

**ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD (WDB)
YOUTH COMMITTEE (YC)**

MEETING NOTICE
Monday, April 10, 2017
1:00 PM– 3:00 PM
California Poppy Rooms A/B, # 225-226 (2nd Floor)
Eden Area Multi Service Center
24100 Amador Street,
Hayward, CA 94544

AGENDA

	PAGE
I. CALL TO ORDER AND ROLL CALL	
II. PUBLIC FORUM The public can address the Committee on issues other than those on the agenda. Members of the public who wish to address the Committee on published issues should do so at the time the agenda item is being discussed.	
III. ACTION ITEM / PUBLIC HEARING A. PY 2017/2018 Contract Renewal Recommendations for WIOA Youth Services	1
IV. REPORTS A. Youth Local Area Performance Report B. Youth Contract Performance Indicators Report	5 7
V. INFORMATION ITEM A. Career Pathways Trust I & II Update	10
VI. MATTERS INITIATED BY COMMITTEE MEMBERS	
VII. ANNOUNCEMENTS	

COMMITTEE MEMBERS: Alexandria Baker (Chair); Lisa Meza (Vice-Chair); Faith Battles; Jeff Bowser; Eric Darby; Gana Eason; Linda Evans; Wellington Jackson; Elizabeth Lockerbie; Kathy Mello; Dana Mitchell; Lolita Nunn; Len Turner.

THIS IS AN OPEN MEETING. ALL WDB MEMBERS ARE ENCOURAGED TO ATTEND.

WDB members who are not Committee members but are planning to attend may call Josephine Zaraspe at (510) 259-3836 to request the material that will be discussed at this meeting.

*These WIOA Title I financially assisted programs or activities are "Equal Opportunity Employer/Programs".
Auxiliary aids and services are available upon request to individuals with disabilities.*

If you require special accommodation due to a disability, please call Josephine Zaraspe, at least 72 hours in advance.

NEXT YC MEETING IS MONDAY- AUGUST 14, 2017

ITEM III.A. – ACTION/PUBLIC HEARING

PY 2017/2018 CONTRACT RENEWAL RECOMMENDATIONS FOR WIOA YOUTH SERVICES

RECOMMENDATION:

That the Youth Committee (YC) of the Alameda County Workforce Development Board (ACWDB) approves the following recommendations for PY 2017/2018 for the Career Readiness Program (CRP):

1. Renew contracts with Berkeley Youth Alternatives, Hayward Unified School District/The Hayward Center for Education & Careers and Southern Alameda County Comite for Raza Health dba La Familia/East Bay Community Services according to the percentage allocations indicated on Attachment III.A.1. once all contract renewal criteria have been met;
2. Approve the recommended geographic and funding service requirements as indicated on Attachment III.A.1;
3. Additional funds from Discretionary/Special Projects may be added during the Program Year with additional performance measures and/or goals;
4. If the PY 2017/2018 Formula Funding allocations to Alameda County are less than the estimated levels in the percentage allocation process approved by the ACWDB on December 8, 2016, then a relative share percentage reduction will be applied to the PY 2017/2018 funding awards; and
5. Direct staff to initiate contracts with youth providers commencing July 1, 2017 using the final PY 2017/2018 Formula Funding allocations from the State.

BACKGROUND:

CONTRACT RENEWAL CRITERIA

(Recommendation 1 – Attachment III.A.1)

Staff received preliminary PY 2017/2018 WIOA Youth Formula allocations. That reflects a slight decrease in funds. For planning purposes, staff is utilizing a proposed budget of \$1,770,533 (see Attachment III.A.1). The percentage share allotted to fund WIOA Youth Services approved by the ACWDB at their December 8, 2016 remains unchanged at 78% (\$1,381,016) for July 1, 2017.

At the December 8, 2016 ACWDB meeting, the Board approved the YC recommended guidelines with respect to Youth Services Contract Renewal Criteria for PY 2017 through PY 2018 based upon the following criteria. The youth providers must:

- a. Pass the program and fiscal monitoring each Program Year (PY14/15, PY 15/16 & PY16/17).
- b. For this year, youth providers must be at 100% enrollment rate by 2/28/17.

- c. Meet 3 of 3 of the Common Measures by at least 80% by 6/30/17.
- d. Continue to track and report Retention and Average Earnings.

