

Their Proposal – “The Everychild Youth Career Pathway”

The South Bay Center for Counseling (“SBCC”) has requested our grant to implement “The Everychild Youth Career Pathway” program over four years. SBCC’s highly successful, existing Career Pathways program led them to create their proposed pilot and expansion program for participants who are 16 and 17 years old. This program will engage 900 low income, at-risk, out-of-school youth in the target age group with information about career and educational opportunities, and will prepare 300 of these youth for career pathways leading directly to living-wage jobs in high growth industries. The goal of the program is to break the cycle of poverty and hopelessness experienced by many youth in Los Angeles County by providing them with proven pathways to employment.

The Everychild Youth Career Pathway program will provide basic skills preparation, support services, counseling, and employment training, uniquely designed for 16 and 17 year-olds, to 75 participants per year for four years -- totaling 300 participants by the end of the grant period. At the end of each year of training and counseling, participants in the Everychild Youth Career Pathway program will be **guaranteed slots** in one of six career pathway choices, **leading to guaranteed living-wage employment for qualified participants with local corporations/organizations that are already committed program partners of SBCC.** The career pathways include such high-growth industries as energy, utilities, digital arts, media arts and green technologies. Examples of committed, existing SBCC program partners include ConocoPhillips, ExxonMobil, Shell/Tesoro, Southern California Edison, Electronic Arts, Activision/Blizzard, Mattel, and Sony. In addition many participants move from training to college in order to become teachers in urban schools.



“I never thought I would have a high wage job that would help me provide for my kids.” ~Treva, *Process Plant Technology*, 2006.

➤ Traveled a pathway from teenage mom to living wage career.

After successfully demonstrating this program, SBCC will be able to access government funds to fully sustain the program in the future. **With our grant, SBCC will have the resources to pilot a pathway model that meets the unique needs of youth and ends generational poverty.**

Capital or Program? Pilot/expansion program over 4 years. Our grant represents approximately 75% of the total budget of \$1,374,500 to fund 4 full time employees who will implement the Everychild Youth Career Pathway Program. SBCC has secured the remaining funds through a grant from the Pacific Gateway Workforce Investment Network.

Children Served: The program will prepare and train 300 at-risk youth ages 16-17, for six existing career pathways leading to living-wage jobs in high-growth industries and will provide another 600 youth with information about career and educational opportunities. These youth will be recruited primarily from the high poverty areas of South Los Angeles, Watts, Compton, Inglewood, Lennox and Wilmington. The project will specifically target youth who are out of school, youth with significant basic skills deficits, youth at risk for gang involvement and foster care youth. All participants will be low income.

WHAT WE LIKE ABOUT THE PROPOSAL:

We face a crisis in low-income communities--high unemployment, failing schools and generational poverty. Almost half of all high school dropouts never hold a living wage job, and many are incarcerated before they are 25. SBCC has developed a pilot program to break this cycle of poverty. This program provides support, education, training, and placement in living wage jobs for 16 and 17 year-olds. The Everychild Youth Career Pathway will provide measurable and life changing benefits: youth will earn a high school diploma or its equivalent, receive college credit, and have access to careers that pay up to \$70,000 a year. When SBCC successfully completes this pilot, it will qualify for funding to continue this program into the future. Once successful, SBCC will disseminate its model. This program has the potential to change the future of communities.

You can view the entire Final Proposal and the related project budget at our website, www.everychildfoundation.org

Click on the link to Grant Screening Board and Final Proposal link in the first paragraph

The Agency – Who is South Bay Center for Counseling?

Southbay Center for Counseling: A History of Creating Pathways Out of Poverty..... SBCC's mission is to empower low-income individuals and communities through economic development initiatives, the delivery of family support services and community organizing. Established in 1973, SBCC began as a grassroots community mental health clinic, focusing on residents in the South Bay of Los Angeles, providing free and sliding-scale counseling. As it expanded its services to include child abuse and well-being issues, and to provide direct services to at-risk youth, SBCC's leadership came to believe that poverty is the core root of child abuse, and that economic development is the key to family well-being and social change. As a result of this belief, SBCC has developed services intended to build the economic capacity of its clients and integrates its delivery of such services with its delivery of mental health services, and family support and community services.

