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21st Century: A New Intelligence Emerges

By Adrian Ruiz

Recently my oldest child came home with some challenging homework from his Math class. I am slightly embarrassed to admit that I lacked the memory file to help him with his algebra assesment. But out of nowhere I had a stroke of brilliance, Why not have one of my friends help him? The problem with that stroke of brilliance is that it was close to 10p and I really did not want to bother anyone with Math homework on a Wednesday night. As a last ditch resort I posted my son's math problem on my facebook page and asked someone to explain it to me. Within minutes my next door neighbor, my cousin from the Bay Area, and a heckling workmate where online with me assisting my son and I with his homework. Now I know that many of you reading this right now might still be warming up to social networking sites, not to mention texting, blogging, podcasts, instant messaging and so on.

Some of these concerns and fears are warranted but we can no longer deny that these digital tools are an amazing resource. We can also no longer deny that our young people are digitally connected and will be for the rest of their lives. From a

Youth Practitioner point of view, allow me to explain why this is an important observation.

At the Youth Development Network we are always touting the brilliance of Gardner's Multiple Intelligences (interpersonal, intrapersonal, visual/spatial, logical, musical, linguistic, naturalist, kinesthetic). We spend time asking people to consider their own learning styles and to pay attention to the learning styles of the youth they work with. Now we are asking you to look more closely at how they learn not just who they are as learners. I am sure that you have seen white wires dangling from your young peoples' ears, or have noticed their fingers furiously pecking away on their cell phones as they text their family and friends. Perhaps they have had their laptops out and you have seen their social network page in full operation. What about video games? Have you considered that today's college graduate has logged, on average, 10,000 hours of video game play? The reality is that our young people see and interact with the world differently than we did when we were their age. According to a 2004 study conducted by the Institute for Social Research, children and teens in America

spend close to three hours a week using home computers.

So what does all of this mean? Should we take away their computer and cell phones? Should we have them read more books instead of surfing the web for more information? Or dare I say, should we join them? Perhaps we can encourage learning using the digital wiring that has become second nature to them.

Here are a few ideas for you to consider with our 21st century learners:

Have them read more. Not just books, but also consider blogs that relate to their current learning, or maybe there are websites that specialize in what you are teaching. Maybe they don't read newspapers anymore but they might be interested in the newspaper websites. If you really want to meet them where they are at, text them their reading assignments or send them to their Social Networking site of choice.

Have them do part of their research 21st century style: Google, Google Earth, Wikipedia, Webquests, and virtual tours are all just some ways to research online.

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21st Century Investment in Sacramento Region

By Scott Mautte

My own personal journey with the Youth Development Network (YDN) began in early 2006 when the organization I was currently working with was accepted into the community Youth Development Institute (YDI) Training. During the course of the training, I learned a common language around youth development, built strong partnerships with others throughout our region who were committed to seeing that a healthy approach to Youth Development throughout the Sacramento region was the norm, and I developed a strategy of moving this amazing work forward in my own organization. It is safe to say that my involvement with YDN has had a profound impact on both my life and career.

After the training, it was important for me to stay connected to both my YDI class as well as to the Youth Development Network (at the time it was called the Youth Services Provider Network). I knew that this was a paradigm shift in thinking and that YDN was on the cutting edge of bringing about healthy youth development in our area. As a former youth pastor, I understood the importance of being a contributing member of an important cause. Many times I would tell my congregants of the importance to invest their Time, Talents and Treasures in the work we were trying to move forward—now I was given the opportunity to invest in something EPIC in the social arena. I began to apply those same principles of generosity, that I had preached on and practiced in my own faith, to this meaningful work that was happening right here in our community.

We still live in a world where youth are often placed as a last priority. As a result youth often turn to drugs, alcohol or gangs to be noticed. But our world today doesn't have to be tomorrow's reality and the Youth Development Network has been a catalyst for REAL CHANGE occurring in the Sacramento region by equipping youth providers with the necessary tools to holistically develop our next generation. In addition, our work around policy and networking has been instrumental in providing youth with meaningful opportunities to thrive and succeed.

