

Mohave County Coalition Youth Team Youth Development Program



COYOTE



COalition YOuth TEam

MISSION: To help youth develop into outstanding citizens who are responsible and productive members of the workforce.



Goals

- Expand opportunities for employment and personal growth for both WIA and Non-WIA eligible youth.
- Leverage resources of diverse organizations and individuals.
- Build Long-term relationships that bring people and organizations together regarding youth initiatives.



Expanding Opportunities

- Through serving both WIA and Non-WIA youth we are creating a more vibrant youth program.
- Removes the stigma surrounding our programs only servicing youth with low income.
- Allows for a larger cross section of youth to better match youth goals to career pathways.

Leveraging Resources

- Start a Networking and Sponsorship campaign starting in January.
- Request to present to local organizations such as The Kiwanis or Rotarians.
- Seek out grant opportunities without the requirement of being a 501C3.
- Partner with your fellow government entities working with our shared population.

Relationship Building

- Start a Steering Committee comprised of your local partners to brainstorm how to expand your program.
- Utilize members of your Youth Council or Local Workforce Investment Board.
- Maintain relationships with your School Districts for potential sponsorship opportunities.

Youth Recruitment

- Promote the program through the schools with monthly contact.
- Create signage advertising the program and place them in places where youth have a likelihood to see them.
- Hold regular workshops to assess the youths interests and abilities.

Program Participation

COYOTE KICK OFF DAY!

FRIDAY, May 31, 2013

WORK READINESS • WEEKS 1 & 2

Leadership, Life Skills, Work Readiness Skills

MONDAY, JUNE 03 – FRIDAY, JUNE 14, 2013

SUMMER WORK EXPERIENCE (WEX) • WEEKS 3 TO 7

'ON-THE-JOB' EMPLOYMENT TRAINING

MONDAY, JUNE 17 – FRIDAY, JULY 19, 2013

**One-on-One
Placements with
Employers**

**Small Project Teams
(i.e. Media Team,
Hualapai Mountain
Crew)**

COYOTE Work Readiness

Weeks 1 & 2

Leadership, Life Skills, Work Readiness Skills
MONDAY, JUNE 03 – FRIDAY, JUNE 13, 2013

We teach youth how to prepare for employment
including instruction on:

- Filling out applications.
- Completing an interview.
- Creating a professional resume.
- Using time management skills.
- Making career decisions.



Work Experience (WEX)

Weeks 3 to 7

'ON-THE-JOB' EMPLOYMENT TRAINING
MONDAY, JUNE 17 – FRIDAY, JULY 19, 2013

A unique opportunity to work with employers to:

- Receive 'hands-on' training and gain occupational skills in specific industries.
- Work with a supervisor who will mentor the youth in a real-life work setting.
- Get paid a training stipend.
Earn while you learn!



The Pay for Performance Model

Youth are measured on Five Objectives:

- Punctuality
- Appropriate appearance
- Appropriate behavior
- Interpersonal relations
- Daily goals met

The youth are paid a training stipend up to \$7.80 per hour.

If they fail on any of their objectives, their hourly wage is decreased by one-fifth.



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Workforce Development Division



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WORK EXPERIENCE (WEX) - PERFORMANCE BASED EVALUATION - SAMPLE

Client Name: Y'ser Coyote (Sample)		Client ID: N/A		Title: _____	
First day of Work: 06/03/13		WEX End Date: 07/19/13		Office: PP Start Date: 06/06/13	
Work Site: Mohave County One-Stop Career Center				PP Ending Date: 06/19/13	
Superv Name: John Smith			Career Coach: Kristi Turman		

