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NEIGHBORHOODS, PLANNING &
DEVELOPMENT SERVICES
DEPARTMENT

CITY OF SACRAMENTO
CALIFORNIA

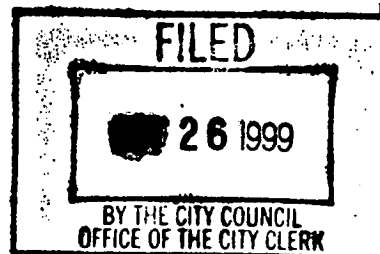
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AREA 4 - ADMINISTRATION
Parks And Recreation - The Benefits Are Endless.

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October 8, 1999

City Council
Sacramento, California



Honorable Members in Session:

SUBJECT: Report Back on 1999 Workreation Program

LOCATION AND COUNCIL DISTRICT: Citywide

RECOMMENDATION: This report is presented for Council information.

CONTACT PERSON: Bob Fleming, Parks Superintendent, 433-6301
Randy Will, Parks Supervisor, 264-7316

FOR COUNCIL MEETING OF: October 26, 1999

SUMMARY:

This is a report back requested by the City Council regarding the 1999 Workreation Program and its impact on economic development. The Workreation program represents Council's proactive efforts since 1981 to partner with the Sacramento Housing and Redevelopment Agency (SHRA) in providing youth employment, positive youth alternatives, and neighborhood revitalization citywide. Attached for Council's review is the 1999 Workreation Program Report and discussion of program expansion for Council consideration.

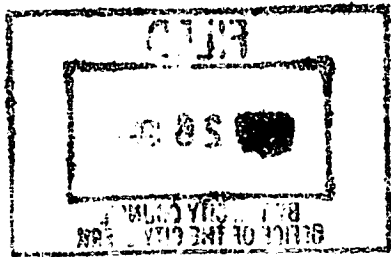
COMMITTEE/COMMISSION ACTION:

Committee/Commission action is not required for this report.

BACKGROUND INFORMATION:

Workreation was established in 1981 and sponsored by the City of Sacramento and Sacramento Housing and





Redevelopment Agency. The program lasts eight weeks during the summer and is targeted at youth aged 14-16 years. Residency in targeted areas and demonstration of economic need also apply.

Each year Workrecreation receives more applications than positions it can fund. Only 88 positions were funded of the 223 eligible applications received for the 1999 program. Based on this evidence and the workload demand, Workrecreation has the potential to expand depending on the availability of additional funds.

The current cost of a Workrecreation crew (1 crew leader, 8 crewmembers, van, equipment, and tools) for an 8 week period is \$25,000. Given work project requests and the volume of applications received from Meadowview, Del Paso Heights, and Oak Park, staff recommends consideration of adding 2 crews. These crews could be added to the summer program, or be used to start a spring or fall weekend program to complete additional work projects.

Workrecreation consists of three essential components: work, education, and recreation. Work includes graffiti abatement, litter removal, painting, weed abatement, and park maintenance assistance in targeted areas such as Alkali Flat, Avondale/Glen Elder, Del Paso Heights, Franklin Boulevard, Franklin Villa, Meadowview, North Sacramento, Oak Park, and Strawberry Manor.

Education is provided through educational and skill development workshops conducted by California State University Sacramento Multicultural Education Department, County of Sacramento, Sacramento County Office of Education, and local non profit community based organizations (e.g., Women Escaping A Violent Environment).

Field trips to amusement parks and the beach represented the recreation component of Workrecreation. These trips reward Workrecreation youth for their hard work, teamwork, and community revitalization efforts.

In addition to the summer youth employment opportunities provided by Workrecreation, the City also employed youth as recreation aides, recreation leaders, office assistants, program aides, and interns through the Summer Youth Employment and Training Program, City Lighting and Landscaping Program, and citywide recreation programs. Taken as a whole, the City provides meaningful youth employment opportunities to several hundred youth each year.

FINANCIAL CONSIDERATIONS:

Funding for the 1999 Workrecreation program consisted of a total of \$275,000 (\$250,000 Community Development Block Grant and \$25,000 Tax Increment). The cost of a Workrecreation crew (1 crew leader, 8 crewmembers, van, equipment, and tools) for an 8 week period is \$25,000. Expansion of the Workrecreation program would require additional funds of \$25,000 per crew.

