



PARCS Department FY23 Budget

Measure P Expenditure Category (3) Youth and Senior Recreation Programs; After School Programs; and Job Training for Youth and Veterans

Measure P - Youth and Senior Recreation Programs; After School Programs; and Job Training for Youth and Veterans.

Section 7-1506 (b)(3)

- Eight-point five percent (8.5%) of the funds made available from Section 7-1504 shall be dedicated as described in this paragraph.
- Funds shall be available for the planning and delivery of projects and programs including, but not limited to, the following:
 - Physical activity programming that promotes recreation and accessibility to recreational facilities;
 - Sports, arts and active programs;
 - Community and senior recreation center programs;
 - Swimming and water-oriented recreation programs;
 - Junior lifeguard, science and education, summer day camps, and other youth-oriented programs;
 - After-school programs for youth;
 - Job-training and employment opportunities for youth, young adults, and veterans.
- Of the funds made available from this paragraph, not less than fifty percent (50%) shall be made available on an annual basis for programs that provide job training, career development, or both, to youth, young adults and veterans, including education and/or certification for jobs within the conservation, science, arts, green technology, and parks and recreation fields.
- Programs funded pursuant to this paragraph shall prioritize service for at-risk youth and seniors.

PARCS Department FY23 Budget

Measure P Expenditure Category 3: Youth/Senior Recreation Programs

Section/Project Name	Category 3 Budgeted	Training/Career Development 50% REQ
Action Sports	41,500	
Aquatics	588,100	588,100
Camp Fresno Youth Recreation	483,900	483,900
Community Science	210,400	210,400
Neighborhood Parks & Centers	1,529,000	382,250
ONSCE	108,400	
Parks & Rec Admin & Management	73,000	
Senior Program	899,900	418,000
Therapeutic Recreation	100,000	
Youth Jobs	344,300	344,300
Youth Sports	534,600	234,600
Administrative Delivery Cost	99,200	
Total Expenditure Category 3:	5,012,300	2,661,550
Training/Career Development Requirement:	2,479,600	2,661,550
Requirement Met:		107%

Measure P Expenditure Category 3 Breakdown

Expenditure Category 3 Breakdown	Budgeted
Personnel	3,630,300
Non-Labor	1,270,400
Interdepartmental Charges	111,600
Total	5,012,300

Youth and Senior Recreation Programs; After School Programs; and Job Training for Youth and Veterans Staffing

- Personnel Cost: \$3,630,300
 - 22 permanent positions
 - 3 Program Managers
 - 2 Community Services and Recreation Supervisors
 - 1 Community Coordinator
 - 1 Division Manager Camp Fresno
 - 6 Recreation Specialists
 - 9 Community Recreation Assistants
 - 1 Laborer
 - 60 temp positions

Youth and Senior Recreation Programs; After School Programs; and Job Training for Youth and Veterans Expenditures

Non-Labor items include examples such as: recreation/site supplies, athletic equipment, training supplies, CPR and First Aid, food safety/serving, office supplies, janitorial, special events, and public outreach.

- Aquatics
- Community Science
- Office of Neighborhood Safety & Community Engagement (ONSCE)
- Senior Program
- Therapeutic Recreation
- Youth Jobs
- Youth Sports

Type of Expenditure	Amount
Prof Svcs/Consulting - Outside	2,000
Public Relations & Information	2,600
Specialized Services /Tech	16,500
Space Rentals	60,000
Buildings & Improvements	20,000
Training	9,800
Travel & Conference	3,000
Misc. Subsistence Expense	4,200
Mileage Reimbursement-Nonrecur	7,800
Office Supplies	13,600
Cleaning & Janitorial Supplies	16,000
Athletic & Recreation	73,700
New Machinery & Equipment	10,600
Equipment	15,000
Administrative Delivery 2%	99,200
Special Projects	15,000
Miscellaneous Expenditures	119,500
Council Motions	
Youth Fee Waiver	300,000
Senior Fitness Program	481,900
Total	1,270,400

Youth and Senior Recreation Programs; After School Programs; and Job Training for Youth and Veterans Interdepartmental Charges

- Internal department charges under expenditure category 3 total: \$111,600
 - Fleet Acquisition - 2 Passenger Vans for the Senior Program: \$105,800.
 - These vehicles will be used to transport seniors from community centers and special events.
 - Office of Neighborhood Safety and Community Engagement (ONSCE) - \$5,800 for information systems computer service and equipment, central printing charges for mail services and fuel.

