Employed In (see attached chart for listing):
10. Number of Employers.	# of Private Sector Employers: 52 # of Public Sector Employers: 109

11. Types of jobs youth employed in.	Maintenance, construction, office assistant, day care, animal caretaker, custodial, donation assistant, community service projects, grounds keeping, customer service, library aide, museum worker
12. Number of green industry jobs.	66
13. Planned number of youth enrolled in services beyond September 30, 2009 summer employment.	9
14. Number of youth placed in permanent unsubsidized employment (either full or part-time) following participation in the summer work experience program.	26

## Western, WDA#09

Source of Information: Local ARRA Plans, ARRA Monitoring Reports, Weekly Conference Call Spreadsheets, and Performance Reports Submitted to the U.S. Department of Labor.

1. Number of youth served.	Summer Youth: 112 Invasive Species Project: 5 Energy Advocates Project: N/A
2. Average number of hours that youth worked per week.	Summer Youth: 27 Invasive Species Project: 12 Energy Advocates Project: N/A
3. Average number of weeks worked in the summer.	Summer Youth: 8 including 1 week of orientation Invasive Species Project: 6 Energy Advocates Project: N/A
4. Average hourly wage.	Summer Youth: \$7.25 Invasive Species Project: \$8.00 Energy Advocates Project: N/A
5. Total wages paid to youth per November 2009 CORE report.	\$134,806.96
6. Status of meeting requirement that 70% of ARRA summer youth allocation must be spent by 09/30/09.	Status (Exceeded, Met, Not Met): Exceeded % Spent: 95%
7. Status of meeting requirement that 25% of ARRA summer youth funds must be spent on training per Administrator's Memo Series 09-01.	Status (Exceeded, Met, Not Met): Exceed 43% Spent:
8. Description of Job Readiness Training.	In order to receive the work readiness certification, all youth were required to attend the four-day orientation session, during which they completed a work readiness assessment. The same assessment was taken at the conclusion of the summer program. The WDB expected to see a 10% increase in work readiness skills. Youth were also required to participate in journaling or blogging to practice their writing skills.
9. Youth Apprenticeship Program Information	# of youth from Youth Apprenticeship Program: 0 Program Area Employed In (see attached chart for listing):N/A
10. Number of Employers.	# of Private Sector Employers: 20 # of Public Sector Employers: 32

11. Types of jobs youth employed in.	Gardener's assistant, office assistant, recycle assistant, grounds and maintenance, library assistant, donation attendant, green crew assistant, eco-maintenance worker, trails assistant,
12. Number of green industry jobs.	48
13. Planned number of youth enrolled in services beyond September 30, 2009 summer employment.	21
14. Number of youth placed in permanent unsubsidized employment (either full or part-time) following participation in the summer work experience program.	13

## South Central, WDA#10

Source of Information: Local ARRA Plans, ARRA Monitoring Reports, WDB Responses, CORE, ASSET, and Performance Reports Submitted to the U.S. Department of Labor.

1. Number of youth served.	Summer Youth: 354 Invasive Species Project: 6 Energy Advocates Project: NA
2. Average number of hours that youth worked per week.	Summer Youth: 25 Invasive Species Project: 32 Energy Advocates Project: NA
3. Average number of weeks worked in the summer.	Summer Youth: 10 Invasive Species Project: 12 Energy Advocates Project: NA
4. Average hourly wage.	Summer Youth: \$7.25 Invasive Species Project: \$8.00 Energy Advocates Project: NA
5. Total wages paid to youth per November 2009 CORE Report.	\$463,703
6. Status of meeting requirement that 70% of ARRA summer youth allocation must be spent by 09/30/09.	Status (Exceeded, Met, Not Met): Exceeded % Spent: 75%
7. Status of meeting requirement that 25% of ARRA summer youth funds must be spent on training per Administrator's Memo Series 09-01.	Status (Exceeded, Met, Not Met): Not Met % Spent: 11% \$95,676 Career Pathway training – in-school youth. \$82,806 of work experiences wages were paid training time for out of school youth where worksites provided instruction in the workplace. Classified in CORE as wages. Worksites provided instruction as in-kind match.
8. Description of Job Readiness Training.	Each of the five youth contractors: Madison Metropolitan School District; Employment and Training Association; Opportunity, Inc.; Renewal; and Operation Fresh Start offered their own unique job readiness training to the youth in their caseload. Typical items covered included work ethics and financial literacy.
9. Youth Apprenticeship Program Information	# of youth from Youth Apprenticeship Program: 20 Program Area Employed In (see attached chart for listing): All 20 positions were in the Manufacturing Program Area.
10. Number of Employers.	# of Private Sector Employers: 39 # of Public Sector Employers: 62

