



Youth Committee Agenda

May 9, 2023

12:00 p.m. – 1:30 p.m.

**4071 Port Chicago Hwy., Conference Room A
Concord, Ca 94520**

- 12:00 PM PRESENTATION ITEM**
P1 Gladeo Bay Area
Nicholas Morgan, Manager, College and Career Readiness/K12 Pathway Coordinator – (Handout)
- 12:30 PM CALL TO ORDER AND REMINDER OF POTENTIAL CONFLICT OF INTEREST
PUBLIC COMMENT
INTRODUCTIONS**
- 12:35 PM CONSENT AGENDA**
C1 Approve January 10, 2022 Youth Committee Minutes
- 12:40 PM ACTION ITEMS**
A1 Approve Award under RFI #744 Youth Center Projects - Measure X
- 12:50 PM DISCUSSION ITEMS**
D1 Work Experience/Internships Policy Review
Facilitated by Gregory Burks, CA Opportunity Youth Network
D2 Youth Committee – Presentations & Field Visits
- 1:20 PM UPDATES/INFORMATIONAL ITEMS**
I1 In-person Meetings – Brown Act
I2 Measure X Youth Summits
- 1:25 PM CHAIRS' REPORT AND NEXT AGENDA ITEMS**
- 1:30 PM ADJOURN**

Future Youth Committee Meetings: September 12, 2023

Any appropriate public records related to an open session item on a regular meeting agenda and distributed by the Workforce Development Board and any of its committees to a majority of members of the Workforce Development and/or its committees, less than 72 hours prior to that meeting are available and for public inspection at 4071 Port Chicago Highway, Concord during normal business hours. The Workforce Development Board will provide reasonable accommodations for individuals with disabilities planning to attend Board meetings. Arrangements can be made by contacting the Board at 925-671-4560

Workforce Development Board (WDB) of Contra Costa County Youth Committee Charter

Charter Element	Charter Agreement Information
Business Objective	The primary objective of the WDB Youth Committee is to Increase the number of youth and young adults, 16-24, who are well prepared for postsecondary vocational training, further education, and/or a career, with an emphasis on serving the most vulnerable and underserved populations and those from low-income communities.
Case for Action	<p>It is the vision of the WDBCCC to support a network that creates and promotes dynamic education systems, high-performing businesses, and a prosperous local economy with an abundance of high quality jobs and skilled workers to fill them. Our mission is to promote a workforce development system that meets the needs of businesses, job seekers, and workers, to support a strong and vibrant economy in Contra Costa County. As we advance our work toward realizing our vision a number of key factors drive our work:</p> <ul style="list-style-type: none"> ● Good jobs in today's economy and labor market require workers to have a growing level of knowledge and skill in order to compete for them; ● The employment gap is widening between those with higher levels of education and credentials and those who lack them; ● Jobs are growing at both the high-skill and low-skill end of the labor market, while growth of "middle skill" jobs has been lagging; however, the retirement of baby boomers from the labor force will create openings in nearly every industry and occupation; ● The emerging workforce does not have the education and skill-sets needed to perform many of these jobs, as manifested by a continued lag in the educational attainment levels of young people (although beginning to show some signs of improvement, student preparedness for post-secondary education remains very low); and ● The difference between supply and demand indicates that there is a "skills gap" between what most emerging workers have to offer and what businesses need, creating the urgency to develop and support new strategies that can better equip and train people for jobs in today's economy.
Requirements	<p>The WDB Youth Committee will:</p> <ul style="list-style-type: none"> ● Work with partners to develop systems that effectively engage employers in career development and work-based learning opportunities for youth and young adults to learn about, explore, and prepare for careers; ● Strengthen collaborations between the local workforce system and other programs and systems that seek to help youth with significant barriers to employment; ● Develop and implement strategies to direct Workforce Innovation and Opportunity Act (WIOA) and other resources to serve youth and young adults most in need and support their success; ● Collaborate with and support career-focused strategies at high schools and community colleges, particularly those aligned with WDB priority industry sectors; ● Work with partners to increase opportunities for high school graduates, dropouts and disconnected youth to transition into postsecondary education, training and careers; and ● Work with Community Colleges, Apprenticeship Programs, Trade Schools and others to offer more opportunities for disconnected youth to achieve success.
Boundaries / Guidelines	The Youth Committee advises and influences the direction and implementation of youth services strategies as outlined the WDB 2013-2017 Strategic Plan.
Team Membership	<p>The Youth Committee brings together leaders from business, economic development, education, labor, community-based organizations, youth/young adults and the public sector. The Youth Committee chair(s) is a member of the WDB Executive Committee and some members of the Youth Committee hold a seat on the Workforce Development Board. Other Youth Committee members are recruited and engaged to represent a particular perspective or constituency. The Youth Committee and the WDB work on behalf of the Contra Costa County Board of Supervisors and the businesses and residents of Contra Costa County.</p> <p>The WDB and the Youth Committee also draw upon the knowledge and expertise of other individuals and organizations that are not members of the WDB and occasionally form <i>Ad Hoc</i> committees to conduct specific activities.</p>
Timing	The work of the Youth Committee is aligned with the timeline for the WDB's Strategic Plan.
Resources	The WDB and the Youth Committee provide and/or support convening and networking functions that draw together a wide spectrum of stakeholders that contribute to the health of the local economy and prepare residents for effective participation in the workforce. These include local and regional businesses, economic development experts and organizations, public agencies, education, labor, and community-based organizations.
Review Process	The Youth Committee monitors and reports its progress at regular committee meetings, the WDB Executive Committee and full WDB member meetings as appropriate. Progress against the WDB Strategic Plan is reviewed at regular intervals as determined by the WDB and any of its relevant governing authorities at the local, state, and/or federal level

