



Youth Committee Meeting Agenda

Wednesday, March 4, 2015
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

Strategic Goals developed by the Board:

- *CareerSource Central Florida will become business focused in all efforts*
- *CareerSource Central Florida will identify ways to measure progress and Return On Investment (ROI)*
- *CareerSource Central Florida will become the backbone organization for workforce development in Central Florida*

1. Welcome & Chair's Remarks Debbie Clements, Chair
2. Roll Call / Establishment of Quorum
3. Public Comment
4. Approval of Minutes
 - A. 11/19/14 Youth Committee Minutes
 - B. 1/14/15 Youth Committee Minutes
5. Information/Discussion Items
 - A. Introduce Ike Powell III Mimi Coenen
 - B. Mission Moment..... Edward DeJesus
 - C. Youth Program Operations Report..... Mimi Coenen
 - D. Youth Program Financial Report..... Mimi Coenen
 - E. Youth Committee Member Report..... Mimi Coenen
 - F. Youth RFQ Update Mimi Coenen
 - G. Strategies for Youth Programs in Lake and Sumter Counties Mimi Coenen
 - H. Youth Summit Update..... Kenneth Gathers
 - I. DJJ/DCF Youth Career Expo..... Kenneth Gathers
6. Other Business
7. Upcoming Meetings
 - 5/6/15 (Wed), 2:30pm to 4:30pm / Location: To Be Determined
8. Chair's Closing Remarks..... Debbie Clements, Chair
9. Adjournment

DRAFT

Youth Committee Meeting

Wednesday, November 19, 2014

2:30 p.m.

CareerSource Central Florida
707 Mendham Blvd., Suite 250
Orlando, FL 32825

MINUTES

MEMBERS PRESENT: Debbie Clements, Lonnie Bell, Gary Cain, William D’Aiuto, Tom Doyle, Larry Eason, Carol Grosshans, Sue Koziol, Cathy Lake, Brian Michaels, Tadar Muhammad, Barbara Newton, Jack Plettinck, Linda Rimmer, Maggie Teachout, Brent Trotter and Jeff Whitehead

MEMBERS ABSENT: Christine Burk, Paulette Edwards, Kamil Fadel, Lorna Garrow, Wendy Hammock-Silungwe, Jovanna Heavener, Randy Means, Michael Shaver, Dr. Robert Spooner and Virginia Whittington

STAFF PRESENT: Pam Nabors, Mimi Coenen, Joyce Hinton, Kenneth Gather and Kaz Kasal

GUESTS PRESENT:

WELCOME & CHAIR’S REMARKS

Call to Order

Ms. Clements called the meeting to order at 2:05pm 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 9/17/14 Youth Committee Minutes

Ms. Newton made a motion to approve the 9/17/14 Youth Committee Minutes. Mr. Muhammad seconded, motion passed.

INFORMATION/DISCUSSION ITEMS

1. Mission Moment

Ms. Hinton provided a video clip on a youth participant receiving work experience at “The Forgotten Ones.” This participant has been able to pay his probation fees while attaining valuable work skills and job readiness training.

2. Youth Program Operations Report

Ms. Coenen referred to the document in the meeting packet that shows the youth providers’ performance goals and outcomes in PY 13-14 and to date in PY 14-15. Ms. Coenen also stated that staff are currently visiting youth provider sites to monitor progress and provide technical assistance.

