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Georgia Budget and Policy Institute

Thoughtful Analysis...Responsible Policy

## **Georgia's Guide to Federal and State Sources that Support Youth Workforce Development *With a Focus on Foster Youth***

April 2007

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## **Executive Summary**

The purpose of this study is to identify the programs and investments made by the state and federal government to employment related programs that target Georgia's youth with a focus on opportunities for foster youth.

Compiled data include broadly defined employment programs for youth ages 16-24, funded by state and federal dollars. Data was further broken down by specific youth populations (Foster Youth, High School 11<sup>th</sup> -12<sup>th</sup> Graders, High School Dropouts, High School Graduates/GED, Youth (who are) Parents, Youth with Disabilities, Youth with Criminal Records, Low Income Youth, and All Youth.)

We reviewed primary and secondary sources that provided information about (1) available federal funds and (2) state and federal investments in Georgia, specifically federal funds that pass directly to Georgia recipients and federal and state funds available through Georgia state government agencies.<sup>1</sup>

Findings from the study include:

- 10 federal agencies that provide federal funds for 77 youth employment related programs. The majority (58 out of the 77), come from the Department of Education (DOE), Department of Health and Human Services (DHHS) and the Department of Labor (DOL).
- Only two federal programs (with federal and state funds) exclusively serve foster youth, in Georgia known as Georgia's Independent Living Program. The DOL Work Force Investment Act – Youth Activities targets foster youth among its eligible population.
- 66 state and federal programs administered by 12 Georgia state agencies.
- 28 federal programs with funding provided directly to 294 grant recipients.

We know that leaders are challenged to find and coordinate adequate funding for youth employment related programs. Our hope is that findings from the study and the on-line database will prove useful to various sectors of our community, including but not limited to youth, legislators, government and policymakers, nonprofit service providers, businesses and others concerned with supporting vital youth workforce development initiatives. The findings may serve as a starting point for conversations about best practice identification and cross-agency outcome planning and collaboration, fiscal policy discussions, and public, private and philanthropic investments. Ultimately, we hope to see improved employment outcomes in Georgia for youth who are transitioning out of foster care.

## **Background**

### **Foster Youth**

Children enter foster care for protection against abuse and neglect mostly from adults responsible for their care. During Federal Fiscal Year 2005 the state of Georgia had over 15,000 youth in state custody (foster care), including some of the over 6,000 youth ages 14 to 21 who were eligible for Georgia's Independent Living Program.<sup>2</sup> Each year more than 500 foster youth in Georgia become legally emancipated at the event of their 18<sup>th</sup> birthday.<sup>3</sup> By comparison, in the U.S. the average age a young person *with support* leaves home is at age 25.

National research indicates that for youth aging out of foster care:<sup>4</sup>

- 46 percent did not complete high school
- 51 percent were unemployed
- 25 percent have been homeless have been homeless
- 40 percent have become parents; and
- One in four males and one in ten females have spent time in jail.

Life outcomes are significantly more dire for foster youth than non-foster youth<sup>5</sup>:

- Youth in foster care are more than twice as likely as non-foster youth (37 percent to 16 percent) to have dropped out of high school.
- Youth in foster care are less likely to be enrolled in college preparatory classes (15 percent to 32 percent), even when their test scores and grades are similar to those of non-foster youth.
- The incidence of mental health issues and learning disabilities among foster youth is substantially higher than in the general population.

### **Georgia Budget and Policy Institute**

Georgia Budget and Policy Institute (GBPI) is engaged in producing a series of papers on Georgia's Child Welfare System. The first paper, *The Real Costs of Raising Foster Children in Georgia, How Georgia's Per Diem Can Keep Up*, compared the financial supports available within Georgia's family foster care system to the real costs of raising a child. The report recommended that Georgia should look at linking its basic foster care maintenance per diem for all foster parents (relatives and non-relatives) to 100% of the USDA estimates for raising a child in a middle income, two-parent family in the urban south (net health care and net education and child care estimates).

The second paper, *Georgia's Independent Living Program (ILP): How Georgia Can Better Prepare Foster Youth for Productive Lives*, focused on youth transitioning from the foster care system. ILP, a federal program administered in Georgia, is designed to help Georgia youths make a successful transition between foster care and adulthood. Key findings included:

- Georgia's emancipated foster youth do not receive Medicaid beyond age 18;
- Only 44 percent of eligible Georgia youth were served by ILP in FFY 2005;
- Only 24 percent of eligible Georgia youth ages 16-17 were placed in jobs through ILP and TeenWork in 2005;
- Georgia is not maximizing its use of federal funds. There were \$1.9 million of federal ILP funds unspent in SFY 2004 and \$2.4 million in federal ILP funds unspent in SFY 2005.

## **Metropolitan Atlanta Youth Opportunities Initiative**

MAYOI is a pilot initiative of The Community Foundation for Greater Atlanta and is supported by Jim Casey Youth Opportunities Initiative, a national foundation whose mission is to help youth in foster care make successful transitions to adulthood.

MAYOI brings together the people and resources needed to help youth transitioning from care make the connections they need to education, employment, health care, housing, and supportive personal and community relationships. The goals are to:

- Expand access to opportunities in employment, education, housing, and health care for youth in foster care.
- Expand significantly the capacity of private and public organizations and communities to support these young people.
- Involve young people themselves in making important decisions required for a successful national effort.
- Create opportunities for community engagement and encourage young people to help others.
- Provide links to personal networks of caring adults and other young people.
- Transform the way communities view their responsibility to youth in foster care.

For more information about MAYOI and its future plans, visit [www.atlcf.org](http://www.atlcf.org) or Jim Casey Youth Opportunities Initiative, visit [www.jimcaseyyouth.org](http://www.jimcaseyyouth.org)

## **Purpose**

This study was commissioned by MAYOI's Community Partnership Board (CPB) after directly hearing the voices of transitioning foster youth in Georgia say that they needed help with securing gainful employment. MAYOI's youth participants, in 2005, cited employment as their primary barrier to achieving self-sufficiency. Input from an additional 77 (current and former foster youth) youth (ages 14-21) was captured related to employment, career expectations, and needs through a youth survey.<sup>6</sup>

The CPB is made up of diverse community stakeholders representing business, government, nonprofits and donors. Recognizing that youth programs are funded and supported by numerous agencies at the federal, state, and local levels and that these organizations all have their own purposes, targets, eligibility requirements, application processes, and reporting procedures, the CPB believe it was important to develop a guide that Georgia leaders and individuals who care about youth, particularly youth transitioning from care, could use to identify available financial supports that could be accessed to better assist youth with preparing for, finding and retaining employment.

Building on this research, the Metropolitan Atlanta Youth Opportunities Initiative (MAYOI), an initiative of The Community Foundation for Greater Atlanta, invited GBPI to examine youth employment related programs in Georgia funded by state and federal dollars. The findings may serve as a starting point for conversations about:

- **Best practice identification and cross-agency outcome planning and collaboration.** This analysis draws attention to gaps and overlaps in services which can provide opportunities for solid partnerships and collaborations among key agencies, new start-up initiatives/best practices and ultimately more comprehensive and effective systems of service delivery.