DATE: May 9, 2023
TO: Youth Committee
FROM: Noramah Burch, Workforce Services Specialist Youth Program Manager
RE: **Gladeo Bay Area**

BIOGRAPHY OF SPEAKER

Nick Morgan is a Pathway Coordinator for the K12 Strong Workforce Program and a manager of College and Career Readiness at the Contra Costa County Office of Education, where he coordinates work-based learning experiences for high school CTE programs. Prior to that, he was a transition specialist for the Contra Costa County Adult Education Consortium, and has served in teaching and advising roles in adult education and community colleges in California and Virginia.

ABOUT GLADEO FOUNDERS

Michelle Cho is the Co-Founder and CEO of Gladeo, an inclusive, storytelling career navigation platform for the future of work. A social entrepreneur with over 15 years of experience in video production, partnerships, and program management. Passionate about using the power of storytelling, technology, education, and collective impact to change narratives, inspire hope, and bring about real-world social change.

Grace Cho is the Co-Founder and COO of Gladeo, former VP at 20th Century Fox; Media Finance and Strategic Planning Executive. Gladeo, PBC, an LA-based startup building an inclusive, virtual career development platform for the future of work. Entrepreneur with over 14 years of finance and strategic planning experience in the entertainment, TV and Film, digital media, interactive, licensing and consumer products space. Passionate about growing and scaling companies that use the power of creative and social media, technology, and cross sector collaboration to inspire hope, improve lives, and bring about large-scale social change.

For any questions, please contact Noramah Burch, Workforce Services Specialist Youth Program Manager at 925-671-4532 or email at nburch@ehsd.cccounty.us

Youth Committee Minutes
Tuesday, January 10, 2023
Via ZOOM MEETING

The Youth Committee met on Tuesday, January 10, 2023 via a ZOOM Meeting at 12:00 pm.

P1 – PRESENTATION

Family Harvest Farm – Hanna Hodgson Katzman, Associate Director

Family Harvest Farm is a new program of the John Muir Land Trust that protects and cares for open space, ranches, farms, parkland and shoreline in the East Bay, ensuring land sustains life and connects people to the land. Family Harvest Farm (FHF) has stewardship over 3,500 acres and 17 properties in Contra Costa County (CCC) and Alameda County. The farm began operations in March 2020 in Pittsburg by two master gardeners, one inspired by his adopted foster children, to engage foster youth and adults to participate in a local food system that encourages healthy living, nurtures the environment, and feeds the community.

Foster youth ages 18-24 are employed in apprentice one positions, work for 12 months, 20 hours a week Tuesday thru Friday. FHF hosts 50 foster children and chaperons onsite, and connects with 300 foster youth and family members through outreach and offsite produce distribution. The young adults are referred by collaborating county and state agencies. In partnership with the CCC Workforce Development Board (WDB), FHF secured a grant enabling them to pay \$17.50/hour. The second year program has apprenticeship II positions with increased leadership opportunities, and a third position is an internship. FHF has newly hired their first intern as Greenhouse Manager. She spoke about her experience and growth with FHF, and is now in a work/study program at DVC to get their horticulture certification.

