

## Youth Committee Meeting

CareerSource Central Florida  
707 Mendham Blvd., Suite 250  
Orlando, FL 32825  
Wednesday, May 7, 2014  
2:30 p.m.

### MINUTES

**MEMBERS PRESENT:** Debbie Clements, Lonnie Bell (via phone), David Bundy, Jovanna Heavener, Sue Koziol, Cathy Lake, Nancy Martinez (via phone), Tadar Mohammad, Barbara Newton, Mariana Ordaz, Jack Plettinck (via phone) Linda Rimmer, Maggie Teachout (via phone), Jeff Whitehead (via phone) and Virginia Whittington

**MEMBERS ABSENT:** Rick Bedson, William D'Aiuto, Tom Doyle, Larry Eason, Kamil Fadel, Wendy Hammock-Silungwe, Ivan Kaled, Randy Means, Brian Michaels, Debbie Morris, Dan Rogers, Dr. Robert Spooney, Danyiel Yarbrough, and Brent Trotter

**STAFF PRESENT:** Joyce Hinton, Kenneth Gathers, Nilda Blanco, Tonya Elliott-Moore, Chad Kunerth and Kaz Kasal

**GUESTS PRESENT:** Kellen Nixon/Orlando Science Center, Ron Goss and Shellonda Rucker/Henkels & McCoy, Kyla Gutierrez/ResCare, Chala Barrington-Cruz/Covenant House Florida, Gloria Vines-Wilkinson/Goodwill, Dwight Mitchell/Frontline, Lee Pates/CHS

### WELCOME & CHAIR'S REMARKS

#### Call to Order

Ms. Clements called the meeting to order at 2:42 pm 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 March 5, 2014 Youth Committee Minutes

**Ms. Whittington made a motion to approve the 3/5/14 Youth Committee Minutes. Ms. Newton seconded, motion passed.**

### INFORMATION/DISCUSSION ITEMS

#### 1. Mission Moment – Kellen Nixon / Orlando Science Center (OSC)

Mr. Kellen Nixon greeted the committee and introduced himself as Director of Education Development at the Orlando Science Center (OSC). He provided an overview of how they engage students in STEM (Science, Technology, Engineering, and Math) through their STEM exhibits. By involving youth in a different way (hands-on vs. lecture), this gives them the opportunity to experience and make an informed choice if they would want to go into a STEM field. Mr. Nixon stated OSC offers a summer program for 7<sup>th</sup>, 8<sup>th</sup> and 9<sup>th</sup> graders – this is a week long program which includes 2 field

trips to spend a day-in-the-life with an individual working in a STEM field – i.e. forensic scientist. Mentoring is an important part of the program – “a child can’t be what a child can’t see” - volunteers who are in STEM fields talk with students about the reason why they chose their field. The exhibits include: gravitron, pinewood derby, wind tubes, water tables, shake tables, dig pit, glides (aviation). Mr. Gathers stated that the next step will be for the youth providers to work with OSC to partner with STEM opportunities for youth. Ms. Rucker stated that Henkels & McCoy sent 50 of their youth to OSC during spring break – the youth’s feedback was very positive; they enjoyed the level of engagement and a sense of satisfaction from their experiences. Ms. Lake asked about the application process. Mr. Nixon replied that they do offer a scholarship option; however most youth self-select. Ms. Clements inquired if OSC has been involved with CareerSource Central Florida in providing youth internship/employment opportunities. Mr. Nixon replied that in the past OSC partnered in the summer youth programs offered by this organization (when it was Workforce Central Florida). OSC can definitely help with soft skills development (i.e. developing customer service skills) and would welcome re-partnering opportunities. Ms. Clements thanked Mr. Nixon for coming to today’s meeting to review/discuss OSC’s programs. She added that this community is very fortunate to have OSC – they have a fabulous facility and phenomenal staff.

