



4.2

NEIGHBORHOOD SERVICES
DEPARTMENT

CITY OF SACRAMENTO
CALIFORNIA

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June 1, 1994

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City Council
Sacramento, California

Honorable Members in Session:

SUBJECT: UPDATE ON GANG SUMMIT AND EMPLOYMENT OF PARTICIPANTS

LOCATION AND COUNCIL DISTRICT

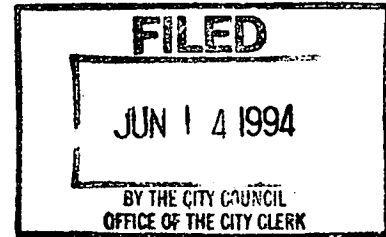
City-wide.

RECOMMENDATION

This report is for Council information only.

CONTACT PERSON

~~Sally Hencken, Analyst, 264-7534~~



FOR COUNCIL MEETING OF

June 8, 1994.

SUMMARY

This report describes the Gang Summit and follow-up employment efforts for the program participants.

BACKGROUND INFORMATION

On February 2, 1994, Councilmember Sam Pannell asked staff to organize a "Gang Summit" in response to the increased gang violence in the City of Sacramento. The Anti-Drug and Gang Programs Division with Councilmember Pannell, Human Resources Department, Sacramento Police Department, Sacramento Employment and Training Agency (SETA), Ministers Against Drugs & Violence and the Sacramento County Probation held a "Summit" on March 31, 1994.

The young men and women were identified by Sacramento County Probation Officers, Sacramento Lao Family Services, Ministers Against Drugs & Violence, Sacramento Police Department Gang Unit, and the Sacramento Boys Ranch as potential candidates. Most of the participants have shown a desire to get out of the gang environment and become gainfully employed. The profile of the participants included:

- gang affiliation
- 17-22 years of age
- male/female
- motivated participants with potential

All of the summit participants have previous/current gang affiliation representing various gangs throughout the Sacramento area. The majority are on current probation and have a close relationship with their probation officers.

The purpose of the meeting was to establish an open dialogue with the summit participants and listen to their concerns. Program participants were randomly numbered off and divided into groups for discussion purposes while the Summit resource staff provided facilitation. The focus questions were the foundation for the summit discussion (Attachment 1). Given the parameters of the meeting, the youth were quick to engage in discussion and opinions.

Comments gathered from the various groups supported the notion that the lack of job availability was an obstacle for many of Sacramento's youth. Consequently, opportunities were given to participants to work with the available resources to secure employment through SETA's Summer Youth Employment Program.

Follow-up Employment Efforts: A three-phase program is planned:

Phase One: All youths who participated will be offered summer employment through SETA's Summer Youth Employment Program. A list of job providers are as follows:

- City of Sacramento Summer Youth Program
- Asian Resources, Inc.
- San Juan Unified School District (SJUSD)
- Grant Union High School District
- Sacramento Urban League
- La Familia Counseling Center
- Sacramento City Unified School District

Since most of the participants are lacking in job experience, the summer employment will provide them with a solid foundation for future employment. In addition, counseling and additional support will be provided in an attempt to ensure their success.

Phase Two: It is proposed that, where possible, successful participants in the summer program will be offered non-career positions with the City up to ten months. The Human Resource Department Staff is exploring the current vacancies within the city and it is anticipated that as the youth transfer to the city positions, counseling will continue as an additional support mechanism.

Phase Three: The goal is to transition all successful participants into jobs in the private and public sectors. The private sector will be highly encouraged to hire program participants. Staff is conducting an analysis by department of job classifications and vacancies to determine appropriate matches of participants and positions. Participants in City jobs would work in Career Development Trainee and Apprentice jobs that could lead to career jobs. We will return to Council with a report by the end of the Summer Youth Program regarding hiring and retention issues.