- **Fiscal policy discussions.** This analysis served as a valuable “case study” for the Georgia House Study Committee on the Creation of a Children’s Budget and serves as a starting point for conversations about the need to develop sound financing strategies to support sustainable youth employment efforts
- **Public, private and philanthropic investments.** This analysis seeks to quantify the public investment in youth employment programs and can inform and encourage more targeted private sector and philanthropic investments.

We know that leaders are challenged to find and coordinate adequate funding for youth employment related programs. Our hope is that the study findings and the on-line database will prove useful to various sectors of our community, including but not limited to youth, legislators, government and policymakers, nonprofit service providers, businesses and others concerned with supporting vital youth workforce development initiatives. This study provides specific ideas and opportunities for various sectors to help improve youth employment outcomes.

We advise the reader to review this narrative and the data within the context of Georgia and federal youth labor laws, available at <http://www.dol.gov/dol/topic/youthlabor/>.

## **Methodology**

### **Assumptions**

GBPI worked closely with MAYOI to determine which employment related programs would be reviewed as well as corresponding target youth groups.

1. **Focused on youth ages 16-24.** It was decided to focus on older youth (beginning with youth in High School grades 11-12); however, some data collected also applies to younger youth (ages 14-15), such as TeenWork, Georgia Independent Living Program, and Workforce Investment Act – Youth Activities.
2. **Defined employment related programs targeting youth broadly** to include areas such as, job training (hard/soft skills), job placement, retention services, academic enrichment (e.g., tutoring), technology skill development, financial aid (grants & scholarships), leadership development, mentoring, counseling, supports for youth who are parents, assistance for disabled youth, delinquency prevention, and youth probation.

**Excluded from the definition** programs for youth in college (e.g., programs administered by the Board of Regents), for specific populations (tribal youth, refugees, and migrant youth), and for incarcerated youth. Also, excluded student loans.

3. **Categorized data** as follows:
  - a. Foster Youth
  - b. High School 11<sup>th</sup> -12<sup>th</sup> Graders
  - c. High School Dropouts
  - d. High School Graduates/GED
  - e. Youth (who are) Parents
  - f. Youth with Disabilities
  - g. Youth with Criminal Records
  - h. Low Income Youth
  - i. All Youth (for programs that do not limit eligibility based on categories above)

4. **Focused on federal and state funding sources.** The programs identified are federal or state funded. Tax credits and tax incentives were not included in the study as Georgia does not offer tax credits or tax incentives specifically for hiring youth (or foster youth), according to both the Georgia Department of Community Affairs (DCA) and Georgia Department of Revenue.

Please note, even though these programs are not included in this study, employers may include qualified youth in these tax credit programs:

- a. Federal Work Opportunity Tax Credit (WOTC) and the Welfare-to-Work Tax Credit (WtW)<sup>7</sup> coordinated by the Georgia Department of Labor (DOL).
- b. Georgia Job Tax Credit Program<sup>8</sup> coordinated by Georgia DCA.

Employers may also seek fidelity bonds (free-of-charge) from Georgia DOL to provide an incentive to the company to hire a job applicant who is an ex-offender or has some other personal background "risk" factor.<sup>9</sup>

### **On-line Database**

It was decided that an Access database would provide the best capacity to both store the data and create reports for different audiences - youth, non-profits, faith-based groups, businesses, colleges/universities, government, and private organizations.

The data was sorted by category; however, Access provides the flexibility to generate reports sorted by other fields (e.g., state agency, funding type (federal, state)).

1. **Available Federal Funds:** Sorted by category and federal agency, this report lists all of the federally funded programs available to **all states**. Other data displayed includes Program Purpose, Use of Funds, Applicant Eligibility, Flow of Funds, Match Requirements and Funding History.

Note, Georgia may or may not access all of these federal funds. The report provides a snapshot of potential federal funding for youth employment related activities.

2. **State and Federal Investments in Georgia:**

- a. ***Federal Funds that Pass Directly to Georgia Recipients:***

- i. Sorted by category and federal agency, this report identifies the number of Georgia fund recipients (including non-state agencies) and total funds received within the state for 2005 and 2006.
- ii. A supplemental report shows a List of Recipients and Corresponding Funding, based largely on Georgia State Audit for SFY 2005 (July 1, 2004 to June 30, 2005) provided by Georgia Audits and Accounts.

- b. ***Federal and State Funds Thru Georgia State Agencies:*** In this report, programs are sorted by category, Georgia state agency, and funding type. This report also includes, program descriptions, ages served, budget and expenditure data, match requirements, fund distribution descriptions, and youth served.

Reports may be viewed and downloaded on-line at <http://www.atlcf.org>.

## Data Compilation

Once the employment related programs and targeted youth populations were defined and the database templates developed, we began to request data. The first step was to identify applicable programs. The strategies for identifying the applicable programs and requesting the corresponding data is detailed below. (See References for detailed list). Over a 6 month period, as data was received it was compiled into our databases.

### 1. Available Federal Funds

- Reviewed existing research (e.g., The Finance Project, America's Promise).
- Explored the online Catalogue for Federal Domestic Assistance ([www.cfda](http://www.cfda)), which provides access to a database of all Federal programs available to State and local governments (including the District of Columbia); federally -recognized Indian tribal governments; Territories (and possessions) of the United States; domestic public, quasi-public, and private profit and nonprofit organizations and institutions; specialized groups; and individuals.
- Conducted interviews with contacts in state government, federal government and the private sector.

This was the most complete data collected in the study. We identified 77 programs from 10 federal agencies that provided funds to state agencies or directly to grant recipients for a variety of services (e.g., job training, job placement, academic enrichment, financial aid (grants & scholarships), technology skill development, supports for youth who are parents, assistance for disabled youth, delinquency prevention, and youth probation).

### 2. State and Federal Investments in Georgia

#### a. *For Federal Funds that Pass Directly to Georgia Recipients*

- Contacted federal agencies (at federal or regional level) to request funds per program received within Georgia and the corresponding number of recipients.
- When federal agencies were not responsive, contacted "secondary sources". For example, the State of Georgia Single Audit report includes federal expenditures by program by state fiscal year. For SFY 2005, The State Department of Audits and Accounts also provided, for applicable SFY 2005 federal program expenditures, the list of grant recipients and their corresponding expenditures. This was a helpful but imperfect resource because it only provided federal expenditures not allocations for the state fiscal year. The Senate Budget Office will only be able to provide program specific data starting with the Georgia State Fiscal Year 2007 Budget.

We identified 28 federal programs provided directly to 294 grant recipients (mostly public universities, colleges and technical colleges).