## 2. Youth Summit Update

Mr. Gathers indicated that there are organizations hosting youth summits over the next few months: – on 6/2/14 Walt Disney in partnership with Heart of Florida United Way are hosting a Children’s Summit for local service providers to determine needs of the youth and families in the community; Professional Opportunities Programs for Students, Inc. (POPS) will also be hosting a summit over the summer. Ms. Newton added that their summit will be a 3-day summit for high school students covering career/college education information, workshops (leadership related) and STEM. Mr. Gathers asked the committee if a summit (hosted by CareerSource Central Florida) in the fall would still be necessary if we participate at these other summits. Ms. Clements commented that we should participate, but these summits cover youth in general and not the targeted youth population of our organization’s focus. Mr. Muhammad stated it is important to establish CareerSource Central Florida as a convener/backbone to other organizations – this cannot be accomplished by just participating at other events. Ms. Rimmer added that we also need to keep focused on getting the word out – to bring youth to our program. The committee concurred to move forward with CareerSource Central Florida hosting its own summit. Ms. Lake added that it would be a good idea to conduct a survey after the summit to determine its success. Mr. Gathers replied that he will coordinate with task force committee and work on developing the summit.

## 3. Florida Juvenile Justice Adolescent Conference

Mr. Gathers stated that the Florida Juvenile Justice Adolescent Conference is occurring from 5/13/14 through 5/15/14 at the Florida Hotel – 400 people are expected to attend. On 5/13/14, there will be all-day youth workshops. Paxen, HBI, H&M and CareerSource Central Florida will be conducting a 90-minute workshop on career development to include mock interviews and resume preparation. 40 youth have signed up for the workshop with a capacity of 75. Ms. Rimmer offered help from her organization, if needed. Ms. Hinton stated that Seminole Public Schools will be having a “Project Success” event on 6/2/14 where teachers meet with staff to connect on hands-on experience preparing kids for employment opportunities and talk about CareerSource Central Florida services.

## 4. Youth Managers Report

Mr. Gathers provided the following highlights:

- CareerSource Central Florida participated/provided technical assistance for the Black Male Achievement project with the City of Orlando – a summit was held of which 75 youth

- attended. The summit focused on: education/employment and community/family. This summit provided important feedback from youth on education and employment barriers. Youth feedback included: no encouragement or guidance, peer pressure, bullying/harassment, no work experience, no transportation to/from work, employers hesitant to hire youth. CareerSource Central Florida will focus to address these youth needs and Ms. Clements asked the committee to connect with Mr. Gathers on any ideas they may have.
- CareerSource Central Florida met with Community Based Care of Central Florida and their Independent Living Managers to strengthen focus on connecting foster youth with CareerSource Central Florida's youth services. A similar meeting is planned with Kids Central, Inc. for Lake/Sumter Counties
  - Current partnerships and collaborations include:
    - City of Orlando/Parramore Kids Zone/United Way – exploring opportunities to expand services in the Parramore area.
    - Simeon Resource Development on the USDOL NOFA Face Forward 2 – this grant is geared to service 200 youth. CareerSource Central Florida will enroll up to 50 WIA eligible youth for educational and employment training opportunities.
    - Boys & Girls Club of Central Florida, Orange County Government and YMCA of Central Florida – all partnering with CareerSource Central Florida's youth providers to participate as work experience sites.
  - Internal processes – all youth contract providers are working vigorously to increase their enrollment targets. To boost enrollment numbers, CareerSource Central Florida hosted six youth recruitment sessions at its offices to assist with the increase in enrollments – these sessions occurred during extended nights or on weekends to accommodate youth and parents. Also, CareerSource Central Florida ran radio ads during April, of which 2100 youth responded (85% to 90% in-school youth) and youth providers are connecting with these youth to enroll those that are eligible.
  - Performance summary – all contract providers are on target to meet enrollment numbers, with the help of the media campaign and hosting extended-hour sessions. Connecting with out-of-school youth is the biggest barrier. Mr. Gathers asked the committee for suggestions of areas to outreach. Ms. Whittington suggested churches – Mr. Gathers replied that H&M and ResCare are connected with faith-based organizations. Ms. Rucker commented that H&M is reaching out to schools and asking them to forward CareerSource Central Florida youth program information to those youth who have dropped out of school. Additionally, Mr. Gathers stated that both he and Ms. Hinton have reached out to Osceola County Public Schools, who has agreed to provide CareerSource Central Florida youth program information to their list of drop-outs. Ms. Elliott added there has been an outreach to guidance counselors with the school boards of the five counties in our region. These counselors are in contact with struggling youth. Mr. Muhammad suggested expanding discussions with the City of Orlando on the recreational/athletics departments. Mr. Gathers replied that both he and Ms. Nabors are working with these areas to be a gateway to connect with youth. Ms. Heavener offered that Full Sail could produce a video commercial at no charge and that could be put in movie theaters (there would probably be a charge from movie theaters to display the commercial). Ms. Elliott-Moore thanked Ms. Heavener for the offer and indicated she would contact her to for further discussion. Ms. Lake recommended that they include youth success stories in the commercial. Ms. Rimmer affirmed that movie theaters, fast food restaurants, and malls like "The Loop" are all good areas where youth congregate.
  - Financials from 7/1/13 thru 3/30/14 – Mr. Gathers stated that as youth program was dormant for several months until CareerSource Central Florida completed the procurement

process with the youth providers, \$750K will need to be de-obligated from 2012 youth funding allocation – this money expires 6/30/14.

