

**SOUTH FLORIDA WORKFORCE INVESTMENT BOARD
GLOBAL TALENT AND COMPETITIVENESS COUNCIL MEETING (GTCC)
THURSDAY, APRIL 28, 2022
8:30 AM**

10. Recommendation as to Approval to Accept and Allocate Funds for the Summer Youth Employment Program for Miami-Dade Charter Schools
11. Recommendation as to Approval to Allocate Funds to the Visitor Industry Human Resource Development Council, Inc. for Rapid Response Activities

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"Members of the public shall be given a reasonable opportunity to be heard on a specific agenda item, but must register with the agenda clerk prior to being heard."



SFWIB GLOBAL TALENT & COMPETITIVENESS COUNCIL MEETING

DATE: 04/28/2022

AGENDA ITEM: 2A

AGENDA TOPIC: MEETING MINUTES

SFWIB GLOBAL TALENT & COMPETITIVENESS COUNCIL MEETING MINUTES

DATE/TIME: February 17, 2022, 9:00AM

LOCATION: The Landing at MIA 5 Star Conference Center
Florida Key Room
7415 Corporate Center Drive, Suite H
Miami, FL 33126

Zoom: <https://us02web.zoom.us/join/zoom-join?secret=68iV33SCib29>
GILVbF68iV33SCib29

1. CALL TO ORDER: 9:02AM

ROLL CALL: 10 members; 5 required; 7 present: Quorum Achieved

SFWIB GTCC MEMBERS PRESENT	SFWIB GTCC MEMBERS ABSENT	SFWIB STAFF
Brecheisen, Bruce Ferradaz, Gilda, Chair Loynaz, Oscar M.D. Piedra, Obdulio Roth, Thomas Brown, Clarence (Zoom) Coldiron, Michelle Commissioner (Zoom)	Gazitua, Luis West, Alvin Del Valle, Juan-Carlos, Vice- Chair SFWIB GTCC MEMBERS EXCUSED	Beasley, Rick Kelly, Travis Smith, Robert
OTHER ATTENDEES		

Agenda items are displayed in the order they were discussed.



2. Approval of GTCC Council Meeting Minutes – December 16, 2021

No discussion or changes presented.

Mr. Brecheisen presented a motion to approval GTCC meeting minutes for December 16, 2021; Dr. Loynaz seconded the motion. **All in favor with no opposition. Motion Passed Unanimously.**

3. Information - Early Learning Coalition Apprenticeship Program

Chairwoman Ferradaz introduced the item; Mr. Kelly further presented an update on Early Learning Coalition Apprenticeship Program.

The ELC Apprenticeship program has been submitted to the Florida Department of Education (FLDOE) for approval. Once approved, SFWIB staff will make a formal recommendation for program support to the Global Talent and Competitiveness Council.

Dr. Lopez inquired about the wages for participants that complete the program.

Mr. Smith advised that participant wages will be \$15.00 per hour upon completion of the program. The average wage for early learning child care workers is much lower; however, CSSF staff was able to successfully negotiate a higher wages for participants of the program.

Mr. Roth inquired about the amount of time needed to approve the program. Mr. Smith clarified that we do not have a timeframe for program approval. Initially, the FL Department of Education believed that an existing Teacher Assistant program could be used as a guideline for faster approval; however, the program perimeters are significantly different since it leads to an actual teaching position, which equates to over 4,000 hours of on-the-job training (OJT). The Early Learning Apprenticeship program is approximately 3,000 hours of OJT, which is the minimum number of hours accepted by the FLDOE, to ensure the proper amount of education is applied.

Mr. Roth asked if the program equates to a “stepping stone” towards a potential degree?

Mr. Smith clarified that 15 hours of college credit may be transferred towards a degree program at Miami-Dade College. We do not want to give the impression that the apprenticeship program alone will be commensurate to a degree program; there remains a significant amount of education required after the program to obtain a degree.



Dr. Loynaz confirmed Mr. Smith's responses and further advised that, in his experience, it takes approximately 2-3 months for State review and approval.

Chairwoman Ferradaz asked if the program was just for Miami-Dade and, if included, how did Monroe County provide input on their training requirements?

Mr. Smith advised that the program would be in both Miami-Dade and Monroe Counties. The College of the Florida Keys is currently working on program curriculum; Miami-Dade

College will provide a virtual offering for program participants in Monroe County until their program has been reviewed and approved by the State. Once finalized, Monroe County participants will have a choice of enrolling with The College of Florida Keys remotely or attending on campus.

No further questions or comments were presented.

4. Information – Bean Automotive Apprenticeship Program Update

Chairwoman Ferradaz introduced the item; Mr. Smith further presented.

Mr. Smith advised that there are 11 apprentices in the program; they have completed approximately 1,455 hours of on-the-job training (OJT). Other automotive dealerships will be following this model in the near future.

Mr. Beasley shared with the Council that the State recently highlighted this program statewide last month. This program serves as the catalyst for the pre-apprenticeship program that will be launching in Miami-Dade County Public School's technical schools.

CSSF staff is in the recruitment/interview phase with Warren Henry, which will be a 2-year program for both Miami-Dade and Monroe County. Participants will not only receive Automotive Service Excellence (ASE) certification, but they will receive subsequent training and certifications servicing Range Rover, Infinity, Buick, Volts Wagon, and Volvo brands.

Dr. Loynaz inquired about the wages for those enrolled in the Bean Automotive program. Mr. Beasley advised that once participants complete the program, wages should be in the \$15.00/hr. range. Warren Henry will be starting participants at a compensation level of \$15-18.00/hr. Those completing the program will receive a wage increase to \$20.00/hr. Bean's next apprenticeship program will start at a higher wage.



Mr. Roth asked what other deals we have like this with private employers.

Mr. Beasley advised that we are waiting for approval for the ELC program. In the coming weeks we will be meeting with leaders in the tourism, hospitality, healthcare, and culinary industries to discuss possible apprenticeship program offerings.

CSSF leads the state in apprenticeships, offering eighteen (18) programs centered on-the-job training (OJT), which enables us to incentivize employers to hire by subsidizing the increased starting wages.

Mr. Beasley shared that as a kick-off for the Early Learning apprenticeship program, CSSF is working with Early Learning owners to implement work experience internships. The offering started with six (6) owners; however, more owners have shown an interest in the program (currently more than 50 owners expressing interest). CSSF staff is currently in the process of evaluating worksites and recruiting participants.