ENVIRONMENTAL CONSIDERATIONS:

There are no environmental considerations associated with this report.

POLICY CONSIDERATIONS:

The Workreation program is consistent with City Council priorities relative to positive youth alternatives, neighborhood revitalization, and citywide inclusiveness of diverse populations.

ESBD EFFORTS:

No goods or services are being purchased with this report.

Respectfully submitted,



Bob Fleming
Parks Superintendent



Victor Edmisten
Parks Manager



Gary L. Little
Area Director

RECOMMENDATION APPROVED:



ROBERT P. THOMAS
City Manager

City of Sacramento

1999 *Workreation Program Evaluation*

Submitted By:

Randy Will
Program Supervisor
and
Veronica Baca
Program Coordinator

I. SYNOPSIS OF PROGRAM

The Workrecreation Program, sponsored by the City of Sacramento and Sacramento Housing and Redevelopment Agency, (S.H.R.A.) has provided summer youth employment, skill's development, and recreational opportunities for economically disadvantaged area teenagers (ages 14-16) since 1981. Participants work in crews of nine, providing neighborhood beautification and tree maintenance in 11 communities throughout Sacramento. In order to qualify for the program, youth aides (teenage employees) must reside within one of nine designated target areas, demonstrate economic need, and be fourteen, fifteen or sixteen years old by the beginning of the program. All Youth Aides work in the neighborhoods where they live. Eighty-eight teenagers and twelve adult supervisors participated in the program during the summer of 1999.

The 1999 Workrecreation Program serviced nine Sacramento communities targeted by the Sacramento Housing and Redevelopment agency for redevelopment. The target areas were Del Paso Heights, North Sacramento, Alkali Flat, Avondale, Oak Park, Franklin Boulevard, Franklin Villa, Strawberry Manor, and Meadowview. The large communities of Del Paso Heights and Oak Park were serviced by two crews, the others by one.

The first of three major components of the Workrecreation Program is, as the name implies, work. In late spring, 12 Special Program Leaders (adult crew leaders) were hired and began work on June 25. Youth Aides (teenage participants) began work on July 1. All participants worked until August 27. Crew leaders worked seven hours a day (8:00 a.m. - 3:30 p.m.) and Crew members worked six hours a day (8:30 a.m. - 3:00 p.m.). A typical work day may include graffiti abatement, litter removal, park maintenance, painting, and weed abatement. Crew members were picked up at a designated site and transported to various work sites in 15- passenger vans. Several crews worked on short-term special projects including a strike force in the North Sacramento area, and they distributed flyers in North Sacramento and Del Paso Heights.

Education is the second major component of the Workrecreation experience. Participants of the program attend educational and skill's development workshops and take trips to local businesses and cultural exhibits. Participants this past year attended workshops on multi-culturalism and tolerance in the workplace, gang awareness, AIDS, domestic violence, team building, financial workshop, and interview techniques. The multi-culturalism workshop was presented by Professor Forrest Davis of the Sacramento State University Multi-cultural Education Department. The gang awareness program was presented by the City of Sacramento Police Department. The AIDS workshop was presented by the Sacramento County AIDS Foundation and included HIV-positive speakers. The domestic violence workshop was presented by W.E.A.V.E, a local nonprofit organization. Participants

attended a one day rope's course in team building at CSU Sacramento. Interview techniques were presented by Ms. Katie Thompson. Participants also went on local field trips. These field trips were educational, cultural, or designed to familiarize Youth Aides with potential careers. Examples include the Nimbus Fish Hatchery, the Railroad Museum, the Sacramento Airport, the State Capital, California State University Sacramento, and local radio stations.

Recreation is the third and final component of the Workreation Program. As an incentive for hard work, Workreation participants attended three recreational field trips. This year's participants attended field trips to Stinson Beach, Six Flags Marine World, and white water rafting.

III. STATISTICAL OVERVIEW

APPLICATIONS

We received 49 applications for 12 Crew Leader positions. Forty of these applicants received interviews.