From an organizational standpoint we understand that the only way to continue to make a difference in our work is to partner with people like yourselves who are passionate about creating and providing life changing experiences for youth to thrive and succeed. Becoming a member of YDN is not about status and benefits (although there are many benefits). Membership in YDN is an opportunity to identify with an organization that shares your passion and values around youth development. It is a challenge to give your Time, Talents and, yes, your Treasures to continue to move this work forward and change the lives of youth. Please visit our website today and consider investing in the skills that youth need today to succeed in the 21st Century through our membership program.



Membership Highlight



Ryan Woods
YDN Board Member
and Youth Ally

Check out all the benefits of becoming a member of the Youth Development Network today at www.ydnetwork.org.

Membership in the Youth Development Network not only supports our organization but literally adds value to youth development around the greater Sacramento region. Below is the story of Ryan, one of YDN's board members on why he joined the board and became a Youth Ally in our membership program.

I joined the YDN Board because I want to help youth recognize and take advantage of opportunity, especially in a world where opportunity is getting more difficult to find. I also believe that our existing systems of youth development (e.g., public schools, parks, recreation facilities, etc.) have limited resources, and as a result, our next generation has considerable unused potential. For instance, I recall during my first week at Hiram W. Johnson High School, the swimming pool was to be shut down and filled with dirt due to the high cost of maintenance. I recall thinking how those students who might have otherwise had an chance at a college swimming scholarship, will not have that opportunity here. I wanted to be a part of an organization that returns lost opportunities to our youth.

When I was in high school, I was also in desperate need of mentoring and guidance. No one from my family ever went to college, and only one of my parents finished high school. In many ways, I was forced to find my own way, and it was not until I joined the Navy at age 17 that I finally found someone willing to take an interest in my future. As a result, I learned ways to succeed in college, and ultimately I found success in my career as a civil litigation attorney. Looking back, I wish I would have had more mentoring and guidance earlier in life. While I have no regrets with my present place in life, I recognize now how many lost opportunities passed me by. I want to be a part of an organization that is dedicated to developing and mentoring youth in the early stages - when it is most critical. That is why I am on the YDN Board and why I am a Youth Ally.

YDN Staff Spotlight—Cathy Swagart



Youth Development extraordinaire... customer-care aficionado...tennis playing-diva. Just a few words that describe the phenom that is Cathy. If you've spoken to her on the phone, then you know what we're talking about. We're talking about a woman who is committed to caring for youth workers. Her support is a key element of the success of all YDN events. She does whatever it takes to make sure we have the tools we need to move our work forward.

YDN staff have come to rely on her, as have many of our partners, for her help and her warm attitude that make our lives easier in ways that you may never notice. She's all over the small details, but she's building youth development big time. Like the wind, you may not see her but you see the effects of her presence.

To find out more about Cathy, visit us on our website at www.ydnetwork.org

Intern Alley—Shay

YDN: How did you hear about the Youth Development Network?

Shay: It was my senior year in high school and I needed a summer job so I could gain work experience. So I joined a program called Summer of Service (SOS) which is sponsored by SETA. I went through a series of interviews, and eventually we did an activity called speed interviews. That's where I met Summer. Within those five min-

utes of a group interview, I was immediately interested in YDN.

The next day the program placed us at our job sites and I got placed with the wonderful YDN family.

YDN: What kinds of skills did you learn or further expand while being an intern?

Shay: I learned a lot of things from YDN. Mostly little stuff, but that little stuff is important,

too. I learned how to work with Excel, what Giftworks was, and how to update the database (Giftworks was my match—it had me stumped a lot, but eventually I figured it out!). I learned donor management, I learned how to use the copy machine. I also learned how to work independently, which I feel is one of the most important things to be able to do in a job, and even though

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YDN Toolbox

The Big Idea

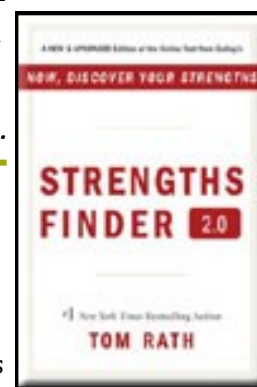
StrengthsFinder 2.0 is an effort to get the core message and language of its predecessor *StrengthFinder* to a broader audience. After the enthusiastic reception of the first book that was oriented more towards managers who discovered what their strengths were, this sequel focuses on helping anyone and everyone identify their top 5 strengths and apply them to their work and their life. The book works from research with hundreds of respondents that has been condensed into 34 themes or key areas that can easily be translated into ideas and action.