FINANCIAL INFORMATION

If the City were to employ all twenty-eight participants at \$5.93 hourly, the cost in salaries would be \$345,363.20 for the first year. Staff is attempting to identify existing vacant positions in the City at this time. Should appropriate matches not exist in the vacancies, the \$345,363.20 would be needed to finance this effort.

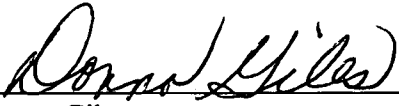
POLICY CONSIDERATIONS

This is consistent with the Council's position on youth prevention/intervention programs. Staff requests that Council provide direction in securing the resources and/or positions to carry out this program. Council may consider additional funding to follow the youth past the summer youth employment program.

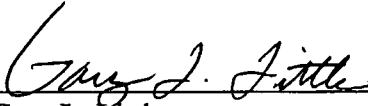
MBE/WBE

Not applicable.

Respectfully Submitted,

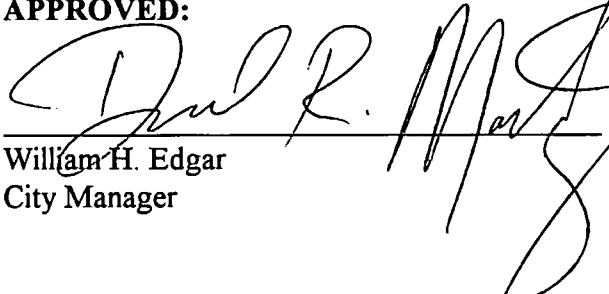


Donna Giles
Human Resources Director

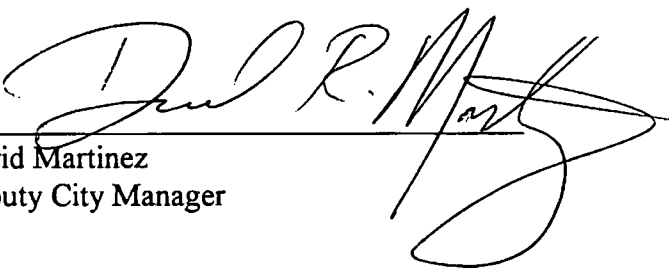


Gary L. Little
Area Manager

APPROVED:

for:


William H. Edgar
City Manager



David Martinez
Deputy City Manager

gangrpt

ATTACHMENT 1

Gang Summit
March 31, 1994
Participant Comments

A. DO YOUNG ADULTS WANT TO BECOME EMPLOYED? WHY?

Yes! We all want to be employed.

- tired of selling drugs, gang, gambling, etc.
- being able to take care of your responsibilities
- job is a legal way to make money
- want to bank the money and buy a house
- keeps you off the streets
- with a job you learn the value of money and the value of having money
- want to take responsibility - Mom says "Get A Job ..."
- have dependents on the way
- buy own things
- have money to spend
- money in pocket - don't have to depend
- as long as you like what you're doing ...
- to be somebody
- money
- work experience for future jobs - learning
- support yourself - get what you want -
- something to do
- less risk than illegal stuff
- be independent
- gain position - respect
- family responsibility
- make life easier

B. WHAT TYPES OF JOBS ARE YOU INTERESTED IN?

- computer technician
- judge
- office work
- community outreach
- social work

- car technician
- **high paying + \$7.50/hr**
- make jobs easier to get
- someone in that field that will help you
- correctional officer
- architect
- promotion possibilities
- truck driver - heavy equipment
- something with a title
- body repair - auto electrician
- benefit options
- a place to get experience
- a career potential
- desk job
- parks and recreation
- car detail/stereos
- music business
- mechanic
- library
- retail
- work with people
- work with kids -- role model...
- landscaping - work outdoors
- own body shop ... work on cars
- nursing assistant
- work with animals
- counseling .. lead kids to positive environment
- management -- store anything that has to do with leases, contracts
- offices, typing, filing, building contractor
- construction
- warehouse work
- real estate sales
- social services
- teaching
- police (taskforce)
- nothing particular - not many opportunities
- labor
- public relations/people - customer service
- office work - general

