

**CITY OF POMONA  
BUSINESS WORKPLACE DEVELOPMENT SUBCOMMITTEE MINUTES**

October 21, 2004  
6:30 p.m.  
Goodwill Southern California

**I. CALL TO ORDER**

Meeting was called to order by Subcommittee Vice Chair, Vernon Price.

**II. APPROVAL OF MINUTES**

Motion was made by Vernon Price, seconded by Glenna Amos to approve the minutes of October 7, 2004.

**III. CITIZEN PARTICIPATION**

None

**IV. UPDATE AND DISCUSSION REGARDING THE DEVELOPMENT OF A SURVEY/ASSESSMENT TOOL FOR POMONA YOUTH HIRED IN POMONA**

Tom Flores was not present to give an update.

**V. PRESENTATION BY REPRESENTATIVE FROM PARK WEST SCHOOL**

Douglas Perez from Park West High School informed the Subcommittee that last school year he attempted to begin a District Mentoring Program but he was not successful since much of the information he was working with was outdated. When Subcommittee Chair Frank Garcia asked him if he would be interested in providing students for the Business Workplace Development Program he agreed. He indicated that the website he prepared is a rough draft and that it needs to be enhanced. He indicated that it would be good for someone to add art to the website. He also indicated that the Subcommittee should consider obtaining server space and purchasing a world wide web address. He said that at this time it is in its infancy stage.

## **VI. GENERAL DISCUSSION REGARDING THE BUSINESS WORKPLACE DEVELOPMENT CONCEPT AS IT APPLIES TO YOUTH AND BUSINESSES IN POMONA**

Vernon Price informed the Subcommittee that there are many senior citizens who would love to share their knowledge as mentors or tutors and that they should be considered in this process. Glenna Amos, Goodwill, indicated that it would be good to form a group of mentors, but that it would be necessary to do background checks.

Douglas Perez indicated the importance of the youth actually seeing people at work so they can see what the job actually consists of, since most of the time they have no idea.

Vernon Price indicated the importance of jobs that interests individuals in order for them to get out of gangs.

Jose Castro, San Antonio, Regional Occupational Program (ROP), gave a brief overview of the ROP Program. He indicated that ROP provides students with the knowledge, competencies and skills to be able make the transition to either go directly into the workforce, to go on to further technical or vocation training, or to go into higher education. He stated that initially ROP was career training but that now it is more career preparation. ROP provides youth with options. He continued by describing the wide range of classes currently offered.

Jose Castro indicated that employers like participating with ROP because they are able to help train the students and help train them in a way that they are of value to the employer. Employers are able to see things that they can't see on a resume such as punctuality, attitude, interpersonal skills, all the things that can prevent someone from working out in a work environment and the employers have the opportunity to work with them. Employers view this as a mutually beneficial relationship because when they have hiring needs, they go to the program and ask for their best students.

Jose Castro stated that ROP works with the business community to make sure that what they are teaching is state of the art and not outdated.

Barbara Dent Jiles informed the Subcommittee that she knows the criteria that is required for the implementation of youth programs. She indicated that a lot of the requirements needed for mentoring and job shadowing are already in place. She indicated that she would bring in some information to share at the next meeting. She said that we should all bring all of the resources we know of and bring them

to the table. She also stated that it would be good to have a kiosk with all the information regarding all of the programs that are available in Pomona.

Bernardo Rosa discussed the problem of barriers that youth faces, such as tattoos, felonies, probation, and citizenship. If the Subcommittee is going to target this group, there has to be a strategy as to how these barriers will be handled. He would like clarification as to how the Subcommittee is dealing with the risk factors.

Frank Garcia indicated that he is familiar with risk factors. He said that the task of Park West is to make the youth feel good about themselves and to prepare them for tests. He stated that the Subcommittee has a good population to work with right now, the service providers, the employers, and the school. Chair Garcia stated that this Subcommittee, with the participation of the agencies, employers, and school, will have a good product to present to the Mayor.

Bernardo Rosa, asked as an example what would the Subcommittee do if they have someone who does not have the required documents to work in the United States. Barbara Dent Jiles indicated that her agency networks with agencies that will assist them with the immigration process.

Chair Garcia stated that it is important to understand that we can not save everybody. He stated that there is a point where you have to say that we have given you everything we have, now you have to prove yourself.

Jose Castro stated the importance of eliminating barriers, not corrective measures but preventative. He stated that many youth do not know what exists beyond their neighborhood. He stated that we must look at the long term perspective and that we must address it at the end, but more importantly eliminate issues by addressing them earlier. Chair Garcia stated that that is the reason why there are five Subcommittees. Because it is a massive problem that must be addressed from many angles. He stated that hopefully there will be a vehicle to report back to what each of the Subcommittees are actually producing and how it will all tie together.

Chair Garcia stated the importance of developing something that is do-able by January. He stated that now we have to get the kids from Park West to meet with the service providers and get them ready for the employers who will either hire them or put them into a shadowing or job mentoring program.

Chair Garcia stated that what this Subcommittee is doing is very important work and that when we are done, we will be able to show statistically that attendance, behavior, and grades of participants have improved.

Bernardo Rosa asked the question, “What is the outcome for businesses who participate in these programs.” Jose Castro replied that usually participants of these programs have a lower absentee rate, longer longevity, and receive raises sooner than non-participants. All this benefits the employer. All this is a return on their investment.

Bernardo Rosa asked what the target number of participants will be. Chair Garcia stated that it will be up to the providers. Douglas Perez indicated that he could possibly come up with a group of 25-30 highly committed students.

Since it was Jose Castro’s first meeting, he asked Chair Garcia to put into a statement the outcome that this Subcommittee is trying to achieve. Chair Garcia stated the following. “This group under the Mayor’s Task force got together to take a look at best practices that can help high risk youngsters succeed in gaining employment, experience, job shadowing, mentoring; and that we were able to pull together providers who gear youngsters up to be successful; we were able to pull together a sampling of employers who have the needs and their standards; we were able to pull a test pilot school of youngsters that we feel needed this project; we were able to show through their records of attendance, behavior, and test scores that once they came out of this program, once they were taken care of by the providers; and that they were case managed by the school.

Bernardo Rosa asked Karen Fenlkes from the Inland Valleys Justice Center to describe a little bit about the services her agency provides. She stated that the Inland Valleys Justice Center, assists in family disputes, and homeless teens through mediation. She stated that she works with the Pomona Police Department, who sends them all the troubled youth. She is considering sending all the teens she gets from the Police Department to Glenna at Goodwill. She believes this would be of great value to them. Her agency provides other services as well; she provided a brochure. She is trying to learn of all the resources available in the City of Pomona. She also stated that her agency would be able to hire two (2) students.

Chair Garcia asked that everyone start working together prior to the next meeting.

## **VII. SUBCOMMITTEE DISCUSSION**

- A. Objective 1: Focus on youth employment opportunities(internships, apprenticeships, OJT), which will deter/redirect youth from participating in gang activity.
- B. Objective 2: To complete Objective 1 on, or before, January 1, 2005

- C. Other related discussion: It was decided by the subcommittee to conduct the meetings at different sites to get a better understanding of all the facilities involved in the committee.

**VIII. ADJOURNMENT TO THE NEXT REGULAR MEETING OF:**

The next meeting is scheduled for November 4, 2004 at 6:00 p.m. at Palomares Community Center.