SBCC is considered a leader in Los Angeles in community organizing and the delivery of family support services for at-risk children. SBCC has developed core competencies to empower individuals, families and communities on a path to economic self-sufficiency. Each stage of SBCC's evolution is reflected in SBCC's four divisions: Workforce and Economic Development; Community Organizing; Family Support and Community Services; and Clinical Mental Health Services. As the lead agency for L.A. County Service Planning Area 8 (SPA 8), SBCC manages over \$1.1 million of county funding, coordinates a collaborative of more than 30 agencies focused on providing service to children and families, as well as local workforce agencies and educational institutions, and holds bi-annual school readiness conferences. Today SBCC has 60 employees and a budget of over \$6 million.

SBCC's Existing Career Pathways program: In 2005, SBCC launched its first career pathway, the Energy Pathway program which was intended to place low-income adults, with various barriers to employment, in living-wage jobs in the oil refining industry. Now known as the Career Pathways program, it has expanded to include career pathways to education, utilities, digital arts and green technology. The existing Career Pathways program targets adults ages 18 and older with multiple barriers to employment, including transitioning foster care young adults, young adults at risk of gang involvement, and high school dropouts. It develops adults' academic, technical and employability skills, while providing wraparound services in education, counseling and child-care assistance as necessary. To date, the Career Pathways program has trained over 800 adults. 85% of the program participants completed training; 95% were placed in jobs; and 95% retained those jobs six months later. These retention and placement rates place SBCC's Career Pathways program in the top 1% of job training programs in the state. The Career Pathways program is recognized by the United Way of Greater Los Angeles as a national best practice. **Due to the high quality of Career Pathways graduates, SBCC's program partners --which include some of the largest corporations in Southern California -- consider SBCC their primary workforce provider for the positions filled by Career Pathways graduates. SBCC now wants to implement a youth career pathway program that would support at-risk 16 and 17 year-olds in finding employment in living wage high growth industries, ending the cycle of poverty.**

SBCC Significant Accomplishments

- Provides direct mental health and family support services to over **10,000** at risk youth, adults and families each year
- Operates **42** Neighborhood Action Councils, with over **2,000** residents, that plan and implement community-building projects
- Manages the largest earned income tax credit and free tax assistance program in Los Angeles County generating over **\$5 million** for local residents
- Trains and places over **200** individuals a year in living wage, high growth careers.

Its Neighborhood

As the lead agency in SPA 8, SBCC serves communities that include Compton, Carson, Gardena, Watts, Inglewood, San Pedro, Torrance, Long Beach, Harbor Gateway, Lennox and Wilmington. Approximately 18% of SPA 8's 1.5 million residents, and 25% of its population of children, live below the poverty line. The ethnic breakdown of SPA 8 is predominantly African American (36%) and Latino (32%). The reported high school dropout rates are high: LA Unified 45%; Long Beach Unified 64% and Inglewood 65%. 26% of adults over the age of 25 have not graduated from high school; 13% never went beyond 8th grade. In SBCC's targeted communities, 50% of students do not speak English as their primary language. 25% of families in SPA 8 are single female-led. SPA 8 has the largest population of single parent families in the county, and an unemployment rate of 12%.

The Everychild Youth Career Pathway – PROJECT DESCRIPTION

Career Pathways move people out of poverty into living wage jobs.

Imagine a program that takes 300 at-risk, low-income, out-of-school youth, ages 16 and 17, counsels, trains, and empowers them, and provides them with guaranteed access to career training pathways leading to living-wage jobs in high-growth industries. *Imagine a program that breaks the cycle of poverty by providing concrete steps enabling at-risk youth to attain jobs that will guarantee each of them a better future.* This is **The Everychild Youth Career Pathway Program**.

SBCC is a leader in California in the development of career pathways: a partnership between employers, community colleges, and social service agencies designed to train low-income individuals for living wage jobs by providing wrap around social services such as counseling, child care assistance and access to education. Six months after the completion of the program, SBCC Career Pathways graduates are considered by their industry partners to be *better prepared* for jobs in the energy and after school sectors than their current workforce and what human resource managers consider to be “off the street” applicants. As a result of the quality of career pathway graduates, SBCC is the sole workforce provider for Exxon Mobil’s instrument technician job classification. SBCC has demonstrated that graduates of its existing career pathway programs are prepared to excel in the jobs they are placed in. SBCC is confident that the youth targeted in **The Everychild Youth Career Pathway** will have the same outcomes.

Career Pathway Outcomes

- Over **800** individuals trained
- **85%** retention rate in training
- **95%** job placement rate; **95%** job retention rate
- **80%** of SBCC graduates have more industry specific experiences and training than new hires
- **100%** of energy pathway graduates meet or exceed industry basic skills standards.