3. Preparing for WIOA impact on Youth

Ms. Coenen stated that the new WIOA legislation will expand youth age range from 16-21 to 16-24 and also place a priority on service delivery to out-of-school youth, with 75% of youth funding going towards this target population. It will be important to leverage funds to meet this service delivery. As an example, Ms. Coenen stated that the "Take Stock in Children" organization had unused scholarship money from youth who did not finish their education and this organization reallocated this used money to CareerSource Central Florida. Ms. Coenen asked the committee for their input on other resources that CareerSource Central Florida can tap into/partner with for revenue diversification strategies. Mr. Eason indicated that the Orlando Regional Juvenile Detention Center has satellite offices in Orange, Osceola and Seminole counties and CareerSource Central Florida staff are welcome to come out to these offices to provide job readiness and job retention training to their detainees in order to reduce the youth offender population. Ms. Rimmer stated that Goodwill Industries of Central Florida provides employability skills in six counties and works with juvenile delinquents and foster youth. Ms. Clements commented that it will also be important to attain representation from adult department of corrections for the youth who are 18-24. Mr. Muhammad stated that there are programs where once youth attains GED the funding stops and there is a gap and youth cannot get opportunities for credentials/post-secondary/employability skills – there should be legislation to fund to fund for this gap. Mr. Cain stated that vocation tech centers should be partnered with for specific training. Ms. Rimmer stated that career exploration is needed – aptitude vs. interest assessments for youth. Also youth with unidentifiable disabilities, even by virtue of lack of experience, have transitional employment which gives youth the opportunity to try out employment and learn by doing in the work environment. Ms. Coenen stated that funding goes up and down – an area to explore is business sponsoring/job shadowing-career exploration. Mr. Muhammad suggested collaboration with partners to have one place that provides a plethora of youth services. Ms. Nabors stated that it will be important to keep strategic with ISY youth – if interested in being a part of this subcommittee to do planning, please email Mr. Gathers.

4. Youth RFQ

Ms. Coenen stated that there is \$500,000 in unobligated funds that can be used toward out-of-school youth, in preparation of new WIOA legislation. Staff is proposing that the RFQ be tailored to offer services to enhance existing programs to help current youth in programs or new youth – and, as discussed at last meeting, this would be still targeted towards below critically needed areas.

- Parramore District
- Lake/Sumter
- Foster Youth

5. Youth Summit

The committee discussed and reviewed various options and concurred that, in lieu of CareerSource Central Florida hosting a youth summit, it would be most effective/advantageous to partner with the Florida Juvenile Justice Association on their upcoming 2015 Adolescent Conference in Orlando. CareerSource Central Florida staff will connect with the conference committee to discuss partnering and facilitating a post-conference on Youth Employment & Training. Many of the key stakeholders that have been initially targeted for the proposed youth summit will be attending the conference. This will be a great opportunity to make strategic connections considering the impact of service to our youth population for upcoming WIOA service delivery.

Mr. Eason invited the committee members to come to the Orlando Regional Juvenile Detention Center for a visit/tour.

CHAIR'S CLOSING REMARKS

Ms. Clements thanked those who attended today's meeting and adjourned the meeting at 3:30 p.m.

Respectfully submitted,

Kaz Kasal
Administrative Supervisor

DRAFT

Youth Committee Meeting

Wednesday, January 14, 2015

2:30 p.m.

**CareerSource Central Florida
707 Mendham Blvd., Suite 250
Orlando, FL 32825**

MINUTES

MEMBERS PRESENT: Debbie Clements, Lonnie Bell, Gary Cain, William D’Aiuto, Carol Grosshans, Sue Koziol, Brian Michaels, Tadar Muhammad, Barbara Newton, Linda Rimmer and Brent Trotter

MEMBERS ABSENT: David Brier, Christine Burk, Tom Doyle, Larry Eason, Paulette Edwards, Kamil Fadel, Wendy Hammock-Silungwe, Cathy Lake, Randy Means, Jack Plettinck, Michael Shaver, Dr. Robert Spooner, Maggie Teachout, Jeff Whitehead and Virginia Whittington

STAFF PRESENT: Pam Nabors, Mimi Coenen, Joyce Hinton, Kenneth Gather and Kaz Kasal

GUESTS PRESENT: Krissy Stewart/CECO

WELCOME & CHAIR’S REMARKS

Call to Order

Ms. Clements called the meeting to order at 2:34pm and welcomed those in attendance.

Roll Call

Ms. Kasal commenced with roll call and reported there was not a quorum present.

Public Comment

None offered.

Approval of the 11/19/14 Youth Committee Minutes

Ms. Clements stated that since there was not a quorum present, the approval of the minutes from the 11/19/14 Youth Committee Meeting will be deferred to the next meeting.

INFORMATION/DISCUSSION ITEMS

1. Mission Moment

Ms. Hinton introduced Ms. Krissy Stewart, Community Relations Manager with Conductive Education Center of Orlando (CECO) to provide the success story on one of the Youth Program Participants who worked at their center.