Dr. Loynaz asked about the age limits associated with pre-apprenticeship programs.

Mr. Beasley advised that participants of a pre apprenticeship program must be at least 15 years old. CSSF staff has chosen to connect with the technical schools to connect with that have either dropped out of school or made the decision to forgo college.

There was continued discussion around the development and expansion of apprenticeship programs/models.

5. Information – Take Stock in Children Scholarship Update

Chairwoman Ferradaz introduced the item; Mr. Kelly further presented.

Commissioner Coldiron advised that Monroe County has a robust TSIC program and would like to receive information on how they may participate in the scholarship program.

Mr. Kelly advised that he would work with Commissioner Coldiron to provide further information.

Dr. Lopez inquired about the typical age range of scholarship recipients and if the program is perceived as a reward or incentive.



Mr. Kelly advised of how recipients are identified and the program and the perimeters that must be met to receive a scholarship.

6. Approval - Recommendation for Approval to Allocate funds for the Visitors Industry Business Intermediary Initiative

Chairwoman Ferradaz introduced the item; Mr. Smith further presented.

The Visitor Industry Human Resource Development Council, Inc. (VIC) has established partnerships with both institutions of higher education and several local businesses. A partnership with the VIC will be reciprocal, allowing the SFWIB to benefit from established VIC relationships as well as providing the VIC with subject matter expertise in recruitment and job placement.

Chairwoman Ferradaz asked for clarification on what the funding will be used for and who the resources identified will be working for.

Mr. Smith advised that the funding would be used to bring in two resources that work for the Greater Miami Convention and Visitors Bureau (legal name: VIC), and act as intermediaries on behalf of CSSF. The individuals assigned to the role will be working directly with businesses specializing in both hospitality and travel (visitors).

Council is asking to receive the following information for further consideration:

- Total budget
- Number of required staff
- Job descriptions/salary expectations
- Equipment and spacing required

Due to time restraints and limited information, Mr. Roth presented a motion to table the item until more information is available. Dr. Loynaz seconded the motion. **Item is tabled.**

Being as there were no further questions or concerns, the meeting adjourned at 9:55am.



SFWIB GLOBAL TALENT COMPETITIVENESS COUNCIL

DATE: 4/28/2022

AGENDA ITEM NUMBER: 3

AGENDA ITEM SUBJECT: CAREERSOURCE FLORIDA WORKFORCE BOARD SYSTEM EVALUATION

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A.

STRATEGIC GOAL: **STRONG WORKFORCE SYSTEM LEADERSHIP**

STRATEGIC PROJECT: **Strengthen workforce system accountability**

BACKGROUND:

The Reimagining Education and Career Help (REACH) Act of 2021 was unanimously approved by the Florida Legislature and signed into law by Governor DeSantis to better align the state's education and workforce systems with a focus on equity and efficiency to achieve a stronger, more competitive Florida. The REACH Act was created to address the evolving needs of Florida's economy by increasing collaboration and cooperation among state agencies and education institutions to improve access to training and employment for Floridians seeking services through the workforce system.

As a result, CareerSource Florida (CSF) entered into a contract with Ernst & Young to evaluate approximately 100 American Job Centers (commonly referred to as CareerSource centers) that are operated by the state's 24 local workforce boards. CareerSource Florida provided the local boards with a copy of the Ernst & Young Statement of Work (SOW). Upon receipt, South Florida Workforce Investment Board (SFWIB) staff identified several key areas of concern. The areas of concern all surrounded the sharing of information throughout the evaluation process as well as the local board's ability to participate in a timely manner during the process.

The SOW requires Ernst & Young to share highlights with CSF at the end of the months of April 2022 and May 2022. However, the determination as to whether to share the reports findings with the local boards is at the sole discretion of CSF. As of the date of this board meeting, there has been no information shared with the SFWIB. In addition, the SOW requires that individual interviews be conducted with each of the 24 Workforce Board Directors. The determination as to whether to share the details and information gleaned from the interviews is also at the sole discretion of CSF.

Lastly, the SOW requires that the Labor Market Information in each of the 24 Workforce Development Areas (WDA) be evaluated and virtual focus groups be hosted with local businesses in the areas. Each local board will be responsible for inviting businesses and other key stakeholders to the virtual focus group meetings as well as the applicable logistics. As of the date this report was written, the SFWIB has not yet received a request to host any focus group meetings for WDA 23.

This project was set to commence no later than April 4, 2022 and be completed by June 30, 2022. As per the negotiated contract, CSF will pay Ernst & Young \$250,000.00 to conduct the review and provide its final recommendations.

FUNDING: N/A

PERFORMANCE: N/A

ATTACHMENT

Statement of Work (SOW)

Workforce Board Evaluation

Prepared for CareerSource Florida

March 22, 2022





Statement of Work:

This Statement of Work, which is effective as of March 22, 2022 (this "SOW"), is made by Ernst & Young LLP ("EY") and CareerSource Florida ("Client"), pursuant to the State of Florida management consulting State Term Contract 80101500-20-1 (the "Agreement").

Except as otherwise set forth in this SOW, this SOW incorporates by reference, and is deemed to be a part of, the Agreement. The additional terms and conditions of this SOW shall apply only to the Services covered by this SOW and not to Services covered by any other Statement of Work pursuant to the Agreement. Capitalized terms used, but not otherwise defined, in this SOW shall have the meanings in the Agreement, and references in the Agreement to "you" or "Client" shall be deemed references to you. In the event of conflict or ambiguity between the terms of this SOW and the terms and conditions set forth in the Agreement, the terms of this SOW shall prevail and take precedence in interpreting the rights and obligations of the parties.

Scope of Services

EY will provide the following Services (the "Services") to Client:

Workforce Board Evaluation

PROJECT SET-UP AND COMMUNICATIONS

The set-up phase of the project will ensure our teams are organized and aligned and will lay the foundation for a successful project.

0.1 Project guidebook, calendar, and information request

EY will provide CareerSource Florida with a project guidebook detailing the project calendar and requesting background information for planning and facilitation purposes. CareerSource Florida will be provided with draft invitation wording to send to local workforce boards and other stakeholders participating in meetings with us. EY can also share draft language describing our process and desired outcomes that CareerSource can finalize and include in its own communications.