#### b. *Federal and State Funds Thru Georgia State Agencies*

- Contacted state agencies (i.e., Agency heads, program staff, budget offices)
- When state agencies were not responsive, contacted and reviewed "secondary sources" (e.g., State of Georgia Single Audit Report, Senate Budget Office, Office of Planning and Budget, agency annual reports, agency websites). The Senate Budget Office was only able to provide program specific data starting with the Georgia State Fiscal Year 2007 Budget.

We identified 66 state and federal programs administered by 12 Georgia state agencies. We received data on youth served for 13 of those programs.

## Data Challenges

Since compliance with this study was voluntary, we found that the process of retrieving the data varied by state agency. Some agencies were very responsive to an e-mail request, others required a more persistent follow-up (e.g., meetings, open records act requests), and others provided no response. ***The gaps in data reflect instances where the data could not be obtained from the agency or the secondary sources.***

Other data compilation challenges included:

- ***Difficult to isolate the age group 16-24.*** Some agencies were unable to provide data for the target ages of 16-24. For example, the Georgia Department of Labor Workforce Investment Act – Youth Activities serves youth ages 14-21. 21<sup>st</sup> Century Community Learning Centers serves school age youth (grades K-12), not just grades 11 and 12.
- ***Foster youth often were not tracked as a separate population*** but were included in total youth counts, where provided.

## Findings

The findings below provide a summary of the data compiled for this study. Fiscal data (expenditure and budget data) and outcome data are included when linked to the target ages (16-24) and when available.

### Available Federal Funds

There are 10 federal agencies that provide federal funds for 77 youth employment related programs. Not surprisingly, the majority of these funds (58 out of the 77), come from the Department of Education (DOE), Department of Health and Human Services (DHHS) and the Department of Labor (DOL).

These funds were either administered by Georgia State agencies, passed directly to Georgia Recipients (non-state agencies), or were not accessed in Georgia. More research is required to identify which federal funds Georgia is not accessing and to determine if Georgia is fully accessing available federal funds.

Only two federal programs exclusively serve foster youth, the Chafee Foster Care Independence Program and the Chafee Education and Training Vouchers Program (in Georgia both are referred to as Georgia's Independent Living Program). The U.S. DOL Workforce Investment Act – Youth Activities targets foster youth among its eligible population.

### State and Federal Investments in Georgia

We identified 66 state and federal programs administered by 12 Georgia state agencies. We also identified 28 federal programs with funding provided directly to 294 grant recipients (mostly public universities, colleges and technical colleges). The findings are presented by categories to match the current format of the data.

- a. Foster Youth
- b. High School 11<sup>th</sup> -12<sup>th</sup> Graders
- c. High School Dropouts
- d. High School Graduates/GED
- e. Youth (who are) Parents
- f. Youth with Disabilities
- g. Youth with Criminal Records
- h. Low Income Youth
- i. All Youth (for programs that don't limit eligibility based on categories above)

## **A. Foster Youth**

At MAYOI's request, this study took a more detailed look at programs serving foster youth.

### Georgia Independent Living Program

The Georgia Independent Living Program (ILP) seeks to provide skills and experiences eligible youth need for financial self-sufficiency. In Federal Fiscal Year 2005 (October 1, 2004 – September 30, 2005), ILP received \$4.7 million in federal funds to provide financial assistance and services in education, employment, health care, housing, youth involvement, and more. In State Fiscal Year 2005 (July 1, 2004 – June 30, 2005), Georgia contributed \$1.7 million to ILP.<sup>10</sup>

### *Education*

1. Secondary Educational and Enrichment Expenses. Financial assistance is provided to youth age 14-21 who are in foster care (or were eligible for ILP when state custody terminated) to help youth attain secondary education and Written Transitional Living Plan goals. Examples of covered expenses are summer and evening school fees, books and supplies, tutoring, testing and testing preparation (SAT, ACT, etc.), graduation fees, driver's education, extra-curricular activities (e.g. band, athletics), enrichment activities (e.g., swimming lessons), computers and printers, and food, lodging, and transportation to ILP conferences.
2. College/Vocational Related Expenses. Through a combination of federal and state funds, Georgia ILP provides financial assistance to youth age 14-25 who are in foster care (or were eligible for ILP when state custody terminated) for post-secondary education and training. Examples of covered expenses are unmet tuition and fees, room and/or board, required books, supplies and equipment, computers and printers, driver's education, tutoring, subsistence stipend (\$50 monthly cap), transportation assistance (\$650 state fiscal year cap, not for purchase, maintenance or insurance of personal vehicle). Funding is need-based and limited to pursuit of an undergraduate degree, diploma or certificate. Funding supplements other available funds (i.e., Pell Grants, HOPE).

### *Employment*

Georgia ILP employment strategies for 2005-2009<sup>11</sup> and their respective outcomes, include:

1. Provide pre-employment training and networking opportunities to youth ages 14-15 that are time-limited, supervised volunteer and community service assignments (stipend not to exceed \$150 per FFY).
  - *As of February 13, 2006, no youth have participated and no stipends were distributed. In FFY 2005, there were 1,832 ILP eligible youth age 14-15.*
2. Facilitate referrals for summer or part-time employment for youth ages 16-17.
  - *As of February 13, 2006, 41 youth ages 16-17 were placed in jobs because of these referrals. In summer 2005, 581 youth were employed for a six-week period through TeenWork (discussed below). In FFY 2005, there were 2,582 ILP eligible youth age 16-17. Approximately 24% of the eligible youth ages 16-17 were placed in jobs in 2005.*
3. Maximize Georgia Department of Labor (DOL) workforce investment initiatives via Regional ILP Coordinator participation on DOL Workforce Investment Boards (WIB).
  - *One Regional ILP coordinator participates on a DOL WIB.*

4. Coordinate paid work for youth ages 18-24 who (1) had previous work experience and (2) participated in DOL or ILP employment training. Temporary agencies are used to help find employment. Those youth age 18-21 may work within DFCS, and those over age 21 may work in providing clerical assistance for ILP staff and serve as peer ILP mentors.
  - *As of February 13, 2006, 74 youth ages 18-24 were placed in jobs using temporary agencies. All of these youth work at DFCS or serve as peer mentors. In FFY 2005, there were 1,845 ILP eligible youth.*

Note, in the summer of 2006, Georgia embarked upon ILP redesign, seeking to improve results for eligible foster children in the areas of education, health, employment, adult connections, and housing. This re-design will include, (1) re-aligning program values, (2) developing an effective organizational infrastructure, (3) developing an array of resources, services, and programs targeting result areas and (4) developing systems for data collection, monitoring, and continuous improvement. As a result of this re-design, there is hope for increased participation from youth, improved policy and practice within ILP, improved data collection, evaluation and sharing and overall improved outcomes for transitioning youth in Georgia.<sup>12</sup>

### TeenWork<sup>13</sup>

TeenWork, the First Lady's Children's Cabinet Initiative administered by the DHR Office of the Commissioner, was launched in the summer of 2005. TeenWork offers current and former foster youth ages 16-21 summer employment at government agencies and private businesses. Eligible youth ages 16-21 must be available to work at least part-time and attend training and skills classes. Youth receive at least minimum wage for the six week internship. TeenWork receives youth input from participant surveys and focus groups. Regional ILP Coordinators help identify eligible youth for the program. Youth complete online applications to participate in the program. TeenWork staff identify potential employers, ensure youth attend mandatory pre-employment training, and monitor youth job performance. TeenWork outcomes are detailed in Figure 1. In 2006, TeenWork spent \$648,000 in federal TANF funds to provide youth employment opportunities to 606 foster youth. There is no data available to explain the gap between Jobs Pledged by Employers and Youth Provided Employment Opportunities. In 2006 this gap was 254 jobs, and in 2005 this gap was 163 jobs.