The book also strives to be reader-friendly and tones down its vocabulary so that it can be accessible to people without any management experience. The 2.0 version provides each reader with a talent profile so unique that they're unlikely to share even a sentence with someone else. This book helps readers apply their newly found strengths to any type of role, and gives them ideas to help them apply their talents in their daily life, no matter what kind of work they have and what their interests are.

Why You Need this Book

Work your maximum potential. Author Tom Rath will help you discover the strengths that best pertain to you and help you understand that the route to maximum achievement is focusing on accelerating your strengths, rather than shoring up your weaknesses. Rath and his team illustrate in this book that there's a lot more to understanding human talent than most people know. Those who are familiar with the *StrengthsFinder* assessment know that it is designed to uncover certain key talents -- patterns of thought, feeling, and behavior that can be productively applied.

In this new version, those thoughts, feelings and behaviors are customized to your experience by giving you the basics of working on what you have and offering practical ideas to act and make the most out of them. With this book, a personalized assessment over the internet is made available through an access code inside a packet inserted in the book. After the online assessment identifies the top 5 themes that pertain to you, you will receive 10 "Ideas for Action" for each theme, giving you 50 specific actions to take. Using these, you can explore your core strengths closely and allow you to maximize the potential for success in specific areas where you will most likely succeed.



Buy this tool and other StrengthsFinder related tools for people of all ages on YDN's website—get the resources you need and support YDN at the same time! Visit us at www.ydnetwork.org.

Policies That Support 21st Century Skills

By Bina Lefkowitz

Businesses throughout the United States are facing a crisis. Young people today – the workforce of tomorrow – are not prepared to contribute to, or succeed in a knowledge-based economy. The crisis is one that threatens our nation's ability to compete in a rapidly changing and more competitive global economy. And if left unresolved, it is a crisis that will undercut the standard of living and way of life for our children – and theirs. Workforce readiness skills for this next generation mean more than just having the necessary basic academic skills. To remain competitive, businesses also require employees to have applied workplace skills or 21st century skills such as professionalism, communication, teamwork, innovation and critical thinking.

In *Are They Really Ready to Work?* Employers report that more than 40 percent of high school graduates lack the skills they need to make a successful transition to the workplace of the 21st Century. (Corporate Voices for Working Families Workforce Readiness Principles, An Executive Summary @ www.cvworkingfamilies.org) Nearly three-quarters (72 percent) of incoming high school graduates are viewed as deficient in basic English writing skills, including grammar and spelling. And, when asked about readiness with regard to applied skills related to the workplace, the greatest deficiency was reported in written communications (memos, letters, complex technical reports), and in professionalism and work ethic. Eighty-one percent of survey participants say their high school

graduate hires were deficient in written communications. For example, over half (58 percent) of responding employers say critical thinking and problem solving skills are “very important” for incoming high school graduates’ successful job performance, yet nearly three-quarters of respondents (70 percent) rated recently hired high school graduates as deficient in critical thinking. More than three-quarters of survey participants (76 percent) say that “making appropriate choices concerning health and wellness, such as nutrition, exercise, stress reduction, work-life effectiveness” is an emerging content area that will be most critical for future graduates.

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Social Networking & the 21st Century—Part One

By Scott Mautte



Welcome to the 21st century (and yes we are all still learning what that means). One of the things that has become very clear is that the continued advancement of social media tools has taken the movement of communication from lightning speed (the internet 1.0) to supersonic (social networking). Just ask our President whose recent comments about Kanye West were promptly disseminated to the world as if we were all there hearing them in real time.

As we look at our approach to youth development in the 21st century and the importance of the work that we do, the implications and the impact of social networking play a critical and crucial part in the effectiveness of our reach. Part one of this series is designed to **awaken our organizational senses** so-to-speak to the endless possibilities and opportunities that social networking offers to the advancement of our work to, for, and alongside of, youth.

Let me pose a question to you: **What would your organization, program and/or impact look like if you had a program that embraced the value of being both High Tech and High Touch in your approach to youth development?** (Oops, sorry. Let's first take a step back and look at what it means to be a High Tech, High Touch organization.)