0.2 Facilitation and logistics setup and advising

EY will provide guidance on timing and logistics to seek initial input from local workforce board executives as well as CareerSource, the REACH office, and other State leaders. We will collaborate with the core CareerSource Florida leadership team to establish a timeline for meetings with the understanding that additional interaction with the boards is intended for future phases of work.

We prefer that stakeholder engagement occurs virtually to both optimize the number of participants (stakeholders and EY) and to ensure an accelerated timeline. We can plan for in-person strategy session(s) with CareerSource, REACH office, and other State leaders as specified in Tallahassee.

0.3 Check-in calls with core team members (2x per month)

EY will schedule formal check-in calls every two weeks with the CareerSource Florida project team to provide status updates, plan for upcoming meetings, and track progress. We will also provide ongoing



communications via email and individual calls.

EY will also schedule a separate formal coordination call with the REACH office every two weeks to update status and solicit feedback. We will provide ongoing communications to the REACH office as appropriate via email and individual calls.

0.4 Report findings

EY will provide written status updates to CareerSource and REACH leadership at the end of April 2022 and May 2022 that highlight our progress and upcoming activities. CareerSource may choose to share these monthly updates with, for example, members of the CareerSource Florida Board of Directors, leaders from DEO, and leaders from the local workforce boards.

On June 9, 2022, EY will be available to present its findings to the CareerSource Florida Board of Directors. During that presentation, we will describe our process, share findings, present the future state / desired outcomes descriptions, discuss examples from other states, describe potential next steps, and discuss other items as agreed upon with CareerSource leadership.

1. RESEARCH AND BACKGROUND REVIEW

To begin, EY will conduct research and review background information to help inform the additional steps of our work.

1.1 Request and review background information

EY will ask CareerSource to share background information that is relevant to this work, and we will review all information provided. For example, this could include past studies and plans, policies and procedures, legislation, news articles, and other information.

1.2 Analyze DEO labor market information

When the Department of Economic Opportunity's labor market analysis is complete (assuming early April 2022), EY will review the findings and assess data available at the workforce region level. As needed, **we will prepare a summary of data for each region in a clear and concise manner.**

1.3 Review and summarize information on the workforce boards

In addition to our initial background information and data review, we will request more detailed information on each of the 24 local workforce boards. Information requested could include, but not be limited to the board's organization and governance, partnerships, programs and services offered, processes related to providing and procuring services, performance indicators, data and reports generated by the board itself, branding and communications tools, technology tools, and success stories. **The findings from this review and the DEO labor market information will be drafted into an objective, written summary to serve as reference as the project proceeds.**

2. LOCAL WORKFORCE BOARD LEADER LISTENING SESSION AND STAKEHOLDER INPUT

After reviewing and summarizing information during steps 1.1-1.3, EY will facilitate a **listening session with executives and leaders from the local workforce boards.** During the session, we will ask board leaders to share insights on the strengths and challenges faced by their organizations and their visions



for serving their regions in the future. We will take notes during the sessions and prepare a brief summary of those findings.

In addition, we will facilitate up to 10 30-minute **interviews with state leaders of your choice** to learn about their perspectives on the current and future of Florida's workforce board system.

Finally, if desired, we are available to host a virtual discussion with a group of Florida employers of your choice to learn about their needs and experiences with the workforce board system.

During project set-up, EY will provide CareerSource with guidance on meeting logistics, schedule and invitation language. We will ask CareerSource to coordinate with the local workforce executives to finalize the meeting date and time, send invitations, and provide the virtual platform (e.g., Teams or Zoom) to host the meeting.

3. FUTURE STATE WORKSHOPS

EY will engage CareerSource, the REACH office, and others you designate in **two workshop sessions to help define your vision for the desired future state of Florida's workforce board system**. The sessions will encourage creative thinking, helping participants state a vision for the future of serving Floridians and describing the characteristics of a system that could achieve that vision. After the second session, EY will prepare a brief presentation that articulates an ideal future state of Florida's workforce system and services. The characteristics of the future state can serve as objectives when considering updates to the local workforce boards.

4. RESEARCH ON OTHER STATE WORKFORCE BOARD UPDATES AND STRUCTURES

EY will explore workforce board systems in other US states. We will review states that have recently made updates to their systems, study the results of those updates, and **prepare three written case studies** with relevant lessons for Florida. This could include lessons of what did – and what did not – work well in those states. Our research will entail phone interviews with representatives from those states to hear firsthand about the process and outcomes.

5. FINDINGS REPORT

At the conclusion of the project, we will develop a **report containing our findings** that emerged from the four steps described above. We will offer suggestions regarding the process continuing forward – future phases of work needed to achieve the State's desired timeline for streamlining the local workforce board system. Next steps, from July 2022 through June 2023 and beyond, may include expanding stakeholder engagement, developing change management strategies and tools, exploring potential models to advance Florida toward its desired future state, and adopting technologies to assist with the transition and future workforce board processes.



Project timeline

The project will commence no later than April 4, 2022, with a final findings report delivered no later than June 30, 2022.

As mentioned above, we anticipate that a majority of stakeholder input, such as meetings with representatives from the workforce boards, will take place virtually. A kickoff meeting with CareerSource, the REACH office, and those you designate as well as the June CareerSource board meeting will take place in person in Tallahassee. Other in person meetings with leadership from CareerSource, Reach, DEO etc. may be accommodated upon request and agreement.

The table below provides a timeline for the project by task. If our approach needs revision, we are happy to discuss. We anticipate payment to be deliverables-based, with deliverables derived from this timeline and agreed upon between the parties.