**Figure 1**  
**TeenWork Outcomes 2005-2007**

	<b>2005</b>	<b>2006</b>	<b>2007 (Projected)</b>
<b>Jobs Pledged by Employers</b>	581 jobs	860 jobs	800 jobs
<b>Youth Applicants</b>	1,358 foster youth	Not available (data lost)	Not available
<b>Youth Provided Employment Opportunities</b>	418 foster youth	606 foster youth	800 foster youth
<b>Employer Pool</b>	200 Government Jobs 250 DHR Jobs 0 University System of GA 1 Private Businesses 0 Non-Profits	225 Government Jobs 350 DHR Jobs 210 University System of GA 50 Private Businesses 25 Non-Profits	Not available

Source: Crystal Culver, TeenWork Program Manager, DHR and Michelle Barnett, DHR.

TeenWork 2007 priorities include: increasing the number of private companies that pledge jobs, improving the quality of youth training and development, and increasing the number of TeenWork interns.

### Workforce Investment Act – Youth Activities

The Georgia Department of Labor (DOL) receives federal Workforce Investment Act (WIA) - Youth Activities funding to serve eligible youth, defined as:

- a. Age 14 to 21;
- b. Low income (as defined by WIA section 101 (25)); and
- c. Within one or more of the following categories:
  1. Deficient in basic literacy skills;
  2. School Dropout;
  3. Homeless, runaway or foster child;
  4. Pregnant or parenting;
  5. Offender; or
  6. An individual (including a youth with a disability) who requires additional assistance to complete an educational program, or to secure and hold employment (WIA sec. 101 (13)).<sup>14</sup>

This funding is allocated to 20 local areas across Georgia. Georgia Workforce Investment Area Map available at [http://www.dol.state.ga.us/pdf/wia/wia\\_areas.pdf](http://www.dol.state.ga.us/pdf/wia/wia_areas.pdf). Each local area must make the following program elements available through direct service or referral:

1. Tutoring, study skills training, and instruction leading to secondary school completion, including dropout prevention strategies;
2. Alternative secondary school offerings;
3. Summer employment opportunities directly linked to academic and occupational learning;
4. Paid and unpaid work experiences, including internships and job shadowing;
5. Occupational skill training;
6. Leadership development opportunities, which include community service and peer-centered activities encouraging responsibility and other positive social behaviors;
7. Supportive services (e.g., assistance with transportation, child care, or housing);
8. Adult mentoring for a duration of at least twelve months that may occur both during and after program participation;
9. Follow-up services (e.g., regular contact with youth participant's employer);
10. Comprehensive guidance and counseling, including drug and alcohol abuse counseling, as well as referrals to counseling, as appropriate to the needs of the individual youth.<sup>15</sup>

Local areas may determine which services to provide a youth participant based on each participant's assessment and individual service strategy.

In 2004, the U.S. DOL, Employment and Training Administration (ETA), issued a New Strategic Vision for the Delivery of Youth Services on WIA. Within this vision, ETA has included foster youth within its "Focus on Neediest Youth". For foster youth (in care and those aging out of care), ETA has a goal of developing comprehensive model programs that may include basic skill remediation, help staying in school or returning to school, employment, internships, help with attaining a high school diploma or GED, post-secondary vocational training, apprenticeships, and enrollment in community colleges and four-year colleges.<sup>16</sup> Implementation of these programs will vary by local area.

The following provides quantitative demographic and outcome data and qualitative data provided by a survey of the 20 WIA areas.

### Demographic Data<sup>17</sup>

The data in Figure 2 below describes the demographics of youth who have exited WIA Youth Activities during Program Year 2005 (July 1, 2005 – June 30, 2006), not active participants. For PY 2005, the majority of these youth participants (ages 14-21) were high school students. Of the percentages listed in Figure 2, 81% are younger youth ages (14-18) with the remaining 19% older youth (ages 19-21).

**Figure 2**  
**Georgia WIA Youth Demographics Program Year 2005**

<b>Demographics</b>	<b>% Exited Youth Participants (Ages 14-21)</b>
Female	59%
African American	86%
Low Income	99%
High School Students	70%
High School Drop Outs	18%
High School Grad/GED	12%
Single Parents	10%

Source: Georgia Department of Labor provided March 9, 2007.

### Outcome Data<sup>18</sup>

In State Fiscal Year 2005 (July 1, 2004 – June 30, 2005), Georgia's 20 local WIA areas served 327 foster youth (ages 14 to 21). In PY 2005, Georgia WIA areas served 7,706 youth participants, including 6,251 younger youth (ages 14-18) and 1,455 older youth (ages 19-21).

According to the WIA 2005 Annual Report<sup>19</sup>:

- Younger Youth (ages 14-18): 87% reached skill attainment goals and 70% received a diploma or GED.
- Older Youth (ages 19-21): 75% were placed in employment and 56% earned an educational credential.

Starting in July, 2005 with the implementation of "Common Measures", both younger youth and older youth will be held to the same three goals of Placement in Employment or Education, Attainment of a Degree or Certificate and Literacy and Numeracy Gains.

### Survey

Georgia WIA Local Area Administrator contact information is available on-line at [http://www.dol.state.ga.us/pdf/wia/wia\\_administrators.pdf](http://www.dol.state.ga.us/pdf/wia/wia_administrators.pdf)

All 20 local WIA areas were contacted by phone and e-mail to complete a brief survey asking them: 1) for descriptions of their local youth programs, 2) if they track foster youth served, 3) to describe the role of their Youth Coordinator and Youth Council, 4) if youth served on the local Workforce Investment Board (WIB), and 5) to list youth partners.

