Governments Engaging Youth: Preparing our Future Generation of Civic Leaders & Public Administrators

Randi Kay Stephens, MPA
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The Institute for Local Government is the non-profit research and education affiliate of

ILG’s Mission

• Promoting good government at the local level
• Practical, impartial and easy-to-use materials
ILG’s Vision for GEY

Local governments and education agencies collaborate to prepare students for career/college and civic life.

City of Elk Grove Summer @ City Hall Mock Council Meeting featuring youth participating as city staff (City Manager, City Attorney, and City Clerk).
What does it mean to realize this vision?

Schools/ Colleges and Municipal Agencies partner together to help youth/young adults:

• learn important 21st century and civic skills,
• become interested in joining the public sector workforce and
• engage as active citizens in their communities.

The public sector becomes a destination employer, attracting a more diverse and younger workforce who will experience multiple career opportunities within government employment over the life of their careers.
What is Governments Engaging Youth?

- Different Models: Summer, After-school, In-School or Year-Round
- Extension of high school pathways or open to all students
- 2-6 weeks (summer)
- Job shadows or internships
- Classes at city hall
  - Job-ready skills
  - Learn about government and what it means to be an active citizen (vote, volunteer, lead)
  - Complete advocacy projects
Challenges to Address

- Low civic engagement of youth, especially disconnected youth
- Low interest in public sector jobs
- Weak partnerships between schools and municipal agencies
WHY FOCUS ON CIVIC READY?

Civic engagement is problematic:

- The United States ranks 139th in voter participation of 172 democracies around the world.
- Less than 8% of registered 18-24 year-olds actually voted in the 2014 primary election.
- 55% of all youth ages 12-18 volunteer; less for youth of color.
- Less than 50% of youth in California felt that being actively engaged in their community or state issues was their responsibility.

Public Sector Employment in California

THERE ARE MORE THAN 3 MILLION PUBLIC SECTOR JOBS IN CALIFORNIA

- Local Government: 25%
- Public Colleges, Universities, Professional Schools: 20%
- State Government: 7%
- Federal-Civic: 6%
- Federal-Military: 7%
- Public Hospitals: 3%
- K-12: 32%
# Sample Wages & Education Experience

<table>
<thead>
<tr>
<th>Career</th>
<th>Median Hourly Earnings</th>
<th>Level of Education</th>
<th>Job Training Needed</th>
<th>Work Experience Required</th>
</tr>
</thead>
<tbody>
<tr>
<td>School Teacher</td>
<td>$34.48</td>
<td>Bachelor's Degree</td>
<td>Internship/Residency</td>
<td>None</td>
</tr>
<tr>
<td>Management Analyst</td>
<td>$33.43</td>
<td>Bachelor's Degree</td>
<td>None</td>
<td>Less than 5 years</td>
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<tr>
<td>Police &amp; Sheriff Patrol Officer</td>
<td>$45.22</td>
<td>High School Diploma or Equivalent</td>
<td>Moderate on the job training</td>
<td>None</td>
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<tr>
<td>Administrative Support</td>
<td>$27.19</td>
<td>High School Diploma or Equivalent</td>
<td>Short-term on the job training</td>
<td>None</td>
</tr>
</tbody>
</table>
Moving the Needle: Municipal Agencies as Learning Labs

City of Moreno Valley 2016 Summer @ City Hall

City of Oxnard Summer @ City Hall Youth get a tour of the local fire department
Advisors and Partners

- Youth
- Sacramento County Office of Education
- National Academy Foundation
- City of Yuba City & Sacramento
- Cal-ICMA
- California Youth Connection
- California Community Colleges Chancellor's Office
- Linked Learning Alliance
- Employability Skills Shasta College
- Economic & Workforce Development
- Secretary of State’s Office
- Sacramento Employment & Training Agency (and State Workforce Dev.)
Funding & Work To Date

Stuart Foundation: $150,000

Workforce Investment Board: Accelerator Fund
$150,000 (3.0) / $380,000 (5.0) / $250,000 (6.0)

- Developed GEY Online Toolkit: www.ca-ilg.org/GEYToolkit
- Convened partners, experts and practitioners to inform and advise GEY work (Advisory Committee, Technical Team, HR Convening, Youth Advisory Committee)
- Developing a Community of Practice
- Site development and recruitment (capital region and statewide)
GEY Key Sites & Growth

- City of Elk Grove
- City of Moreno Valley
- City of Oxnard / Ventura County Civic Alliance
- City of Rancho Cordova / Pro Youth - Rancho Cordova
- City of Sacramento
- City of Salinas
- City of Sonoma

- City of Watsonville
- City of West Sacramento
- City of Yuba City
- Alameda County Health Pipeline Partnership
- Sacramento Employment & Training Agency
- Sacramento Health Professions High School (Public Health)
- Yolo County

Interest & Partners > Identify Capacity > Evaluate & Grow
GEY Toolkit
www.ca-ilg.org/geytoolkit

• Spectrum of models
• Sample curriculum plans
• Work-based learning guides
• Resources to work with diverse youth
• Sample staff reports and costs/models
• Tools on how local government agencies and schools can partner for positive youth outcomes.
Successes So Far

• Toolkit Development & Promotion
• Community of Practice
• Open conversations to larger youth issues (disconnected youth, case management, regional efforts)
• Growth of GEY sites (scaling, implementation and evaluation)
• Positive recognition through Workforce Development Board & Statewide Parent Organizations and through our partnerships.

www.ca-ilg.org/GEYToolkit
Barriers / Challenges

- Launching a start-up – GEY is new!
- Building Internal Capacity & Developing/Managing Partnerships
- Pursuing a Strategic Outreach Plan
- Tailoring & Expanding the GEY Model (in-school, after-school, summer)
- Measuring Impact through Evaluation
- Collecting & Uploading Toolkit Content
- Changing Mindsets

www.ca-ilg.org/GEYToolkit
Why GEY?

“I loved meeting all of the guest speakers from the Mayor to the Congressmember and more. They were passionate and motivating. I also enjoyed shadowing the police department, going on a ride along and getting to know a little about how the police system works.

I learned on how the city works, about the local government. I also learned how I can get involved with internships and volunteering. I learned on how to make a resume, interview tips and scholarships.

I encourage students to do it because although it might sound boring having to spend summer hours learning about the government, it really isn't like that. It teaches soft skills very crucial to getting a job or building a career. It gives a sense of the community and how one can be involved. You get to learn about many opportunities and meet the professionals. And have fun doing it all!”

– Senior, Sheldon High School, Participant, Summer at City Hall, Elk Grove
CONTACT INFORMATION

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Sources and Referrals

• WHAT DOES THE PUBLIC SECTOR LOOK LIKE IN CALIFORNIA?
  – http://ca.gov/Agencies
  – https://www.bls.gov/oes/2016/may/oes_research_estimates.htm

• SAMPLE WAGES & EDUCATION
  – http://www.economicmodeling.com/ (EMSI) – Subscription software

• PROBLEMS/CHALLENGES FACING THE PUBLIC SECTOR PIPELINE