Ms. Stewart greeted the Committee and provided a Powerpoint overview/video of their organization as well as a testimonial video from the Youth Program Participant Bershod Williams as he described in his own words how much the program benefitted him. Ms. Stewart explained that CECO provides “conductive education” which is a holistic individualized program that combines physical activities

with cognitive tasks for children with motor disabilities. Bershod Williams started at CECO as a classroom volunteer through the Youth Program. Upon completion of his internship, Bershod was offered a part time position, which he accepted, as a Program Assistant in which he continues his work in the classroom with students helping them to reach their potential. Ms. Stewart relayed that this internship has been a powerful, meaningful experience for Bershod which resulted in a job. She thanked CareerSource Central Florida for placing volunteers at their center.

2. Youth Program Operations Report

Ms. Coenen referred to the document in the meeting packet entitled “Youth Program Operations Report” and reviewed the youth providers’ performance goals and outcomes; annual goals and to date. Ms. Coenen commented that this side-by-side comparison helps to see how each provider is performing and there are some areas where more movement needs to be seen on young adults enrolling into the program as well as an increase in positive outcomes. Mr. Gathers added that staff have been working with the providers out in the field to monitor progress and provide technical assistance/recommendations on how to enhance service delivery and improve performance. The Committee commented that they liked the format of this report – it is easy to follow and track how each provider is performing during the year.

3. In School Youth Transition with WIOA

Ms. Coenen referred to the document entitled “Preparing for WIOA Implementation” and indicated with the transition in focus under WIOA from In-School Youth (ISY) to Out-of-School Youth (OSY) it will be important to address the following:

- Successfully Exit – currently all enrolled Youth: as WIOA requires Youth programs to spend at least 75% of funds on OSY, we will need to exit/reduce current level of ISY by working with these Youth for positive outcomes.
- Transitioning ISY to other agencies/services:- this includes moving some ISY to other agencies/services to further support/continue their needs
- Impact to Youth Contractors: WIOA changes Youth eligibility requirements by establishing separate criteria for OSY and ISY. We will need to determine what partnerships need to be developed and avoid duplication of services, as well as develop strategies to service the older age group under OSY Youth which will expand to 24 year olds. Also, WIOA requires 20% of Youth funding to be used towards work-based learning experiences – it will be important to include elements of this requirement into future contract negotiations.
- Youth Councils – no longer a requirement: the Committee concurred that continuing as a Youth Committee will be valuable; focus should not be taken away from the Youth. This Committee was just created a couple of years ago and has provided a lot of good feedback and advice. Ms. Coenen reviewed the consideration to develop more members that have the needed credentials to serve the disconnected/OSY Youth. Ms. Nabors stated that with the Youth Committee being such a large committee, it has been difficult in reaching a quorum. Mr. Muhammad asked if there are some Youth Committee Members who have not been participating on regular basis. Ms. Nabors replied that staff can provide the Youth Committee the attendance report at the next committee meeting for their review. Mr. Muhammad commented that that across the country most Youth Committees did not disband but continued in order to keep a good focus on Youth. The challenges have been how to reach the older youth group. This Youth Committee has done a great job discussing strategies.

Ms. Nabors commented that as we develop/ramp up strategies for OSY the following should be considered:

- 1) Is the strategy workable?

- 2) What is CareerSource Central Florida's role with partners?
- 3) How do we bring more partners to service older youth group?

Ms. Clements suggested that a workshop be formed to further discuss strategies – this could be an open forum with additional people who could help with the discussion. The Committee concurred. Mr. Michaels stated it will be important to partner with organizations that do GED – older youth need to attain this as soon as possible. The Committee also discussed best strategies to outreach to OSY

4. Youth RFQ

Ms. Coenen stated that staff is currently reviewing 20+ responses received from the RFQ on Short-Term Youth Training which targets out-of-school youth in critically needed areas: Parramore District; Lake/Sumter counties and foster youth. Ms. Clements stated that due to the compressed timeline with this particular RFQ, staff is currently in the process of formulating a recommendation based on their evaluations which Ms. Clements will review in readiness for Board to review/approve at the Board meeting next week. Ms. Clements asked if anyone on the Youth Committee would like to participate in this review process to please let Mimi and Kenneth know after today's meeting

5. Youth Summit Update

Mr. Gathers stated that he has contacted Florida Juvenile Justice Association and they are interested in CareerSource Central Florida hosting a post-conference/summit on Youth Employment & Training at their upcoming 2015 Adolescent Conference in Orlando. A phone meeting on 1/26/15 is scheduled to further discuss logistics on this post-summit. Mr. Gathers welcomed anyone on Committee to contact him if they are interested in participating on this call.

