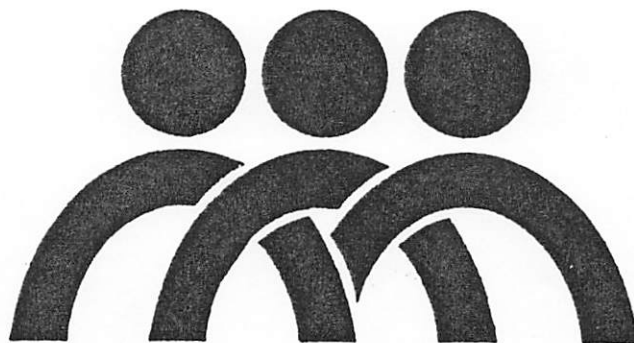
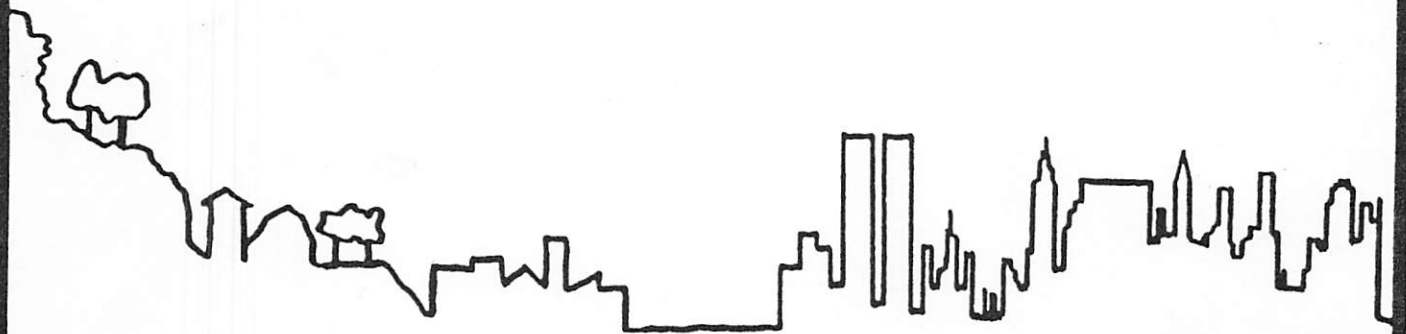


SYMPOSIUM REPORT

May 22, 1986

Sharing Approaches That Work:
MINORITY YOUTH EMPLOYMENT



sponsored by
The Institute of Cultural Affairs
and
The Cathedral of St. John the Divine

SYMPOSIUM REPORT

SHARING APPROACHES THAT WORK
MINORITY YOUTH EMPLOYMENT

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SYMPOSIUM AGENDA

May 22, 1986

SHARING APPROACHES THAT WORK:
MINORITY YOUTH EMPLOYMENT

- 8:30 Registration/coffee & donuts
Exhibits Review
- 9:30 Opening Remarks
- 10:00 Interest Groups -- SHARING APPROACHES THAT WORK
1. Advocacy and Public Policy
2. Funding Regulations
3. Job Development and Placement
4. Changing Self-Images
- 12:00 Lunch & Exhibits Review
- 1:00 Presentation of Interest Group Reports
- 1:30 Workshops -- FUTURE DIRECTIONS
- 3:30 Plenary
- 4:30 Closing

ACKNOWLEDGEMENTS

The time, talent and funds necessary to carry out this program were donated by many concerned individuals and groups.

We want to give special thanks to Trinity Parish for the financial support it gave to the program.

The Institute of Cultural Affairs
Mr. Ike Powell, Director
206 East Fourth Street
New York, NY 10009
(212) 475-5020

The Cathedral of St. John the Divine
Canon Lloyd Casson, Sub Dean
1047 Amsterdam Avenue
New York, NY 10025
(212) 316-7400

The Institute of Cultural Affairs is an international research, training and demonstration organization concerned with the human factor in world development. It has been involved in community development for over thirty years, acting as a catalyst to local participation in self-help projects. It is a private not-for-profit and voluntary organization registered autonomously in each nation where it works. It is currently working with rural and urban communities in thirty-five nations. Local self-sufficiency, self-reliance and self-confidence are the aims of all ICA programs.