SBCC’s proposed Everychild Youth Career Pathway program is both a pilot project and an expansion of its existing adult Career Pathways program. The proposed program constitutes a new program model, directed to serving the unique needs of its target population of low income, at-risk, out-of-school youth, ages 16 and 17. Utilizing SBCC’s array of support services, the program will be implemented in six steps, in which SBCC will provide education, training, counseling and empowerment services, uniquely tailored to its target population, for 75 participants each year for 4 years, totaling 300 participants. 100% of participants’ basic skills will increase by at least three grade levels. 90% of participants, will transition to SBCC’s existing Career Pathways program, preparing them to attain living-wage jobs in high growth industries, with some of the largest corporations and organizations in Los Angeles. These individuals may enter the Youth Career Pathway as at-risk youth, but they will graduate as highly qualified, highly skilled, and dedicated employees.

THE UNIQUE NEEDS OF AT-RISK, LOW INCOME 16 AND 17 YEAR-OLDS AND HOW SBCC’S PROPOSED PROGRAM INTENDS TO ADDRESS THEM

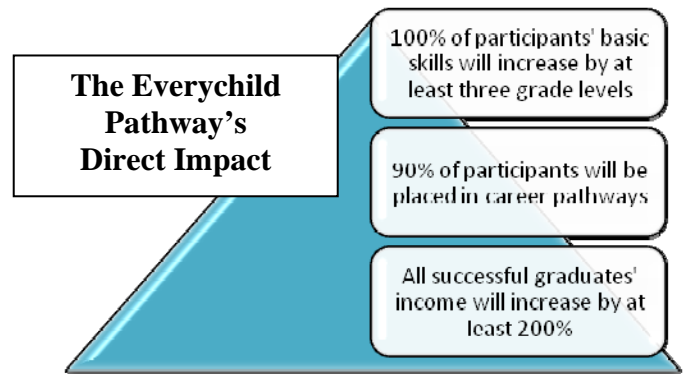
On her 18th birthday, Michele was handed a flyer by her case manager from the Department of Children and Family Services for SBCC’s Career Pathway Program. Michele, like many foster care youth, was unprepared to transition out of the system. She did not know how to access her bank account; she did not understand the terms of her transitional housing; she did not understand her educational rights; she did not have a driver’s license; she could not read the bus routes; she read at a sixth grade level and had not completed high school. SBCC’s youth employment strategy is to support students like Michele, who have had marginal schooling and little social support, in a “pre-pathway” training program that is linked to the organization’s existing career pathways to living wage high growth jobs. Individuals like Michele will participate in a six-step program, outlined in the following section, based



“SBCC was my family and support system.”
~Michele, *Instrumentation Technology*, 2007.

- Traveled a pathway from foster care to self sufficiency.

on SBCC's successful adult career pathways but modified to address the unique needs of at risk and out of school youth. The six-step program will foster all the necessary skill building that institutions designed to support people like Michele were supposed to do but often did not: build basic academic and work readiness skills; provide direct mental health and supportive services; and lead directly to employment in living wage careers. Youth will receive case management and supportive services from the first contact all the way through one year of employment. Three hundred youth will be selected to participate in the program; 100% of participants' basic skills will increase by at least three grade levels; 90% of participants will be placed in career pathways; and 100% of successful graduates will be raised above the federal poverty line.



The Everychild Youth Career Pathway however, is not simply an extension of SBCC's adult pathways, but a new program model designed to meet the unique needs of this population.

SBCC learned a tremendous amount from Michele and other at risk young adults who have found success in its pathway, lessons that have been directly applied to the **Everychild Youth Career Pathway** model. In working with individuals like Michele in its adult pathways, SBCC has learned that these students need:

- An extended social support period to develop a proactive strategy to address the numerous “fires” in their life, direct training in developing resiliency, intrinsic motivation, and self-efficacy, and
- Early work experience to build confidence and provide income. **The Everychild Youth Career Pathway reflects these lessons learned.**

The Need for an Extended Period of Support Prior to Entering a Career Pathway

Since the inception of its Career Pathways program, SBCC has encountered many low- income, at-risk youth, who have been referred into that program. In working with these youth, SBCC has realized that, even in cases of the most motivated individuals, before they can successfully participate in the Career Pathways program, they require an extended period of social and educational support. This support is necessary in order to compensate for the lack of such support that has been provided to them either at home, at school, and/or in their communities.