Date	Comments	Punctuality	Behavior/Attitude	Appropriate Appearance	Daily Goals Met	Interpersonal Relations	Total Objectives Met per Day	Total Objective a x \$1.56 = Rate	Total Hours per Day	Total Daily Training Payment
Thursday, Jun 06, 13	Late	<input type="radio"/>	1	1	1	1	4	6.24	5.00	\$ 31.20
Friday, Jun 07, 13	Late, poor attitude	<input type="radio"/>	0	1	1	1	3	4.68	3.00	\$ 14.04
Saturday, Jun 08, 13										
Sunday, Jun 09, 13										
Monday, Jun 10, 13	Very helpful today	1	1	1	1	1	5	7.80	6.00	\$ 48.80
Tuesday, Jun 11, 13	Excellent Day	1	1	1	1	1	5	7.80	6.00	\$ 48.80
Wednesday, Jun 12, 13	Late	<input type="radio"/>	1	1	1	1	4	6.24	5.00	\$ 31.20
Thursday, Jun 13, 13	Late & inappropriate appearance	<input type="radio"/>	1	0	1	1	3	4.68	5.75	\$ 28.91
Friday, Jun 14, 13	Great Day!	1	1	1	1	1	5	7.80	6.00	\$ 48.80
Saturday, Jun 15, 13										
Sunday, Jun 16, 13										
Monday, Jun 17, 13	Excellent Day	1	1	1	1	1	5	7.80	6.00	\$ 48.80
Tuesday, Jun 18, 13		1	1	1	1	1	5	7.80	6.00	\$ 48.80
Wednesday, Jun 19, 13	Completed tasks and was team player!	1	1	1	1	1	5	7.80	6.00	\$ 48.80
TOTAL TRAINING PAYMENT		Coyote may only work 80 hrs in 2-wk period.						54.75	\$ 384.15	

TIMECARD DUE BY END OF DAY WEDNESDAY!!

I certify that the time reported above accurately reflects actual hours worked and completed objectives.	I certify that the hours worked reflected hereon represent, to the best of my knowledge, the actual necessary services performed by the participant and reflect that competencies demonstrated.
Participant's Signature: _____	Supervisor's Signature: _____
Date: _____	Date: _____

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Auxiliary aids and services are available upon request to individuals with disabilities.

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Tracking Progress on the Job

During the five weeks on the jobsite the youth are monitored on a weekly basis through time sheets.

Every other week the youth are assessed on their progress through completion of a Progress Report.

All progress made through the WEX is completely measurable to back up the JT036-1 & JT036-3

MOHAVE COUNTY COMMUNITY SERVICES DEPARTMENT

WEX PROGRESS REPORT #1.

In this evaluation, the trainee is expected to have little or no actual experience and to require extensive training and support. The trainee is not expected to be able to master any of the training outline duties at this stage of training. A score of less than 60% is not to be considered a "failing score" as the trainee will have opportunity to progress and show improvement in future evaluations.

TRAINEE'S NAME						
TRAINEE'S TITLE:	TRAINING SITE:				EVALUATION PERIOD: #1	
SECTION I –WORK HABITS						
DESCRIPTION	0-11%	12-23%	24-35%	36-47%	48-59%	COMMENTS
Interest in work & or assignments: Includes punctuality, attitude and task completion. Includes interpersonal relationships						
Ability to accept constructive criticism: Includes willingness to listen, to ask questions, to learn new methods or procedures. Were Daily Goals met without corrective action including reminders?						
General Appearance: Was grooming and attire according to your standard? Did you need to remind or re-address your company dress code policy?						
Completion of assignments: Includes willingness to ask for additional tasks before end of shift if original tasks were finished. Includes willingness to work on less-than-desirable tasks.						
Ability to follow instructions: Includes verbal and impromptu instructions. Includes following direction of other workers in lead positions. Includes ability to accept corrective instructions.						
SECTION II –TRAINING OUTLINE						
Briefly describe training that has occurred at worksite: (Attach copy of training outline)						
Have any additional tasks been added to training outline? If so, describe:						
Did trainee receive initial orientation at worksite?						
Did trainee receive safety training?						
SECTION III – SUPERVISOR COMMENTS AND RECOMMENDATIONS						
SECTION IV – TRAINEE'S COMMENTS						
TRAINEE'S SIGNATURE:				DATE		
SITE COORDINATOR:				DATE:		

Program Completion

- Upon completion of the program each youth will have obtained the following goals:
 - Work Readiness
 - Leadership Development

Each youth file will contain completed a JT036-1 and a completed JT036-3. The supporting documentation for this will be the completed timesheets, progress reports, and completed pre/post Work Readiness Assessments.



COYOTE Celebration

- Recognition of all those who helped make the COYOTE Program successful.
 - The Youth
 - Sponsors
 - Supervisors
 - Steering Committee Members
 - Guest Speakers
 - Local Government Officials



Questions?



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