"Sharing Approaches That Work", a participatory process created by the Institute of Cultural Affairs, has been the theme of a three-year program titled the International Exposition of Rural Development. The intent of the process is to locate and spotlight breakthroughs in all forms of community activity including urban situations. In February 1984, 650 delegates from over 300 projects and 55 nations gathered in New Delhi to document the factors of success they had experienced. During the follow-up to this program, efforts are being made to link people worldwide, and to provide an encouraging environment to local development agencies.

Founded a century ago, **The Cathedral of St. John the Divine** is the seat of the Episcopal Diocese of New York. The Cathedral Close consists of six buildings, including the largest gothic cathedral in existence, located on thirteen acres in upper Manhattan.

Unique among New York's institutions, the Cathedral sets for itself the work of human integration. The range of its programs - from concerts to conferences, from meals for the elderly to shelter for the homeless - reflects the range of human needs and aspirations.

Central to its concerns is the issue of work and the dignity of labor. This concern, borne of the traditions of gothic cathedrals throughout time expresses itself in a number of job training programs. The Stoneyard Apprenticeship Program trains young minority men and women in the high crafts of stone masonry and carving. The Manhattan valley Youth Outreach Program annually trains hundreds of the Upper West Side youth in marketable skills and places them in their first jobs. The Urban Homesteading Assistance Board trains people in construction skills that for many have opened new opportunities for employment as well as home ownership. Cathedral Works offers young artists and designers opportunities for advancing their skills while earning a living. And a program now in the planning stages Security Management Training will train are residents in valuable security skills.

In addition, the Cathedral lends its facilities, its resources, and its good name to a variety of community organizations working to make work available to all and all with skills to employ

Phase I.

The first phase of the Symposium, March through May, consisted of eleven Project Description Labs. These Labs were facilitated by staff-members of the Institute of Cultural Affairs in community-based organizations working on minority youth employment and organizations working directly with CBO's. Staff members of the eleven organizations accomplished several aims through the participatory Labs:

1. rehearsed the history of their programs,
2. discussed the human factors integral to their programs,
3. wrote up descriptive paragraphs on the Approaches that Work in their own experience with minority youth employment
4. participated in a strategic planning session comprised of an assessment of the organization's vision, obstacles, and strategic directions.

The Project Description Labs are documented in a booklet entitled "Sharing Approaches That Work: Minority Youth Employment -- Project Description Labs" which is available from the Institute of Cultural Affairs, 206 East 4th Street, NYC, NY 10009. The Labs were held in the following organizations:

Arawak Consulting Corp
Fifth Avenue Community Center of Harlem
Bank Street College, Jobs for the Future
Madison Square Boys & Girls Clubs
Chinatown Planning Council
Builders of Family and Youth
The Door
Henry Street Settlement House
Young Adult Learning Academy
Jobs for Youth
Higher Education Development Fund

Phase II

The second phase of the program consists of the Symposium on May 22, 1986. It provides an opportunity to network with other agencies and other sectors working on the same issues. The Symposium process, with many agencies meeting together, opens the dialogue regarding follow-up activities:

1. What can community-based organizations do to improve their service delivery to minority youth?
2. Which issues could be more effectively approached through cross-organizational efforts?

Phase III

The third phase of the program consists of follow-up on the work of the Symposium. A meeting has been set for June 5 at 9:30 a.m., and every participant in the Symposium is welcome to participate in the action plans.

Resource Person: Pat Simpson, Community Service Society

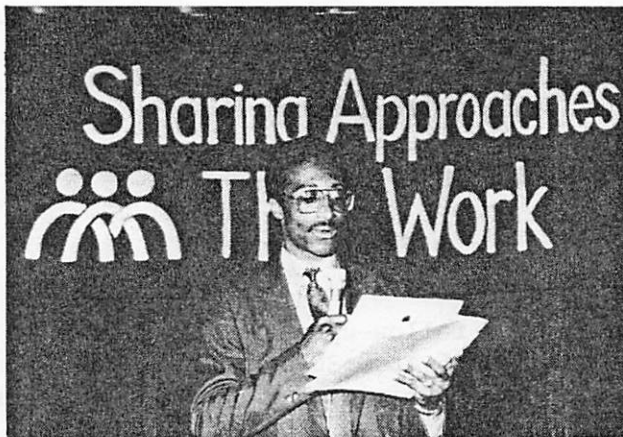
Focus Question: What is blocking youth employment organizations from becoming more powerful and effective as advocates for policy change?