The six-step, one-year program, which constitutes the core of SBCC’s proposed Youth Career Pathway program, provides the extended support period necessary for youth ages 16-17, during which they build basic educational and work readiness skills, team-building skills, receive one-on-one counseling and case management, develop resiliency and self-efficacy and obtain work experience to build confidence. **Only at the end of this one-year support period will youth transition to the existing Career Pathways program.**

The Need for a Dedicated Individual to Facilitate the Program and Provide Support: The Workforce Specialists

SBCC has also realized that in order to succeed, at-risk youth need a consistent, dedicated individual who serves as their point of contact at every step of the way. SBCC proposes to address this need by hiring three Workforce Development Specialists dedicated to the Everychild Youth Career Pathway program and a project manager who will provide oversight. The Specialists will be the glue of the program. They are the consistent point of contact for participants, facilitating every step along the way including: assessing, interviewing and selecting applicants; organizing and facilitating group and individual coaching sessions; attending all classes with participants; facilitating internships and subsidized employment; providing on the job coaching; accessing and applying for financial aid; connecting participants to social support services including childcare, housing and transportation assistance, and mental health services; and actively supporting students’ transition to career pathway training. Like the other Workforce Specialists already employed by SBCC, they will receive 40 hours of training with a motivational specialist, with additional one-on-one follow-up coaching sessions.

Most importantly, however, these Workforce Specialists will be able to relate to the youth they serve because they come from the same or similar places:

- 95% of SBCC’s Workforce Specialists are individuals of color
- 85% are from a low-resource community
- 50% transfer from community colleges to four year universities

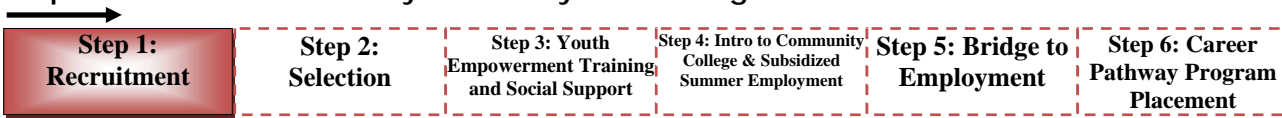
SBCC Workforce Specialists will do anything it takes to help their clients succeed. They create for SBCC’s clients what the clients do not have: a support system.

“SBCC was my family and support system.” “I made it through the program and have this amazing job paying \$75,000 a year for one reason: Renetta.” Michele, a former foster care youth and graduate of the Career Pathways program, talking about her workforce specialist.”

“How the Program Will Work” – SIX STEPS TO SUCCESS

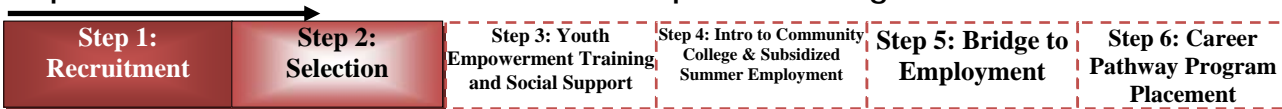
The Youth Career Pathway program will unfold in six steps. Each of the six steps will be repeated each year at the same time for the four years of the grant period.

Step 1: Recruitment January – February 2010 through 2013



Each year in the recruitment phase, SBCC will recruit 200 low-income, at-risk, disengaged and disenfranchised youth ages 16 and 17 from communities throughout L.A. SBCC will draw on its network of community partners to assist in the recruitment process. The outreach strategy will include distribution of flyers in Spanish and English, press releases to local newspapers, referrals by counselors and case managers of all partner organizations, and informational sessions held at SBCC. Recruitment will also take place at SBCC’s annual convening of community residents around education and schools, an event that typically draws seven hundred individuals, many of whom have children who are potential candidates for this program. Over 900 out-of-school youth will receive information about career and educational opportunities in connection with this phase of the program.

Step 2: Assessment and Selection March – April 2010 through 2013



SBCC will select 75 youth out of the 200 youth originally recruited to participate in the Youth Career Pathway program. SBCC is looking for a unique student profile and has developed an assessment process designed to identify an individual’s capacity to change. This process utilizes one-on-one interviews, written questions, multiple choice tests, and interviews with family members, friends and teachers/case managers to assess an applicant’s resiliency, intrinsic motivation, self-efficacy, and self-knowledge.