ACWDB staff has compared the Management Information System (MIS) Contract Performance Report for the month ending March 15, 2017 to each of the contract renewal criteria set by the ACWDB for each CRP operator. The results are listed below:

1. **Hayward Center for Education/Hayward Adult School (H.A.S)**

For the Contract Performance Indicators Report Data ending March 15, 2017, H.A.S. is at 101% enrollment goal for their disconnected youth. In addition, H.A.S. has passed their annual program monitoring review for contract compliance.

2. **Berkeley Youth Alternatives (BYA)**

For the Contract Performance Indicators Report Data ending March 15, 2017, BYA is at 64% of enrollment goal for their disconnected youth. BYA's enrollment numbers are expected to change in the report period ending in April. BYA has a chance of making 100% enrollment, if given the full contract year to do so. BYA is in program compliance with all other aspects of program services.

ACWDB staff recommends that BYA be funded provisionally. The provisional status will be revoked as soon as the enrollment criterion is met. Contracting can begin immediately after for the allocation percentage indicated in Attachment III.A.1.

3. **La Familia dba, East Bay Community Services (EBCS)**

For the Contract Performance Indicators Report Data ending March 15, 2017, EBCS is at 65% of enrollments for their connected youth and 93% of enrollment goal for disconnected youth. EBCS enrollments are expected to change by early April 2017, and have a chance of making 100% of their total enrollment goals, if given the full contract year to do so.

EBCS has submitted a Corrective Action Plan (CAP) to staff regarding their enrollments for both connected and disconnected youth. Significant improvements were made for disconnected youth services enrollments. However, connected youth enrollments continue to be low. **ACWDB staff recommends that EBCS be funded provisionally.** The provisional status will be revoked as soon as the 100% enrollment goals for both disconnected and connected youth are met. Contracting can begin immediately after for the allocation percentage indicated in Attachment III.A.1.

At Quarter two (2) the Common Measures statistics indicate the Local Area is at or exceeding the halfway mark for which these providers are contributing. Quarter three (3) and Quarter four (4) results will be addressed accordingly when data is available.

All providers continue to track and report on Retention and Average Earnings as part of the standard procedure.

ACWDB staff is working diligently to provide technical assistance and training to our youth providers. An allocation will be set aside for all three Youth Providers and their performance will be closely monitored through June 30, 2017.

REPORTED EXPENDITURES:

Reported expenditures through February 2017 indicate that each Youth Provider is in compliance with their respective contract budget expenditures plans. It is expected that through the first six months of program operations about 52% of the total award would be spent by providers. They are on track to reach full expenditure of the contracts by the end of contract period June 30, 2017. Fiscal monitoring started in the month of March and will continue through the end of April for contract compliance. ACWDB staff is not recommending to recapture funds from any of the program operators at this time.

PROPOSED GEOGRAPHIC FUNDING AND SERVICES DISTRIBUTION PY 2017/2018 *(Recommendation 2, 3 and 4)*

The percentage share allotted to each geographic area and the recommendation to fund a minimum of one provider in each geographic area approved by the ACWDB in December remains unchanged.

Funds are made according to the percentages found on Attachment III.A.1. based on a planning estimate of \$1,381,016 (78%). **The chart on Attachment III.A.1. illustrates the amount of funding available, based on a planning estimate in a particular geographical area, and does not indicate exact for funding.**

Once the final allocations are known the funding allocations may require budget adjustments going forward to PY 2017/2018. In the event that the Formula allocation is increased significantly, staff will make adjustments and new funding recommendations will be brought to the WDB for final approval.

For further information, please contact Jennifer Mitchell, Program Financial Specialist at (510) 259-3829 or Jennifer.Mitchell@acgov.org.

ATTACHMENT:

III.A.1. Planning Budget and Geographic Service Requirements for PY 2017/2018

ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD PROPOSED WIOA FORMULA ALLOCATION JULY 1, 2017 - JUNE 30, 2018			
	1	2	3
	CATEGORY	% of Formula	PROPOSED BUDGET PY 17/18
1	TOTAL FORMULA ALLOCATION	100%	\$1,770,533
2	FUNDS TO WDB DEPT	22%	\$389,517
3	Planning/Fiscal	10%	\$177,053
4	MIS Sys. Supp./Eligibility/Trainings	9%	\$159,348
5	Sys. Support/Board Support/Conferences	3%	\$53,116
6	Subtotal:		\$389,517
7	FUNDS TO YOUTH PROVIDERS	78%	\$1,381,016
8	Career Pathways Pilot (I/S)		\$138,102
9	Career Readiness Prog.(O/S)		\$1,242,914
10	Subtotal:		\$1,381,016
11	TOTAL for IMPLEMENTATION	100%	\$1,770,533
12	Total Number of Youth To Be Served:		387
Career Pathways Pilot (I/S) $\$138,102 \div \$1,000 = 138$ Career Readiness Prog.(O/S) $\$1,242,914 \div \$5,000 = 249$			