TIMELINE	Month		
Phase / Task	March/Apr	May	Jun
Project set-up and communications			
0.1 Project guidebook, calendar, and information requests			
0.2 Facilitation and logistics setup and advising			
0.3 Check-in calls with core team members			
0.4 Report findings (monthly updates and board presentation)			
1. Research and background review			
1.1 Request and review background information			
1.2 Analyze DEO labor market information (assuming April release)			
1.3 Review and summarize information on workforce boards			
2. Local workforce board leader listening session and stakeholder input			
3. Future state workshops			
4. Research on other state workforce board updates and structures			
5. Presentation at June CareerSource Board of Directors meeting			
6. Findings report			



The Team

Listed below are key personnel including project leadership and workstream leads. We will work with CareerSource to determine additional resources within each workstream based on experience as well as fit with your team objectives. The EY team will include the following individuals:

EY TEAM OVERVIEW			
Candidate Name	EY Job Title and Project Role	Education	Years of Experience
Amy Holloway	<ul style="list-style-type: none">➤ Principal Engagement Partner and Team Lead	<ul style="list-style-type: none">➤ BBA, Economics Baylor University➤ MS, Environmental Economics Baylor University	25+
Dawn Woods	<ul style="list-style-type: none">➤ Principal Consultant➤ Quality Partner	<ul style="list-style-type: none">➤ BS, Management Information Systems, Auburn University	15+
Chris Ward	<ul style="list-style-type: none">➤ Principle Consultant➤ Project Advisor	<ul style="list-style-type: none">➤ Ed.M, Human Development and Psychology, Harvard University➤ MBA, Corporate Finance, University of Georgia, Terry College of Business➤ BBA, Management Sciences, University of Georgia	20+
Clint Fuhrman	<ul style="list-style-type: none">➤ Senior Manager➤ Client Engagement	<ul style="list-style-type: none">➤ MS, Health Policy and Administration, Pennsylvania State University➤ BS, History and Social Sciences, Florida State University	25+
John Rees	<ul style="list-style-type: none">➤ Senior Manager➤ Research Manager	<ul style="list-style-type: none">➤ MS, City and Regional Planning, Georgia Institute of Technology➤ BA, Journalism, University of Georgia➤ BS, Psychology, University of Georgia	15+
Sarah Gosselin	<ul style="list-style-type: none">➤ Senior Consultant➤ Project Coordinator	<ul style="list-style-type: none">➤ MPA, Public Policy and Management, Florida State University➤ BA, English and Criminology, Florida State University➤ PMP, PMI Institute	5
Jennifer Burrington	<ul style="list-style-type: none">➤ Senior Consultant➤ Research Support	<ul style="list-style-type: none">➤ MS, Agricultural and Applied Economics, Texas Tech University➤ BS, International Food and Resource Economics, University of Florida	3



AJ Temple	<ul style="list-style-type: none">➤ Consultant➤ Project and Stakeholder Engagement Support	<ul style="list-style-type: none">➤ BA, American Government, University of Virginia College of Arts & Sciences➤ Master of Public Policy Frank Batten School of Leadership & Public Policy, University of Virginia College of Arts & Sciences	1
AnnMarie Grason	<ul style="list-style-type: none">➤ Consultant➤ Research Support	<ul style="list-style-type: none">➤ BBA, Economics, Georgia Southern University Statesboro, GA	3

Your Obligations

We will ask you to identify participants for the focus groups. You will be responsible for all invitations and meeting logistics. You will lead communications with the larger community (e.g., you will interact with local media or share information at community events).

Subject to EY's retained rights in Materials under Section 21 of the General Terms and Conditions of the Agreement, the deliverable(s) detailed herein shall be treated as work for hire for Client, and, upon full payment in accordance with the General Terms and Conditions of the Agreement and this SOW for such deliverable(s), EY assigns copyright in such deliverable(s) (other than Materials) to Client. EY retains all rights in any Materials or other intellectual property delivered to or accessed by Client under or in connection with this SOW.

Other Provisions

Client shall assign a qualified person to oversee the Services. Client is responsible for all management decisions relating to the Services and for determining whether the Services are appropriate for its purposes.

EY may retain, disclose and use Client Information that EY collects in connection with any services EY performs for Client for research and thought leadership purposes, as well as for the purpose of providing services to other clients, as long as EY identifies Client only in general terms in connection with such information (e.g., "a large manufacturing company").

CareerSource Florida may not recover from EY, in contract or tort, under statute or otherwise, any consequential, incidental, indirect, punitive or special damages in connection with claims arising out of this SOW or otherwise relating to the Services, including any amount for loss of profit, data or goodwill, whether or not the likelihood of such loss or damage was contemplated.

CareerSource Florida may not recover from EY, in contract or tort, under statute or otherwise, aggregate damages in excess of the fees actually paid for the Services that directly caused the loss in connection with claims arising out of this SOW or otherwise relating to the Services. This limitation will not apply to losses caused by EY's fraud or willful misconduct or to the extent prohibited by applicable law.



CareerSource Florida may not make a claim or bring proceedings relating to the Services or otherwise under this SOW against any other Ernst & Young Firm or any of our members, shareholders, directors, officers, partners, principals or employees ("EY Persons"). CareerSource Florida shall make any claims or bring proceedings relating to the Services only against EY. The provisions of this section are intended to benefit all EY Persons, who shall be entitled to enforce them.

Contacts

Client has identified Andrew Collins as Client's contact with whom EY should communicate about these Services. Client's leadership contact at EY for these Services will be Amy Holloway. Client's day-to-day contact at EY will be AJ Temple.

Fees & Deliverables

Client shall pay EY a fee of \$250,000 for the Services.

As the EY team completes the specified deliverables we will issue a status report (format agreed upon by CareerSource) detailing all activities and outputs that were conducted that period as detailed below. EY will submit invoices for payment upon notification of acceptance of the status report by Client, no later than 30 days from delivery of report. Payment is due upon receipt of EY's invoice.

The table below delineates deliverables by invoice period:

Deliverables	Summary of Work	Evidence of Completion	Completion Date	Price
Deliverable #1: Project set-up, begin research and background review	<ul style="list-style-type: none">• Project Management: Project guidebook, milestones calendar, project kickoff, 2 client check in calls• Interviews: Information requests, begin information review, input on stakeholder input	<i>Invoice initiated upon acceptance of detailed status report by CS</i>	April 30, 2022	\$60,000
Deliverable #2: Research and background review, stakeholder input, future state workshops, and leading practice research	<ul style="list-style-type: none">• Project Management: 2 formal client check-in meetings• Research: Complete background information review, analyze and summarize DEO labor market information, review and summarize information on the workforce boards (begin	<i>Invoice initiated upon acceptance of detailed status report by CS</i>	June 3, 2022	\$120,000



Deliverables	Summary of Work	Evidence of Completion	Completion Date	Price
	draft of summary of regions) <ul style="list-style-type: none">• Interviews: Prepare and host listening sessions and stakeholder input, facilitate 2 future state workshops, and research other state workforce boards			
Deliverable #3: Present at June Board meeting and deliver findings report	<ul style="list-style-type: none">• Presentations: Deliver draft presentation for workforce board for review, incorporate input, travel to and present at June 9 State Board meeting, deliver report containing our research findings	<i>Invoice initiated upon acceptance of Final Report by CS</i>	June 30, 2022	\$70,000
			TOTAL	\$250,000

In witness whereof, the parties have executed this SOW as of the date set forth below.

