



# MEMORANDUM

**Date:** December 10, 2004

**To:** Edward Cortez, Mayor

**From:** Frank Garcia, Chairperson, Business Workplace Development Subcommittee

**Subject:** **INTERIM REPORT ON SUBCOMMITTEE PROGRESS**

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**OBJECTIVE:** To identify employment opportunities for Pomona's at-risk youth.

## **SUBCOMMITTEE MEMBERSHIP**

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## **CONTRIBUTING ORGANIZATIONS**

Schools—Park West High School  
Youth Employment Trainers—PUSD (R.O.P.), Urban League, Mt. Sac Community College  
Potential Employers—City of Pomona, Pomona Valley Hospital, Stater Brothers Markets, Royal Cabinets, Pomona Chamber of Commerce  
Youth Service Providers—Goodwill Industries, Inland Valleys Justice Center

## **BACKGROUND**

As a result of the Officer Steiner slaying, which occurred at the Pomona Superior Court Building in May 2004, Mayor Edward Cortez organized three (3) community meetings to gain input from the community on ways and means of combating gang violence within the City of Pomona.

The result of the community meetings was that a City Steering Committee was formed, with the Mayor as Chairperson, and the Committee organized the areas of emphasis into five (5) distinct categories. Because the Number 1 need of Pomona's youth, that came out of the community meetings, was JOBS followed by tutoring, athletics, cultural arts/drama, and cultural study programs, this Subcommittee was formed to answer the Number 1 need of Pomona's at-risk youth.

## **DISCUSSION**

As the Subcommittee embarked on its objective, two (2) basic questions arose: 1) How do we develop a model of best practices for employing Pomona's at-risk youth and prepare them to enter the job market; and (2) How do we determine the needs of the business community as it relates to employing Pomona's at-risk youth?

What we determined from the outset, and due to the limited number of businesses participating in the Subcommittee process, was that this Subcommittee would establish a model that could be used and expanded in the future. First, we identified the need for a survey tool; the Youth Employment and Development Business Survey to define who the employers are and what are they looking for in an employee. (See Tab 1.). Next, we saw the need for an assessment tool(s) to measure the risk factors of Pomona's at-risk youth, viz., the Communities That Care Survey and the 40 Developmental Assets of At-Risk Youth Survey, Both of these youth assessment tools measure protective and risk factors and give a youth profile. The basic outcomes of the surveys are the "root causes" for entering gang life.

Additionally, the school-based assessment, which tracks student attendance, grades, disciplinary record, etc. also provides another youth profile as we search for ways and means of positively interacting with Pomona's youth and energizing them to seek out employment with the employers who are participating in the at-risk employment program.

From the thoughts above came the recommendations of the Subcommittee.

### **PROPOSED PILOT MODEL**

Attached as Tab 2 is the basic model recommended by the Subcommittee. What must be done is that the model must become institutionalized and must be a self-revitalizing force within the City of Pomona in order to be effective.

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### **RECOMMENDATIONS**

1. Consider job shadowing, mentoring, tutoring, internships (both paid and unpaid) for Pomona's at-risk youth. The City should take the lead in this effort.
2. That the City support a Youth Social Entrepreneurial Literacy Program for teaching youth at ages 13—18 financial literacy skills that promote economic development and educational opportunities. Consider as part of this recommendation establishing a Youth Chamber of Commerce.
3. Encourage employers to become more actively involved in the development of Youth by fusing youth development programs with the business community.
4. Assess the needs of business, communities, and the youth that we serve in order to better establish solid collaborations and opportunities for young people in the business world.
5. Develop more participating employers/organizations within the City, e.g., faith based, Small Business Association, College Youth Programs, etc.
6. Synergize organizations into a joint model so that we can utilize their resources and be more cost efficient when dealing with youth and businesses.
7. Target Park West High School as the pilot program high school.
8. Develop GIS resource mapping that will gauge the current involvement of businesses and solicit increased awareness and commitment from the business community in the development of at-risk youth.
9. Provide youth employers with positive business related outcomes that will have a positive effect on the economic development of the City, e.g., some type of incentive for completing the Business Survey at Tab 1, a tax credit, etc.
10. Involve the Employment Development Department (EDD) to educate employers on incentives for hiring at-risk youth.
11. Investigate the possibility of implementing a one-day employment seminar targeting first-time offenders dealing with resume writing, interview techniques, how to talk and dress appropriately, a tattoo removal program, expungement, etc.
12. Explore the development of an "enterprise zone" as a sustainable piece for youth employment.

13. Involve the military conservation corps/Job Corps to participate in youth employment opportunities.

### **SUMMARY**

This Subcommittee will be meeting during the month of December and possibly the first part of January to finalize our report, model, and recommendations.

FG:mhc

cc: File