

Michigan Works! West Central Youth Program under the Workforce Investment Act

Youth Customers

Youth participants in WIA are youth (age 14 to 21) who are economically disadvantaged and have a recognized barrier to employment. Up to 5% of the enrollments may be youth who have one or more recognized barriers but are not economically disadvantaged. Youth services overlap with Adult services for persons age 18 to 21.

Recognized Barriers are:

- ✦ Deficient in basic literacy skills (including math) (deficient is performing at grade level 8.9 or below)
- ✦ School Dropout
- ✦ Homeless, runaway, or foster child
- ✦ Pregnant or parenting
- ✦ Offender
- ✦ Is an individual, (including a youth with a disability) who requires additional assistance to complete an educational program or to secure and hold employment

- ✦ **Local Barrier:** Youth who do not have training, or do not have work experience, or have unsuccessful training or experience in the occupation or skills they will receive training in.

Service Delivery Methods and Activities

There are twelve items and activities listed below - all are required to be available.

- ✦ Preparation for Post-Secondary Educational Opportunities
- ✦ Linkages between Academic and Occupational Learning
- ✦ Preparation for Unsubsidized Employment Opportunities
- ✦ Linkages with Intermediaries with Strong Employer Connections
- ✦ Alternative Secondary School Services
- ✦ Summer Employment Opportunities Directly Linked to Academic and Occupational Learning
- ✦ Paid and Unpaid Work Experiences (Private and Public, including Private for Profit)

- ◀ Occupational Skill Training
- ◀ Leadership Development Opportunities (for participants)
- ◀ Comprehensive Guidance and Counseling
- ◀ Supportive Services (including supportive services during follow-up)
- ◀ Follow-up Services (including counseling, intervention, etc.)

Service Delivery

The full range of activities, listed above, will be available to eligible youth. WIA funding is limited so many of the services will be provided by agency partners working with the Service Provider. For example, most public schools in the region have classes that prepare students for post-secondary educational opportunities, comprehensive guidance and counseling, and have alternative secondary school services available. Many offer career exploration and job shadowing and unpaid work experiences, while some offer leadership development opportunities. Most offer occupational skill training.

WIA funding should be used to provide those activities that are not available from other funding sources, such as classroom training and paid work experiences in the private and public sector.

Outcomes/Performance Standards

Outcomes for Youth under WIA are in age ranges.

For Older Youth Age 19 through 21 the Performance Standards are:

- ◀ Employed during the first quarter after exit quarter
(Youth not employed, at the time of registration, and not enrolled in post-secondary education or advanced training in the first quarter after the exit quarter)
- ◀ Retention in unsubsidized employment 6 months after entry into employment
(Youth employed the first quarter after the exit quarter and not enrolled in post-secondary education or advanced training in the third quarter after the exit quarter)
- ◀ Earnings received in unsubsidized employment 6 months after entry into employment
(Youth employed the first quarter after the exit quarter and not enrolled in post-secondary education or advanced training in the third quarter after exit)
- ◀ Attainment of recognized credential relating to achievement of educational skills, which may include attainment of a secondary school diploma or its recognized equivalent, or occupational skills, by participants who enter unsubsidized employment, post-secondary education, advanced training, or unsubsidized employment (Youth are not required to have received training services, includes youth who are employed, or in post-secondary education or advanced training in the first quarter after the exit quarter and received a credential by the end of the third quarter after the exit quarter.)

For Younger Youth Age 14 to 18 the Performance Measures are:

- ◄ Skills Attainment Rate of basic skills and, as appropriate, work readiness or occupational skills (In-school or out-of-school youth assessed to be in need of basic skills, work readiness skills, and/or occupational skills. Youth do not need to be exited for goal attainment, youth may attain up to three goals per year.)
- ◄ Attainment of secondary school diploma or the recognized equivalent (Registered without a diploma or equivalent, not enrolled in secondary school at exit, attain a secondary school diploma or equivalent by the end of the first quarter after the exit quarter.)
- ◄ Placement and retention in post-secondary education or advanced training, or placement and retention in military service, employment, or qualified apprenticeships (Employed, or in post-secondary education, or advanced training, or in military service, or in a qualified apprenticeship during the third quarter after the exit quarter.)

There are also two Performance Standards applicable to both the Youth and Adult programs. These are:

- 1) Employer Customer Satisfaction
- 2) Participant Customer Satisfaction