“SBCC saw past all my problems and gave me a chance to change.” ~ Brittany, Process Plant Technology

SBCC has no minimum basic skills requirements and has accepted students with academic skills as low as the second grade level. SBCC believes that an individual’s capacity to change is more important than their background, skill set, or previous life experience.

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Step 3: Youth Empowerment Training and Social Support



After being accepted into the program, 75 youth per year will enter a form of social support and asset building that SBCC calls “empowerment training”. This training is designed to provide individualized assistance and specific skill building to ensure readiness for the Career Pathways program. SBCC’s empowerment training

occurs both in one-on-one sessions between youth and an SBCC Workforce Development Specialist, and in structured group meetings. Workforce Development Specialists will meet informally with students at locations of the participants' choosing in their home or community. Utilizing a structured, research-based interviewing tool, specialists will create a student profile that includes the participants' core motivation for participating in the program, available resources to support program success, and specific life barriers to success. From this information, a support plan is developed that includes referrals for career and personal counseling, assistance with financial aid needs, life skills counseling, tutoring, transportation and child-care assistance if necessary, substance abuse counseling and other supports.

“SBCC taught me that I actually had strengths and gave me the support I needed to overcome my weaknesses.” ~ Maria, Urban Teacher Fellowship

Next, the 75 participants will be assigned to 3 groups of 25. The groups will be selected on the basis of geography, allowing youth to build a localized support network. Youth will continue with the same group and workforce specialist throughout the entire program until they are placed in a specific career pathway. Groups will meet twice a week for 3 months, in a location that is within the community in which a majority of the youth reside. Workforce specialists will implement a structured team-building curriculum designed to connect the individuals to each other and the program, creating a learning community and will facilitate a series of workshops designed to build participants' resiliency, efficacy, intrinsic motivation and meta-cognition (REMM). Research shows that successful at-risk youth all have high levels of these skills and traits.

Step 4: Introduction to Community College and Subsidized Summer Employment June – August 2010 through 2013



Beginning in June, participants will be enrolled in community college programs, either at LA Harbor College (LAHC) or El Camino Community College. They will take approximately 150 hours of accredited community college course work focusing on basic skill building and work readiness training that results in a certificate recognized by the workforce investment system, and personal development courses that focus on communication, interpersonal decision-making and lifelong learning building. All participants will receive 16 hours of industry specific training (in the areas covered by SBCC's Career Pathways program), and will be placed in paid work experience in the summer for between 60-120 hours. This paid work experience is subsidized by local Workforce Councils.

“SBCC took the time to teach me how to actually be a student and a good employee. No one had done that before.” ~Jose, Process Plant Technology

Step 5: Bridge to Employment September – December 2010 through 2013



Beginning in September, participants will enter a 350-hour bridge to employment phase of the program. In this phase, participants will continue with community college courses in academic subjects such as math, reading, and writing remediation, as well as intensive courses in personal development focusing on study skills and the development of successful learning habits. These courses will take place at LAHC and El Camino Community College in the evening from 5:00 pm to 9:00pm, 6 days a week for 4 months.

“When I came to SBCC, I was reading at a third grade level. SBCC's bridge program raised my reading six grade levels and I can finally help my kids with their homework.” ~ James, Instrumentation Technology

It is SBCC's intention that all students who have not graduated from high school will be prepared for, and will take, the GED; SBCC will provide support for students preparing for the GED during this step of the program. The GED class will provide 12 college credits to all participants. Participants who attend college will be eligible for financial aid, including Pell Grants for living expenses of up to \$4,000 per year for eligible students. During the bridge phase of the program, participants will continue to

receive individualized tutoring, case management, counseling services, coaching and other forms of social support from SBCC's Workforce Specialists.

Step 6: Transition to Career Pathways program December 2010 through 2013 →

Step 1: Recruitment	Step 2: Selection	Step 3: Youth Empowerment Training and Social Support	Step 4: Intro to Community College & Subsidized Summer Employment	Step 5: Bridge to Employment	Step 6: Career Pathway Program Placement
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At the conclusion of the bridge to employment phase, graduates will transition into SBCC's existing Career Pathways program. The transition period will last up to 2 months. During this period, participants will conduct site visits of employers represented in SBCC's six designated Career Pathway programs. Employers will hold career fairs on-site to introduce their industry to participants. Participants will be retested for basic skill improvements and any deficiency that would be a barrier to entering SBCC's rigorous Career Pathway programs. Students will be given an individualized tutoring plan to address areas of weakness. Lastly, students will be prepared for any industry-administered standardized testing that is a prerequisite to entering a pathway.