AGREED:

CareerSource Florida

By: _____

Name: _____

Title: _____

Ernst & Young LLP

By: _____

Name: Samuel Hughes

Title: Principal



SFWIB GLOBAL TALENT COMPETITIVENESS COUNCIL

DATE: 4/28/2022

AGENDA ITEM NUMBER: 4

AGENDA ITEM SUBJECT: DEPARTMENT OF ECONOMIC OPPORTUNITY DE-OBLIGATION AND REALLOCATION OF WORKFORCE INNOVATION AND OPPORTUNITY ACT FUNDS POLICY UPDATE

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A.

STRATEGIC GOAL: **STRONG WORKFORCE SYSTEM LEADERSHIP**

STRATEGIC PROJECT: **Strengthen workforce system accountability**

BACKGROUND:

The CareerSource Florida (CSF) De-obligation and Re-allocation of Workforce Innovation and Opportunity Act policy requires an annual review of Workforce Innovation and Opportunity Act (WIOA) formula funding obligations for Local Workforce Development Boards (LWDB). The annual review determines whether the LWDB obligations of WIOA funds fall below the federal threshold to permit reallocation to other LWDB.

The Department of Economic Opportunity (DEO) requested that each of the 24 Workforce Development Boards review and comment on the proposed updates to the De-Obligation and Re-Allocation of WIOA Funding Policy. The last update to the current policy occurred in May 2017; however, due to the passage of the Reimagining Education and Career Help (REACH) Act of 2021 and feedback from stakeholders, additional revisions are required.

The DEO released a Policy Development Framework Stakeholder Input Form that can be accessed via a special link on their website. The form will allow stakeholders to provide valuable input to ensure that the key components, objectives and desired outcomes are addressed in the proposed policy.

The key areas to be addressed in the policy include, but may not be limited to, the following:

- Establishing the state's expectations for WIOA funding obligations and expenditure levels.
- Establishing the state's procedures for reallocating WIOA funds in accordance with 20 CFR 683.140 and Section 445.006(4)(b), F.S.
- The circumstances under which WIOA funds may be de-obligated from one LWDB and re-allocated to another.

Additionally, local boards were asked to respond to three specific questions:

1. Do the proposed policy components address all needed objectives and/or desired outcomes?
2. Are there any circumstances that have been encountered in your local area that you would like to ensure are addressed in this policy?
3. If this is an existing policy, do you recommend any revisions beyond those being proposed above?

It is also noted that the recommendations may be considered for current and future revisions to the policy.

SFWIB staff has requested a copy of the draft policy framework and will continue to work with the DEO to ensure that the concerns of the SFWIB are addressed in the new policy. Upon receipt, the draft copy of the policy frameworks will be provided for the Board's review.

FUNDING: N/A

PERFORMANCE: N/A

NO ATTACHMENT



SFWIB GLOBAL TALENT COMPETITIVENESS COUNCIL

DATE: 4/28/2022

AGENDA ITEM NUMBER: 5

AGENDA ITEM SUBJECT: 2021-2022 WDA 23 DEMAND OCCUPATIONS LIST (TOL) ADDITION

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: SFWIB staff recommends to the Global Talent and Competitiveness Council to recommend to the Board the approval to add a new occupation to the 2021-2022 Targeted Occupation, as set forth below.

STRATEGIC GOAL: **BUILD DEMAND-DRIVEN SYSTEM W/ EMPLOYER ENGAGEMENT**

STRATEGIC PROJECT: **Improve credential outcomes for job seekers**

BACKGROUND:

On May 17, 2021, The Department of Economic Opportunity (DEO) released the 2021-2022 Demand Occupation List for the 24 Workforce Development Areas (WDA) in the State of Florida. In accordance with CareerSource Florida's Administrative Policy #82, local areas may revise the list, as needed, based on local demand in support the occupation's addition.

SFWIB staff received a request with supporting documentation from Miami Dade County Public Schools to add Standard Occupational Classification (SOC) code 53-3033 Light Truck or Delivery Service Drivers to the list for their Commercial Class "B" Driving program.

SFWIB staff completed the review process and the request is being presented to the Global Talent and Competitiveness Council for a recommendation to the Board for approval.

FUNDING: N/A

PERFORMANCE: N/A

NO ATTACHMENT



SFWIB GLOBAL TALENT COMPETITIVENESS COUNCIL

DATE: 4/28/2022

AGENDA ITEM NUMBER: 6

AGENDA ITEM SUBJECT: EXISTING TRAINING PROVIDER AND PROGRAMS

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: SFWIB staff recommends to the Global Talent and Competitiveness Council to recommend to the Board the approval of New Programs for an Existing Training Provider, as set forth below.

STRATEGIC GOAL: **HIGH ROI THROUGH CONTINUOUS IMPROVEMENT**

STRATEGIC PROJECT: **Improve credential outcomes for job seekers**

BACKGROUND:

In accordance with Section 122 of the Workforce Innovation and Opportunity Act, regional workforce boards are permitted to independently develop criteria for the selection and subsequent eligibility of Training Providers and programs. The South Florida Workforce Investment Board (SFWIB) developed processes to evaluate an applicant's programmatic capabilities.

SFWIB staff completed the review process and documentation is being presented to the Global Talent and Competitiveness Council for a recommendation to the Board for approval.

Below are the requests to add new programs for an existing training provider for the review and approval of the Council.

