



Youth Committee Meeting Agenda

Wednesday, January 8, 2014

2:30 p.m. - 4:30 p.m.

CareerSource Central Florida - Administration Office

707 Mendham Blvd., Suite 250

Orlando, FL 32825

Conference Call-in Phone Number: (866) 576-7975 / Participant Access Code: 299848

Welcome & Chair's RemarksDebbie Clements, Chair

- Call to Order
- Roll Call
- Public Comment
- Approval of the November 6, 2013 Youth Committee Minutes

Information/Discussion Items

1. Youth Committee Support of CareerSource Central Florida Strategic Goals
 - CareerSource Central Florida will become the backbone organization for workforce development in Central Florida
 - CareerSource Central Florida will become business focused in all efforts
 - CareerSource Central Florida will identify ways to measure progress and Return On Investment (ROI)
2. Action Item:
 - Review and Approve the "Youth Committee Description and Duties" Charter
3. Challenges of Homeless Youth in Central Florida..... Brent Trotter, President
Coalition for the Homeless
4. Mission Moment - Covenant House
5. Update on Contract Obligations, Expenditures, Enrollments and Performance
 - Action Item:
 - Recommendation for Contract Modifications

Chair's Closing RemarksDebbie Clements, Chair

Next Meeting:

Wednesday, March 5, 2014, 2:30pm to 4:30pm

WCF Admin Office 707 Mendham Blvd., Suite 250, Orlando, FL 32825

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Youth Committee Meeting

Workforce Central Florida
707 Mendham Blvd., Suite 250
Orlando, FL 32825
Wednesday, November 6, 2013
2:30 p.m.

MINUTES

MEMBERS PRESENT: Debbie Clements, Rick Bedson, Allie Braswell, David Bundy (via phone), Tom Doye (via phone), Larry Eason (via phone), Ivan Kaled (via phone), Cathy Lake, Randy Means (via phone), Dwight Mitchell, Barbara Newton, Jack Plettinck (via phone), Linda Rimmer, Dan Rodgers, Maggie Teachout (via phone), Brent Trotter

MEMBERS ABSENT: Lonnie Bell, William D'Aiuto, Kamil Fadel, Wendy Hammock-Silungwe, Katie Porta, Brian Michaels, Deborah Moffitt, Deborah Morris, Tadar Muhammad, Dr. Robert Spooney, Virginia Whittington, and Danyiel Yarbrough

STAFF PRESENT: Joyce Hinton, Kenneth Gathers, Jennifer Wilson, Nilda Blanco, Tonya Elliott-Moore, Chad Kunerth, Andrea Jiraud and Kaz Kasal

GUESTS PRESENT: Paulette Edwards/Central Florida Urban League; Ron Goss, Shellonda Rucker, Candace Burns, Yesenia Santiago and Hilda Acosta /Henkels & McCoy; Marilyn Gordon/Goodwill; Tara Hormell/Children's Home Society; Maria Shorkey, Chela Cruz/Covenant House Florida; Traci Agius, Kyla Gutierrez/ResCare

WELCOME & CHAIR'S REMARKS

Call to Order

Ms. Clements called the meeting to order at 2:30pm and welcomed those in attendance.

Roll Call

Ms. Kasal commenced with roll call and established that there was a quorum present.

Public Comment

None offered.

Approval of the August 7, 2013 Youth Committee Minutes

Mr. Braswell made a motion to approve the 8/7/13 Youth Committee Minutes. Ms. Teachout seconded, motion passed.

INFORMATION/DISCUSSION ITEMS

1. Introduction of Mr. Kenneth Gathers, WIA Youth Program Manager

Ms. Hinton introduced Mr. Gathers, the new WIA Youth Program Manager. Mr. Gathers has an extensive background in workforce services. Mr. Gathers greeted the committee and stated he is looking forward to working with everyone. Andrea Jiraud was also introduced as the new Technical

Coordinator who will be providing technical support to the youth service providers. Ms. Clements asked everyone else to introduce themselves as well.