GEOGRAPHIC & SERVICE REQUIREMENTS			
13	County-Wide CPP* (138 youth to be served)	10%	\$138,102
*CPP = Career Pathways Pilot Program			
14	Career Readiness Program (CRP) (249 youth to be served)	90%	\$1,242,914
15	North Cities (75 youth to be served)	30%	\$372,874
16	Eden Area (82 youth to be served)	33%	\$410,162
17	Tri Cities Area (57 youth to be served)	23%	\$285,870
18	Valley Area (35 youth to be served)	14%	\$174,008

ITEM IV.A. – REPORT

YOUTH LOCAL AREA PERFORMANCE REPORT

BACKGROUND:

Under the previous legislation, Workforce Investment Act (WIA), Local Areas were measured in the following areas to determine Local Area Performance:

For Adults and Dislocated Workers:

1. Entered Employment Rate;
2. Employment Retention Rate; and
3. Average Earnings.

For Youth:

1. Placement in Employment/Education/Advanced Training;
2. Attainment of a Certificate or Degree; and
3. Literacy/Numeracy Gains.

UNDER WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA):

With the implementation of WIOA, Local Area Performance Measures have been modified and now include:

For all WIOA Formula populations (Adults and Dislocated Workers and Youth):

1. Employment Rate at 2nd Quarter After Exit (Employment or Placement for Youth);
2. Employment Rate at 4th Quarter After Exit (Employment or Placement for Youth);
3. Median Earnings at 2nd Quarter After Exit; and
4. Credential Attainment within 4 Quarters After Exit.

NOTE: “Placement” for Youth performance (specifically as referenced in items 1 and 2 above), is defined as placement in Employment, Advanced Training, Post-Secondary Education; or the Military.

FULL WIOA IMPLEMENTATION:

The Alameda County Workforce Development Board (ACWDB) plans to reach full WIOA implementation by PY 2017/2018.

PY 2016/2017 – 3rd Quarter:

The Common Measures are not evaluated in “real time”. There is a minimum nine-month look back at participants who completed WIA/WIOA funded services.

Availability of Local Area Performance Reports for PY 2016/2017:

Local Area Performance reports are made available to Local Areas through the CalJOBS system. This item was drafted prior to the end of the third quarter (PY 2016/2017); therefore, Local Area Performance reports were not available through the system.

ACWDB staff will make Local Area Performance reports available to Committee at the time of the meeting, and all stakeholders, and members of the public soon thereafter once they are available in the State CalJOBS system.

Please contact Michele G. Garcia, Interim MIS Administrator if you have any questions regarding Local Area Performance Reports. You can reach Michele at (510) 259-3814 or by email at mggarcia@acgov.org.

ITEM IV.B. - REPORT

CAREER READINESS PROGRAM **CONTRACT PERFORMANCE INDICATORS REPORT (CPIR)** **PY 2016/2017; Through 3/15/2017**

BACKGROUND:

The PY 2016/2017 Funding Allocation Period represents the third of a four-year cycle for the Career Readiness Program (CRP) design. The CRP funding is allotted as follows:

1. Ninety percent (90%) of the funds are allocated for Disconnected Youth (not enrolled in school) to provide opportunities to reconnect with education; gain employment; improve basic skills in reading and math; and improve job skills by participation in Career Readiness, Work Experience, and Internship activities depending on the assessment of need and the individual employment plan.
2. Ten percent (10%) of the funds are allocated for Connected Youth (attending any secondary or post-secondary school) to provide opportunities to remain in school and achieve their educational goals.