Seven local WIA areas responded to the survey<sup>20</sup>. In summary,

1. Respondents reported a variety of programs that shared an emphasis on employment training and placement (e.g. work-based learning, summer employment programs), tutoring to complete GED or secondary school, and mentoring/leadership development.
2. Most of the respondents reported tracking foster youth. Note, Fulton County plans to begin a program to serve foster youth in Spring 2007.
3. All respondents reported having a Youth Council. Most had a Youth Coordinator or other staff person who worked with the Youth Council to oversee youth related activities,

contracts, and policies. In general, the Youth Coordinator reports to the Youth Council who reports to the local WIB. In some areas, Youth Council members served on the local WIB. According to the WIA –Youth Activities regulations, the purpose of Youth Councils is to provide expertise in youth policy and assist the local WIB in developing/recommending local youth employment and training policy and practice, broadening the youth employment and training focus in the community to incorporate a youth development perspective, establishing linkages with other local area youth serving organizations, and taking into account issues that impact the success of youth in the labor market.<sup>21</sup>

4. All but one respondent reported at least one youth participated on the Youth Council. The remaining respondent said youth input was provided by youth focus groups.
5. Long lists of youth partners demonstrated an emphasis on government, private business and community-based partners. Common partners included Department of Labor, Department of Family and Children Services (DFCS), Department of Technical and Adult Education, Department of Juvenile Justice, and School Systems (grades K-12).

Even though DFCS was mentioned as a partner, only one respondent (Atlanta Regional) mentioned a DFCS Regional Independent Living Coordinator serving on their Youth Council (or WIB). Two respondents had not met or had contact with their Regional Independent Living Coordinator.

Note, according to the Georgia DOL, the state tracks the various populations served and all local areas have access to that system. Therefore, each of the 20 local areas has reporting capability to determine how many foster youth they are serving.<sup>22</sup>

### **B. High School 11-12 Graders**

In Georgia, these programs have an emphasis on academic enrichment to help youth complete high school and pursue post-secondary education or employment. There are also training and work-based programs that provide an initial exposure to employment and job skill development. These programs are predominantly federally funded.

- **Academic enrichment programs**

Administered by three Georgia state agencies included:

- DOE: 21<sup>st</sup> Century Community Learning Centers (K-12), Education for Homeless Children & Youth (K-12), and Remedial Education (grades 9-12),
- DOL: Stay In School
- Georgia Student and Finance Commission: Accel Program (funded by Georgia Lottery with \$6.0 million in SFY 2006 budget).

Federal funds provided directly to public post-secondary institutions to motivate and support students from disadvantaged backgrounds, including:

- Gaining Early Awareness and Readiness for Undergraduate Programs (GEAR UP) with \$0.4 million in SFY 2005 Expenditures,
- TRIO Educational Opportunity Centers with \$1.3 million SFY 2005 Expenditures,
- TRIO Upward Bound with \$4.8 million SFY 2005 Expenditures.

- **Pre-employment training - Jobs for Georgia's Graduates (Georgia DOL)**

- **Combined academic enrichment and work-based learning**
  - Youth Apprenticeship (Georgia DOE, \$4.0 million SFY 2006 Budget with 7,213 youth apprenticeship students served in SFY 2005).,
  - Tech Prep (Georgia DTAE, \$2.6 million SFY 2005 Expenditures), and
  - Learn and Serve America: Community Based Programs (Georgia DOE, Kennesaw State, First District RESA - \$0.4 million in SFY 2005 Expenditures).

Note, DOL WIA – Youth Activities provides services for eligible youth. See “Findings, A. Foster Youth, Workforce Investment Act – Youth Activities” for a description of eligibility and services.

**C. High School Drop Outs**

A major program for Georgia’s dropouts is the Adult Basic Education funded nearly equally by federal and state dollars (i.e., 2005 federal budget of \$11.6 million and 2005 state budget of \$10.5 million). Georgia DTAE’s technical colleges provide adult education services for out-of-school persons who are beyond the age of compulsory school attendance and function at less than a secondary completion level, or are unable to speak, read, or write the English language. This program assists adults in: a) becoming literate and obtaining the knowledge and skills necessary for employment and self-sufficiency, b) obtaining the education skills necessary to become full partners in their children’s education, and c) completing their secondary school education. For SFY 2005 this program served 38,326 youth ages 16-24.

**Figure 3  
SFY 2005 Youth Served**

<b>DTAE Adult Basic Education</b>	<b>Youth Served (Ages 16-18)</b>	<b>Youth Served (Ages 19-24)</b>
Grades 0 - 8.9	13,955	18,191
Grades 9 - 12.9	3,200	2,980
Total	17,155	21,171

TRIO – Talent Search serves high school dropouts by encouraging them to reenter the education system and complete their education. The program also assists individuals from disadvantaged backgrounds between the ages of 11 and 27 who have the potential to succeed in higher education. In Georgia, 6 recipients (public universities and colleges) spent \$1.8 million in federal funds in SFY 2005.

Youthbuild provides funds for activities to assist economically disadvantaged out-of-school youth. The programs are designed to help young adults get the education and employment skills they need to achieve economic self-sufficiency, develop leadership skills, and build commitment to community development by constructing homes to help meet the housing needs of homeless persons and low-income families. According to the Youthbuild website ([www.youthbuild.org](http://www.youthbuild.org)), there are currently 7 program sites throughout Georgia.

Note, DOL WIA – Youth Activities provides services for eligible youth. See “Findings, A. Foster Youth, Workforce Investment Act – Youth Activities” for a description of eligibility and services.

**D. High School Graduates/GED**

In SFY 2005, Georgia spent about \$486.2 million in Georgia Lottery Funds, \$29.8 million in Georgia General Funds and \$254 million federal funds on scholarships and grants. These scholarships and grants are detailed in Figure 4.

**Figure 4**  
**Scholarships and Grants for Georgia High School Graduates/GED**

<b>STATE FUNDED - Administered by Georgia Student Finance Commission</b>	<b>SFY 2005 Expenditures</b>
<b>State Funded – Georgia Lottery</b>	
HOPE – Public Schools	\$326.0 million (SFY 2006 Budget)*
HOPE – Private Schools	\$ 34.0 million
HOPE GED	\$ 2.8 million (SFY 2006 Budget)*
HOPE Grant Program	\$122.8 million (SFY 2006 Budget)*
Georgia Military College Scholarships	\$ 0.6 million
<b>Sub-Total</b>	<b>\$486.2 million</b>
<b>State Funded – General Funds</b>	
Governor’s Scholarship Program	\$ 2.1 million
Tuition Equalization Grants	\$ 25.3 million
North Georgia Military College Scholarship Grants	\$ 0.5 million
North Georgia College ROTC Grants	\$ 0.4 million
Leveraging Education Assistance Partnership	\$ 1.5 million (also \$0.5 million in federal funds)
<b>Sub-Total</b>	<b>\$ 29.8 million</b>
<b>FEDERAL FUNDED directly to post-secondary institutions</b>	
Federal Pell Grant Program	\$234.3 million
Federal Supplemental Educational Opportunity Grants	\$ 9.3 million
Federal Work-Study Program (Combines work experience and financial assistance as student assistance is earned through part-time employment)	\$ 9.9 million
<b>Sub-Total</b>	<b>\$254.0 million</b>

\*SFY 2005 Expenditures not available because a SFY 2006 House Bill changed Tuition, Books and Fees to HOPE Public Schools, HOPE Grant Program and HOPE GED.