6. City of Orlando Recreational Center

Ms. Hinton stated that she met with the City of Orlando earlier last year to see if they could provide space for CareerSource Central Florida's Youth Providers to provide employability sessions to Youth as well as promote the Youth Program. The City of Orlando is offering their Northwest Community Center and ResCare is conducting sessions once a week. Also other recreation centers will be available for the other Youth Providers to do sessions.

Ms. Coenen reported that CareerSource Central partnered with the Central Florida Hotel & Lodging Association (CFHLA) at the job fair which occurred today. CFHLA agreed to allow a one hour "preview session" with just CareerSource Central Florida Youth clients. This allowed Youth the special opportunity to engage with hotel/hospitality employers one-on-one. In preparation for today's job fair, staff worked diligently with Youth to prepare them for this event and those who showed they were job-ready were provided a "golden ticket" to the job fair. As a result, 35 Youth participated in the hospitality fair and 20 Youth received interviews. Not only were the Youth well received by the employers at this event, the Youth themselves were excited and motivated as a result. Ms. Coenen commended staff for their great efforts in successfully preparing Youth in such a short turnaround and there are plans to repeat this format. Ms. Clements commented that it will be important to partner with more employers.

Ms. Nabors stated that there is a national application to "Performance Partnership Pilots" or "P3" which will provides flexibility to states and local communities to remove barriers in order to effectively service disconnected/at-risk youth, which includes waivers of specific program requirements that inadvertently hamper effective services to youth. Ms. Joan Nelson with Heart of Florida United Way is locally leading the effort. Ms. Nabors asked the Committee to please contact her if they are

interested in knowing more about the “P3” partnership as a way to new eligibility under the Youth Program.

CHAIR’S CLOSING REMARKS

Ms. Clements thanked those who attended today’s meeting and adjourned the meeting at 3:44 p.m.

Respectfully submitted,

Kaz Kasal
Administrative Supervisor

Mission Moment
Welcome Special Guest

Edward DeJesus

- National Director of Workforce Development Programs and Policy at Youth Advocate Programs, Inc.
- Ed is known and highly regarded as one of the most passionate and effective speakers on issues of youth development in the country.
- He has devoted his career to connecting disconnected young people to meaningful vocational and employment opportunities.
- Over the past 30 years, Ed has provided technical assistance and training services to more than 100 workforce and youth development organizations on issues surrounding youth employment, engagement and development.
- Recognizing that many programs were struggling to recruit and engage out of school youth, Ed pioneered the Youth Cultural Competence (YCC) engagement system, which is an integral part of the YAP youth service model.
- Ed was the founding Director of the Promising and Effective Practices Network (PEPNet) - a USDOL Funded initiative aimed at identifying and disseminating information about effective practices in youth workforce development.
- He received his BA from Fordham University and a MS in Urban Policy Analysis from the New School for Social Research.

Youth Program Operations Report

| Childrens Home Society | | |
|---------------------------|----------------------|------------|
| YY Literacy/Numeracy Goal | Planned by 1/31/15 | Actual YTD |
| 92 | 42 | 24 |
| YY Goals* | | Actual YTD |
| 148 | 66 | 23 |
| Positive Outcomes Goal | Planned by 1/31/15 | Actual YTD |
| 86 | 39 | 0 |
| Wage Rate Goal | Actual as of 1/31/15 | |
| \$8.43 | \$0.00 | |

* Type and definition unique to each participant

Childrens Home Society met their enrollment goal of 171 last PY

| Goodwill Industries | | |
|---------------------------|----------------------|------------|
| YY Literacy/Numeracy Goal | Planned by 1/31/15 | Actual YTD |
| 138 | 62 | 9 |
| YY Goals* | Planned by 1/31/15 | Actual YTD |
| 148 | 66 | 7 |
| Positive Outcomes Goal | Planned by 1/31/15 | Actual YTD |
| 100 | 44 | 2 |
| Wage Rate Goal | Actual as of 1/31/15 | |
| \$8.43 | \$8.25 | |