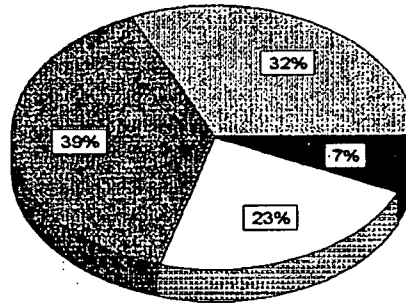
We received a total of 605 Youth Aide applications, 178 incomplete applications, and 205 applications from out of the S.H.R.A. targeted areas. This left us with 223 eligible applications for 88 Youth aide positions. The break down by target area is as follows:

Target Area	Positions Available	Applications
Avondale	8	15
Del Paso Heights	16	43
Alkali Flat	8	14
Franklin Boulevard	8	15
Franklin Villa	8	13
Meadowview	8	49
North Sacramento	8	12
Oak Park	16	41
Strawberry Manor	8	21

YOUTH AIDE DEMOGRAPHIC INFORMATION

Ethnicity	Female	Male
African-American	15	13
Asian	23	11
Latinos/Hispanic	8	12
Caucasian	1	5

Youth Aide Demographics



Female Head of Household

Total: 29

Percentage: 33%

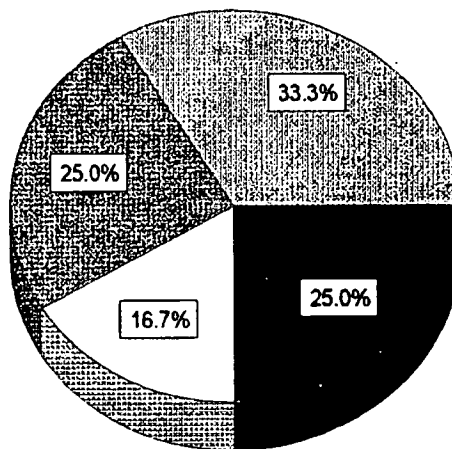
Mean Annual Income: \$16,800.00





Mean Size of Household: 5.6

CREW LEADER DEMOGRAPHICS

Ethnicity	Female	Male
African-American	2	2
Asian-American	0	3
Latino/Hispanic	1	1
Caucasian	1	2

CREW LEADER DEMOGRAPHICS



-  African American
-  Asian American
-  Latino/Hispanic
-  Caucasian

IV. PROGRAMMATIC OVERVIEW

WORK DAYS

Twelve Special Program Leaders (adult crew leaders) were hired in late spring and began work on June 25. Youth Aides (teenage participants) began work on July 1. All participants worked until August 27. Crew leaders worked seven hours a day (8:00 a.m. - 3:30 p.m.) and Crew members worked six hours a day (8:30 a.m. - 3:00 p.m.). A typical work day may include graffiti abatement, litter removal, park maintenance, painting, and weed abatement. Crew members were picked up at a designated site and transported to various work sights in 15-passenger vans. Several crews worked on short-term special projects including a strike force in the North Sacramento area, and they distributed flyers in North Sacramento, and Del Paso Heights.

- +Transporting participants in vans is efficient and cost effective
- + Crew efficiency
- + We received many projects from the various City departments

- There was a lack of feedback from some neighborhood committees and residents on projects from their areas. However, city staff was always able to keep the crews busy with work projects.

Evaluation

All Special Program Leaders and Youth Aides were evaluated on a standard Departmental Separation Form.

- +All crew leaders were genuinely concerned for their crew's safety and professional growth
- +Most crew leaders were conscientious and competent

- Difficult finding replacement crew leaders
- Lack of commitment, a few crew leaders left the program due to other obligations without giving staff prior notification

SPECIALTY PROJECTS

Sacramento Tree Foundation

In 1999, the Workreation Program continued its long, successful association with the Sacramento Tree Foundation. The crews from the North Sacramento Area, Strawberry Manor, and Del Paso One and Two, helped stake and spread wood chips around newly planted trees on the school grounds of Del Paso Elementary School and Las Palmas School.

- + Tree Foundation Staff were well organized

North Sacramento Strike Force

This past summer our North Sacramento Workreation Crews participated in the neighborhood strike forces. Crews cleaned specific sites as designated by city personnel during the week-long event.