The attached report reflects contract performance for PY 2016/2017 through March 15, 2017, (7/1/2016 through 3/15/2017). Due to time constraints relevant to the publishing of this packet, complete data relevant to the third quarter of PY 2016/2017 was not yet available. This report provides the Alameda County Workforce Development Board (ACWDB), its Committees and the Youth Program Operators a way of looking at the contractual goals by the funding allocation period. The report is based on actual counts of customer enrollments and exit outcomes. This data is real time data and not measured from the Base Wage File data system.

ANALYSIS OF REPORTS:

Enrollment Goals:

- One of the contracted Youth providers has exceeded their enrollment goals for the entire program year (through June 30, 2017);
- A second contracted Youth provider is only seven (7) enrollments short of their goal for PY 2016/2017 for their Disconnected population and approximately ten percentage points below goal for the third quarter of PY 2016/2017 – however, since these numbers were generated in advance of the end of the third quarter, there was still time remaining for this contractor to increase their enrollment numbers.

Case Closure Goals:

With the exception of the Connected Youth contractor, all other contractors (serving Disconnected Youth) are near or have exceeded their goals for case-closures for the third quarter of PY 2016/2017.

Additionally, the following elements of this report warrant explanation as follows:

- Enrolled in Education or Training (Column O): In order to calculate the credential attainment rate, the State of California will identify a number of Youth Service Activity Codes that will count as an enrollment in education or training. To date, the State has not released that list of service codes. Therefore, we are presently unable to perform this calculation or report on this category.
- Credential Attainment Rate (Column Q): Credential Attainment Rate will be calculated and reported once the State releases their revised list of Youth Education and Training activity codes. ACWDB's Credential Attainment Rate goal is 51.5% by June 30, 2017.
- ACWDB staff continue to communicate with the State of California in an attempt to ascertain an approximation of the release date for the Youth Education and Training codes.

Please contact Michele G. Garcia, Interim MIS Administrator if you have any questions at (510) 259-3814 or by email at mggarcia@acgov.org.

ATTACHMENT:

IV.B.1. – REPORT Contract Performance Indicators Youth PY2016-17 through 3/15/2017

ITEM IV.B.1. - YOUTH CONTRACT PERFORMANCE INDICATORS REPORT

ENROLLMENTS, CLOSURES, AND OUTCOMES

Service Period July 1, 2016 through March 15, 2017

Funding Allocation Period 2016-2017; 7/1/2016 through 3/15/2017

YOUTH

Row #:	Column #:	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
	Career Readiness Program Youth Services	Enrollments					Status		Closures					ALL Youth Outcomes @ Closures (16 - 24 years old)				
		Carry Forward 15-16 ①	Enrolled 16-17	TOTAL Enrolled	Contract Plan*	% OF Plan	Connected	Dis Connected	Carry Forward 15-16 ②	Closures 16-17	TOTAL Closures	Contract Plan*	% OF Plan	Enter Emp Adv Trng Post Sec Military	Place ment Rate	In Educ or Trng ③	Attain Degree or Cert ④	Credential Attain Rate ⑤
I.	Berkeley Youth Alternatives Disconnected (Y08D):	6	44	50	78	64%	n/a	50	51	44	95	55	122%	16	36%	0	11	#DIV/0!
II.	East Bay Community Services Disconnected (Y24D):	5	84	89	96	93%	n/a	89	4	67	71	67	74%	13	19%	0	2	#DIV/0!
III.	Tri Cities Disconnected (Y24D - By Zip):	n/a	48	48	60	n/a	n/a	48	n/a	26	n/a	n/a	n/a	6	n/a	0	2	n/a
IV.	Tri Valley Disconnected (Y24D - By Zip):	n/a	36	36	36	n/a	n/a	36	n/a	41	n/a	n/a	n/a	7	n/a	0	0	n/a
V.	Hayward Adult School Disconnected (Y07D):	28	59	87	86	101%	n/a	87	56	26	82	60	95%	3	12%	0	5	#DIV/0!
VI.	East Bay Community Services Connected (Y24C):	4	89	93	144	65%	93	n/a	-43	66	23	101	16%	2	3%	0	11	#DIV/0!
	TOTALS:	43	276	319	404	79%	93	226	68	203	271		67%	34	17%	0	29	#DIV/0!
	CONTRACT PLAN RATES*:	By February, 2017			404	100%			By June 30, 2017				70% ⑦		60% ⑧			51.5%

Comment ⑥

*CONTRACT PLAN RATES are the minimum levels required to meet the contractual goals for Enrollment, and Closures levels for PY2016-2017.