* Type and definition unique to each participant

Goodwill met their enrollment goal of 198 last PY

Youth Program Operations Report

| Covenant House of Florida | | |
|---------------------------|----------------------|------------------------------|
| Enrollment Goal* | Actual as of 1/31/15 | |
| 25 | 25 | *Enrollment goal due 1/31/15 |
| YY Literacy/Numeracy Goal | Planned by 1/31/15 | Actual YTD |
| 12 | 6 | 16 |
| YY Goals* | Planned by 1/31/15 | Actual YTD |
| 22 | 10 | 9 |
| Positive Outcomes Goal | Planned by 1/31/15 | Actual YTD |
| 54 | 24 | 42 |
| Wage Rate Goal | Actual as of 1/31/15 | |
| \$8.43 | \$8.74 | |

* Type and definition unique to each participant

| ResCare | | |
|---------------------------|----------------------|------------------------------|
| Enrollment Goal* | Actual as of 1/31/15 | |
| 50 | 54 | *Enrollment goal due 1/31/15 |
| YY Literacy/Numeracy Goal | Planned by 1/31/15 | Actual YTD |
| 52 | 23 | 48 |
| YY Goals* | Planned by 1/31/15 | Actual YTD |
| 54 | 24 | 36 |
| Positive Outcomes Goal | Planned by 1/31/15 | Actual YTD |
| 90 | 40 | 34 |
| Wage Rate Goal | Actual as of 1/31/15 | |
| \$8.43 | \$8.55 | |

* Type and definition unique to each participant

| Henkels and McCoy | | |
|---------------------------|----------------------|------------------------------|
| Enrollment Goal* | Actual as of 1/31/15 | |
| 125 | 125 | *Enrollment goal due 1/31/15 |
| YY Literacy/Numeracy Goal | Planned by 1/31/15 | Actual YTD |
| 200 | 117 | 143 |
| YY Goals* | Planned by 1/31/15 | Actual YTD |
| 250 | 146 | 156 |
| Positive Outcomes Goal | Planned by 1/31/15 | Actual YTD |
| 136 | 80 | 51 |
| Wage Rate Goal | Actual as of 1/31/15 | |
| \$8.43 | \$8.85 | |

* Type and definition unique to each participant

Youth Program Financial Report

Childrens Home Society

Contract Period: 10.1.14 to 6.30.15

| Line Item | Contract Amount | Cumulative Cost as of 12-31.14 | Remaining Balance as of 12/31/14 | Percent Spent as of 12/31/14 |
|----------------------------|---------------------|--------------------------------|----------------------------------|------------------------------|
| Personnel Cost | \$276,885.00 | \$99,991.38 | \$176,893.62 | 36.1% |
| Operation Expenses | \$20,315.00 | \$3,923.94 | \$16,391.06 | 19.3% |
| Facilities/Equipment | \$29,970.00 | \$10,303.90 | \$19,666.10 | 34.4% |
| Direct Participant | \$391,940.00 | \$27,992.20 | \$363,947.80 | 7.1% |
| Overhead/Indirect Rate | \$71,911.00 | \$14,221.14 | \$57,689.86 | 19.8% |
| Profit/Fee for Performance | N/A | N/A | N/A | N/A |
| Grand Total | \$791,021.00 | \$156,432.56 | \$634,588.44 | 19.8% |

Covenant House Florida

Contract Period: 10.1.14 to 6.30.15

| Line Item | Contract Amount | Cumulative Cost as of 12-31.14 | Remaining Balance as of 12/31/14 | Percent Spent as of 12/31/14 |
|----------------------------|---------------------|--------------------------------|----------------------------------|------------------------------|
| Personnel Cost | \$282,408.00 | \$101,132.27 | \$181,275.73 | 35.8% |
| Operation Expenses | \$19,940.00 | \$76.01 | \$19,863.99 | 0.4% |
| Facilities/Equipment | N/A | N/A | N/A | N/A |
| Direct Participant | \$112,535.00 | \$31,545.06 | \$80,989.94 | 28.0% |
| Overhead/Indirect Rate | N/A | N/A | N/A | N/A |
| Profit/Fee for Performance | N/A | N/A | N/A | N/A |
| Grand Total | \$414,883.00 | \$132,753.34 | \$282,129.66 | 32.0% |