FHF programs build skills in regenerative farming, nutrition, career shops, financial literacy, and socio- emotional skills such as emotional health, interpersonal management, practice receiving/giving feedback, goal setting, and employment goals. Annually FHF distributes produce and hosts workshops for 2,600 community members. Visitors are welcome Tuesdays thru Fridays, 10am to 2pm.

Questions and Comments:

- A Youth Committee member has witnessed how these services are transformational, having volunteered at a farmers market and an edibles program.

Substituting as Chair, Tom Hansen called the meeting to order at 12:37pm, and reminded everyone of the potential conflict of interest.

PUBLIC COMMENT

None

ATTENDANCE

MEMBERS PRESENT - Bill Mahoney, Sean Laurant, Drew Douglas, Gina Del Carlo, Heather Fontanilla, Jerry Aranas, Mayling Alvarado, Tom Hansen, Alejandra Chamberlain (Proxy), Vittoria Abbate (Proxy)

MEMBERS ABSENT – Mike McGill, Robert Muller, Lynn Mackey, Shawn Einck

OTHERS PRESENT: Nichol Carranza, Timothy Jeffries, Hannah Hodgson, Britt Wade, Mary Cherry, Shanel Kendall, Brooke Terry, Davina Kerrelola, Esperanza Valarde-Ellis, Steven Addison, Erin Larkins, Quinallison Dovey

WDB STAFF PRESENT: Maureen Nelson, Verneda Clapp, LaTosha Stockholm, Jed Silver, Rochelle Soriano, Patricia Conley

INTRODUCTIONS

CONSENT AGENDA

C1 Approve November 8, 2022 Youth Committee Minutes
Motion/Second Bill Mahoney/Sean Laurant
Motion Approved

AYES: Bill Mahoney, Sean Laurant, Drew Douglas, Gina Del Carlo, Heather Fontanilla, Jerry Aranas, Mayling Alvarado, Tom Hansen, Alejandra Chamberlain (Proxy)

NAYS: None

ABSENT: Mike McGill, Robert Muller, Lynn Mackey, Shawn Einck

ABSTAIN: None

DISCUSSION ITEM

D1 Youth Voice in Decision Making

The Chair requested that discussion continue at the next Youth Committee meeting on this discussion item. Seven bullet points on Youth Voice in Decision Making, listed in the November 8 Youth Committee meeting minutes, was included in the agenda packet.

D2 Youth Committee – Presentations & Field Visits

A list of Youth Committee presentations from January 2020 to January 2023 was included in the agenda packet. Committee members offered suggestions for future Field Visits:

- The John Muir Land Trust Family Harvest Farm.
- Pre pandemic there were suggestions to visit something on Bethel Island and at a technology-based program. There was a list of suggestions started then.
- Voices Napa Youth Center founded by foster youth, a little far but worth it. They do WIOA services out of their converted house.
- RISE Youth Center in Richmond.
- Marathon has a program in partnership with Habitat for Humanity. They take construction students from Martinez, Pittsburg, Mt. Diablo and Concord High to a Habitat for Humanity construction site to apply their construction knowledge. 16 years and older without experience can view, and 18 years and older can use some power tools and be on scaffolding. Usually there is room for volunteers if anyone from this group is interested. Dates can be provided after they have been arranged with the schools.
- There is an on-ramp to the trades program in Marin for transitional age youth 18 to 26 years old. They collaborate with Adult Education and the local Workforce Development Board (WDB). Some youth are from public housing that have acquired living wage opportunities.
- Youth Uprising in Oakland designed by youth, with creativity and indoor/outdoor spaces.

The Chair requested that this discussion item also be continued at the next Youth Committee meeting.

UPDATES/INFORMATIONAL ITEMS

U1 RFI #744 Measure X Youth Center Status Update

One applicant was selected of the two submitted, when the Request for Information (RFI) closed in September 2022. In December 2022, the Employment and Human Services (EHSD) Contract Unit notified WDB that there was a third applicant inadvertently omitted. Because of this, the RFI will be released again in January 2023. Previous applicants will be able to apply again along with new applicants. Due process will follow and without further delays, by the end of March there will be one applicant selected.

CHAIR'S REPORT AND NEXT AGENDA ITEMS

No report.