City Council Budget Adopted Motions for PARCS Department

Motion 1.01 \$300,000 for Youth Fee Waiver to be funded with FY23 Measure P Funds Category 3 (also a Commission recommendation).

- PARCS FY23 Budget reflects the \$300,000 for the Youth Fee Waiver Program. The logistics of the program will need to be developed.

Motion 65 for Senior Fitness to be funded with FY23 Measure P Category 3.

- PARCS FY23 Budget reflects \$481,900 which funded seven (7) Community Recreation Assistant positions to provide fitness instruction at the following Senior Program sites: Ted C. Wills, Pinedale, Inspiration, Lafayette, Mosqueda, Senior Citizens Village and Mary Ella Brown.

After-School Program

- Eighteen (18) sites currently - Bulldog/6th Caprioglio Center will be coming online in 2023
- 3:00 P.M. to 7:00 P.M. during school year
- 10:00 A.M. to 7:00 P.M. during summer
- Activities include arts and crafts, sports, cooking, outside games and activities, dancing, and much more!
- Educational components regularly integrated include homework help, teen leadership development, mentoring, and community services projects.



Area A:

El Dorado
Highway City
Pinedale
Bulldog/6th

Area B:

Einstein
Inspiration
Lafayette
Melody
Quigley

Area C:

Dickey
Fink White
Holmes
Romain
Ted C Wills

Area D:

Frank H Ball
Mary Ella Brown
Maxie L Parks
Mosqueda
Sunset

Senior Program

- Seven (7) sites currently – Bulldog/6th Caprioglio Center, the Link, and Romain Community Center coming online in 2023. Upcoming Citywide Senior Center.
- 9:00 A.M. to 12:00 P.M.
- Offering a variety of recreation-based activities, bingo, dance classes, arts and crafts, and health and wellness opportunities year-round.
- Upcoming – dances



Area A:
Pinedale
Bulldog/6th

Area B:
Inspiration
Lafayette

Area C:
Ted C Wills
The Link
Romain

Area D:
Mosqueda
Senior Citizen's Village
Mary Ella Brown



Adaptive Recreation Program

- The PARCS Department is committed to providing safe, enjoyable, and inclusive recreation opportunities for all abilities.
- Offerings include social dances, adaptive sports, culturally inclusive activities, inclusive hands-on science, and theme-based adaptive special events.
- The program operates at Ted C. Wills Community Center and will be relaunching at Inspiration Park.
- Upcoming inclusive accessible soccer camp.



Science

Programs that offer hands- on experiences that create enthusiasm for science and foster appreciation and devotion to the environment and the community.

- Highway City Science Center
- Mobile Science Unit
- Family Science Night Events
- Summer and Winter Science Camps
- Science at Community Centers
- STEAM



Youth Sports

- Offered to youth between ages of 3-12
- Youth participate in a variety of sports programs each year focusing on building teamwork, skills development, and sportsmanship.
- Examples include:
 - Basketball
 - Flag football
 - Flag rugby
 - Soccer
 - T-Ball



Aquatics

Program provides opportunities for all ages and includes water safety skills while providing a place to cool off from the Fresno heat.

Examples include:

- Swim lessons
- Jr. lifeguard course
- Senior water aerobics
- Community recreational swim



Camp Fresno

Summer camp for the youth at Dinkey Creek in Shaver lake.