Ms. Hinton extended her thanks to Ms. Wilson, who has done a great job managing the youth program until a WIA Youth Program Manager was hired.

Ms. Clement reflected that about a year ago the Youth Committee just formed in order to be back in compliance. In the past six months, with two different procurements processes, we now have 5 year-round youth providers.

2. Contract Status

Ms. Blanco referred to the memo in the meeting packet and provided an update of the youth RFP 2013 – Round 2. Ms. Blanco stated that before the RFP for Round 2 was issued, WCF hosted a technical assistance workshop to help training providers better understand the WIA program requirements. This was in direct response due to lack of community-based providers responding to the first RFP. The RFP/Round 2 was issued with a submittal deadline of 9/6/13. Eight proposals were received. A committee of six reviewers comprised of board members and community partners convened to review and score the proposals. Arbor/ResCare, Children's Home Society, Covenant House and Goodwill Industries were recommended for funding, which was approved at the 9/24/13 WCF Board of Directors meeting on 9/24/13. Including, Henkels & McCoy (H&M) from the first round, WCF has now procured five organizations to provide year-round services for youth ages 16-21. WCF has obligated \$5M of its \$5.2M budget. The remaining dollars will support WCF's Youth Program staff and items purchased on behalf of the collaborative (i.e. TABE Online tests, outreach items). The timeline for H&M is from 7/1/13 thru 6/30/14; the timeline for the other four organizations is from 10/1/13 through 9/30/14.

3. Update on Henkels & McCoy

Mr. Goss extended his thanks to both the committee and WCF for allowing H&M the opportunity facilitate the "Project CoNEXTion" youth program. He also complimented WCF for all their support. Mr. Goss referred to the handout in the meeting packet and both he and Ms. Rucker provided a Powerpoint presentation on H&M's progress updates. He indicated that they are 67% staffed and have 86 youth enrollments as of today. He also provided a fiscal snapshot of the first quarter and a project overview. Their main goal is to place youth in jobs and/or advanced training/college. Mr. Goss would like to revisit/reinstitute a "Summer STEM Camp" in the spring. H&M serves all five counties their target goal is to enroll 295 in-school youth and 225 out-of-school youth this program year. Ms. Clements asked how the youth enrollments are doing with regard to geographic distribution. Ms. Rucker replied that Osceola was in the lead on enrollments, but now Lake has taken the lead, Orange is trending better. They will provide a county-by-county breakdown at the next meeting. Mr. Goss provided his thanks to Goodwill Industries for their partnership. Ms. Rucker indicated that H&M is outreaching in the community and reviewed the listing of those agencies serving at-risk youth that they are collaborating with. Ms. Rucker introduced two youth enrolled in "Project CoNEXTion" to relay their experiences.

Gisselle Maldonado introduced herself. She indicated she was applying for jobs but not getting hired because she had no experience. Then she learned about "Project CoNEXTion" when representatives from this program came to visit her high school and discussed how the program offers basic skills and job readiness/occupational skills training. She just started the program and "loves it" – the program has motivated her to follow her dream of helping kids that have faced the same problems that she has had to contend with. She is expecting to graduate from high school this December and

is looking to enroll in Southeastern University.

Joil Henry introduced himself and indicated that he is from the Virgin Islands where he participated in a police cadet program and became a team lead. Then he moved to Florida and indicated that he too saw the "Project CoNEXTion" presentation at his high school and became interested as the program helps youth who do not have work experience. He expressed his interest in getting into law enforcement.

Ms. Rucker introduced others on the H&M staff: Candace Burns, Yesenia Santiago, and Hilda Acosta.

4. Presentations from new youth providers

The following new youth providers provided Powerpoint presentations, reviewing a quick summary of their organizations and the programs they will be facilitating.