- + developed strong links to the community

Workreation Newsletter

The newsletter was a complete success for the fifth year in a row. The newsletter is a collaborative effort of the Workreation Program and the Landscape and Lighting Program and consists of pictures of crew members and complete work projects at area sites, articles and poems written by Youth Aides, and a summary of the work that was accomplished over the summer. The newsletter was constructed and edited by Paul Thompson, the summer's Landscape and Lighting alternate.

- + Positive promotional piece
- + Enjoyed by all
- + Youth aides received positive reinforcement by having their hard-work recognized
- Not all crews were equally involved

EDUCATIONAL COMPONENTS

The educational component of the Workrecreation Program is divided into two major categories: educational workshops and crew-based field trips. This year's educational workshop topics included multi-culturalism in the workplace, gang awareness, AIDS, domestic violence, financial planning, a team-building course, and a seminar on interview techniques. Individual crews took educational field trips to places such as the Sacramento Airport, Nimbus Fish Hatchery, State Indian Museum, and local radio stations.

Multi-Culturalism in the Workplace

This workshop was presented to the Program by Professor Forrest Davis of the California State University, Sacramento, Multi-cultural and Bilingual Education Department. The four-hour interactive workshop involved a simulation whereby students take on the identity of two different cultures and attempt to communicate with one another. This simulation was followed by a wrap-up discussion. Participants found the workshop stimulating, informative, and educational. Dr. Davis and his staff were prepared and professional. The workshop set the foundation for a culturally tolerant summer.

- +Interactive workshops
- +Professional presentation
- +Well organized
- +Positive reaction from all crew members

Gang Awareness

This year's gang awareness workshop was presented by the City of Sacramento Police Department. The two-hour presentation consisted of offering words of encouragement and advice and answering questions.

- + Most Youth aides felt that the workshop was worthwhile
- + Youth aides appreciated the straightforward and honest presentation
- Aside from discussion, presentation was not very interactive, the officer was not prepared

AIDS Workshop

The Sacramento County AIDS Foundation, presented this year's workshop. The two-hour presentation consisted of an one-hour educational seminar on AIDS and an one-hour presentation from HIV- positive speakers.

- + Very positive review by nearly all crew members
- + Presenters communicated well with the audience
- + Educational seminar was accurate and informative
- + Many crew members commented on the lasting impression that the HIV- positive speakers' stories will have on them

Interview Techniques Seminar

This year's interview techniques seminar was presented by Ms. Katie Thompson. Ms. Thompson gave two seminars prior to the start of the program to assist prospective participants in preparing for the upcoming interview.

- +Great attendance by about 150 youth (seminar was not mandatory)
- + Information relevant and useful

RECREATIONAL FIELD TRIPS

As in years past, Workreation Participants attended three program-wide recreational field trips. These field trips provide positive reinforcement for the Youth Aides hard work. This year we attended the following locations:

White Water Rafting

This summer participants enjoyed the excitement and challenge of river rafting from the town of Coloma to the Folsom Lake area.

- + Close (Transportation cost minimal)
- + Staff was competent and efficient
- + Billing procedure

Stinson Beach

Stinson Beach is located approximately forty-five miles north of San Francisco and is managed by the U.S. Department of the Interior. Participants enjoyed six hours at the beach participating in various sports activities, swimming in the ocean, and a barbecue.

- +New experience for many participants
- +Enjoyed by most participants

- Proximity to Sacramento (2.5-hour bus ride)
- Transportation costs high (Rental of two buses)

Six Flags Marine World

Six Flags Marine World is a large theme park located in Vallejo, less than an hour from Sacramento. This year participant spent seven hours enjoying rides, games, and movies.