- Day and Overnight Camps
 - Leadership
 - Water safety
 - Outdoor exploration
 - Team building



Youth Jobs

- Youth receive mentorship in an environment focused on employment readiness and life skill building.
- Youth increase their understanding of accountability while they earn a paycheck and provide a positive and meaningful public service for their community.
- Details of youth jobs program provided on slides 17- 22.



Youth Jobs Program Overview



Program Eligibility

Age Requirement: 16 – 24
Education: Enrolled in school or interested in higher education
Commitment: Must be available for all scheduled workshops

The Youth Employment Program accepts all youth, within the eligibility requirements. Participants must be able to attend all scheduled workshops with exceptions or accommodations provided on a case-by-case basis. Workshop attendance is required to remain in the program.



Employment Specifics

Pay Rate: FY23-24 \$16.00
Pay Status: Paid Hourly by City of Fresno
Job Title: Services Aide
Hours: Vary by Assignment
Employment Status: Temporary

Participants are hired as a standard temporary PARCS employees and must complete a DOJ Clearance, New Employee Orientation, City Onboarding, and provide a valid Work Permit (under 18); TB Skin Test (PARCS specific); and COVID Vaccine Verification (18+).



Job Duties & Schedules

Administration: Assist program staff
Custodial: Keep our parks safe and clean
Recreation: Support community programs
Schedules: Vary by assignment, flexible
Workshops: Paid, mandatory training included in your schedule

All YEP job duties include support for existing PARCS staff and could include functions such as light custodial, activity monitoring, park upkeep, summer camp support, and much more. Work schedules also include a paid, weekly workshop to support what's being learned on the job.



Program Summary

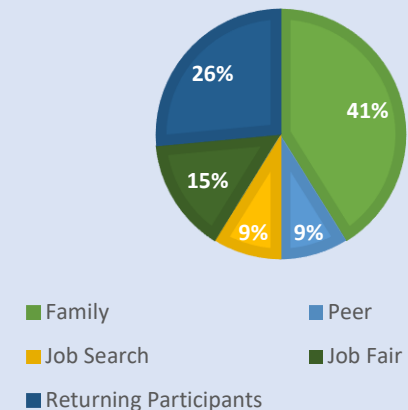
- Youth with varying employment experience participate in a 7-week summer employment development program.
- Participants are hired as City of Fresno PARCS employees and earn a paycheck by supporting existing staff.
- At their job, youth assist in the completion of daily functions at parks and in community centers throughout Fresno.
- Participants also attend paid employment training workshops that are aligned with youth development principles and infused with life skill education.



Participant Outreach

- Participants from Summer 2021 were contacted for an opportunity for early enrollment.
- Program Staff attended 10 job fairs and events throughout the City of Fresno and various locations, including but not limited to colleges and high schools.
- Contacts from partnering community based organized were informed as well – though we hope to build on this piece next summer.
- Social media was also utilized.

HOW DID PARTICIPANTS HEAR ABOUT YEP?



Youth Jobs Program

Oversight

- Findings from Summer '21 revealed an opportunity for improvement for oversight required to deliver a quality program at this scale.

Why is this important?

Positive activities paired with strong, supportive and sustained relationships with adults helps develop sense of agency, identity, and competencies for success

- To mitigate this, four Community Recreation Assistants were assigned to oversee a concentrated group of participants. CRAs perform critical pieces of the Youth Employment Program in their designated assigned Area.