Henkels & McCoy

Contract Period: 7.1.14 to 6.30.15

| Line Item | Contract Amount | Cumulative Cost as of 12-31.14 | Remaining Balance as of 12/31/14 | Percent Spent as of 12/31/14 |
|----------------------------|-----------------------|--------------------------------|----------------------------------|------------------------------|
| Personnel Cost | \$1,232,800.00 | \$601,469.32 | \$631,330.68 | 48.8% |
| Operation Expenses | \$150,450.00 | \$36,728.69 | \$113,721.31 | 24.4% |
| Facilities/Equipment | N/A | N/A | N/A | N/A |
| Direct Participant | \$580,258.00 | \$451,106.61 | \$129,151.39 | 77.7% |
| Overhead/Indirect Rate | \$196,351.00 | \$108,930.46 | \$87,420.54 | 55.5% |
| Profit/Fee for Performance | \$127,628.00 | \$0.00 | \$127,628.00 | 0.0% |
| Grand Total | \$2,287,487.00 | \$1,198,235.08 | \$1,089,251.92 | 52.4% |

Youth Program Financial Report

Goodwill Industries

Contract Period: 10.1.14 to 6.30.15

| Line Item | Contract Amount | Cumulative Cost as of 12-31.14 | Remaining Balance as of 12/31/14 | Percent Spent as of 12/31/14 |
|----------------------------|---------------------|--------------------------------|----------------------------------|------------------------------|
| Personnel Cost | \$263,229.00 | \$72,137.58 | \$191,091.42 | 27.4% |
| Operation Expenses | \$27,985.00 | \$4,845.90 | \$23,139.10 | 17.3% |
| Facilities/Equipment | N/A | N/A | N/A | N/A |
| Direct Participant | \$333,381.00 | \$3,572.32 | \$329,808.68 | 1.1% |
| Overhead/Indirect Rate | \$56,214.00 | \$7,250.02 | \$48,963.98 | 12.9% |
| Profit/Fee for Performance | N/A | N/A | N/A | N/A |
| Grand Total | \$680,809.00 | \$87,805.82 | \$593,003.18 | 12.9% |

ResCare

Contract Period: 10.1.14 to 6.30.15

| Line Item | Contract Amount | Cumulative Cost as of 12-31.14 | Remaining Balance as of 12/31/14 | Percent Spent as of 12/31/14 |
|----------------------------|---------------------|--------------------------------|----------------------------------|------------------------------|
| Personnel Cost | \$394,114.00 | \$90,721.95 | \$303,392.05 | 23.0% |
| Operation Expenses | \$37,730.00 | \$3,245.78 | \$34,484.22 | 8.6% |
| Facilities/Equipment | \$41,576.00 | \$15,911.96 | \$25,664.04 | 38.3% |
| Direct Participant | \$250,410.00 | \$27,411.88 | \$222,998.12 | 10.9% |
| Overhead/Indirect Rate | \$49,614.00 | \$11,515.39 | \$38,098.61 | 23.2% |
| Profit/Fee for Performance | \$47,049.00 | \$6,095.40 | \$40,953.60 | 13.0% |
| Grand Total | \$820,493.00 | \$154,902.36 | \$665,590.64 | 18.9% |



MEMORANDUM

Date: 3/4/15
To: Youth Committee
From: Mimi Coenen
Subject: Analysis of Current Youth Membership and Related Participation

Purpose:

To review the current membership of the Youth Committee and their participation as it relates to future needs under the new legislation, Workforce Innovation and Opportunity Act.

Background:

Under the new Workforce Innovation and Opportunity Act, having a Youth Council is no longer a requirement. During the last meeting on 1/14/15, the committee decided continuing as a Youth Committee would be valuable and help ensure we keep a clear focus on Youth. Acknowledging the new legislation will require a minimum of 75% of our Youth funding to be spent on out of school youth rather than in school youth, prompted a dialog on who should sit on the committee going forward. It was also noted that due to the large size of the current Committee is it difficult to reach a quorum.

Staff was asked to provide an attendance report of the past year to be reviewed at the next meeting to help further discussion and dialog. See *Youth Committee Attendance Report – Jan 2014 – Jan 2015*.

