

## Youth Committee Meeting

WCF Admin Office  
707 Mendham Blvd., Suite 250  
Orlando, FL 32825  
Tuesday, November 13, 2012  
2:30 p.m.

### MINUTES

**MEMBERS PRESENT:** Debbie Clements, Lonnie C. Bell, Allie Braswell, David Bundy Tom Doyle, Wendy Hammock-Silungwe, Randy Means, Brian Michaels, Susan Moxley, Tadar Muhammad (via phone), Barbara Newtown, Bill Oakley, Craig Polejes, Katie Porta, Dr. Robert Spooner (via phone), Jennifer Taylor, Brent Trotter (via phone), Virginia Whittington

**MEMBERS ABSENT:** Larry Eason, Debbie Moffitt, Jack Plettinck, Linda Rimmer and Danyiel Yarbrough

**STAFF PRESENT:** Pam Nabors, Joyce Hinton, Tonya Elliott, Jason Lietz and Kaz Kasal

**GUESTS PRESENT:** Kevin Shaughnessy/WCF Chair, Dehryl McCall/Workforce Florida, Inc., and Tom Wilkes/GrayRobinson

### WELCOME & CHAIR'S REMARKS

#### Introductions

Ms. Clements called the meeting to order at 2:30pm,

#### Roll Call

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

#### Public Comment

Ms. Clements stated that all of the Youth Committee Meetings will be publically held meetings. She asked if anyone in the public would like to make a comment, but none was offered.

#### Introductions

Ms. Clements asked everyone in attendance to introduce themselves. After introductions were made, Mr. Shaughnessy thanked the members for serving on this committees and the work they will be doing to make significant enhancement to youth programs. He has asked Ms. Clements to chair and Mr. Means to vice chair this committee.

### PURPOSE OF YOUTH COMMITTEE MEETING

#### Mission / State Perspective

Ms. Nabors thanked the members for agreeing to serve on the committee; there is a great and diverse representation of our constituents on this committee.

Ms. Nabors provided a general overview presentation on the role of the WCF Youth Committee: why there is a need, funds, who is served, program elements, measures and statistics.

Mr. McCall stated that the focus of youth programs at the state level (WFI) is visionary and strategic.

WFI's role is setting policies and raising the performance bar with effective strategic goals. The Governor's Daily Placement Report was established to promote a higher level of performance accountability from each regional workforce board in this state. There are three measures on youth performance:

1. Placement to employment or post-secondary education
2. Certification or high school diploma
3. Literacy / numeracy gains (out-of-school)

Mr. McCall stated that regular school districts are implementing career academies, which is helping to reduce high school dropout rates. Currently there are 1,500 academies in high schools across Florida.

Mr. McCall emphasized the importance of strategically targeting the WIA funds and focus on youth talent development. As this Youth Committee develops goals, it should consider the following:

Focus on:

- Career path ways early
- Increasing GPA
- Marketable skills
- Youth staying in school

Mr. McCall encouraged the committee to facilitate business educational summits and collaborate with key partners and stakeholders. He offered his support to the committee.

Mr. McCall indicated a pilot program was launched targeting juvenile justice youth and foster youth, helping them to knock down barriers and increase their grades. It was determined that their performance was no worse than regular low income kids.

### **Sunshine Law, Public Records, Conflict of Interests**

Mr. Wilkes provided a presentation overview on the Sunshine Law, Public Records and Conflicts of Interests. He indicated that the committee should contact WCF staff on any questions they may have.

Ms. Nabors stated that all board and committee meetings are posted on the WCF website.

### **Membership Requirements**

Mr. Shaughnessy stated that he asked a cross section of stakeholders with a vested interest in youth to serve on this committee. He also made sure there was representation from all five counties that WCF serves.

Ms. Nabors stated that one of the membership requirements is that there are youth parents on the committee. Their voice is very important, as the committee can gain input on what is needed out in the field.

### **WCF Current Plan / Budget**

Mr. McCall stated that the state keeps 5% of the WIA (Workforce Investment Act) youth funds for

statewide activities and the remaining funds go to the regional workforce boards (RWBs).

Ms. Silungwe-Hammock asked who decides when and where funds go. Ms. Nabors replied that it will be the work of this committee to decide where there is the most need and the best ways to leverage and stretch the dollars by partnering with the other organizations providing other youth services.