11. Types of jobs youth employed in.	Maintenance and Grounds Worker; Cook; Camp Assistant; Childcare Worker; Recreation Assistant; Camp Worker; Office Worker; Laborer; Janitor; Construction Worker; Stormwater Management Worker; Animal Caretaker; 4-H Program Assistant; Quality Control Intern; Marketing Assistant; Production Assistant; and Assembler.
12. Number of green industry jobs.	74
13. Planned number of youth enrolled in services beyond September 30, 2009 summer employment.	29
14. Number of youth placed in permanent unsubsidized employment (either full or part-time) following participation in the summer work experience program.	40

## Southwest, WDA#11

Source of Information: Local ARRA Plans, ARRA Monitoring Reports, Weekly Conference Call Spreadsheets, and Performance Reports Submitted to the U.S. Department of Labor.

1. Number of youth served.	Summer Youth: 146 Invasive Species Project: 5 Energy Advocates Project: 5
2. Average number of hours that youth worked per week.	Summer Youth: 25 Invasive Species Project: 24 Energy Advocates Project: 20
3. Average number of weeks worked in the summer.	Summer Youth: 8 Invasive Species Project: 8 Energy Advocates Project: 7
4. Average hourly wage.	Summer Youth: \$7.25 Invasive Species Project: \$8.00 Energy Advocates Project: \$10.50
5. Total wages paid to youth per November 2009 CORE report.	\$253,570.23
6. Status of meeting requirement that 70% of ARRA summer youth allocation must be spent by 09/30/09.	Status (Exceeded, Met, Not Met): Exceeded % Spent: 79%
7. Status of meeting requirement that 25% of ARRA summer youth funds must be spent on training per Administrator's Memo Series 09-01.	Status (Exceeded, Met, Not Met): % Spent: 99% - spent on work experience for Summer Youth.
8. Description of Job Readiness Training.	A mandatory work readiness training session was required for all summer youth participants, which had to be completed prior to the work experience component. All youth took the Department of Public Instruction's Work Readiness test to document attainment of the work readiness performance measure. Topics covered in the session included: completion of Job Fit assessment, diversity in the workplace, conflict resolution, teamwork, career pathways, work etiquette, and customer service. Upon completion of the session and the Job Fit assessment, youth received a \$250 stipend.
9. Youth Apprenticeship Program Information	# of youth from Youth Apprenticeship Program: N/A Program Area Employed In (see attached chart for listing): N/A
10. Number of Employers.	# of Private Sector Employers: 20 # of Public Sector Employers: 22
11. Types of jobs youth employed in.	Maintenance, office assistant, childcare, construction laborer, receptionist, museum aide, weatherization

12. Number of green industry jobs.	15
13. Planned number of youth enrolled in services beyond September 30, 2009 summer employment.	0
14. Number of youth placed in permanent unsubsidized employment (either full or part-time) following participation in the summer work experience program.	10

---

---



## Acknowledgements

DWD would like to thank the following  
ARRA Summer Youth Employment Report contributors:

The Wisconsin Workforce Development Association  
The Wisconsin Energy Conservation Corporation  
The Department of Natural Resources  
The 11 local Workforce Development Board Directors and staff  
The Division of Employment and Training  
Contributors: Dianne Reynolds, Theresa Loerke, Karen Pfeil  
Designer: Mark W. Wurl