KEY ISSUES

1. The complexity of the political process and its opposing forces are not clearly understood by the community based organizations.
2. Limited knowledge on the part of the CBO's blocks effective input into the political process.
3. There is no forum for the purpose of sharing effective lobbying efforts.

PROPOSALS FOR PRACTICAL ACTIVITIES

1. Recognize and actively support coalitions such as the National Youth Employment Coalition, the New York City Youth Employment Coalition, and others which can empower the voice of the CBO's.
2. Network with existing sources to create a clearinghouse with input from all technical assistance and advocacy groups.
3. Demonstrate a simple collaborative victory.
4. Propose New York City Youth Employment Coalition in conjunction with National Youth Employment Coalition and Community Service Society. Plan a day workshop covering such topics as the political process as it relates to CBO's, budgets, legislation, public and private funds.



"I was surprised by the amount of sharing between real people dealing with real situations and giving real solutions... That was different."

Resource Persons: Howard Dusold, Department of Employment
Mike Redmon, Private Industry Council

Focus Question: What is blocking youth employment organizations from
creatively working with existing funding regulations?

KEY ISSUES

1. JTPA funding is not comprehensive and therefore does not serve the needs of all the young persons.
2. Restrictive interpretation of JTPA legislation and development of funding guidelines limit the creativity of the CBO's in doing the job of teaching the young people.
3. Contradictory funding regulations as illustrated by G.E.D. age limit.
4. Limited access to non-JTPA funding (public and private sources).

PROPOSALS FOR PRACTICAL ACTIVITIES

1. Empower the coalition of CBO's so they can speak as one voice, give significant input to pertinent task forces, and pool their resources.
2. Activate and involve board members of the CBO's in order to expand their support base.
3. Approach fund-raising from non-government sources in innovative ways. For example, hold workshops for CBO's on acquiring private sources of funding; hold a State-wide funding event; establish a fund-raising clearinghouse for disseminating information to CBO's; start a business within the organization (such as the Cafe component of The Door).
4. Build CBO momentum and reciprocation of services through networking.
5. Work for public impact on policy through lobbying; voter registration of CBO constituencies; and class action suits to clarify legal interpretations.
6. Educate and Negotiate: Conduct research on the contradictions of public-sector regulations; clarify and "translate" regulations and definitions into common English.

Resource Persons: Patrick Dugan, Jobs for Youth
Richard Vidal, Private Industry Council

Focus Question: What is blocking youth employment organizations from greatly increasing the number of high-risk youth they place in jobs?

KEY ISSUES

1. We have not yet developed the timing, employer desire, employer attitude, agency attitude and follow-up to be able to match available jobs to skill levels.
2. Job readiness is inadequate in terms of the youth's self-image, interview ability and social skills.
3. Youth often have quite inadequate basic skills training. This includes limited counseling experience, limited basic education, and limited vocational high school-level programs.

PROPOSALS FOR PRACTICAL ACTION

1. FORM A JOB DEVELOPERS ASSOCIATION that would handle our public advocacy needs, provide support for new job developers, create a training manual on effective job development, and expose rip-off business schools as well as those which have well-run, legitimate training programs. Additionally the association would respond to problems and questions, and would publish a newsletter allowing CBO's and job developers to network among themselves.
2. CREATE AND DISTRIBUTE A RESOURCE CATALOG in order to inform job developers about present and future trends in employment, about CBO's which have developed unique training programs, and about the location of existing jobs and training programs. The catalog would encourage networking among CBO's and their job developers.
3. INITIATE A PRIVATE SECTOR/CBO PARTNERSHIP that allows employers to have more input into the training programs for our youth. In this way, small businessowners and EEO officers of corporations could communicate their needs and expectations to CBO job developers, who could relay this information to people in the community.
4. ORGANIZE LOBBYING EFFORTS such as, petitioning the legislature for recognition and action on youth issues. The Job Developers Association would be responsible for identifying problems, developing appropriate strategies for effecting change, and carrying out the action necessary to impact public policy on youth employment.