SBCC'S SIX CAREER PATHWAY CHOICES PRODUCE RESULTS:

[SBCC Will Guarantee Slots in Its Career Pathways Program for Youth Career Pathway Graduates](#)

SBCC will provide guaranteed slots for Youth Career Pathway graduates in six defined Career Pathway options. Qualified participants will be guaranteed job placement at the end of each Career Pathway placement period. Training in SBCC's existing career pathways will range from nine months (the Energy Pathway Program) to four and a half years (the Urban Teacher Fellowship) depending on the industry's requirements.

1) **The Energy Pathway Program:** Bridge to employment graduates will have the opportunity to transition directly to process operator, instrument technician, or safety attendant training, leading to placements with partner refineries **BP, ConocoPhillips, ExxonMobil, Shell/Tesoro, and Valero**. Different positions require different training periods, e.g., process operator training is nine months, and instrument technician training is 18 months. Participants with limited skills, or a need to work quickly, will have access to a three-month, 120-hour safety attendant class and a five-month 200 hour mechanical helper class. **Wages start at \$70,000 per year.**

2) **The Urban Teacher Fellowship:** Employment in the after-school sector, earning up to \$12 per hour, can be linked to ongoing training that leads to employment as certified teachers. SBCC has created and expedited a four and a half-year teacher preparation learning community at LAHC leading to programs at Cal State University Dominguez Hills. L.A. County projects over 53,000 job openings for teachers and teaching assistants over the 10-year period from 2002-2012. **Average teacher wages in the Los Angeles Unified School District are over \$63,000 per year.**

3) **Utility/Lineman Career Pathway:** Participants will have access to a LA Trade Tech's lineman program (nine-month, 500 hour career pathway leading to a certificate recognized by **Southern California Edison**). **Median hourly earnings for electrical power-line installers and repairers were \$24.41 in May 2006, the highest 10% earning more than \$34.20 per hour.**

4) **Digital Arts Pathway:** Participants will have access to a digital arts pathway that leads to positions as associate artists and designers in the gaming industry **with starting salaries of \$45,000 per year. Training consists of three full time semesters at West LA College. Students will have the option of working part-time as quality assurance game development professionals earning up to \$35,000 per year. Employers include Electronic Arts, THQ, Sony, Activision, Blizzard, Heavy Iron Studio, Spin Master, and Mattel.**

5) **Media Arts Pathway:** SBCC will begin offering students a pathway into media arts in the fall of 2009. Delivered by West LA College, programs are the equivalent of three ten-week sessions or 15 credits earning a Media Arts Certificate. Individuals will qualify for jobs in sound, camera, costume, set lighting, and set painting **with starting wages of \$30/hour in all these crafts.** Program partners include CBS, LA/KCAL, CNN, NBC Universal, Disney, BET, CBS Television Distribution, Fox Sports, Fox Broadcasting and VIACOM.

6) Green Technologies Pathway: SBCC will place participants in pathways leading to employment in four areas of the green economy: weatherization, solar installation, bio/alternative fuels, and energy efficiency (heating, cooling, and ventilation control). Training will range from 6 weeks to 18 months. **Wages range from \$10/hour for an energy audit position, to \$75,000+ annually in the energy efficiency sector.** Program partners include Northrop Grumman, Hussman, ABM Engineering Services, ACCO Engineering Systems, C & L Refrigeration, Aire Rite American Air Conditioning & Heating, Solar City, Solar Integrated Technologies and Trane.

SBCC IS CONFIDENT THAT JOBS WILL BE AVAILABLE FOR YOUTH CAREER PATHWAY GRADUATES:

Even in the current economic downturn, SBCC is confident that youth who successfully graduate from the Everychild Youth Career Pathway program, and subsequent training in one of the six Career Pathways, **will be employed and retained.**

73% of SBCC employer partners stated in a recent survey that there was a shortage of qualified workers.

Results of SBCC's 2008-2009 survey of employer partners revealed that no employers anticipated reducing the number of hires from SBCC's Career Pathway programs even in light of tough economic times. SBCC believes that this is attributable to the following factors: **(1) SBCC targets industries with high retirement rates; (2) SBCC targets industries that lack established training programs; and (3) SBCC targets industries receiving unprecedented public investment.** In addition, employers tell SBCC that

its Career Pathways graduates are **better prepared** for jobs than their current workforce and "off the streets" applicants. For example, SBCC is currently the sole workforce provider for Exxon Mobil's instrument technician classification.