There are also employment focused programs available to this population:

- Department of Technical and Adult Education (DTAE)
  - Quick Start - Geared specifically to the company, training is developed, designed and delivered to qualified new, expanding or existing industries to enhance the skills of Georgia employees to enable them to successfully use new equipment, technology or operating systems.
  - Certified Specialist Programs - Provide a technical certificate of credit upon completion of a training program that provides the necessary knowledge, skills and attributes to be successful in a manufacturing, warehouse or customer service environment.
  - Service Industry Academy - A designated site in the technical college system that is authorized to offer programs leading to either a Certified Manufacturing Specialist or a Certified Customer Service Specialist.
  
- Department of Defense - Youth Challenge Program uses National Guard for military based work experience. In SFY 2005, the program spent \$5.3 million in federal funds.
  
- Governor’s Office of Workforce Development – Work Ready Program. To begin in 2007 with \$1.8 to \$2.1 million in federal funds and target youth ages 17-21. Workers will take a validated job assessment and their skills will be matched to current and future job opportunities through an occupational profile. Assessments will be done at DTAE technical colleges that will also provide education and training to help upgrade occupational profiles, as needed.

Note, DOL WIA – Youth Activities provides services for eligible youth. See “Findings, A. Foster Youth, Workforce Investment Act – Youth Activities” for a description of eligibility and services.

### ***E. Youth (who are) Parents***

Programs for youth who are parents included subsidized childcare, family literacy, and adult education.

- **Childcare**
  - (Department of Early Care and Learning (DECAL)) Child Care Services
  - (DHR-DFCS) Childcare and Parent Services
  - (DHR-DFCS) Temporary Assistance for Needy Families (TANF). Provides financial assistance and supportive services (e.g., child care, transportation, and job training)
  - (U.S. DOE to public universities, colleges, and technical colleges) Child Care Access Means Parents In Schools Program
  
- **Family Literacy (DECAL & non-state agency recipients)**
  - Head Start
  - Even Start
  
- **Adult Education (DTAE)**
  - Adult Basic Education/TANF - Collaboration between DFCS and DTAE, DFCS refers TANF recipients to DTAE adult literacy programs.
  - Fatherhood Program - Provides educational support to non-custodial parents to learn a skill to maintain their child support payments to the custodial parent.
  - New Connections to Work - Provides training for non-married custodial parents to develop skills necessary to obtain and maintain a job to support their family.

Note, DOL WIA – Youth Activities provides services for eligible youth. See “Findings, A. Foster Youth, Workforce Investment Act – Youth Activities” for a description of eligibility and services.

### ***F. Youth with Criminal Records***

Programs for youth with criminal records are predominantly funded by federal dollars and mostly received by three Georgia state agencies.

The largest federal grants, provided to the Children and Youth Coordinating Council, focus on delinquency prevention:

- Juvenile Accountability Block Grant. In SFY 2005, this grant expended \$3.5 million in federal funds.
  
- Juvenile Justice Delinquency Prevention and Early Intervention - Community Enrichment/Outreach Programs. This program targets youth ages 10-17. In SFY 2005, these programs spent \$1.5 million in federal and \$0.2 million in state funds.

Funds are also provided for employment services for youth on parole.

- Career Facilitator Program (Department of Juvenile Justice) - There are 10 career facilitators across the state who meet with the youth within ten days of their release from detention, to facilitate employment, training and/or re-enrollment in school (high school, technical or community college, or a local university).
  
- Grants to States for Incarcerated Youth (Department of Corrections) - Funds can be used to provide employment counseling and other related services that start during the

period of incarceration and continue through pre-release and while on parole or during release. In SFY 2005, this program spent \$0.7 million in federal funds.

Note, DOL WIA – Youth Activities provides services for Youth with Criminal Records. See “A. Foster Youth “ for a complete service description.

### **G. Youth with Disabilities**

The majority of programs are federally funded and promote independence of disabled persons (youth and adults) through employment and other services:

- Developmental Disability Projects of National Significance (DHR)
- Rehabilitation Services Vocational Rehabilitation Grants to States (DOL)
- Supported Employment Services for Individuals with Severe Disabilities (DOL)

Programs with a youth focus include:

- High School / High Tech (DOL) - A community based public/private transition and enrichment initiative for disabled high school students to develop career opportunities and provide activities that will interest students in science, technology and computer, career fields, and in pursuing higher education. Served about 500 students in SFY 2005.
- Special Education: Grants to States (DOE) – To provide public education for disabled children in grades K-12.

Note, DOL WIA – Youth Activities provides services for eligible youth. See “Findings, A. Foster Youth, Workforce Investment Act – Youth Activities“ for a description of eligibility and services.

### **H. Low Income**

Programs in this category include large federal grants that in most cases make no distinctions between low income youth and adults, with the exception of Workforce Investment Act (WIA)-Youth Activities. These programs, the Community Development Block Grant, Community Services Block Grant, and Employment Incentive Grant, provide a variety of activities and supports to assist low income youth (and adults) to become financially self-sufficient. Future research is needed to identify youth outcomes in these larger grants.

WIA – Youth Activities described above is available to eligible low income youth ages 14-21. Youth over age 18 may access WIA programming alongside adults.

Youth Opportunity Grants are designed to increase long term employment of disadvantaged youth from empowerment zones, enterprise communities and high poverty areas. In SFY 2005, this program spent \$2.5 million in federal funds.

### **I. All Youth**

This final category includes programs that did not fit into the categories defined above. It contains large federal programs, such as Americorps and Social Services Block Grants. This category also includes delinquency prevention and English literacy programs. In SFY 2005, DTAE’s English Literacy Program served 960 youth ages 16-18 and 7,780 youth ages 19-24.

## Summary

The data compiled in this study, can serve as a starting point for cross-agency outcome oriented planning, fiscal policy discussions, and recommendations for both public and private sector investment. For example,

- **Best practice identification and cross-agency outcome planning and collaboration.** This analysis draws attention to gaps and overlaps in services which can provide opportunities for solid partnerships and collaborations among key agencies, new start-up initiatives/best practices and ultimately more comprehensive and effective systems of service delivery.
- **Fiscal policy discussions.** This analysis served as a valuable “case study” for the Georgia House Study Committee on the Creation of a Children’s Budget and serves as a starting point for conversations about the need to develop sound financing strategies to support sustainable youth employment efforts
- **Public, private and philanthropic investments.** This analysis seeks to quantify the public investment in youth employment programs and can inform and encourage more targeted private sector and philanthropic investments.

Following are Opportunities for key sectors of the community to consider when using the findings revealed in this study.