High Tech

Being a high tech organization doesn't necessarily mean that you have spent hundreds of thousands of dollars on all the latest technological bells and whistles, but it does mean that as an organization you are tapping into the current technology that is out there to better reach the people you are serving. Obviously, this may mean that some of your equipment needs to be upgraded and that you are intentional and strategic in your approach to using these technological tools. Resources like techsoup.org (which supports non-profit organizations by providing technology resources—computer software and hardware—at a fraction of the cost of buying them retail) will help your organizations move more affordably to being high tech.

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Intern Alley continued from page 4

none of the YDN staff said it, I'm sure they don't like to be nagged every few minutes about what to do next. I further expanded my communication and typing skills. I'm way more confident to make a phone call and sound professional than I used to be, and with typing I feel like I'm a pro now.

YDN: How did your internship with YDN help prepare you for the next chapter of your life?

Shay: Because working with the youth development network was my first official job, it gave me my initial work experience. I'm so glad my first job was here in the YDN office because now instead of applying to fast food places or retail stores for my next job when I go off to college, I can apply for office jobs or a position

as an assistant which is better because it has the potential to pay more. And most important I'm starting off in a somewhat professional field young because not many teens start off in an office. They usually go for the retail store and fast food places. YDN also looks good on my resume—I really want to work with kids in my future and the YDN is all about developing youth.

YDN: Tell us a little bit about the "next chapter of your life." Where are you going from here and what do you plan to do?

Shay: Well, after I leave YDN I will be moving to San Francisco to start my freshman year of college at San Francisco State University. This will be my first time living on my own, so wish me luck. I plan to major in psychology and minor in child development. Later in the future I want to go

for my master's degree in psychology. Everybody tells me college was one of the best experiences of their life, I hope it's like that for me too. I'm also looking for another job while I'm going to school, maybe something on campus. Another plan of mine that I've wanted to do for years is to become a big sister for the Big Brothers Big Sisters program. I'm very excited about pursuing the next steps in my life.

Thanks YDN for everything!!



Interested in finding out more about YDN internship opportunities, please contact Summer Thommen at summer@ydnetwork.org

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Promote dialogue in all subject areas: This does not just have to happen in class but can really take off using their attraction to all things digital. For example, encourage conversations on SKYPE, or have them start a discussion group on wordpress. And of course they can always be connected to the learning via g-mail and instant messaging.

Tell them to keep the headphones on. (No this is not a typo!) More and more across college and high school campuses we are seeing professors use i-learning to solidify learning. One website had this posted on its home page: "I-POD+PODCAST= ANYTIME LEARNING." Currently there are over 90,000 podcasts available in a large amount of subject areas.

Everyone take their cell phones out please. Recently a group of youth were asked how a cell phone could be used for learning. This is a listing of some of their responses: Pop quizzes, student polls, spelling bees, book reports, peer tutoring, class presentations, homework reminders, and language lessons. Now I know young people are smart and creative, but I bet if us seasoned adults put our mind to it we could add some new ideas to this impressive list.

The bottom line: Our teens were born into a digital world. A world that values creativity more than gaining knowledge for knowledge's sake. A world where information abounds. As a matter of fact, it's safe to say that the world is more "information rich" than it has ever been in its entire existence. Our young people are constantly in a learning mode—the question is how much are we willing to meet them where they learn best in the 21st century. While the ideas on this page might seem ludicrous and anti-learning, they are in many ways the advancement of learning. The digital age is allowing us to recognize that learning can be fun. Learning should not necessarily be harder but information should be sought after in a smarter way. Social learning will continue to showcase itself as an effective way of uploading and downloading information and no longer will working by yourself be the norm. In the 21st Century, learning will happen by typing "WWW" on your keyboard because young people in the 21st century will learn Whatever, Whenever, Wherever... Let's continue to join them!

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High Touch

Have you ever experienced exceptional customer service? You know, the kind that was so outstanding that it won your loyalty in a moment. If you have, then you probably already have a sense of “The touch,” or high touch. High touch is when an organization or individual goes the extra mile to stay personally connected to their customer. The customer may already be satisfied with the service as is, but the touch is the cherry on top. Most of the time, high touch adds only seconds of time to your workload, but the return is far greater. Maybe it’s a follow up note or email, or a phone call to appreciate the meeting that you had with an individual. However you make it happen, high touch is about staying personally connected to people, especially in a high tech society.