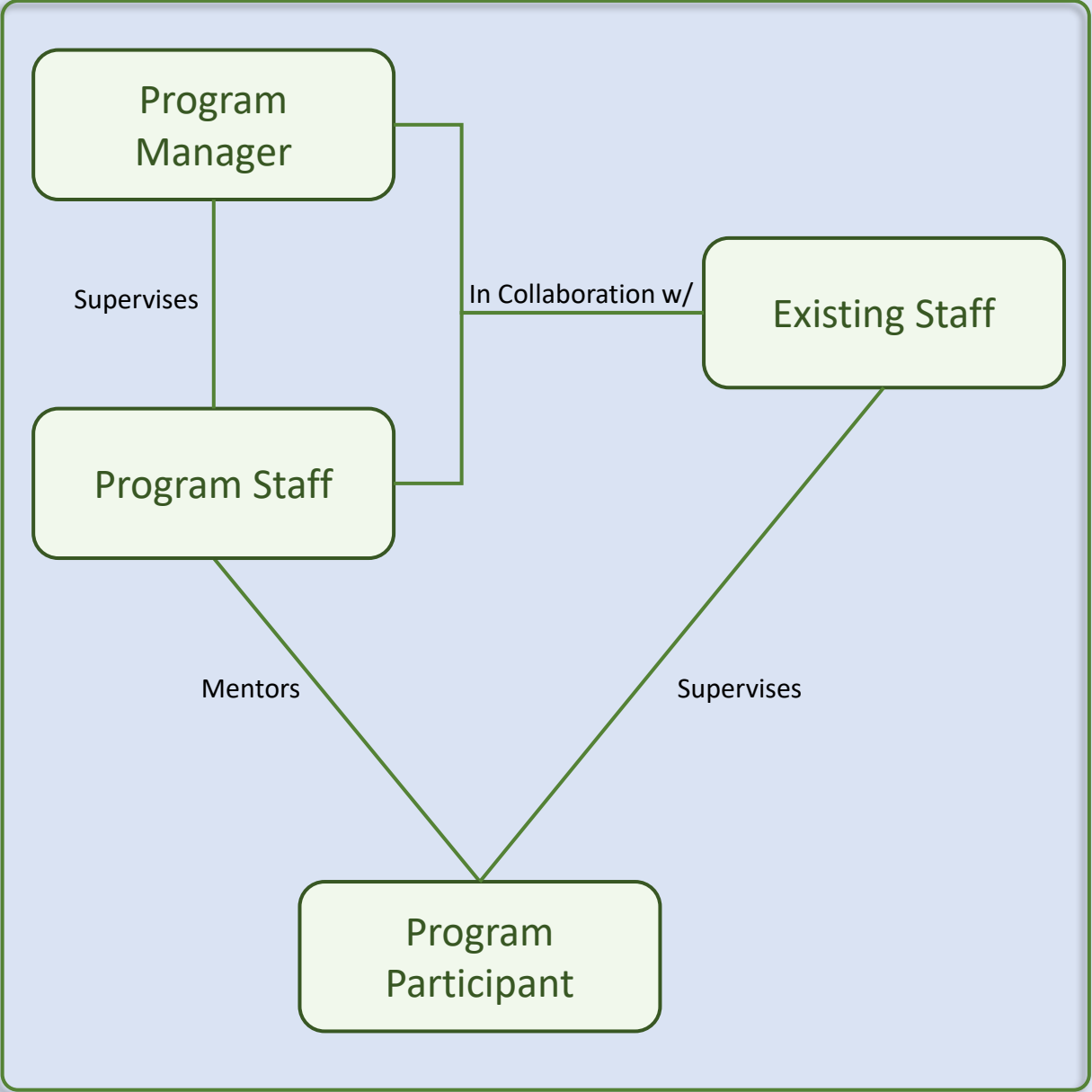
Program Staff Duties

- Facilitate weekly workshops
- Provide general mentorship
- Coordinating individual check-ins
- Assess the need for additional services, disciplinary actions, or replacements.

- Program staff works in collaboration with existing PARCS Supervisors who play an essential role in the participant's employment and round out comprehensive dual oversight. This piece provides additional structure while allowing participants the ability to practice accountability in the workplace.