New Request(s) from Existing Training Provider(s) to add New Program(s):

1. Miami Dade County Public Schools

Request to Add a new program(s) to an existing location(s):

- Commercial Class "B" Driving – Certificate of Completion

2. M-DCPS Adult Pre-Apprenticeship Program (P-123)

Request to Add a new program(s) to an existing location(s):

- Automotive Service Mechanic (Automotive Service Technology, I470608, Automotive Service Technology) – Pre-Apprenticeship Certificate

FUNDING: N/A

PERFORMANCE: N/A

ATTACHMENT

Training Vendor Program Information for: Miami Dade County Public Schools

Note: An Individual Training Account (ITA) is issued in accordance with the South Florida Workforce Investment Board (SFWIB) ITA Policy. The initial ITA voucher may cover up to and including 50 percent of the program's maximum ITA amount. The subsequent ITA is issued upon the participant's arrival at the midpoint of the specified training program's length and may cover up to and including the remaining 50 percent of the program's maximum ITA amount. The maximum cap for an ITA is **\$10,000**. The amount of an ITA is based upon the program's applicable quadrant category. **Pell Grants:** All participants are required to apply for the Pell Grant if the participant and program are Pell eligible. Once PELL eligibility has been established, the Pell Grant must be deducted from the total ITA amount. An ITA will only cover up to one year of training. Associate of Arts and Bachelor degree programs are not covered by an ITA. Participants are responsible for all training costs beyond the one year covered by the ITA. **Refunds:** Refunds are issued in accordance with the SFWIB Standardized Refund Policy. **Notice:** If the ITA amount and/or Pell Grant does not cover the full cost of the training program, participants may be required to obtain grant assistance from other financial sources to cover the cost of the program in which they wish to enroll. **The SFWIB will not be responsible for any debts incurred by a participant.**

																				2021-2022 TOL Wage Rate		
Training Program Title <small>(program name must be written as approved by the Department of Education, CIE and/or SACS/AdvancED)</small>	Credential Type <small>(e.g., Diploma, College Credit Certificate, Associate of Science, etc.)</small>	Location/ Campus/ Online <small>(street address, city, state & zip)</small>	Credit Hours	Clock Hours	Course Length <small>(in months)</small>	Tuition Cost	Application Registration Fees Cost	Books Cost	Materials Cost	Uniforms Cost	Tools Cost	Testing Fees Cost	Certification Fees Cost	Licensing Fees Cost	Other Fees/ Costs	Total Program Costs	Pell Eligible (Yes/No)	CIP Code	2021-2022 TOL Related Occupations (SOC & Name)	Mean	Entry	Quadrant Category
Diploma/Certificate Programs																						
Automotive Service Mechanic (Automotive Service Technology, I470608, Automotive Service Technology)	Pre-Apprenticeship Certificate	DA Dorsey Technical College 7100 NW 17 Avenue Miami, Florida 33147	N/A	470	6	Waived (\$1,203.20)	\$15.00	\$73.75	\$218.87	\$100.00	\$325.00	\$34.00	\$77.00	\$0.00	\$97.00	\$940.62	No	0647060405	49-3023: Automotive Service Technicians and Mechanics	\$21.81	\$12.68	LGHW
Commercial Class "B" Driving	Licensure	M-DCPS All	N/A	\$150	3	\$384.00	\$15.00	\$55.00	\$300.00	\$50.00	\$45.00	\$0.00	\$60.00	\$75.00	\$240.00	\$1,224.00	No	0649020502	53-3033: Light Truck or Delivery Service Drivers	\$17.20	\$10.58	HGLW



SFWIB GLOBAL TALENT COMPETITIVENESS COUNCIL

DATE: 4/28/2022

AGENDA ITEM NUMBER: 7

AGENDA ITEM SUBJECT: SUMMER YOUTH INTERNSHIP PROGRAM

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: SFWIB staff recommends to the Global Talent and Competitiveness Council to recommend to the Board the approval to allocate an amount not to exceed \$1,500,000 in Temporary Assistance for Needy Families funds to Miami Dade County Public Schools for the Summer Youth Internship Program, as set forth below.

STRATEGIC GOAL: **DEDICATED COMMITMENT TO YOUTH PARTICIPATION**

STRATEGIC PROJECT: **Emphasize work-based learning and training**

BACKGROUND:

The Summer Youth Internship Program (SYIP) initiative is a partnership with Miami-Dade County, The Children's Trust, the South Florida Educational Federal Credit Union, the Foundation for New Educational Initiatives, Miami-Dade County Public Schools, and the South Florida Workforce Investment Board (SFWIB). The initiative launched the SYIP to provide employment opportunities to South Florida's future workforce, while decreasing crime within Miami-Dade County.

The following are the overall program results for the 2021 SYIP:

- Of the 2,819 youth who were recruited and applied to the internship program, 2,338 were enrolled.
- Of those enrolled, 2,321 (99%) completed the program.
- The program intentionally recruited participants from high risk populations. Seventy-five percent (1,756) of the youth enrolled in the program qualified for free or reduced price lunch; and 26% (623) were youth with disabilities.

SFWIB staff recommends that the Board invest Temporary Assistance for the Needy Families (TANF) funds to cover summer youth employment activities and services for youth with barriers to employment, particularly those whose families are receiving cash and/or free or reduced price lunch. The SYIP will provide participants, ages 15-18, with 30 hours of work per week and a stipend of \$1,500.00 over a five-week period. In addition to receiving a stipend, youth participants will earn high school course credits and be provided with an opportunity to earn college credits. The stipends will consist of the following:

- Two subsequent payments of \$750.00 each.

These funds will be distributed via direct deposit through collaboration with the South Florida Educational Federal Credit Union and the Foundation for New Initiatives, Inc.

The internships will assist youth in obtaining the skills needed for future employment, while gaining a better understanding of the workplace. The SYIP will link participants to employers who will provide the work experience opportunity and career advice.

The SYIP recruitment will begin in April 2022 and will end no later than August 2022.

In the following procurement process of Miami-Dade County Administrative Order No. 3-38, it is recommended that the SFWIB waive the competitive procurement as it recommended by the Executive Director that this is in the best interest of the SFWIB. A two-thirds vote of a quorum present is required to waive the competitive procurement process and award Miami-Dade County Public Schools, an allocation not to exceed \$1,500,000 in Temporary Assistance for Needy Families funds for the Summer Youth Internship Program.