The Ying and the Yang of the 21st Century

The balance of high tech, high touch is the ying and yang of the 21st century. It is the ability to balance a rapidly evolving high tech society with our need as humans to be connected to one another. Social networking is a huge part of this balance as we will see in future articles. For today, make high tech, high touch part of your organizational vocabulary.

First Steps

1. Begin to think (dare I say, *dream*) about how your organization can provide a highly technological element to serving youth while remaining deeply connected through meaningful personal relationships.
2. If you don’t already have one, develop a technology plan for your organization. And if you already have one, revisit it and include your employees (Chances are, you have some technology geeks that are craving to use their passion to further your organization’s mission).
3. Develop a plan for how your organization can add or maintain a highly personal touch with your customers.

I would love to get your feedback on this article, please email your thoughts, reactions and resources. I would love to add some of them in the next edition. Also, you can follow the YDN team on Twitter (scottmauttheydn; vickiydn & adrianruiz1) as well as on Facebook (look for our logo). The 21st century is here and we are on the cutting edge of this new frontier—looking forward to enjoying the journey with you.

Gallup Coming To Sacramento

Gallup has studied human nature and behavior for more than 70 years. Gallup's reputation for delivering relevant, timely, and visionary research on what people around the world think and feel is the cornerstone of the organization. Gallup employs many of the world's leading scientists in management, economics, psychology, and sociology, and our consultants assist leaders in identifying and monitoring behavioral economic indicators worldwide. Gallup consultants help organizations boost organic growth by increasing customer engagement and maximizing employee productivity through measurement tools, coursework, and strategic advisory services. Gallup's 2,000 professionals deliver services at client organizations, through the Web, at Gallup University's campuses, and in 40 offices around the world.



Join YDN for a powerful time of interacting with the folks at Gallup in a discussion around their compelling research on strength-based leadership.

This convening is being finalized for the end of 2009-beginning of 2010. Keep looking for updates concerning this exciting opportunity.

Not familiar with Gallup's strength-based research? Get a copy of Strengths Finder 2.0 and other strengths-based research work by Gallup on the YDN website at www.ydnetwork.org—a portion of all purchases made through our website directly support our work financially so purchase cutting edge resources while supporting the work of YDN.

For more information about the Gallup event, please contact Adrian Ruiz at Adrian@ydnetwork.org

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- Ten million U.S. jobs could go unfilled by 2010 because the available workforce will lack the needed skills to fill the positions.
- Deficits in basic skills cost businesses, colleges and under-prepared graduates as much as \$16 billion annually in lost productivity and remedial expenses.
- America's high-school graduation rate ranks 16th of 20 developed countries, with Germany, Japan, and France, among many others, all reporting higher rates.
(For a complete copy of the full white paper, see "Best in Class: How Top Corporations Can Help Transform Public").

It is clear that not only do we need to address the achievement gap in core subjects such as reading, writing and math, we also need to address the kinds of skills students need to be successful in the 21st century economy. Ensuring that the future workforce masters 21st century skills is critical to ensuring that our country maintains its role as a global leader. Whose responsibility is it to ensure youth have 21st century skills? We know from 50 years of research that youth are developing the skills 24/7. Every setting a young person finds themselves in matters—be it the school, the home, the church, the after school program or the workplace setting. In each of these settings, adults have a chance to connect to youth, to provide guidance and support, to help them learn valuable skills that will serve them in life, and to help them find their passion and their path in life. Developing youth is not just a matter for schools and parents—it's everyone's responsibility.

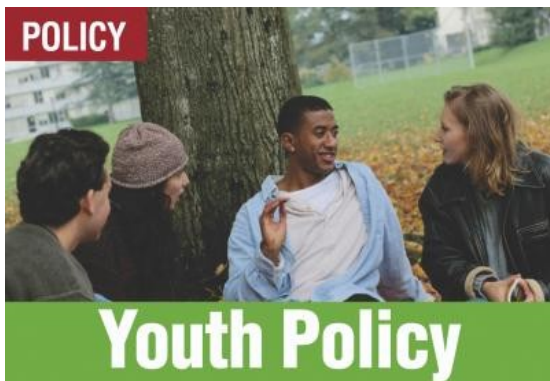
So what can each sector do to support the development of 21st century skills?