Next Youth Committee Meeting: March 14, 2023

THE MEETING ADJOURNED AT 12:58 pm

Respectfully Submitted,
Patricia Conley, Business Services Representative

/pc

DATE: May 9, 2023
TO: Youth Committee
FROM: LaTosha Stockholm, Workforce Services Specialist & CCWorks Program Manager
RE: **Approve Award under RFI #744 for Youth Centers Project – Measure X**

RECOMMENDATION

That the Youth Committee approve:

- 1) The selection of Social Change Partners to conduct community and stakeholder engagement for the Youth Centers Project.
- 2) Staff to the enter contract negotiations
- 3) Award of contract in the amount of \$169,570.00

A. BACKGROUND

Measure X is a countywide 20-year, 1/2 cent sales tax approved by Contra Costa County voters on November 3, 2020. Collection of the tax began on April 1, 2021. The ballot measure language stated that the intent of Measure X is “to keep Contra Costa’s regional hospital open and staffed; fund community health centers, emergency response; support crucial safety-net services; invest in early childhood services; protect vulnerable populations; and for other essential county services.” Goal number four of Measure X is “Intergenerational Thriving”. One piece of this goal is the development of two new Youth Centers in Contra Costa County, one in East and one in Central County.

Employment and Human Services Department has tasked the Workforce Development Board of Contra Costa County (WDBCCC) with oversight of the Youth Centers Project.

B. CURRENT SITUATION

WDBCCC released an RFI to procure a contractor to conduct Stakeholder Engagement, awarding \$169,570 to a consultant/entity for facilitation of project management and public engagement in regards to the community engagement, program design, an implementation plan and budget for the Youth Centers.

WDBCCC received five proposals, which were distributed for evaluation to a team of Reader/Raters. All proposals showed interest in both Youth Center projects, in East and Central County regions.

Reader Rater Summary and Aggregate Scores:

Reader/Rater Recap RFI 744 (2)		
	Average Score (100 total possible points)	Recommended for Funding
Social Change Partners	85.33	YES
Indigo Project	83.66	NO
Carly Devlin	81.33	NO
Reflex Design Collective	65.66	NO
Aceves-Iniguez & Dhaliwal	58.66	NO

C. FISCAL IMPACT

\$169,570 of the Measure X Funding allocated for Youth Centers for the stakeholder engagement process, program design, implementation plan and proposed budget for the development of two new Youth Centers. (This is not WIOA funding)

For any questions, please contact LaTosha Stockholm, Workforce Services Specialist, Youth Centers and CCWORKS Program Manager at 925-671-4541 or email at lstockholm@ehsd.cccounty.us

DATE: May 9, 2023
TO: Youth Committee
FROM: Noramah Burch, Workforce Services Specialist, Youth Program Manager
RE: **Characteristics of Quality WEXs/Internships and Review of Current Policy**

A. BACKGROUND

The Workforce Innovation and Opportunity Act (WIOA) places increased focus on work-based learning for youth by broadly defining work experience and establishing a minimum expenditure requirement (20%) for work-based learning activities.

Under WIOA, an internship or work experience is defined as a planned, structured, time-limited learning experience that takes place in a workplace. Work experience may be paid or unpaid, as appropriate. An internship or work experience may be arranged within the private for profit sector, the non-profit sector, or the public sector.

Paid and unpaid work experiences and/or internships must include academic, occupational education and may include the following types of work experience:

- Summer employment opportunities and other employment opportunities available throughout the school year
- Pre-Apprenticeship programs
- Internships and job shadowing
- On-the-job training opportunities

B. CURRENT SITUATION

Today's discussion invites review of the current Youth WEX Policy. This discussion will guide the updating of the Workforce Policy Bulletin #01-16 Youth WEX Policy if needed.

1. What are characteristics of quality work experiences/internships?
2. Should the wex policy include guidelines for wage increases for youth?
 - a. If so, at what point in a wex/internship, should a wage increase be considered?
3. Do the Private Sector Subsidy Qualifiers (page 2) have an impact on the availability of private-sector hosted internships?
4. Is there enough flexibility in the current policy to promote a wide array of options (in both the public sector and private sector) for young people?

C. ATTACHMENT

D1a Youth WEX Policy

For any questions, please contact Noramah Burch, Workforce Services Specialist, Youth Program Manager at 925-671-4532 or email at nburch@ehsd.cccounty.us

DATE: May 9, 2023
TO: Youth Committee
FROM: Noramah Burch, Workforce Services Specialist. Youth Program Manager
RE: **Youth Committee – Presentations and Field Visits**

This is a carry-over item from prior committee agendas.

Prior to Covid-19, the Youth Committee conducted site visits to tour facilities and learn about other programs in the Bay Area. The last in-person site visit was to the Treasure Island Job Corps Center in 2019.