- ① Enrollments - Carry Forward = PY15-16 Total Enrolled minus (-) PY15-16 Contract Plan
- ② Closures - Carry Forward = PY15-16 Total Closures minus (-) PY15-16 Contract Plan
- ③ In Educ Trng Number is reflective of number of youth participants enrolled in State approved Youth Training activities. (NOT YET DEFINED)
- ④ Attainment of a Degree or Certificate is reported at time of case closure.
- ⑤ Credential Attainment Rate = # of youth participants who attained a credential divided by # of youth participants who were enrolled in State approved Youth Training Activities.
- ⑥ 10% Connected and 90% Disconnected represent the breakdown/distribution of WIOA Youth Formula allocations.
- ⑦ Closure Goal is based on Procurement Cycle: 1st year=30%; 2nd year=60%; 3rd year=70%; 4th year=100%
- ⑧ Placement Rate Goal = 60%; Placement is counted for all youth participants who are placed in Employment, Education, Advanced Training, or Military Service.

ITEM V.A. – INFORMATION

CAREER PATHWAYS TRUST I & II – ACWDB ROLE AS “INTERMEDIARY”

BACKGROUND:

The East Bay Career Pathways Consortium is an educational reform effort supported by a \$15 million grant from the California Department of Education (CDE), known as the **Career Pathways Trust I** (CPT I) to be implemented 2014-2018. Led by the Peralta Community College District, the project aligns K-12 and community college education, from Hayward to Hercules, with the needs of local industry by creating clear “pathways” of study in four high-demand, high-wage industry sectors: Engineering & Advanced Manufacturing, Biomedical and Health Sciences, Public Service & Law, and Informational Communications Technology & Digital Media.

The CDE released a second round of \$250 million in funding under **Career Pathways Trust II** (CPT II) to be implemented statewide from 2015-2019. The Alameda County Office of Education (ACOE) received \$14.2 million in CPT II funds for their Project Pathways, which will build on the CPT I infrastructure, creating seamless college and career pathways for 2,700 disengaged, disconnected youth, aged 16-24 in the East Bay.

ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD’S ROLE:

CPT I

ACWDB is acting as intermediary for the project’s Work-Based Learning (WBL) component, engaging businesses in four priority industry sectors to interact with K-12 students through activities such as job shadowing, worksite visits, and career fairs. ACWDB’s “node” partnership includes the Unified School Districts (USDs) of Albany, Alameda, Berkeley and Emeryville, the Peralta Community College District, and KRA Corporation, which is assisting in industry outreach (see Attachment A.1.). In January 2017, ACWDB hired a WBL Coordinator who will be dedicated to both the CPT I and CPT II grants to build capacity for WBL system-wide.

Since the beginning of the 2016/2017 school year, ACWDB and KRA staff have connected USDs to several businesses for guest speaking opportunities and site tours, including:

- Because We Can
- BART
- Mango Materials
- Penumbra
- Singulex
- Keith Dixon Photography
- EpiBiome
- Draexlmaier

In addition, KRA has created a “pool” of more than 30 businesses that have expressed interest in WBL activities, which District partners can select from for future engagement. While the communication process continues to be refined, USD partners have been encouraged by the increased business engagement in their classrooms and the hands-on experiences their students are getting. The connections have resulted in strengthened relationships between business and the USDs that will help sustain WBL activities beyond the end of the project.

ACWDB staff is also working with La Familia to place students at Alameda and Emeryville USDs in short-term summer internships funded through WIOA. KRA and ACWDB will assist in identifying host businesses for students in career pathways. This is the second year coordinating this successful partnership, which leverages WIOA and CPT resources and builds sustainable relationships between WIOA Youth Providers and USDs in Alameda County. In addition, ACWDB and KRA staff are engaging businesses to participate and connect with students for summer intern or volunteer opportunities at these following events:

- **Alameda USD's Youth Career Fair (March 23rd)**
- **Berkeley USD's Summer Opportunities Fair (April 18th)**
- **Emery USD's Career Fair (April 25th)**

CPT II

ACWDB's intermediary role will continue under CPT II, connecting businesses to education partners around WBL at five (5) continuation schools in the North Cities and Eden Area: Island, Berkeley Technical Academy, Royal Sunset, Lincoln, and Brenkwitz. ACWDB's role will also include the broader, more strategic role of sharing regional sector work from ACWDB's eight (8) priority industry sectors, convening organizations to share best practices, disseminating labor market information (LMI) with analysis, and advising on structure and partnerships.