Existing Staff Duties

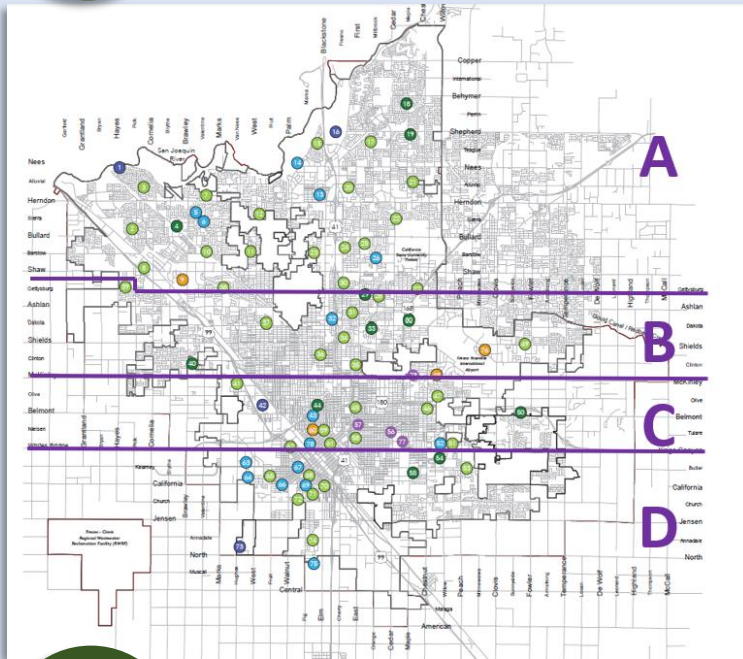
- Oversee on-site operations
- Work schedules
- Submit timesheets
- Work assignments
- Ensure site policy and procedures are followed.



Youth Jobs Program

95

Placements Identified



To ensure equitable oversight for the City of Fresno, PARCS formed Areas that are operated by a dedicated management and supervisory team.

We utilized PARCS existing structure to ensure meaningful job training and maintain safety of our participants.

Existing PARCS Managers and Supervisors from each Area completed a needs assessment for capacity planning.

95 Placements were identified.

3

Placement Disciplines

A quality assessment of the 95 placements revealed **3 disciplines** with varying staffing capacities.

Administrative Discipline

1 Placement

- Participant provides assistant for Youth Employment Program.
- Competitive Interview Process.

Custodial Discipline

34 Placements

- Participants complete custodial and customer service duties while placed at a park for the duration of a shift or on a route servicing 3-6 parks a shift.
- Placement varies due to age and policy restrictions.

Recreation Discipline

60 Placements

- Participants complete tasks that include and are not limited to general custodial, leading activities, assisting existing staff, supervising the safety of program participants, and so much more.

27

Placement Locations



El Dorado Neighborhood Center
Pinedale Community Center
Highway City Neighborhood Center
Figarden Loop Park
Todd Beamer Park
Woodward Park
Vinland Park



Selma Lane Park
Inspiration Park
Einstein Neighborhood Center
Lafayette Neighborhood Center
Quigley Neighborhood Center
Melody Neighborhood Center
Manchester Park



Radio Park
Jaswant Singh Khalsa Neighborhood Center
Roeding Park
Fink White Neighborhood Center
Dickey Youth Development Center
Romain Neighborhood Center
Ted C. Wills Community Center



Holmes Neighborhood Center
Martin Ray Reilly Park
Mary Ella Brown Community Center
Frank H. Ball Neighborhood Center
Sunset Park
Mosqueda Community Center
Maxie L. Parks Community Center

Youth Jobs Program

Workshops – Job Training

Workshops provide structured, incremental guidance to help develop the non-cognitive skills that a work environment cannot provide.

Pairing hard skills learned at work and soft skills developed at workshops motivate teens and young adults to understand their surroundings from all perspectives.

Workshops also include team building recreation activities to demonstrate services PARCS offers the community, engage participants, and promote a sense of community among peers.