Now that the Covid 19 state of emergency has been lifted and organizations are beginning to return to in-person meetings, this item invites committee members to consider the following:

1. How many site visits should take place in a year?
2. Is there an ideal time of year for site visits?
3. Which programs are the Committee Members most interested in seeing at the May meeting?

Attached is a list of Presenters from the last 3 years; many of them have invited the Youth Committee to come for a site visit. In addition to organizations who have presented, the committee offered suggestions for future field visits.

From January 10, Youth Committee Meeting Minutes

D2 Youth Committee – Presentations & Field Visits

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- Voices Napa Youth Center founded by foster youth, a little far but worth it. They do WIOA services out of their converted house.
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- Marathon has a program in partnership with Habitat for Humanity. They take construction students from Martinez, Pittsburg, Mt. Diablo and Concord High to a Habitat for Humanity construction site to apply their construction knowledge. 16 years and older without experience can view, and 18 years and older can use some power tools and be on scaffolding. Usually there is room for volunteers if anyone from this group is interested. Dates can be provided after they have been arranged with the schools.
- There is an on-ramp to the trades program in Marin for transitional age youth 18 to 26 years old. They collaborate with Adult Education and the local Workforce Development Board (WDB). Some youth are from public housing that have acquired living wage opportunities.
- Youth Uprising in Oakland designed by youth, with creativity and indoor/outdoor spaces.

The Chair requested that this discussion item also be continued at the next Youth Committee meeting.

ATTACHMENT

D2a Presenter Lists and Organizations

For any questions, please contact Noramah Burch, Workforce Services Specialist, Youth Program Manager at 925-671-4532 or email at nburch@ehsd.cccounty.us

Youth Committee Meeting Presentations from 2020

D2a

Date	Business/Presentation	Location	Presenter Name	Title
1/10/2023	John Muir Land Trust Family Harvest Farm Garden Apprenticeship Program	Pittsburg, CA	Hanna Hodgson Katzman	Associate Director
11/8/2022	Cal Maritime (CSU Maritime Academy)	Vallejo, CA	Veronica Boe	Senior Director Professional & Continuing Education
9/13/2022	PilotCity		Derick Lee	Founder
7/12/2022	Civicorps		Steven Addison	Conservation Program Coordinator
			Brian Hickey	Chief Fiscal Officer/Chief Operating Officer
3/8/2022	Contra Costa Community College District		Drew Douglas	Senior Dean of Workforce & Economic Development
			Tara Sanders	Workforce & Economic Development Manager
1/11/2022	Los Medanos Process Technology Program	Pittsburg, CA	Robert Muller	Learning & Development Manager for PBF Energy at the Martinez Refining Company
11/9/2021	Bitwise Industries - Tech Apprenticeship	Oakland, CA	Shelley Manser	
9/14/2021	Boatworks Marine Tech Apprenticeship	Sausalito, CA	Bruce Holaday	
8/10/2021	Gladeo: Career Navigation Platform		Michelle Cho	CEO & Co-Founder
5/11/2021	CCCOE Remote Work Experience		Elizabeth Avalos	
			Alicia Bell	
3/9/2021	WDBCCC Local Plan - Stakeholder Input		Steve Shultz, Glen Price Group	
1/12/2021	National Youth Employment Coalition		Rashaun Bennett	Senior Program Associate
11/10/2020	Life-Skills Empowerment Group		Shawn Einck	President & Educator
8/11/2020	PilotCity	San Leandro, CA	Derick Lee	
7/14/2020	Love Never Fails		Vanessa Russel &/or Monica Wilson	
	Job Corps	Treasure Island	Rosalina Rosas	
6/9/2020	Earn & Learn Summer Metrix Learning Pilot			
5/12/2020	Adhoc RFP Meeting			
4/14/2020	Contra Costa Community College District (4CD) Perkins Career & Technical Education (CTE)		Drew Douglas	Senior Dean of Workforce & Economic Development
			Tara Sanders	Workforce & Economic Development Manager

DATE: May 9, 2023
TO: Youth Committee
FROM: Tamia Brown, Executive Director
RE: **Teleconferencing Options Under the Brown Act**

On February 1, 2023, County Counsel notified the Board of Supervisors (BOS) that once the statewide state of emergency is lifted on February 28, 2023, the BOS and Board-appointed bodies, such as the Workforce Development Board and its subcommittees, may continue to attend remotely under either 1) the new Brown Act teleconferencing rules or 2) the traditional Brown Act teleconferencing option. In addition, hybrid meetings which allow in-person and remote attendance, may continue but some form of remote participation for the public must be in place in order to use the new "just cause" or "emergency circumstances" options (described below).