ACWDB's WBL Coordinator is currently laying the groundwork for system coordination with our grant partners and responding to immediate WBL needs. ACWDB's intermediary strategy will include alignment with the career readiness support our youth providers are providing students at the five (5) schools. The strategy will also include alignment with "*Earn and Learn of the East Bay*" (E&L) as a regional employer engagement campaign, which the Youth Committee approved at its November 14, 2016 meeting. ACWDB staff will be working with education partners to develop "Earn and Learn" work-based learning activities among multiple regional organizations allowing for greater coordination, alignment and scale. The E&L campaign is fluid and at an early-stage of implementation and ACOE will be coordinating its roll-out over the next year.

ACWDB is also supporting regional CPT II efforts in the following ways:

- ACWDB supports Eden Area Regional Occupation Program's industry engagement efforts in their CPT II grant and staff is sharing LMI tailored to their pathways.
- ACWDB acts as supportive partner to other CPT II initiatives in the region including Silicon Valley Engineering Pathways, Livermore Unified School District and Diablo Gateway Initiative.

For further information *or to participate in a WBL activity*, please contact Samantha Miller, Program Specialist, at (510) 259-3832 or samiller@acgov.org.

North Alameda County Career Pathways Consortium



**Are you passionate about your work and willing to share your expertise to positively influence students?
Then partner with us at the NACCCPC!**

NACCCPC is a collaboration between K-12 school districts, colleges, and industry to prepare East Bay students for college and a fulfilling career. NACCCPC's goals are to build strong, robust partnerships between employers, schools, and colleges in order to better prepare students for the 21st century workplace and build a pipeline of well-trained and prepared workforce talent for local businesses.

Through Your Partnership, You Will...

- Influence more students to learn about your industry
- Develop new projects with student assistance
- Create a pool of skilled future employees
- Establish a clear link between school and work
- Assist students in learning to work in teams
- Reduce training and recruitment costs for your company
- Advance your business' reputation as a supporter of education
- Shape curriculum and develop strong partnerships with local schools

Partners

Community Colleges

- Alameda
- Berkeley
- Laney
- Merritt

Workforce & Business Development

- Alameda County WDB
- Oakland WDB
- KRA Corporation

Many exciting ways to participate

Business Opportunities

- Classroom Visits
- Career Fairs
- Informational Interviews
- Mock Interviews
- Workplace Tours
- Job Shadowing
- Sponsorships
- Internships
- Teacher Externships

To participate or to learn more, visit:
<http://tinyurl.com/naccpcbizpartner>

Participating School Districts



OAKLAND UNIFIED SCHOOL DISTRICT
Community Schools, Thriving Students



ALAMEDA UNIFIED SCHOOL DISTRICT
Excellence & Equity For All Students



Inspire your future employees and clients

Are you passionate about your work and willing to share your story with high school students?

The North Alameda County Career Pathways Consortium (NACCPC) will demonstrate the range of careers local high school students can pursue through one-on-one conversations, site visits, and networking. In minimal time, you can inspire the next generation.

Opportunities that fit your schedule:

Career Awareness

Build awareness of your careers and connect the role of post-secondary education. Opportunities include:

- Mentoring (1 semester+)
- Workplace Tours (60 to 90 minutes)
- Guest Speaker (1 hour)
- Career Fair (1 day)

Career Exploration

Help students to identify interests and match them to various career options. Opportunities include:

- Informational Interview (1 hour)
- Job Shadow (2 to 4 hours)
- Industry Exploration Tour (2 hours+)

Career Preparation & Training

Provide practical experience that develops knowledge and skills necessary for success in careers. Opportunities include:

- Mock Interview (15 minutes)
- Work Experience (length varies)
- Apprenticeships (1 semester+)
- Internships (75 to 150 hours).

Summer Opportunities

Next level participation includes opportunities for The teachers as well as the students. Opportunities include:

- Teacher Externship
- Host an Intern

To learn more or to participate visit

<http://tinyurl.com/naccpcbizpartner>

For more information, contact:

(In Oakland) Angela Muse at 510-238-6856, amuse@oaklandnet.com or
(In Northern Alameda County cities) Samantha Miller at 510-259-3832, samiller@acgov.org