Goodwill Industries:

Ms. Gordon introduced herself and provided her thanks that Goodwill will be providing their services. Their program "Career Connections" will be targeting to serve 200 in-school youth, with a documented barrier, in Orange and Osceola counties. They will be in partnership with BETA Center, Mavericks High School, New Journey Youth Center, Junior Achievement, and Orange County Public Schools Alternative Education.

Children's Home Society (CHS):

Ms. Hormell introduced herself and extended her thanks for this opportunity. In partnership with Orange County Public Schools, University of Central Florida and Central Florida Family Health Center, CHS will be providing services at Evans Community School which is imbedded on the Evans High School campus. CHS will be providing a set of services and strategies to increase the educational and life outcomes of the students at Evans High School. They will be serving 175 in-school youth. They will be utilizing "Business Incubator" - youth will decide what business to start and be involved and learn tasks as a career. This is in partnership with United Arts and will include technical fields behind the scenes lighting, sound, costumes.

Covenant House:

Ms. Shorkey and Ms. Cruz introduced themselves. Their "Dove Community Program" will be targeting 100 out-of-school youth in Orange, Osceola and Seminole counties. This program will serve long-term support for homeless youth that require additional assistance to pursue their education and secure and hold employment in order to become financially self-sufficient. There will be three program phases: 1) assessment/address deficiencies (2 weeks); 2) paid work experience and occupations skills training (6 weeks); and 3) continuous improvement, obtaining and retaining employment.

ResCare:

Ms. Agius and Ms. Gutierrez introduced themselves. Their program will serve 225 out-of-school youth in Lake, Sumter, Orange, Osceola and Seminole counties. They provided an overview of their comprehensive service delivery design (staff development & training), program tools and services (assessments, understanding the demand, preparation of youth) and location/service areas.

Mr. Braswell commended Ms. Blanco for her technical assistance and taking the time to help small community-based organizations do better.

CHAIR'S CLOSING REMARKS

Ms. Clements stated that, as other programs prepare to get up and running, the committee will be looking to hear from youth program participants at the meetings. This is in line with the request from the new Board Chair, Ms. Brandon, who has asked that "Mission Moments" be provided at board meetings to show the results/benefits from workforce services.

Ms. Clements thanked everyone for attending today's meeting and stated that the next Youth Committee Meeting will be held at 2:30pm on Wednesday, January 8, 2014 here at the WCF administration office.

There being no other business, the meeting was adjourned at 4:05 p.m.

Respectfully submitted,

Kaz Kasal
Sr. Administrative Assistant

CareerSource Central Florida

Youth Committee Description & Duties

Purpose: The Youth Council, as a required committee under the Workforce Investment Act (WIA), responds to the demographic climate of CareerSource Central Florida youth in developing policy and programs that meet the needs of youth with barriers. The committee objective is to improve the self sufficiency of low income youth with academic and employment barriers. By developing policy and programs, we aim to advance youth with significant barriers.

Responsibilities:

- Understand the organization's mission and goals and ensure all committee members do as well
- Develop policy that included all youth, especially those most hard to serve
- Support the development of industry recognized certifications or credentials
- Create linkage to education and training programs
- Support rigorous academic achievement for CareerSource Central Florida In-School and Out-of School youth that ultimately result in a high school diploma or GED
- Provide employment and training opportunities that lead to increased self-esteem, the development of positive career goals and employment
- Prepare youth for post- secondary education and careers
- Commit to healthy, crime and drug free communities through local partnerships that give economic and academic opportunities to youth
- Monitor programs and performance in accordance with the Bylaws of the Board

Skills/Expertise:

- Experience in youth counseling and development
- Willingness to communicate and recruit community partners
- Commitment to develop policies to aide in successful youth outcomes

Structure:

- **Membership:** board members, individuals who represent local youth interest, members who represent service agencies, such as juvenile justice, public housing, and human service agencies, Ad Hoc Committees (as necessary)
- **Bi-Monthly meetings:** agendas and minutes will be kept and supplied to the board of directors in written form



ACTION ITEM

BACKGROUND

On November 26, 2013 WCF staff reviewed the expenditures for our youth program and determined we are currently under spending in our WIA Youth funding. Staff reviewed options to help increase spending in our youth program.