Resource Person: Nat Tolbert, Jobs for the Future

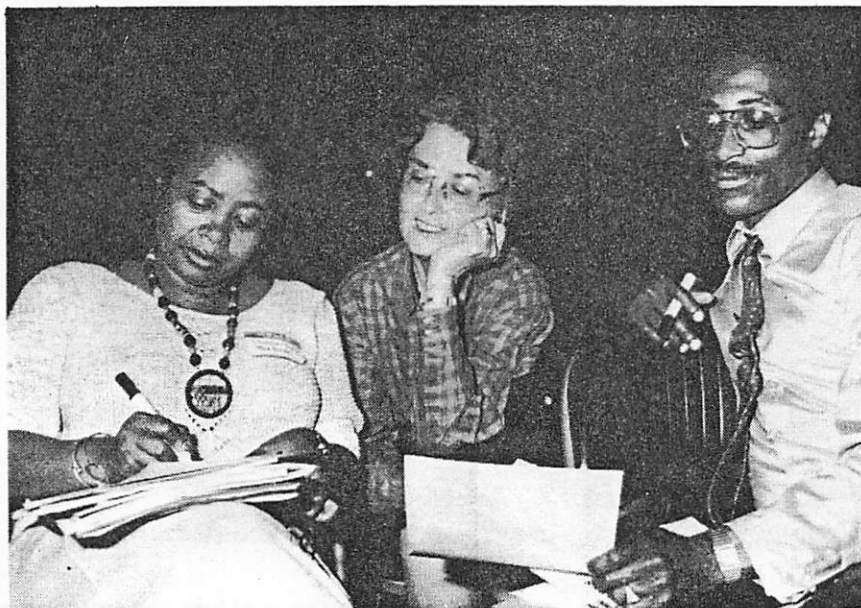
Focus Question: What is blocking youth from the development of a positive self-image?

KEY ISSUES

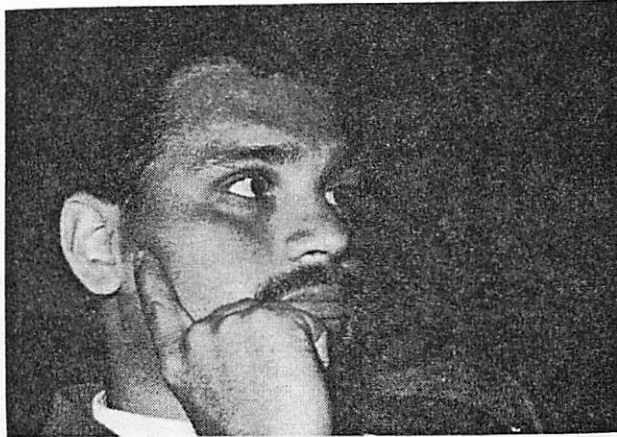
1. Rigid red tape due to institutional guidelines.
2. Lack of awareness of cultural and historical heritage.
3. Inadequate staff development and training in strategic planning methods.

PROPOSALS FOR PRACTICAL ACTIVITIES

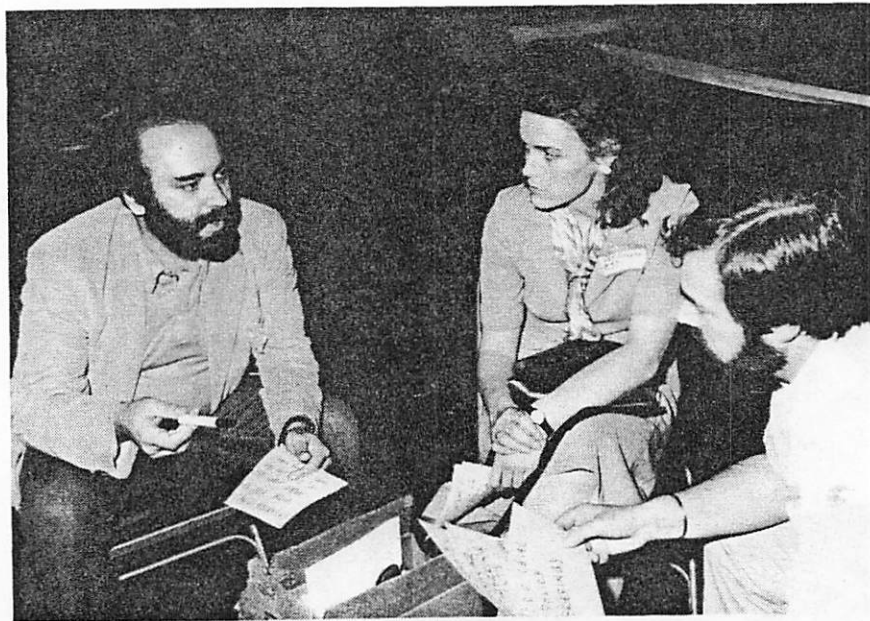
1. Use successful alumni as positive role models.
2. Hold on-going series of self-development seminars for CBO staff.
3. Set up events to encourage networking and sharing of information.
4. Intensify youth skills-development to increase their ability to work with the system.