- **New Brown Act teleconferencing rules.** Board members may attend remotely for "just cause" or due to "emergency circumstances." Certain legal requirements must be met and members may attend remotely a limited number of times per year.
 - For *just cause*, the member must notify the body before or at the start of the meeting, citing: 1) caregiving obligations, 2) contagious illness, 3) disability, or 4) travel on official business.
 - For *emergencies*, the member must submit a short description of the physical or family medical emergency, and the body must take action on the request at the meeting. It must be approved by majority vote. The requestor may not vote.
 - Body must provide a two-way audiovisual platform and the member must participate through both audio and visual technology.
 - Member must disclose whether individuals at least 18 years old are in the room.
 - At least a quorum must participate in person.
 - Remote option limited to two meetings per individual per calendar year, and a member may not use this option more than three consecutive months or 20% of meetings.
 - All votes must be taken by roll call.
 - *The agenda need not be posted at the remote location, include the address of the remote location, or provide for public access to the remote location.*

- **Traditional Brown Act teleconference option.** Board members may participate in meetings by teleconference if the location from where they are participating is listed on the agenda and other legal requirements are met:
 - At least a quorum must participate from locations in the County.
 - Each teleconference location and meeting location must be shown on agenda for the meeting. In addition, agenda must provide opportunity for members of the public to

- give comment from each teleconference location.
- In addition to the usual agenda-posting agenda locations and the County website, an agenda must be posted at each teleconference location *at least 96 hours in advance of the meeting* under the County's Better Government Ordinance, or at least 24 in advance for a special meeting.
- Each teleconference location must be open and accessible to members of the public.
- All votes taken during a teleconference meeting must be by roll call.

See a side-by-side comparison of requirements, see the table "Teleconference Meeting Participation Options" in County Counsel's memo, attached.

NOTE: Beginning January 1, 2026, only the traditional Brown Act teleconference rules will be available.

For any questions, please contact Tamia Brown, Executive Director at 925-671-4514 or email at tbrown1@ehsd.cccounty.us

ATTACHMENT:

I1a - ["Teleconferencing Options Under the Brown Act for Members of County Boards, Commissions, and Committees," memo from Office of the County Counsel, Contra Costa, to the Board of Supervisors](#)

DATE: May 9, 2023
TO: Youth Committee
FROM: LaTosha Stockholm, Workforce Services Specialist CCWORKS Manager
RE: **Measure X Youth Summits**

To make youth programming available while the Measure X Youth Centers are still in development, the WDB will host two large-scale youth events. The Youth Summits will be all-day events – one taking place in East County, the other in Central.

Dates selected are June 27 and June 28, but locations are still “To Be Determined.”

This item invites discussion of possible locations and outreach strategies.

The Summits will feature Arel Moodie.

Arel Moodie is known as a “human development investigator” who has extensively studied the intricacies of human dynamics and relationships. He is a best-selling author who has spoken to over 750,000 people throughout 48 states and 5 countries.

He is one of the expert hosts on the Disney+ show *Family Reboot*.

He has been invited to speak at the White House twice and on the TEDx stage three times.

He has been featured in *The New York Times*, *Inc. Magazine*, *Essence*, *USA Today*, *Forbes*, *Black Enterprise*, *Huffington Post*, and has been a contributor to the television program *The Doctors*.

Arel produced an event called “Y4”, for San Bernadino County Workforce Development Department, which won the NACo Award. This event was done for 15 consecutive years, and Arel was brought in every year except for one. After this, the youth demanded that Arel be rehired. The youth voice was loud enough to justify Arel as the only speaker that could produce the results the county was looking to achieve through this event.

He has done similar work with youth in San Joaquin County Office of Education, Kern County, and The California Workforce Association (CWA).

He shares the fascinating research on how to use Adult Development Theory to dramatically change how you can effectively build connections with others, understand yourself more deeply, and positively influence those around you.

This information works and is proven. Adult Development Theory is based on 60 years of research and hundreds of thousands of data points.

Arel grew up in the Projects of Brooklyn, NY, and knows firsthand the power of Community Action Agencies and how they can change lives, programs like yours changed his!

For any questions, please contact LaTosha Stockholm, Workforce Services Specialist, CCWORKS & Youth Centers Program Manager at 925-671-4541 or email at lstockholm@ehsd.cccounty.us