WCF Youth Program Manager contacted three of our current youth providers (Covenant House, Goodwill and ResCare) to determine if they would be interested in serving additional youth in their current contract. The youth must be enrolled by June 30, 2014. The providers were all open to serving additional youth and were asked to submit a budget that included all cost associated with the additional youth.

In addition to increasing the number of youth served by the three providers we asked the providers to also increase the number of youth to be served in the Work Experience activity. WCF also standardized the Work Experience criteria for all providers: (\$8.25 x 30 hours x 8 weeks= \$1980 per youth). This standardization will require a modification to the contracts and will increase the providers Work Experience line item and associated taxes.

RECOMMENDATION:

WCF Programs Department is recommending:

- 1) Youth Committee review and accept the recommendations to modify the current youth providers; Covenant House, Goodwill, and ResCare
 - The modifications of these providers are based on:
 - Increasing the number of youth to be served;
 - Direct participant cost Work Experience placement and taxes;
 - Additional staff cost for the youth to staff ratio;

- 2) Present recommendations to the Board of Directors to allow staff to modify negotiated contracts

Youth Providers Additional Funding

Proposer	Number of Youth to Served	Contract Amount	Additional Youth to be Served	Proposed Contract Increase Not to Exceed	Comments
Arbor E & T d/b/a ResCare	250	\$953,401	40	\$219,450	In addition to the additional youth to be served the increase includes additional youth to be served in the Work Experience activity and the cost and associated taxes and fees.
Children's Home Society	175	\$913,703	0	\$0	
Henkels & McCoy	550	\$2,000,000	0	\$0	
Covenant House	100	\$421,414			In addition to the additional youth to be served the increase also includes adjustment to Work Experience cost and associated taxes and fees. Original contract did not include taxes for youth employment.
Goodwill Industries	200	\$828,028	25	\$260,000	No adjustments to provider Work Experience cost and associated taxes/fees were needed.
Total	1275	\$5,116,546	85	\$529,450	



Project CoNEXTion Summary Report

KEY PROJECTS

Increasing Enrollments: Working with the providers to develop outreach plans that will generate youth interest and increase enrollments.

- Contracts Manager has scheduled weekly calls with each contractor to review their enrollment activities for the week and receive update for prior week.
- Providing an intense and comprehensive orientation about the Youth program to contractors new hire
- Provided January/February training schedule to the contractors. Staff will work individually with each provider to provide training, technical assistance, and assist with EFM enrollments

“Get in the Game: From the Court to Career” WCF partnering with ResCare and to host event on 1-18-14 at the Parramore Kids Zone. ResCare is partnering with the National Basketball Retired Players Association (NBRPA) to teach basketball and life skills to young adults

Youth Expo’s: Planning to host expo’s in all five counties to increase awareness of year round youth program along with our rebranding to CareerSource Central Florida.

Project CoNEXTion Rebranding: CareerSource Central Florida team is in the process of evaluating if the Project CoNEXTion name is generating traction or should we rebrand our youth program along with the organization rebranding.