- H&M contract extension - Mr. Gathers stated that H&M's contract expires on 6/30/14; staff is recommending extending the contract with H&M and begin contract negotiations within the next couple of weeks.

**Ms. Heavener made a motion to move forward for board approval to extend H&M's contract for one year, beginning 7/1/14. Ms. Newton seconded, with Mr. Muhammad and Ms. Rimmer abstaining, motion passed.**

- Remaining youth providers – nine month contract extension. Mr. Gathers stated that in order to align all youth providers with CareerSource Central Florida's fiscal year, staff is recommending providing a nine-month contract extension with other four youth providers when their contracts expire on 9/30/14.

**Ms. Newton made a motion to move forward for board approval to provide a nine-month extension to their remaining four youth providers: Children's Home Society, Covenant House, Goodwill Industries of Central Florida and ResCare. Ms. Whittington seconded, with Mr. Muhammad and Ms. Rimmer abstaining, motion passed.**

#### 5. Youth Performance Measures

Ms. Blanco provided an overview of Youth Performance Measures 2009-2013 and Youth Contract Performance Measures 2013-2014; and how performance has improved over the last 1 ½ years.

2009-2013 - there were three common measures 1) Placement in Employment or Education, 2) attainment of Degree of Certificate and 3) Literacy/Numeracy Gains. CareerSource Central Florida (which was then Workforce Central Florida) did not exceed in the first two goals until PY 12-13 (during which year the Youth Committee was formed). Then, in PY 12-13, exceeded in Placement of Employment or Education and Attain of Degree/Certification. Also, it was not until the Youth Committee was formed that CareerSource Central Florida went from summer only youth program to year-round youth program. With regard to literacy/numeracy, youth did not take post-TABE at the end of the program, so there was no back end data to find out if youth improved. However, Ms. Hinton re-wrote the process and now this information is being captured. The State is instituting a Regression Model where each regional workforce board competes with their own previous year's performance vs. competing with each other.

2013-2014 Youth Contract Performance Measure – Ms. Blanco reviewed performance benchmarks established for youth contract providers which consist of: Enrollment, YY Literacy/Numeracy Gains, YY Goal Attainment Rate, YY Positive Outcome Rate, OY Positive Outcome Rate, OY Wage Rate, File Compliance and Monitoring, Quarterly Staff Training and OSY Case Closure Rate. Mr. Muhammad asked for an “apples to apples” comparison reports/common linkage – in order to see how measures are trending. Ms. Blanco replied that at the next committee meeting in July, staff will provide a “snapshot” reports as it relates to contract deliverables and State annualized. Ms. Lake asked how long youth are tracked after they complete the program. Ms. Blanco replied tracking takes place for one year after Youth's case is closed.

#### 6. RWB Additional Barriers

Mr. Gathers stated that staff are recommending adding additional barriers to the regional policy in order to so a larger pool of candidates. This is based on the feedback received from youth on the barriers they are facing and discussion with youth contract providers. Outreach was made to other regional workforce boards (RWBs) to discuss their additional barriers. Ms. Clements stated that the State gives the local RWB the opportunity to add barriers in order to effectively serve youth in the area.

**Mr. Muhammad made a motion to include the following barriers: Lack of Transportation, Lack of Work Experience, Need Additional Assistance Completing and Education program, or Emancipated Youth. Ms. Rimmer seconded, motion passed.**

**CHAIR'S CLOSING REMARKS**

Ms. Clements thanked everyone for attending today's meeting. She asked the committee on how frequently they would like to meet next program year. The committee concurred to meet every other month, starting with July. Ms. Clements announced that the next Youth Committee Meeting will be held at 2:30pm on Wednesday, July 2, 2014 here at the CareerSource Central Florida administration office.

There being no other business, the meeting was adjourned at 4:27 p.m.

Respectfully submitted,

Kaz Kasal  
Sr. Administrative Assistant