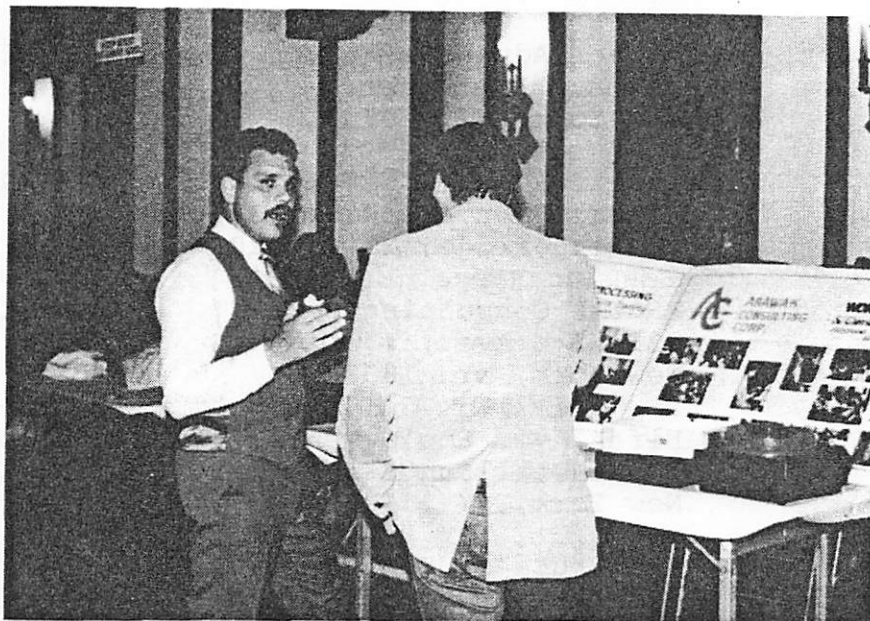
"We need to redefine the term 'hero'--not as someone outside our community-- but as someone who works among us."



"Having a job is part of what human dignity is all about. We have to work toward the whole society's commitment to jobs for all."



"We need to establish ways to cooperate rather than compete."



"This symposium generated the courage and energy to take a stand."



"If you have something good in the Bronx, we want to hear about it in Brooklyn...we want to work together."

NAME	ADDRESS	PHONE
Miguel Almodovar	Jobs for Youth 1831 Second Avenue New York, NY 10028	(212) 427-3420
William Anderson	Career Advancement 332 East 149th St. New York, NY 10037	(212) 665-5300
Jim Armour (Facilitator)	Institute of Cultural Affairs 41 Harrison Brook Drive Basking Ridge, NJ 07920	(201) 265-8000
Ileana Alvarez	ARAWAK Consulting Corp. 1215 5th Ave., #3A New York, NY 10029	(212) 369-4221
Pedro Ayala	Fifth Ave. Employment Service 203 East 116th St. New York, NY 10029	(212) 348-7748
John C. Ballard (Facilitator)	Institute of Cultural Affairs 4301 8th St., NE Washington, DC 20017	(202) 269-4638
Virginia Barr	Career Advancement Program 332 E. 149th Street New York, NY 10037	(212) 665-5300
John Bess	Manhattan Valley Outreach 1047 Amsterdam Avenue New York, NY 10025	(212) 222-2110
Barbara Bickart	The Door 242 West 109th St., #1A New York, NY 10025	(212) 749-8662
Richard Bonk	Vocational Foundation, Inc. 902 Broadway New York, NY 10010	(212) 777-0700
Sema Brainin	Children's Aid Society 105 East 22nd St. New York, NY 10010	(212) 949-4696
Richard Brown	Manhattan Valley Outreach 1047 Amsterdam Avenue New York, NY 10025	(212) 222-2110
Canon Lloyd Casson	Cathedral St. John the Divine 1047 Amsterdam Avenue New York, NY 10025	(212) 316-7485