PERFORMANCE OUTCOMES

YOUTH ENROLLMENT: 153 (7-1-13 – 12-31-13)

- Henkels & McCoy: 150
 - In-School: 90
 - Out of School: 60
- ResCare: 3 Out of School
- HS/GED Attainments: 1
- National Credentials: 3
- Employment Placements: 0

FINANCIALS

For the period of July 1- December 31, 2013:

Contractor	Total Funding	YTD Expenditures	YTD Obligations	Remaining Funds
Henkels & McCoy	\$2,000,000	\$171,512	\$137,627	\$1,690,861
Children's Home	\$913,703	\$0	\$0	\$913,703
Covenant House	\$422,101	\$0	\$0	\$422,101
Goodwill	\$825,788	\$0	\$1806	\$823,982
ResCare	\$953,401	\$0	\$21,921	\$931,480
Total:	\$5,114,993	\$171,512	\$161,354.41	\$4,782,126.59

FINANCIAL RECOMMENDATIONS:

Refer to Board Action Item.

FOR IMMEDIATE RELEASE

December 31, 2013



Event: "GET IN THE GAME: From the Court to a Career"

Date: January 18, 2014

Time: Noon – 4:00PM

Location: Parramore Kids Zone,
363 N. Parramore Avenue
Orlando, FL 32805

Contact: Kyla Gutierrez

Telephone: 407-472-9992 x312

Cell Phone: 407-274-2451

Email: Kyla.Gutierrez@rescare.com

WORKFORCE CENTRAL FLORIDA AND RESCARE WORKFORCE SERVICES TO HOST "GET IN THE GAME: FROM THE COURT TO A CAREER" ON JANUARY 18, 2014

Local youth program partnering with former NBA players to teach both basketball and life skills to young adults.

(Orlando, FL)—Through Workforce Central Florida Project CoNEXTion (soon to be CareerSource Central Florida), ResCare Workforce Services has partnered with the National Basketball Retired Players Association to present "Get in the Game: From the Court to a Career" on January 18, 2014 from noon until 4pm at the Parramore Kids Zone located at 363. N. Parramore Avenue, Orlando, FL 32805. This is a unique opportunity for local youth 16-21 who may be considered "at-risk" or have experienced barriers to success to learn valuable lessons expanding far beyond the sport of basketball. These young adults will gain on the court skills directly from NBA greats but more importantly they will learn how these skills can be translated into future success in life. Project CoNEXTion is a year round program for this vulnerable population which seeks to assist in GED attainment, employment skills, occupational credentialing, job placement and mentorship...with the ultimate goal of helping these young people to be responsible, independent adults! The mission of Get in the Game is to utilize the fundamental skills of basketball to illuminate valuable life lessons which can be used in everyday life and help young adults become aware of the programs available to assist them on their path to success. Along with the motivational lessons and on the court coaching given by former NBA players, youth will also be given enrichment workshops and have access to a vendor fair comprised of various local businesses and agencies providing services and assistance to this target population.

Project CoNEXTion is a partnership between ResCare Workforce Services and Workforce Central Florida designed to support youth, 16-21, in Orange, Osceola, Seminole, Lake and Sumter Counties to gain education, employment and overall independence. Services include GED assistance, employability skills training, occupational credentialing, job placement services and ongoing mentorship.

As the nation's largest workforce services provider, ResCare Workforce Services has over 40 years of experience managing youth and adult development programs that help hundreds of thousands of people enrich their lives through educational opportunities, career exploration programs and job placement initiatives. ResCare operates in over 40 states and has 46,000 employees who are all committed to serving people. More specifically, the 50 youth programs and Job Corps centers that ResCare manages are located in most of the 12 cities where the NBRPA has existing chapters and where many of the 30 NBA teams exist.

The Orlando Chapter of the National Basketball Retired Players Association (NBRPA) is a non-profit association comprised of retired basketball players. The organization has a mission to (1) assist former players in their transition from the playing court into life after the game while continuing to (2) make a positive impact on their communities and youth through the game basketball. The Retired Players Youth Development League is a non-profit association organized to assist former players in their mission of youth development and leadership training for at-risk youth.

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If you would like more information about this event or would like to schedule an interview with event organizers email Kyla Gutierrez at Kyla.Gutierrez@rescare.com, call 407-274-2451, email Traci Agius at traciagius@rescare.com or call 863-289-9472.