The Youth Employment Program aims to target distinct soft skills vital to employment success:

- Social Skills
- Communication Skills
- Higher-order Thinking Skills
- Self-control
- Positive Self-concept

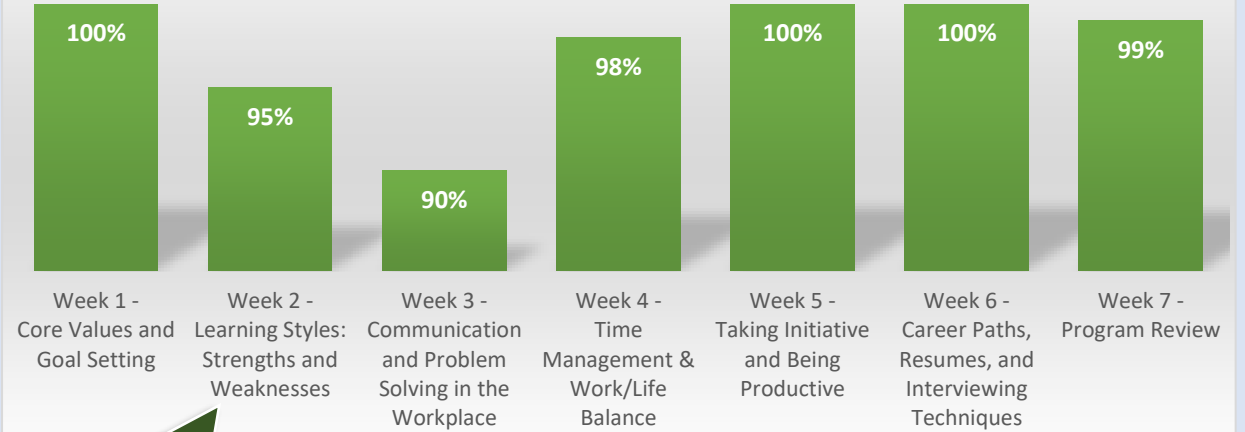
Workshop topics:

- Core Values & Goal Setting
- Learning Styles: Strengths & Weaknesses
- Communication & Problem Solving in the Workplace
- Time Management & Work/Life Balance
- Taking Initiative & Being Productive
- Career Paths, Resumes, & Interviewing Techniques
- Program Review

Workshops are a program requirement.

- Attendance is tracked, makeups are offered, and further accommodations are made on a case-by-case basis.

Workshop Attendance



An average of
80%
participants
were satisfied

Workshop Feedback

“Never been to one before this, but it makes me rethink what I need to do with my life.”

Age 19 - 21

“It’s giving me tools I should use through life or when I’m at work.”

Age 22 - 24

“I feel they add value to my future career and provide an interesting opportunity.”

Age 16 - 18

“These workshops have helped give me an idea on how a workplace runs, and what I can do to improve myself.”

Age 16 - 18

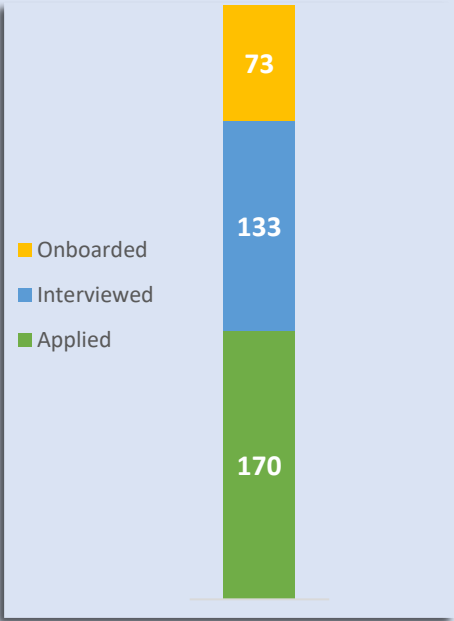
Youth Jobs Program Summary: Summer 2022

Participant Hiring

Program Staff interviewed 133 out of 170 applicants!