FUNDING: Temporary Assistance for Needy Families

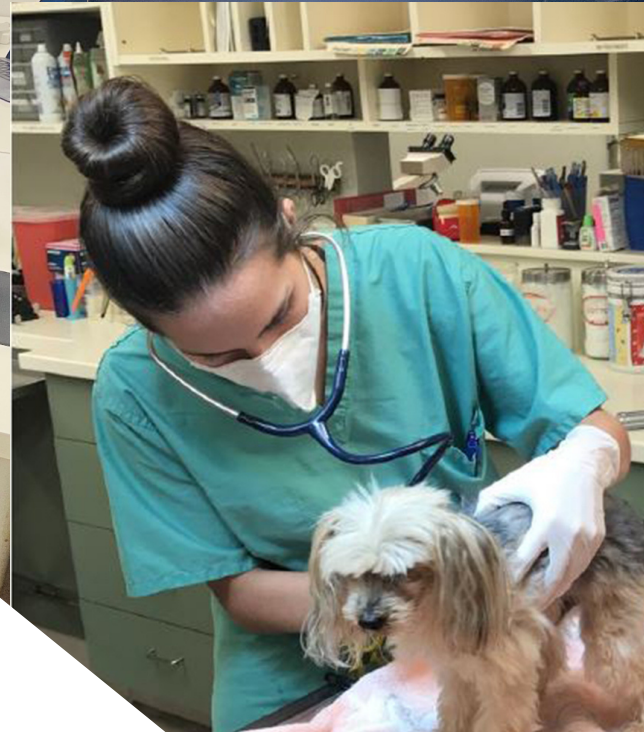
PERFORMANCE: N/A

ATTACHMENT

2021 Summer Youth Internship Program



FOUNDATION for
NEW
EDUCATION
INITIATIVES, Inc.
Supporting Miami-Dade County Public Schools





Summer Youth Internship Program 2021

Final Report

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Summer Youth Internship Program 2021

Final Report

In its sixth year of operation, the Summer Youth Internship Program continues to serve our community despite the ongoing challenges with COVID-19. Contingency plans were established which allowed us to adapt to the changing CDC and local municipality guidelines. The Children's Trust, Miami Dade County, CareerSource South Florida, EdFed - The Educational Federal Credit Union and the Foundation for New Education Initiatives, collaborated with a single intent in mind: to provide a meaningful paid summer internship opportunity for youth across Miami Dade County.

This year, additional funding was added to the program to support the addition of up to 500 students as a part of the Miami-Dade County Mayor's Peace and Prosperity initiative. These students generally meet the criteria of residing in at-risk zip codes highlighted by the Peace & Prosperity initiative.

The unique structure of this high-quality summer internship program included parent, student and employer orientations conducted virtually, online pre-internship training for interns, student interns assigned to certified M-DCPS teachers, a curriculum that includes weekly assignments, and an online interface, and Miami.GetMyInterns.org for registration, matching of interns and employers and a digitized student time recordkeeping system.

Final results:

- Of the 2,819 youth that were eligible and applied to the internship program, 2,338 were enrolled.
- Of the 2,338 students enrolled in SYIP, 99% (2,321) successfully completed the program and of these, 74 youth received Miami Dade College credit through dual enrollment.
- Of the 2,321 students that completed the SYIP program, 54.1% (1,256) participated in standard on-site internships, 30.3% (703) had a hybrid internship of both remote and on-site hours, and 15.6% (362) participated in remote internships.
- The program intentionally recruited participants from high-risk populations. Of those that enrolled in the program: 75% (1,756) qualified for free/reduced price lunch and 26% (623) were youth with disabilities.

Submitted by
Miami-Dade County Public Schools
Division of Academics
Department of Career & Technical Education
September 30, 2021



2021 INTERNSHIP IMPACT



2321 Students Completed
99% Completion Rate

61 Participating Schools
2819 Students Applied

74 Students Earned Dual
Enrollment Credit

655 Participating
Companies

369,507 Hours Worked



PERFORMANCE MEASURES

QUANTITY--“How much will we do?”

1. Outreach efforts made at each school

There were 61 schools who participated in the 2021 Summer Youth Internship Program. All schools were provided poster and flyer templates to customize for their school as well as conducting public address announcements made on a daily basis to inform students about the SYIP, specifically:

- Basic information on qualification
- Deadline dates for application
- Dates for Parent Information Sessions
- Who to contact for additional information at the school (Teacher Champion)

Outreach efforts that took place Pre- and Post-Internship as well as during the Internship are presented below:

PRE-INTERNSHIP

Training for Assigned Teacher Champion Training at Each School

The virtual trainings took place on the following dates: March 23, April 6,8,14,21 and 29 with additional individual virtual help sessions scheduled when needed.

Teacher Champions Trained Per School

School	Number Attended	School	Number Attended
Academy for Community Education	1	Miami Beach SHS	2
Alonzo & Tracy Mourning	2	Miami Carol City SHS	1
American SHS	5	Miami Central SHS	2
Arthur & Polly Mays	1	Miami Coral Park SHS	1
Barbara Goleman SHS	3	Miami Edison SHS	1
BioTech @ Richmond Heights	1	Miami Killian SHS	1
Booker T Washington SHS	2	Miami Jackson SHS	1
Center for International Studies	1	Miami Lakes Educational Center	6
COPE Center North	1	Miami Norland SHS	2
Coral Gables SHS	2	Miami Northwestern SHS	1
Coral Reef SHS	7	Miami Palmetto SHS	1
Cutler Bay SHS	2	Miami Southridge SHS	2
DASH	1	Miami Springs SHS	3
Dorothy M. Wallace Cope Center	1	Miami Senior	1
Dr. Michael M. Krop SHS	3	Miami Sunset SHS	3
Felix Varela SHS	3	New World of the Arts	1
G. Holmes Braddock SHS	1	North Miami SHS	4
Hialeah SHS	1	North Miami Beach SHS	3
Hialeah Gardens SHS	6	Robert Morgan Educational Center	1
Hialeah Miami Lakes SHS	1	Ronald Reagan /Doral SHS	1

Homestead SHS	3	School of Advanced Studies -- Homestead, MDC, North, South and West	1
International Studies Prep Academy	1	South Dade SHS	1
iPrep Academy	2	South Miami SHS	1
iTech @Edison	2	Southwest Miami SHS	3
Jann Mann Educational Center	1	SPED -Districtwide Instruction	8
John A. Ferguson SHS	4	TERRA Environmental	1
Jose Marti MAST 6-12	1	Westland Hialeah SHS	1
Law Memorial Officers Memorial HS	1	William Turner Technical High	8
MAST @ FIU	1	Young Men's Prep Academy	1
MAST @ Homestead	1	Young Women's Prep Academy	1
MAST @ Key Biscayne	1		
Miami Art Studio @ Zelda Glazer	1	Total	128

*NOTE: Teacher Champions serve on a volunteer basis.

EdFed - The Educational Federal Credit Union Account Openings and Average Balances

Below is a comparison of new accounts opened for the past two program years. We also show a comparison of the account average balance which shows that the account balances have increased noticeably from last summer to this summer. The account balances are representative of students, both past and present, that have opened accounts as part of the SYIP program.