NAME	ADDRESS	PHONE
Shi Qiang Chen	Chinatown Planning Council 13 Elizabeth Street New York, NY 10013	(212) 966-2535
Lily Chu	Chinatown Planning Council 13 Elizabeth Street New York, NY 10013	(212) 966-2535
Mary Coggeshall	Training, Inc. 55 West Main Street Brookside, NJ 07926	(201) 543-6341
Cecilia Cuevas	ARAWAK Consulting Corp. 1760 Lexington Avenue New York, NY 10029	(212) 427-7560
Doreen D'Amico	The Door 618 Avenue of the Americas New York, NY 10011	(212) 691-6161 x230
Joan Daniels	The Door 50 West 93rd St., #3F New York, NY 10025	(212) 749-2531
MaryAnn Deleo	DCTV 87 Lafayette Street New York, NY 10003	(212) 966-4510
Dennis Derryck	P.I.C. 19 Rector Street New York, NY	(212) 742-1000
Marvin Dozier	Community Development Agency 110 Church Street New York, NY 10007	(212) 618-9709
Patrick Dugan	1831 Second Avenue New York, NY 10028	(212) 427-3336
Helen Eng	Chinatown Planning Council 13 Elizabeth Street New York, NY 10013	(212) 966-2535
Phyllis Evans	Jobs for the Future 610 W. 110th Street New York, NY 10025	(212) 663-7200 x424
Genelda Fennel	ARAWAK Consulting Corp. 1680 Lexington Avenue New York, NY 10029	(212) 427-7560

NAME	ADDRESS	PHONE
Mark Fruitti	Higher Education Development Fund 2114 Strauss Street Brooklyn, NY 11205	(718) 495-0587
Paul Garfinkel	Theatre for the Forgotten 215 Ryerson Street Brooklyn, NY 11205	(718) 789-3551
John Garvey	Literacy Assistance Center 15 Dutch Street New York, NY 10038	(212) 267-5309
Art Griffin	Builders for Family & Youth 150-4 Lawrence Street Brooklyn, NY	(718) 875-9877
Beret Griffith (Facilitator)	Institute of Cultural Affairs 206 East 4th Street New York, NY 10009	(212) 475-5020
Molly Goodman	Venture Fund 1047 Amsterdam Avenue New York, NY 10025	(212) 222-2110
Bret Halverson	Bank Street College, J.F.F. 610 West 112th Street New York, NY 10025	(212) 663-7200 x431
David Harris	Jobs for Youth 1831 Second Avenue New York, NY 10028	(212) 427-3336
Dennis Harris	Grand Street Settlement House 80 Pitt Street New York, NY 10002	(212) 674-1740
Kimberley Hayes	The Door 618 Avenue of the Americas New York, NY 10011	(212) 691-6161
Len Hockley	Institute of Cultural Affairs 206 East 4th Street New York, NY 10009	(212) 475-5020
Institute for Life Coping Skills	Teachers College Columbia University New York, NY 10026	(212) 672-3081

NAME	ADDRESS	PHONE
Sherrie Joseph	The Door 175 Prospect Street, #23G East Orange, NJ 07017	(201) 674-0883
Charles Ketcham	Young Adult Learning Academy 355 East 141st Street Bronx, NY 10037	(212) 993-1478
Ingrid Leacock	Young Innovators Beacon Hotel, Apt. 1115 New York, NY	(212) 580-3898
Leonard Lee	The Door 618 Avenue of the Americas New York, NY 10011	(212) 691-6161
Pat Mabry	Grand Street Settlement House 80 Pitt Street New York, NY 10002	(212) 674-1740
Cathy MahKene	Union of South Africa	
Brenda McKeithan	Career Advancement Program 332 East 149th Street New York, NY 10037	(212) 665-5300
Robert Mayo	Institute of Cultural Affairs R.D. 1, Box 291 Ravena, NY 12143	(518) 767-3006
Charles Molina	ARAWAK Consulting Corp. 1680 Lexington Avenue New York, NY 10025	(212) 427-7560
Sr. Leontine O'Gorman	Fifth Avenue Community Center 1316 Fifth Avenue New York, NY 10026	(212) 348-5510
Vaughn O'Halloran (Facilitator)	Institute of Cultural Affairs 206 East 4th Street New York, NY 10009	(212) 475-5020
Suzanne Pedrick	The Door 618 Avenue of the Americas New York, NY 10011	(212) 691-6161
Sandra Pettway	N.Y. State Dept. of Labor 247 West 54th Street New York, NY 10019	(212) 265-2700