- + Entertaining
- + Enjoyed by all
- + Billing procedure
- + Six Flags Marine World Staff (Ann Diani) efficient and helpful

- Transportation cost (Rental of two buses)
- Cost of admission

V. OPERATIONS OVERVIEW

RECRUITMENT

Staff Recruitment

Recruitment for the position of Special Program Leaders began in early March. Applications were distributed to all City of Sacramento Community Centers, posted in the City of Sacramento Personnel Department, posted at local Universities and Junior Colleges (Sacramento State, U.C. Davis, American River, Consumnes River College, and Sacramento City College), distributed to local nonprofit youth-based community organizations (Salvation Army, Asian Resources, La Familia, etc.), and posted for two weeks in the Sacramento Bee. The Workreation Program received a total of twenty-three (23) applications for the position of Special Program Leader. A total of fifteen (15) applicants received interviews. Those not meeting the minimum qualifications (twenty-five years old or over, and a clean driving record) or lacking experience working with young people did not receive interviews. The interviews were conducted by a panel of at least three individuals consisting of Randy Will, Workreation Supervisor; Nathan Wandell Landscape and Lighting Program Coordinator; and Veronica Baca, Workreation Coordinator. A total of twelve applicants were chosen to serve as Special Program Leaders for the summer of 1999.

+Process went smoothly

-Not enough qualified applicants, probably due to the minimum age requirement (25)

Youth Aide Recruitment

Recruitment for the Youth Aide position began in early March. Applications were distributed to all middle and high schools that service the targeted communities; city of Sacramento Community Centers; and various local community-based programs including Asian Resources, La Familia, Salvation Army, and the St. Hope Academy. The position were also announced in neighborhood newsletters and promoted to all S.H.R.A. neighborhood committees. Prior to their interviews, potential Youth Aides were invited to attend a non-mandatory interview techniques workshop presented by Ms. Katie Thompson. Interviews were conducted at public buildings within the target areas. Youth Aides were interviewed by two to three-member panels consisting of neighborhood residents and Workreation Staff.

+ High number of qualified applicants

+ Efficient interview process

+ Wide promotion

- Lack of community interview support in several communities

ORIENTATION

CREW LEADERS

All Special Program Leaders received one week of orientation and job training. The week consisted of the following:

Day One - Introduction to the program, reviews of last years program, reviews of policy manual, orientation to the corporation yard etiquette, Verbal Judo, conflict management training provided by Tom Uretsky

Day Two - C.P.R. and first aide training, provided by the American Red Cross

Day Three - Drivers training course, provided by the California Department of General Services, tool demonstration, and group discussion

Day Four - Workers compensation presentation, van transport and the familiarization of vehicle and targeted areas

- + Organized
- + Informative
- + Adequate training facility

Youth Aides

The program-wide orientation for Youth Aides consisted of a broad program introduction and an outline of expectations by Randy Will, Park Supervisor, and Veronica B. Baca, Workrecreation Coordinator. Following this introduction, Special Program Leaders discussed the Workrecreation policy manual, expectations, safety procedures, and the proper use of tools with their crews. Ms. Carrie Ferlin was hired to conduct team building exercises to promote a relaxed and informative first day of work.

- + Well organized
- + Team building exercises were a positive experience

PLANNING AND ORGANIZATION

Logistical Concerns

- + Adequate office equipment (Computers, access to copy machines)
- + Procurement of equipment (Vans and tools)
- + Cell phones for Special Program Leaders

- Reliance on Petty Cash Vouchers.(this may be improved by setting up open purchase order accounts at stationery, computer, and multipurpose stores)

Clerical Concerns

- + Access to computers and appropriate software
- + Adequate office space
- + Adequate office supplies

- Certification (Difficult to schedule make-up certifications); process may be improved by training Workrecreation Administrative staff certification procedures
- Lack of office copying machines

VI. NEIGHBORHOOD OVERVIEW

The following is a breakdown of the work that was done by the eleven Workreation Crews.

ALKALI FLAT

Some examples of work include:

- Maintain Light Rail Station on 12th and E Street
- Weeding and a general cleanup on 12th and E street
- Weeding on 8th and D street
- Shrub trimming on 12th and E street
- Weed removal on 7th and 8th streets
- General cleanups on 10th Street between E and F Street
- Removal of trash at 7th and D Street
- Alley cleanups between the Streets of C Street through G Street
- General maintenance of Zapata Park

CREW MEMBERS

Crew Leader:

Arnold Soliz

Youth aides:

Daisy Martinez

Carlos Cortez

Cassandra Ramirez

Jaime Martinez

Chuka Torres

Mauriana Ramirez

Silas Johnson

Olga Montoya

AVONDALE

Some examples of neighborhood work include:

- Cleared lots on Lemon Hill and 73rd
- Cleared lots on 65th and Logan
- Cleared lots on 36th and Wilkinson
- Remove weeds and prune shrubs at Florin Reservoir
- Trash pick up on Logan Street
- Cleared lots on 36th and Wilkinson
- Trash removal at Earl warren School
- Trash pick up and weed removal on Power Inn Road
- Cleaned lots at Belleview and Lemon Hill Road
- Provided general maintenance of George Sim Park

Crew Members

Crew Leaders:

Christine Bailey

Youth aides:

Cam-Tu Pham

Nai Saelee

Ton Saetern

Yuechane Vang

Botrei Lee

Porchia Turk

Meuy Saepanh

Seng Saetern

DEL PASO HEIGHTS I

Some examples of neighborhood work include:

- Weed and trash removal on Norwood Ave (between South and Morrison)
- Weed removal on Rio Linda Boulevard
- Weed removal at the lot across from Vegas Tires
- Weed removal on Altos Ave. south of South Ave
- Weed removal on South (between Altos and Rio Linda)
- Weed removal on north sides of Norwood between South and Robertson
- Trash removal along Rio Linda Blvd.
- Passed out flyers for several community projects
- Trash abatement on Grand Avenue and Marysville Blvd.
- Cleaned drainage at Robertson Community Center

Crew Members

Crew Leader:

Maria Montelongo

Youth aides:

Marquita Henry

Delbert Hicks

Linda Xiong

Jameka Pace

Zong Lor

Linda Thao

Yang Lor

Micheal Harris

DEL PASO HEIGHTS II

Some examples of the neighborhood clean up include:

- Cleared lots on Grand and Haywood
- Cleaned lot across from Grant High School
- Cleared lots on Grand Avenue across from the Del Paso Heights library
- Cleaned lot on the corner of Grand and Dry Creek
- Weed and litter removal on Marysville Boulevard
- Cleaned lot on Elm and Grand Ave.
- Cleaned Mama Marks Park
- Trash pick up on Ripley Street

Crew Members

Crew Leader:

Seng Jim Heu

Youth aides:

Angelica Howard

Ashley Jaramillo

Soua Yang

Tong Lor

Terrance Winfrey

Robert Harrison

Petra Castro

Jerry Lao

FRANKLIN BOULEVARD

Some examples of neighborhood work include:

- Weed and trash removal on Deeble Street and W. Pacific Avenue
- Pruning, leaf and trash removal on 26th Avenue
- Trash and weed removal at the Rooney Police Station
- Cleaned lots near 21st and 32nd
- Trash removal at 51st Street and Connector Avenue
- Weed removal on Franklin Blvd.
- Weed and trash removal at 13th and 14th Ave.
- Trash, weed, and litter removal on Rizzco way
- Weed and trash removal on 43rd Ave
- Pruning and weed and trash removal from 19th Avenue to 21st Street

Crew Members

Crew Leader:

Arthur Carew

Youth aides:

Judy Xiong

Jackson Lee

Cher Moua

Moi Saetern

Margie Chang

Penny Xiong

Andrew Vicenty

Enrique Hungerford

FRANKLIN VILLA

Some examples of neighborhood work include:

- Weeding and cleaning flower beds on Franklin Blvd.
- Trash removal at the Franklin Villa Resource Center (Daily basis)
- Weed removal perimeters of Franklin Villa
- Trash removal and tree pruning on G Parkway
- Cleaned and trash removal between Caselli and Savannah
- Trash removal throughout target area
- Trash removal from building garages
- Cleaned gutters and removed debris Brookfield, Weymouth, and Caselli Circle
- Cleaned Weymouth Alley
- Cleaned and remove trash from an alley on south sides

Crew Members

Crew Leader:

Richard Blizzeard

Youth aides:

Vallillian Walker

Tang Xiong

Jose Campos

Jamina Guyton

Vicente Miranda

Elisea Savala

Stephen Love

Clint Franklin

MEADOWVIEW

Some examples of neighborhood work include:

Litter and trash removal around the Meadowview Library
Trash removal on 24th Street and Meadowview Road
Weed and trash removal on Meadowview and Herenita
Cleaned and removed trash Detroit Boulevard
Weed and trash removal on Amherst Street
Weed removal on field near across from John Still Middle School
Maintained trees at Goethe Middle School

Crew Members

Crew Leader:

Dyshay McKinnon

Youthaides:

Shanell Gibbs

Shoua Her

Thomas Mc Bride Jr.