Ms. Clements stated that from this day forward it will be up to this committee to make recommendations on how to best place these funds in the most effective/efficient way. She reminded the committee that there is a five-county area that WCF covers.

### **Evaluation of WCF Current Practices**

Ms. Nabors stated that WCF has facilitated a Summer Youth program over the last few years. In program year 2011/12, 821 received summer jobs. At the close of the summer program, youth counselors have continued to work with 124 youth (in the out-of-school track) to enter them into education through an Individual Training Account (ITA), help them attain an internship, or refer them to receive services with other agencies.

### **Review of State / National Models**

Ms. Nabors reviewed three national models: 1) contextual learning (learning the language and concepts of businesses), 2) business simulation model (running a simulation of a business inside a learning organization), and 3) bridges to post-secondary education (help at-risk youth to complete high school and continue to post-secondary education)

Mr. McCall indicated that there is a start-up model in Gainesville that focuses on entrepreneurship and the youth are really enjoying this model.

Mr. Braswell advised that the term “at-risk” youth should be changed to youth in “at-risk” environments. It is the environment that is “at-risk” not the youth. Mr. Means concurred with this.

Ms. Porta added that there is also a stigma with tech schools. Not everyone needs a college degree to get a higher paying job; tech schools offer certifications that lead to higher paying jobs.

### **Identify Priorities for Central Florida**

Ms. Clements stated that the youth committee will need to begin reviewing data and understand the population in this region. This will help determine areas of focus, target population and create a framework for programs and services.

Ms. Nabors concurred with Ms. Clements; understanding and examining this region’s data and needs are part of the equation. It is important that youth complete high school and continue on to either higher skills training or higher education in order to compete in the labor market, especially in sectors of growth – i.e. manufacturing or healthcare.

### **Targeted Strategies**

Ms. Nabors suggested that looking at what WCF has been doing right could be practices we want to keep.

Mr. Means recommended that we also look at successful programs in other RWBs and model after these programs. Ms. Clements added that looking at programs from organizations around this table

would also be worthy of review. If there are good, existing programs out there with good metrics, we could model or partner with those initiatives and expand, rather than creating a new program.

Mr. Muhammad advised we should not proceed too fast and that we must listen to the voice of the youth. Mr. Braswell concurred and suggested we reach out to past youth participants for their input. Ms. Clements also concurred – it is important to gather the data and make an informed decision and identify what the priorities should be.

Mr. Polejes asked what the board expected regarding a timeline on the next steps. Mr. Shaughnessy replied that it is important that the committee do a thorough job as timely as possible, but be sure not to miss any funding deadlines. Ms. Nabors added that recommendations can be provided to the board in the spring, so over the next few months the committee should examine data, inventory models, evaluate current practices, tease out priorities, and form strategies/perhaps run pilots. Mr. Shaughnessy concurred.

Mr. McCall advised that the challenge is not to lose perspective on the business environment. It is important to look at the business environment in this area – i.e. there are 12,000 RN jobs available in Florida. Also provide every opportunity to focus youth on STEM (Science, Technology, Engineering and Math). Mr. Braswell commented that there needs to be a focus with youth early on – in middle school on the importance of continued education.

Ms. Nabors suggested that the committee review data and look at sectors of growth that lead into the careers discussed.

Ms. Silungwe-Hammock advised that the approach to youth is to make it look good, so students are not turned off. Also it would be a good idea to start off small with youth – i.e. attaining CNA certification first before continuing with LPN or RN.

Mr. Mitchell suggested that more exposure to diverse career choices and easier access would be beneficial.

### **MEETING LOGISTICS**

Ms. Nabors stated that a survey on options for meetings dates for January, February and March will be sent out to the committee for their input, and a meeting schedule will be sent out. Working sessions with subgroups from the committee may be formed.

### **Next Steps**

Ms. Clements asked the members on the Youth Committee to review their best practices and successful programs and bring to committee for review. Ms. Nabors indicated she will have WCF staff pull internal data. Also there are other tools – templates/models at the workforce system's state level that can be used.

Mr. Means suggested that there should be representation of the Hispanic community on this committee – i.e. 54% of population in Osceola is Hispanic.

A WCF video was shown to the committee on youth services.

There being no further business, meeting adjourned at 4:36pm.

Respectfully submitted,

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Kaz Kasal  
Sr. Administrative Assistant