C. **WHAT KEEPS YOUNG ADULTS FROM BEING EMPLOYED IN THOSE TYPES OF JOBS?**

- when you live in certain areas, job is the least of the worries
- sky is not limit - reality is not going to get what you want
- lack of education
- not being aware of what is out there
- criminal record
- transportation
- appearance - the way you dress, talk, etc.
- want new cars - faster way -- rather than work
- no direction in how to get there
- crime/jail - quick and fast way to come up
- lack of knowledge to get the job to get the experience
- lazy
- discrimination/age
- friends
- children/child care
- not right experience for the right jobs - or no experience
- youth are being stereotyped - looks right - talks right - being denied because they think he's a gang banger.
- no courage or patience to get job or application
- not finishing high school
- parents don't have good jobs themselves - how can they expect their children to get good jobs?
- not having transportation to get to work.
- low self-esteem
- have to spend a lot of hours working when they could be out partying or out with friends.
- work at jobs and don't see raises ... new jobs .. \$2.75/hr after taxes ... see partners riding around in new cars ... some jobs can't cut it
- lack of experience
- age
- stereotypes
- easy (fast) money temptation
- people are getting away with things .. if get in trouble once .. getting singled out
- we must really want it -motivated - YES
- young adults don't know what's out there - need to inform
- schools not providing needed job information
- currently waiting - on list at Winterstein (G.E.D.)
- R.O.P. - What is it like?
- education doesn't provide for jobs - need 2.0 for R.O.P.
- need 2.0 GPA for work permit (is standard practice)?
- teachers should spend more time on job training
- less emphasis on G.P.A.

- kicking and socializing ... can do more at school (getting in trouble) than on streets
- could stay home and make same grades without trying

D. HOW CAN THESE PROBLEMS BE SOLVED?

- have child care
- get focused
- job training - more available
- change age qualifications
- stop listening to media
- this kind of thing often (Summit) - if something happens
- possible guidance
- #1 is get yourself together then get breaks .. need self-esteem
- need more training, more jobs
- t r a i n i n g needs to be continued -- example was training that occurred at Sacramento Chinese Community Center
- attitude this morning is - there may be hope ... but time is stopping
- free bus passes
- can see people running games ... want people to be straight whether is job situation or police ... or folks in general

E. IF THESE PROBLEMS CAN ABE SOLVED, ARE YOU WILLING TO MAKE THE COMMITMENT?

Yes!

- by - being responsible
- being on time
- cut down on going out
- maybe change associates
- making new choices
- sacrifices
- willing to make commitment ... working hard now for \$20 per day
- would work hard on "real" job
- yes, but can only speak for myself ... what about others ... a couple of people are not going to make it better
- would continue stereotypes
- yes, I will be on time for jobs ... prove I can do it rather than end up dead
- work hard
- Yeah, but I need a push to help me to move in the right direction ... if I get a job, I'd would do what it takes to be successful

MISCELLANEOUS COMMENTS

● **Dictatorship at Schools**

- Can't tell me what to wear - trying to harass me
- Double standards at school - don't like "billy-club toughness" - makes me angry. Four police officers called for one person

WHAT ELSE?

- Police has a lot to do and there are good police and bad police ... some go and beat you up. Talk smart to you ... just a few
- Police came to house - said gambling ... wasn't happening. Slammed him against their car ... had chickens ... police want them to move.
- Don't want to have a Rodney King in Sacramento. Police are different when there are no cameras (cop shows)
- Concern about the police who are in the neighborhoods everyday... when he has money they think it's from drugs ... stereotype
- Outreach to schools - get to young - prior to 6th grade
 - Career Day
 - academic peer support
 - hit 16 year-olds with program and opportunities before too late
 - (we) can do something; i.e., job
 - have choices in life
 - reach out to youth

summit.sh