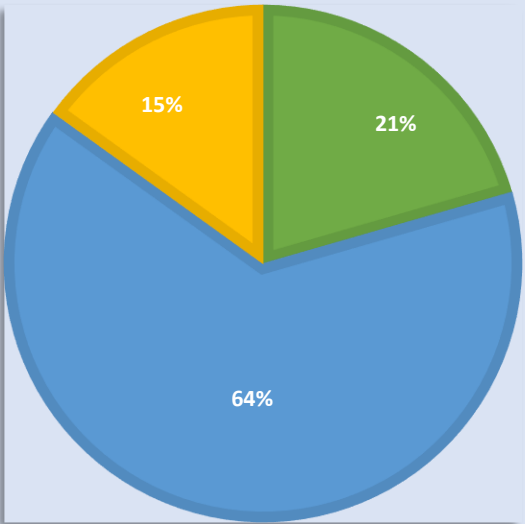
All candidates interviewed were offered employment.

73 Participants completed the City of Fresno contingencies by required deadlines, with additional support offered to those in need.



Continuing Opportunity

- Retained: (Transferred to program assignment and continued working)
- Place in Seasonal Lay-off: (Will be contacted for seasonal/temporary opportunities in the future)
- Separated: (Left City service to pursue other opportunities)



Youth Employment Program Staff, in coordination with PARCS Supervisors, spoke with each participant to assess their interest in continued employment, and evaluated their findings against open positions and appropriations.

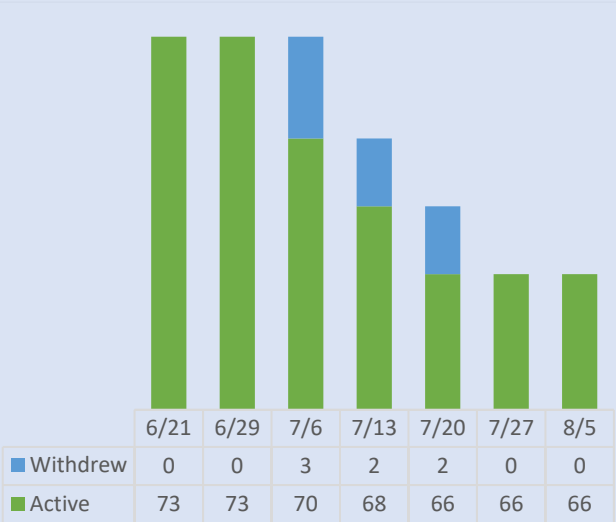
64% of participants wanted to focus on their studies during the school year and expressed interest in returning for Summer '23!

Program Withdraws

Tracking participants who withdraw during employment is critical in identifying opportunities for improvement during and post program.

- 2 became unresponsive.
- 4 accepted a job that aligned with their ultimate career goal.
- 2 transferred into long-term temporary PARCS positions!

Program Staff adjusted the approach to workshops by switching to a discussion-based model, added more time for reflection, and asked participants what life skills they want covered. This adjustment increased participant buy-in exponentially.



Employment Statistics

Youth Worked Approx.
9,900
Hours

Youth Earned
\$156,529

All participants were offered the opportunity to work 160 hours over the 7-week program.

As of 8/28, participants earned a combined total of \$156,529.

Personnel Expense Breakdown:

June FY22	\$2,766
July FY23	\$113,018
Aug FY23	\$40,745

Youth Jobs Program



Program Value

- The Youth Employment Program allows for teens and young adults to be exposed to new ideas, people, and perspectives.
- Youth act new ways as they reflect on their experiences and develop a broad set of skills, competencies, behaviors, attitudes, and personal qualities.
- Soft-skill development coupled with employment experience enable them to effectively navigate their environment, work well with others, perform well, and achieve goals.



Amari showed excellent initiative this summer! He enjoyed his job and coworkers so much that he advocated for a year-round position and was **promoted!**

You can find him working as a Park Attendant at our Martin Ray Reilly Park.

Amari Richardson

Sophomore @ Bullard High School

"I really enjoyed working for the Youth Employment Program this summer. I learned about time management, communication skills, how to have the perfect resume and cover letter. They also helped me make sure I have goal to work towards."

Thank you!

Questions