Employers, including cities and county governments, can make a difference in the life of our youth by partnering with schools to offer internships, job shadows, classroom speakers, college scholarships and support for student recognition. They can also offer summer jobs and even on-going employment.

Schools can work on implementing thematic-based learning and service learning. These offer opportunities for students to connect classroom learning to community issues and experiences. Schools can create career academies that intentionally teach 21st century skills as part of the curriculum. Schools can offer "summer bridge" programs or life skills courses during the year that teach students how to facilitate and work in teams, study skills, time management, and project management.

What are 21st century skills? Problem solving/ critical thinking (use of facts and ability to think through difficult situations), oral and written communication, team work, ability to navigate diversity (global awareness and global competency, working with diverse populations—age, race, language, learning styles, etc.), use of technology, leadership (get groups to achieve common goals, and have a positive outlook); creativity, self direction and reflection (learn from mistakes and gain new skills and knowledge), work ethic (effective work habits, punctual, time management, productive and honest), social responsibility (ethics, responsible and community minded).

N. Arnett, G. Cochran, N. Grout, K. Catchpole. 2007.
Jet Journal.



Afterschool programs can offer classes in life skills, service learning, career exploration, work based learning and internships, and these programs can also help students find their talents by administering the StrengthsFinder assessment (www.strengthsfinder.com) and find their passions by using Road Trip Nation curriculum (www.roadtripnation.com/).

City councils can Support the Partnership for 21st century learning by signing the national action agenda (www.21stcenturyskills.org); supporting federal legislation introduced by Rockefeller that would provide 21st century incentive funds to schools and also support expanded funding for service learning. Governments can work with schools to link real life to academic learning through service learning and work-based learning, to use the bully pulpit to promote the importance of everyone helping students learn 21st century skills, to help link schools, CBOs and

government together to work towards all students receiving 21st century skill development.

Faith communities can teach leadership to youth, help with character education, and speak to families about the importance of 21st century skills for their students.

With all of these sectors and institutions rallying together, we can shift the tide and start empowering our youth with the 21st century skills they will need to survive and thrive in the new global workplace (and world) that they will soon be entering.

For more information on the Youth Development Network's policy work and how you can become involved, please contact Bina Lefkovitz at bina@ydnetwork.org.

YDN Upcoming Events



YDI Alumni Networking Lunch

Continue to be a part of strengthening the ever-growing YDI Alumni Network!

November 13, 2009 Noon-2pm

815 11th Street - Sacramento, CA - 95814

\$15 per person (covers meal, beverage and tip)

Please utilize our online registration with advanced entrée ordering.

Join us for some great relationship building, networking and discussion around 21st Century skills and our work with youth.

Menu Options:

Manicotti Pasta

Tubes filled with a four cheese blend and topped with a béchamel and marinara sauce

Spinaci Rosmarino

Spinach, Rosemary Chicken, red onion, almonds, prosciutto chips and gorgonzola with a strawberry vinaigrette

Italian Club Panini

Turkey, prosciutto, fontina cheese, tomato and pesto aioli on focaccia bread

Lasagna al Forno

A generous portion of our lasagna with a beef ragout and béchamel sauce

Youth Development Network Fall Reception

Celebrating Youth Success in Sacramento

October 14, 2009 5-7 pm

1801 L Courtyard - Sacramento CA 95814

- Event Fee (50.00 USD)
- Youth Mentor Membership Fee (Reception Free with membership) (100.00 USD)
- Community Youth Ally Business Membership (Reception Free (2) with Membership (250.00 USD)
- Event Sponsor - 10 tickets to event (500.00 USD)

Join Sotiris K. Kolokotronis and our Board of Directors for an evening of great food and live music.

Featuring Entertainment by Mae Gee & "Stereo Earth" Band



TALK is CHEAP!

An Interactive Learning Community Workshop on Youth Activism

When: November 17-18, 2009

Time: 8:30 am to 3 pm

Cost: Adult-\$150.00 per person, Youth-\$100.00 per person
(see website for early bird registration prices)

Description:

All around the world young people are taking an active role in changing their communities. The YDN is proud to offer the 2-day training focusing on youth activism. In this training we examine best practice methods, tools and strategies to activate young people as change agents

To register for any of these events or to find out more information on other upcoming YDN events and trainings, please check out our website at www.ydnetwork.org or call 916-228-2514