## Opportunities

### Opportunities for Georgia’s Youth

Georgia’s youth can use the data in Federal and State Funds Thru Georgia State Agencies to identify programs designed to reach their particular needs. For example,

1. High School 11<sup>th</sup>-12<sup>th</sup> Graders interested in programs that combine academic enrichment and work-based learning should discuss these programs with their guidance counselors:
  - a. Youth Apprenticeship Program (Department of Education (DOE))
  - b. Jobs for Georgia’s Graduates (DOL)
  - c. Tech Prep (Department of Technical and Adult Education, (DTAE))
  - d. Learn and Serve America (Corporation for National and Community Service (CNCS))
2. Youth who are parents in need of adult education programs to develop job skills or improve literacy should consider WIA Youth Activities in their local area or these DTAE programs:
  - a. Adult Basic Education/TANF - Department of Family and Children Services (DFCS) refers TANF recipients to DTAE adult literacy programs.
  - b. Fatherhood Program - Provides educational support to non-custodial parents to learn a skill to maintain their child support payments to the custodial parent.
  - c. New Connections to Work - Provides training for non-married custodial parents to develop skills necessary to obtain and maintain a job to support their family.

## **Opportunities for Georgia’s Policy Makers**

Georgia’s policymakers can use the data in a variety of ways:

1. Encourage or mandate cross-agency outcome oriented planning. For example,
  - a. To better serve current and former foster youth eligible for Georgia’s Independent Living Program (ILP), each Regional ILP Coordinator should serve on their local WIA Youth Council and meet regularly with the Youth Coordinator. This is consistent with the U.S. Department of Labor, Health and Human Services, Education and Justice strategic federal partnership that seeks to leverage the resources of both programs. Collaborative models exist in California and Philadelphia.<sup>1</sup>
  - b. Agencies that provide combined academic enrichment programs and work-based learning, such as, Georgia Department of Education (Youth Apprenticeship), Georgia Department of Labor (DOL) (WIA-Youth Activities), Georgia Department of Technical and Adult Education (Tech Prep), and Learn and Serve federal grant recipients, may strengthen youth outcomes through cross-agency collaboration.
2. Pursue more research and better government cooperation with data compilation to determine if Georgia is maximizing current federal funding and fully accessing available federal funds.
3. Identify new opportunities for public/private partnerships. For example, High School / High Tech (DOL) is a community based public/private transition and enrichment initiative for disabled high school students to develop career opportunities and provide activities that will interest students in science, technology and computer, career fields, and in pursuing higher education.

## **Opportunities for Georgia’s Regional Independent Living Program (ILP) Coordinators and Local Workforce Investment Boards (WIBs)**

1. Regional ILP Coordinators serving foster youth ages 14-21 can use the data when developing/updating each (current or former) foster youth’s Written Transitional Living Plans. For example, a foster youth may choose to pursue summer employment through Workforce Investment Act (WIA) - Youth Activities administered by Department of Labor (DOL) or TeenWork administered by Department of Human Resources, Youth Development Program. The local WIA area directory is available on-line at [http://www.dol.state.ga.us/pdf/wia/wia\\_administrators.pdf](http://www.dol.state.ga.us/pdf/wia/wia_administrators.pdf).
2. Currently there is not formal coordination between Regional ILP Coordinators and local WIBs. This provides an opportunity for coordination and collaboration.
  - a. Each Regional ILP Coordinator should serve on their local WIA Youth Council and meet regularly with the Youth Coordinator.
  - b. Each local WIB should coordinate with the Regional ILP Coordinator to identify employers for TeenWork and create cross system tracking protocols.

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<sup>1</sup> Training and Employment Notice No. 18-05, Subject – John H. Chafee Foster Care Independence Program January 26,2006 from Gay Gilbert, Administrator, Office of Workforce Investment to all State Workforce Liaisons, State Workforce Agencies, and One-Stop Center System Leads. Collaboration models include The Imperial County Workforce Investment Board (WIB)—El Centro, California, Project HOPE –Hayward, California and The Achieving Independence Center– Philadelphia, Pennsylvania

Strengthening this relationship would result in more foster youth accessing DOL services. This is consistent with the U.S. Department of Labor, Health and Human Services, Education and Justice strategic federal partnership that encourages WIA professionals to coordinate with Regional ILP Coordinators to leverage the resources of both programs to assist ILP eligible youth to “complete post-secondary educational programs and training, obtain essential job skills, and become productive citizens.” Collaborative models exist in California and Philadelphia.<sup>23</sup>

3. Regional ILP Coordinators and local WIBs should review programs listed in State and Federal Investments in Georgia reports (state agencies and direct federal grant recipients) to identify additional collaborative partners, such as local technical colleges, 21<sup>st</sup> Century Community Learning Centers, and Children and Youth Coordinating Council prevention programs.
4. Some local WIBs may need training on how to track foster youth served. Some WIA survey respondents said they were not tracking foster youth. According to the Georgia DOL, the state tracks the various populations served and all local areas have access to that system. Therefore, each of the 20 local areas has reporting capability to determine how many foster youth they are serving.

### **Opportunities for Georgia’s Nonprofit Youth Service Providers and Advocates**

Providers and advocates can use the State and Federal Investments in Georgia reports in a variety of ways. For example:

1. Providers can identify programs designed to reach the youth populations they serve. This may provide additional resources for their youth clients.
  - a. Providers that work with Georgia high school students, high school graduates, and GED recipients have a list of federal and state scholarships and grants available to Georgia youth with a high school diploma or GED.
  - b. Providers that serve high school drop outs may help their youth clients access these programs, designed to at help youth get the education and employment skills they need to achieve economic self-sufficiency:
    - Department of Technical and Adult Education - Adult Basic Education
    - Department of Labor – Workforce Investment Act - Youth Activities
    - Youthbuild
    - TRIO – Talent Search
2. Providers can strategically think about potential ways to collaborate with other providers to reduce duplication of services.
3. Providers can consider potential new funding streams to support their youth employment programs.
4. Advocates may pursue more research and better government cooperation with data compilation to determine if Georgia is maximizing current federal funding and fully accessing available federal funds.

## Opportunities for Georgia's Businesses

Georgia's businesses can use the State and Federal Investments in Georgia reports to:

1. Identify public programs within their particular area(s) of interest. These data provide a snapshot of the public investment in Georgia's youth employment related programs which may serve as a catalyst for new private investments or new public/private partnerships. Examples of existing public/private partnerships are:
  - Quick Start (Department of Technical and Adult Education) - Geared specifically to the company, training is developed, designed and delivered to qualified new, expanding or existing industries to enhance the skills of Georgia employees to enable them to successfully use new equipment, technology or operating systems.
  - High School / High Tech (Department of Labor) - A community based public/private transition and enrichment initiative for disabled high school students to develop career opportunities and provide activities that will interest students in science, technology and computer, career fields, and in pursuing higher education.
  - TeenWork (Department of Human Resources) – An eight week summer youth employment program at government agencies and private businesses for current and former foster youth ages 16-21. Youth ages 14-15 can participate in an apprentice program designed to teach job skills.
2. Create employment and training opportunities specifically for foster youth.
3. Create apprenticeship opportunities through local WIBS that specifically target foster youth.
4. Provide summer employment slots for TeenWork.