Youth Committee Attendance Report - Jan 2014 thru Jan 2015

| First Name | Last Name | Organization | 1/8/14 | 3/5/14 | 5/7/14 | 7/2/14 | 9/17/14 | 11/19/14 | 1/14/15 | Meetings attended | Possible Meetings | % Attended |
|------------------|-------------------------|---|--------|--------|--------|--------|---------|----------|---------|-------------------|-------------------|------------|
| Lonnie C. | Bell | Orange County Health & Family Services (Orange County Head Start) | | | | | | | | 7 | 7 | 100% |
| Rick | Bedson | Department of Juvenile Justice | | | | | | | | 4 | 7 | 57% |
| David | Brier* | Laborers International Union of North America / Southeast Laborers | | | | | | | | 0 | 2 | 0% |
| David | Bundy | Children's Home Society | | | | | | | | 3 | 4 | 75% |
| Christine | Burk | Sumter County School Board | | | | | | | | 1 | 5 | 20% |
| Gary | Cain | Boys & Girls Club | | | | | | | | 2 | 3 | 67% |
| Deborah | Clements* | Duke Energy | | | | | | | | 7 | 7 | 100% |
| William | D'Aiuto* | Department of Children & Families | | | | | | | | 6 | 7 | 86% |
| Tom | Doyle | Bishop Moore Catholic High School | | | | | | | | 3 | 7 | 43% |
| Larry | Eason | Orlando Regional Juvenile Detention Center | | | | | | | | 1 | 7 | 14% |
| Paulette | Edwards | Frontline Outreach | | | | | | | | 0 | 3 | 0% |
| Kamil | Fadel | Youth / Youth Empowerment and Leadership Learning (YELL) Organization | | | | | | | | 0 | 7 | 0% |
| Lorna | Garrow* | Experience Works, Inc. | | | | | | | | 1 | 2 | 50% |
| Carol | Grosshans | Junior Achievement of Central Florida | | | | | | | | 2 | 2 | 100% |
| Wendy | Hammock-Silungwe | Youth Parent | | | | | | | | 0 | 7 | 0% |
| Jovanna | Heavener* | Full Sail University | | | | | | | | 4 | 6 | 67% |
| Ivan | Kaled | Youth | | | | | | | | 1 | 3 | 33% |
| Sue | Koziol | Quest, Inc. | | | | | | | | 7 | 7 | 100% |
| Cathy | Lake | Department of Juvenile Justice | | | | | | | | 5 | 7 | 71% |
| Randy | Means | State Attorney's Office - Juvenile Justice | | | | | | | | 1 | 7 | 14% |
| Brian | Michaels* | Division of Blind Services / Department of Education | | | | | | | | 5 | 7 | 71% |
| Tadar | Muhammad | Home Builders Institute | | | | | | | | 5 | 7 | 71% |
| Melinda | Wesley-Nelson | Department of Juvenile Justice | | | | | | | | 4 | 7 | 57% |
| Barbara | Newton | Professional Opportunities Programs for Students, Inc. (POPS) | | | | | | | | 6 | 7 | 86% |
| Tracy | Olson | Department of Juvenile Justice | | | | | | | | 3 | 7 | 43% |
| Jack | Plettinck* | International Union of Painters & Allied Trades | | | | | | | | 5 | 7 | 71% |
| Linda | Rimmer | Goodwill Industries of Central Florida | | | | | | | | 7 | 7 | 100% |
| Dan | Rodgers | Department of Juvenile Justice | | | | | | | | 4 | 7 | 57% |
| Robert | Spooney* | Robert M. Spooney & Associates | | | | | | | | 2 | 7 | 29% |
| Maggie | Teachout | Lake County Schools - Career-Technical, Adult and Community Education The School Board of Lake County | | | | | | | | 3 | 7 | 43% |
| Brent | Trotter | Coalition for the Homeless | | | | | | | | 3 | 7 | 43% |
| Jeff | Whitehead | Lighthouse of Central Florida | | | | | | | | 6 | 7 | 86% |
| Virginia | Whittington | Youth Parent | | | | | | | | 5 | 7 | 71% |

| LEGEND | |
|-------------|--------------------------------|
| | In Attendance |
| | Not In Attendance |
| | Not on committee on this date. |
| Bold | Voting Member |
| Non-Bold | Non-Voting/Advisory Member |
| * | Board Member |