Sergio De La Cruz

Toushoua Thao

Mark Zhirkov

Parris Jones

Timothy Donaldson Jr.

NORTH SACRAMENTO

Some examples of neighborhood work include:

Removed weeds off Empress and Arden Way
Trash pick up by lot on Edgewater and Del Paso
Cleaned and weed Eleanor to Grove Ave.
Litter and weed removal at Arden Way and Beaumont
Weed and trash removal at Johnson Park
Cleaned alleys throughout the area

Crew Members

Crew Leader:

Jonson Chin

Crew Members:

O'Dell Deloney
Yourvary Manipakone
Sai Vang
Osvaldo Martinez
Francisco Gomez Jr.
Christopher Hendricks
Nitacki Stallings
Luis Garcia

OAK PARK I

Some examples of neighborhood work include:

- Planted trees, and maintained them at 32nd Street from 16th to 20th Ave.
- Watered plants from 20th to 32nd Avenues (next to the freeway)
- Cleaned the sidewalk on Martin Luther King Blvd. near the community center
- Weed and trash removal at Keith B. Kinney Elementary
- Weed removal on 32nd and 19th
- Trash and weed removal on Alhambra and 2nd
- Cleaned alleys between 2nd and 3rd Avenue on 33 Street.

Crew Members

Crew Leader:

Maxine Moore

Youth aides:

Fame Saepanh
Stephen Yang
Markell Gallow
Chou Vang
Kaysha Williamson
Susan Vang
Koui Saeteurn
Sophia Calderon

OAK PARK II

Some examples of neighborhood work include:

Cleaned field on Martin Luther King and 14th Avenue
Cleaned field on Santa Cruz and 8th Avenue
Pruned trees on 8th Avenue and 43rd Street
Weeded and picked up trash in the lot on 40th and Broadway
Cleaned lot on Martin Luther King and 19th Avenue
Weed and trash removal in lots on Stockton Bl.
Cleaned allies throughout targeted area

Crew Members

Crew Leader:

Sean Vahchuama

Youth aides:

Yeng Yang
Panhia Vang
Natasha Blackwell
Miguel Perez
Khen Saechao
April Burks
Michael Randle
Latrina Rogers

Sean Vahchuama was unable to complete the summer program as Special Program Leader. Our alternate Anthony Rodgers was able to supervise the crew for the last two weeks of the program.

Strawberry Manor

Some examples of neighborhood work include:

- Trash removal at Silver eagle Road
- Trash removal on Norwood Avenue
- Maintenance of Manor Park
- Trash removal on Ford and Norwood
- Weeded and picked up trash at Ford and Arrowrock Road
- Weeded and picked up trash at Western and Danville
- Distributed flyers to Strawberry Manor residents

Crew Members

Crew Leaders:

Laun Bowen Jr.

Youth aides:

Virgil Boyce Johnson

Sa Due

Gloria Then

Aysha Jones

Her Lee

Christina Hamilton

Sanna Yang

Mack Marshall

VII. OPERATIONAL RECOMMENDATIONS

Clerical:

- ▶ Rent copy machines for the duration of the Program

Orientation:

- ▶ Pair up returning crew leaders with new hires to provide community work project training
- ▶ Explain the program in detail to all members

Recruitment:

- ▶ Advertise Youth Aide and Special Program Leader position in target area newspapers
- ▶ Train Workreation staff how to certify employees
- ▶ Workreation staff should process all late certifications

Work Projects

- ▶ Obtain complete prioritized work projects from *all* target areas
- ▶ Have crew leaders and members present a community update to all neighborhood committees midway through the summer
- ▶ Promote Workreation Program in all target area newsletters
Employ two crews from the Meadowview area. The Workreation Program has historically received a very large number of applications (49 this year) for 8 Youth Aide positions