NAME	ADDRESS	PHONE
Charlene Powell (Facilitator)	Institute of Cultural Affairs 206 East 4th Street New York, NY 10009	(212) 475-5020
Ike Powell (Coordinator)	Institute of Cultural Affairs 206 East 4th Street New York, NY 10009	(212) 475-5020
Antoinette Quarshie	Forum for Forecasting 654 East 34th Street Brooklyn, NY 11203	(718) 462-0315
John Rader (Facilitator)	Institute of Cultural Affairs 206 East 4th Street New York, NY 10009	(212) 475-5020
Claire Ragan	1230 Park Avenue New York, NY 10029	(212) 427-3420
Michael Redmond	Private Industry Council 19 Rector Street New York, NY	(212) 742-1000
Steven Reese	Venture Fund 1047 Amsterdam Avenue New York, NY 10025	(212) 666-5970
Alba Rivera	ARAWAK Consulting Corp. 1680 Lexington Avenue New York, NY 10029	(212) 427-7560
Dorcas Rose	Institute of Cultural Affairs 126 4th Street Troy, NY 12180	(518) 273-6797
Lee Rosenfeld	American Friends Service Comm. 15 Rutherford Place New York, NY 10003	(212) 598-0957
Robert Sanfilippo	Forum for Forecasting 320 Maujer Street Brooklyn, NY 11206	(718) 386-5126
Susan Sassouni	Grand Street Settlement House 80 Pitt Street New York, NY 10002	(212) 67401740
Iesha Sekou	The Door 618 Avenue of the Americas New York, NY 10011	(212) 691-6161

PARTICIPANT LIST

NAME	ADDRESS	PHONE
Yvonne Serrano	Career Advancement Program 332 East 149th Street New York, NY 10037	(212) 665-5300
Pat Simpson	Community Service Society 105 East 22nd Street New York, NY 10010	(212) 965-0905
Ethel Smyres	Institute of Cultural Affairs 28 Forest Avenue Morris Plains, NJ 107950	(201) 538-6751
Richard Smyres	Institute of Cultural Affairs 28 Forest Avenue Morris Plains, NJ 07950	(201) 538-6751
Lynn Sreden	The Door 618 Avenue of the Americas New York, NY 10011	(212) 691-6161 x206
Beverly Thompson	The Door 618 Avenue of the Americas New York, NY 10011	(212) 691-6161
Nat Tolbert	Bank Street College, J.F.F. 610 West 112th Street New York, NY 10025	(212) 663-7200 x426
Patricia Tonna	Grand Street Settlement House 80 Pitt Street New York, NY 10002	(212) 674-1740
Isora Tordesillas	ARAWAK Consulting Corp. 1680 Lexington Avenue New York, NY 10029	(212) 427-7561
Nancy Trask (Facilitator)	Institute of Cultural Affairs 206 East 4th Street New York, NY 10009	(212) 475-5020
Sharon Turner (Facilitator)	Institute of Cultural Affairs 4301 8th Street, N.E. Washington, DC 20017	(202) 269-4638
Janice Ulangca	Institute of Cultural Affairs 3413 Stratford Drive Yestal, NY 13850	(607) 797-4595
Dina Varano	School for International Training Brattleboro, VT 05301	(802) 257-7751

NAME	ADDRESS	PHONE
John Vaughn	The Riverside Church 382 Wadsworth, #6G New York, NY	(212) 222-5900 x515
Richard Vidal	Private Industry Council 19 Rector Street New York, NY	(212) 742-1000
Gloria Williams-Perez	Higher Education Development Fund 332 East 149th Street New York, NY 10451	(212) 665-5300
Judy White	NYC Partnership, Inc. 200 Madison Avenue, 3rd Floor New York, NY 10031	
Diane Wilson	Young Adult Learning Academy 355 East 141st Street New York, NY 10037	(212) 862-5622
Tony Wynn	Builders for Family & Youth 89-31 161st Street, Rm. 603 Jamaica, NY 11432	(718) 739-0388