For additional ways to financially support transitioning youth, review the Metropolitan Atlanta Youth Opportunities Initiative's Donor's Guide at [www.atlcf.org](http://www.atlcf.org).

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3. *The Catalogue of Federal Domestic Assistance*  
(available online at <http://www.cfda.gov>)
4. National Youth Employment Coalition (<http://www.nyec.org>)
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(available on-line at <http://www.dol.state.ga.us/pdf/wia/py05wiaplan.pdf>)
9. *The One-Stop Guide to the Final WIA Regulations – Chapter 6, Part 664 – Youth Activities Under Title 1 of the Workforce Investment Act*
10. *New Strategic Vision for the Delivery of Youth Services Under the Workforce Investment Act* Employment and Training Administration U.S. DOL. Training and Employment Guidance Letter 3-04 released on July 17, 2004 to all State Workforce Agencies and State Workforce Liaisons.

### **Federal Government**

1. Department of Agriculture
2. Department of Education
3. Department of Health and Human Services
4. Department of Housing and Urban Development
5. Department of Interior
6. Department of Justice
7. Department of Labor (and local Workforce Investment Boards)

### **State Sources**

#### **Georgia State Government**

1. Bright from the Start/Department of Early Care and Learning
2. Children Youth Coordinating Council

3. Department of Audits and Accounts
4. Department of Community Affairs
5. Department of Defense
6. Department of Education
7. Department of Economic Development
8. Department of Human Resources
9. Department of Juvenile Justice
10. Department of Labor (and Local Workforce Investment Boards)
11. Department of Technical Adult Education
12. Georgia Chamber of Commerce
13. Georgia Student Finance Commission
14. Governor's Office of Workforce Development
15. Office of Planning and Budget
16. Senate Budget Office

### **Private and Public/Private**

1. The Finance Project
2. The Forum for Youth Investment
3. National Youth Employment Coalition
4. United Way

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<sup>1</sup> View data at <http://www.atlcf.org>. Gaps in data reflect data not provided by primary sources and not available from secondary sources.

<sup>2</sup> FFY 2005 (October 1, 2004- September 30, 2005) Demographic data provided by Brent Stein, (former) ILP State Coordinator & Policy Specialist

<sup>3</sup> FFY 2005 AFCARS data provided by Andy Barclay of the Barton Clinic 12/18/05.

<sup>4</sup> Cook, Ronna, A National Evaluation of Title IV-E Foster Care Independent Living Programs for Youth: Phase 2 Final Report, Rockville, M.D., Westat Inc.1991. The national study looked at 810 former foster youth in eight states between 2.5 and 4 years after leaving care. Courtenay, Mark, "Foster Youth Transitions to Adulthood: A Longitudinal View of Youth Leaving Care", Child Welfare 80, no. 6 (2001), pp. 685-717.

<sup>5</sup> April 4, 2007 e-mail from Tyronda Minter, MAYOI Program Officer

<sup>6</sup> View MAYOI: Youth Survey Responses on-line at <http://www.atlcf.org>.

<sup>7</sup> For more information on WOTC and WtW see

[http://www.dol.state.ga.us/em/learn\\_about\\_tax\\_credits\\_and\\_incentives.htm](http://www.dol.state.ga.us/em/learn_about_tax_credits_and_incentives.htm)

<sup>8</sup> For more information on the Georgia Job Tax Credit see

<http://www.dca.state.ga.us/economic/TaxCredits/programs/taxcredit.asp>

<sup>9</sup> For more information on fidelity bonds in Georgia see

[http://www.dol.state.ga.us/js/faq\\_js.htm#faq\\_05\\_02](http://www.dol.state.ga.us/js/faq_js.htm#faq_05_02)

<sup>10</sup> SFY 2005 ILP Expenditure Data from Brent Stein, (former) ILP State Coordinator & Policy Specialist on February 13, 2006 and March 21, 2006.

<sup>11</sup> February 13, 2006 e-mail from Brent Stein, (former) ILP State Coordinator & Policy Specialist

<sup>12</sup> February 26, 2007 e-mail from Tyronda Minter, MAYOI Program Officer

<sup>13</sup> <http://www.dhr.georgia.gov/portal/site/DHR-SC/> (last viewed on November 11, 2005 and December 2, 2005 e-mail from Khari Hunt, DHR Research and Development Coordinator and TeenWork Group member. March 12, 2007 e-mail and phone conversation with Crystal Culver, Program Manager, TeenWork Youth Employment, Youth Development Program, DHR and Michelle Barnett, DHR.

<sup>14</sup> "The One-Stop Guide to the Final WIA Regulations – Chapter 6, Part 664 – Youth Activities Under Title I of the Workforce Investment Act" acquired from Catherine Sugg, Georgia DOL, on February 26, 2007.

<sup>15</sup> "The One-Stop Guide to the Final WIA Regulations – Chapter 6, Part 664 – Youth Activities Under Title I of the Workforce Investment Act" acquired from Catherine Sugg, Georgia DOL, on February 26, 2007.

<sup>16</sup> Employment and Training Administration U.S. DOL "New Strategic Vision for the Delivery of Youth Services under the Workforce Investment Act" Training and Employment Guidance Letter 3-04 released on July 17, 2004 to all State Workforce Agencies and State Workforce Liaisons. Acquired from Catherine Sugg, Georgia DOL on February 26, 2007.

<sup>17</sup> Data provided by Catherine Sugg, Employment and Training Consultant, Georgia Department of Labor on March 9, 2007.

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<sup>18</sup> December 20, 2005 Phone Conversation with Linda Johnson, Assistant Commissioner of Career Development Services, Georgia DOL and Georgia's Program Year 2005 Workforce Investment Act Annual Report

<sup>19</sup> 2005 WIA Annual Report data provided by Catherine Sugg, Employment and Training Consultant, Georgia Department of Labor on March 9, 2007.

<sup>20</sup> View complete Georgia WIA Survey responses at <http://www.atlcf.org>.

<sup>21</sup> "The One-Stop Guide to the Final WIA Regulations – Chapter 6, Part 664 – Youth Activities Under Title I of the Workforce Investment Act" acquired from Catherine Sugg, Georgia DOL, on February 26, 2007.

<sup>22</sup> Comments provided by Catherine Sugg, Employment and Training Consultant, Georgia Department of Labor on March 9, 2007.

<sup>23</sup> Training and Employment Notice No. 18-05, Subject – John H. Chafee Foster Care Independence Program January 26, 2006 from Gay Gilbert, Administrator, Office of Workforce Investment to all State Workforce Liaisons, State Workforce Agencies, and One-Stop Center System Leads. Collaboration models include The Imperial County Workforce Investment Board (WIB)—El Centro, California, Project HOPE –Hayward, California and The Achieving Independence Center– Philadelphia, Pennsylvania

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