EVALUATION:

SBCC's project has clearly-defined and measurable performance benchmarks that will be evaluated on a quarterly basis. Benchmarks include:

- o Total number of students engaged and enrolled into the program
- o Total number of students retained through youth empowerment training, summer employment and Bridge to Employment steps
- o Total number of students placed in employer sponsored Career Pathway Programs
- o Total number of students retained in employer sponsored Career Pathway Programs
- o Total number of students successfully placed in un-subsidized employment at the conclusion of employer sponsored career pathways programs; and
- o Total number of students retained in employment after six months.

All participants who are engaged through SBCC's recruitment strategies will be entered into the tracking system used by the California Employment Development Department and will be tracked from the time of first contact through training, job placement, and six months after employment.

REPLICATION AND DISSEMINATION:

SBCC is committed to disseminating its model as a best practice and has demonstrated that its program model can be replicated. SBCC has added at least one new career pathway each year since 2004. SBCC is actively supporting replication sites of its Urban Teacher Fellowship Program in five locations across the state. SBCC has and will continue to engage local public officials, outreach to local and national media, and brief foundations and research institutions on the Everychild Youth Career Pathway as a best practice.

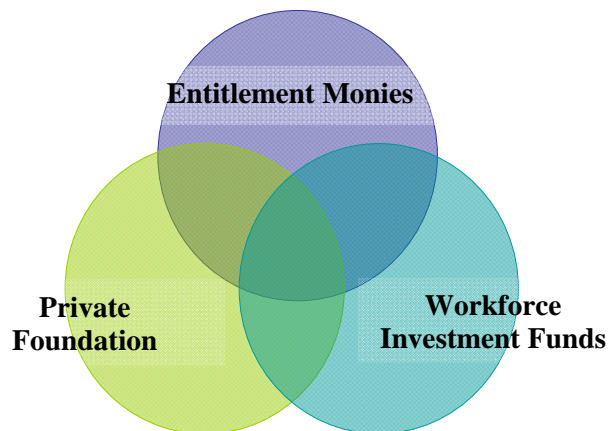
PROJECT BUDGET:

SBCC intends to utilize funds from an already-received \$500,000 grant from the Pacific Gateway Workforce Investment Network. These funds will be disbursed quarterly, beginning in January 2010 and will provide funding for the remainder of SBCC's four-year Everychild budget. In the event SBCC does not succeed in obtaining monies from the Everychild Foundation for this project, it will utilize the Pacific Gateway grant monies in connection with other workforce-related services it provides.

Budget Detail, One Year	Planned Budget, One Year		
	Requested Funds From Everychild Foundation	Cash/In kind Match/foundation support, grants, contracts	Total
Staff Salaries	165,000	6,250	\$171,250
Number of full-time equivalents: <u>4</u>			
Staff Benefits (Benefit rate 15%)	24,750		\$24,750
Staff Training		10,000	\$10,000
Operating Expenses (communications, facilities, utilities, maintenance, consumable supplies, audit, etc.)		8,858	\$8,858
Furniture and Equipment			
Small Purchase (unit cost is less than \$5,000 such as computers, desks etc.)		25,000	\$25,000
Lease		6,011	\$6,011
On-the-Job Training		18,750	\$18,750.00
Participant Support Services		7,631	\$7,631
Bridge Program contractual services	60,250	37,375	\$97,625
Total Annual Project Funding	\$250,000	\$119,875	\$369,875
Total Four Year Budget	1,000,000	374,500	\$1,374,500
Total Funds Available			\$ 500,000

SUSTAINABILITY:

Once launched, this program will be able to continue in perpetuity, positively impacting the lives of thousands of at-risk youth. SBCC has a long history of sustaining and expanding pilot programs and has never discontinued a project because of an inability to acquire funding.



Three funding sources will cover all costs associated with continuing the pathway programs:

1. Private foundations: SBCC has a history of strong foundation support for its programs. SBCC's Career Pathway initiatives have been partially funded by the David and Lucille Packard Foundation, the ninth largest in the country. SBCC has also identified and begun engaging local and national foundations whose funding priorities align with career pathway development.
2. Average Daily Attendance or "ADA" entitlement funds. Fixed student entitlement of \$8400 per year payable to qualified alternative educational programs in which school dropouts enroll. SBCC believes it will qualify as an alternative education program provider under the ADA by the end of the proposed four-year Everychild Youth Career Pathway program.
3. Federal Workforce Investment Act ("WIA") funds: The WIA allocates up to \$5,000 per student to qualified providers of workforce training. SBCC believes it will qualify as such a provider entitled to workforce funds under WIA by the end of the proposed four-year Everychild Youth Career Pathway program.

While **The Everychild Pathway** is ultimately sustainable through these 3 strategies, SBCC cannot access any of these funding streams, until it has demonstrated its capacity to place at risk youth into living wage jobs in high growth industries, underscoring the necessity of The Everychild Foundation's support.

CRITICAL NEED FOR THE EVERYCHILD YOUTH CAREER PATHWAY:

Robert was expelled from Banning High School as a junior for excessive absences and failing grades. He was bright and talented but “un-motivated.” His teachers did not know anything about Robert’s life outside of school. His mother was a heroin addict; he never met his father. By the time Robert was 16, he had lived in 15 different houses and was in and out of the foster care system. In his junior year, he was homeless, living in a tent in Banning Park. Robert said “I knew that I had only a few things I could do: slang (deal drugs) and hook up with a crew (join a gang).”



“Before the program, I was unmotivated and my path was unclear.” ~Robert, Urban Teacher Fellowship, 2008

➤ Traveled a pathway from high school dropout to 4 year university

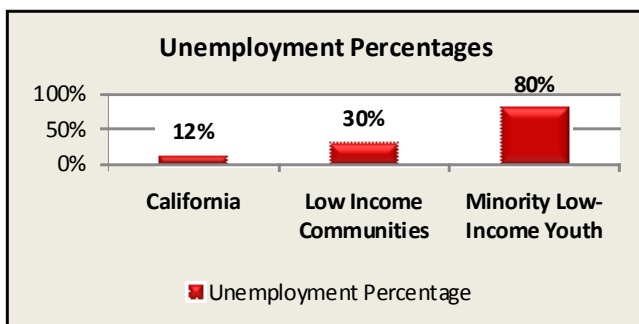
Robert embodies the real life critical need for The Everychild Youth Career Pathway.

There is a crisis in communities like Wilmington of high unemployment, failing schools, and generational poverty that trap youth like Robert. High wage job opportunities in Los Angeles all require some form of post-secondary education and training. The existing public systems, however, are failing to support low-income families and at risk youth in accessing living wage employment. Over the last twenty years, public school systems have decimated their vocational educational services. Non-profit organizations have focused on the delivery of social services, treating the symptoms of poverty, not the underlying economic core roots. The workforce system has implemented an outdated job training model with no link to employers or employment. 60% of youth like Robert who do not graduate from high school or enter the labor market are incarcerated before they are 25. Almost half will never hold a living wage job. For some the current economic crisis may be the great recession, but for Robert, his family and his peers, it is a depression that may create a permanently unemployed and incarcerated class of citizens.

After Robert was expelled, a teacher handed Robert a flyer for SBCC’s Urban Teacher Fellowship and insisted Robert apply. At SBCC’s assessment Robert tested at a fourth grade reading and writing level. He was accepted into the program. The benefits to individuals like Robert from **The Everychild Youth Career Pathway** are concrete, measurable, and life changing. These youth will earn a high school diploma or its equivalent, receive college credit, and have access to careers that pay up to \$70,000 a year. These individuals’ annual income will increase in some cases by more than 200%. Few non-profit programs have such concrete life changing outcomes.

UCLA estimates that high school dropout rates for low-income minority students, residing in low-income communities, could be as high 75%.

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A cycle of poverty creates a culture of poverty where individuals can’t imagine a different future for themselves or their families. **The Everychild Youth Career Pathway** will make a different future real, concrete, and attainable. The Everychild Foundation is being asked to invest in creating a new cycle for people like Robert. A cycle of economic self-sufficiency and hope: that’s Robert’s story. In August, 2009, less than 2 years from the day he was expelled from school, Robert entered Cal State Dominguez Hills as a junior and is just a year and a half away from earning his teaching

credential. Describing his experience, Robert says: “Before the program, I was unmotivated and my path was unclear.” Now he says, “I’m going to be a high school teacher from Banning High School, Wilmington, CA, where I’m from.”