Accounts opened between January 1, 2020, and August 31, 2020: **1,025**

Accounts opened between January 1, 2021, and August 31, 2021: **1,666**

	As of 9/1/20	As of 9/1/21
Total Number of SYIP Accounts	5,870	6,279
Aggregate Account Balances	\$5,580,645.50	\$7,985,881.06
Average Account Balance	\$950.71	\$1,271.84

Parent Information Sessions

Date	Location	Number Attended
Monday, May 10, 2021 6 PM	Virtual – ZOOM/Facebook Live	250
Wednesday, May 12, 2021 1 PM	Virtual – ZOOM/Facebook Live	204
Wednesday, May 12, 2021 6 PM (<i>Spanish</i>)	Virtual – ZOOM/Facebook Live	173
Wednesday, May 12, 2021 6 PM (<i>Creole</i>)	Virtual – ZOOM/Facebook Live	52
Thursday, May 13, 2021 6 PM	Virtual – ZOOM/Facebook Live	369
Monday, May 17, 2021 1 PM (<i>English & Spanish</i>)	Virtual – ZOOM (ESE)	80

Tuesday, May 18, 2021 6 PM (<i>English & Spanish</i>)	Virtual – ZOOM (ESE)	90
----------------------------------------------------------------	-------------------------	----

*Additionally, there were over 291 views between Facebook and You Tube as of July 19, 2021

Employer Orientation Sessions

Date	Location	Number Attended
Tuesday, May 18, 2021 9:00 AM	Virtual – ZOOM/Facebook Live	90
Tuesday, May 25, 2021 9:00 AM	Virtual – ZOOM/Facebook Live	105

*Additionally, there were over 322 views between Facebook and You Tube as of July 19, 2021

Outreach Efforts to Promote SYIP

Date	Media
March 26, 2021	Email sent out to all previous employers with updates about the upcoming internship program.
May 4, 2021	Parent and employer orientation fliers were created. Parent flier was emailed to students, parents and posted on the Get My Interns website.
May 17, 2021	Employer orientation flier was emailed to registered employers and posted on Get My Interns.
June 7 & 18, 2021	All registered employers received updates and reminders via email.
May – June, 2021	Social media posts promoting internship to students, parents and employers.
June 21 and 22, 2021	Conducted a Virtual Kickoff for all interns on Facebook Live.
June 11 and 20, 2021	Updates were sent to students with confirmation of their placement in the internship.

Promotional Materials

LOCATION	MATERIALS
School Site	Postcards Flyers SYIP FAQs
Florida College Access Network	Scaling Experiential Learning

Created and Distributed

- [Postcard](#) used for promoting the Summer Youth Internship Program to potential internship host providers.
- [Frequently Asked Questions \(FAQ\)](#) handout for internship providers, parents, and students.
- Posted Tweets on Twitter promoting SYIP to community
- Created You Tube Channel that includes production of several videos promoting SYIP.
- Updated Internship Provider Handbook and Student Handbook to reflect best practices while in a COVID-19 environment.
- Updated and distributed handouts for Best Practices for Remote Work, Best Practices for Online Interviews, and a Remote Internship Project Template.

2. Number of youth who applied to the Program including the names of schools that youth who applied to the program attend (#3)

(CHART 1) - Students who have Applied, Enrolled, and Completed the SYIP by School

School	Number of Student Intern Applicants	Number of Interns Enrolled/Hired	Number of Interns Completed
Dr. Marvin Dunn Academy for Community Ed.	0	0	0
Alonzo & Tracy Mourning SHS	57	56	55
American SHS	36	24	23
Arthur & Polly Mays Conservatory of the Arts	15	11	11
Barbara Goleman SHS	93	84	82
BioTech @ Richmond Heights	8	6	6
Booker T Washington SHS	30	15	15
Center for International Studies	22	18	18
Coral Gables SHS	78	61	61
Coral Reef SHS	255	203	202
Cutler Bay SHS	23	21	21
DASH	34	27	27

Dorothy M. Wallace Cope Center	0	0	0
Dr. Michael M. Krop SHS	62	59	59
Felix Varela SHS	45	42	42
G. Holmes Braddock SHS	41	38	38
Hialeah High	33	28	27
Hialeah Gardens SHS	219	200	199
Hialeah-Miami Lakes SHS	10	10	10
Homestead SHS	51	36	35
International Studies Prep Academy	1	0	0
iPreparatory Academy	28	22	22
iTech @Thomas Edison	17	13	13
J.C. Bermudez Doral SHS	4	2	2
Jan Mann Educational Center	1	0	0
John A. Ferguson SHS	88	78	77
Jose Marti MAST 6-12	13	12	12
Law Enforcement Officers Memorial HS	27	27	27
MAST @ FIU Biscayne Bay Campus	26	24	24
MAST @ Homestead	26	23	23
MAST @ Key Biscayne	28	19	19
Miami Arts Studio 6-12 @ Zelda Glazer	65	51	51
Miami Beach SHS	39	29	28
Miami Carol City SHS	17	11	11
Miami Central SHS	68	51	51
Miami Coral Park SHS	63	59	59
Miami Edison SHS	18	12	12
Miami Killian SHS	4	4	4
Miami Jackson SHS	5	1	1
Miami Lakes Educational Center	138	109	109
Miami Palmetto SHS	25	16	15
Miami Norland SHS	38	34	34
Miami Northwestern SHS	45	40	39
Miami Southridge SHS	23	23	23
Miami Springs SHS	49	41	40
Miami Senior	34	31	30
Miami Sunset SHS	40	30	30
New World School of the Arts	6	5	5
North Miami SHS	151	128	128
North Miami Beach SHS	41	38	38
Robert Morgan Educational Center	90	78	78
Robert Renick Educational Center	4	4	4
Ronald Reagan /Doral SHS	16	5	5

Ruth Owens Kruse Educational Center	1	0	0
School for Advanced Studies - MDC	4	3	3
School for Advanced Studies - North	4	4	4
School for Advanced Studies - South	6	6	6
South Dade SHS	73	58	58
South Miami SHS	54	37	37
Southwest Miami SHS	68	65	64
SPED -Districtwide Instruction	6	6	6
TERRA Environmental	39	31	30
Westland Hialeah SHS	32	25	25
William Turner Technical SHS	162	128	127
Young Men's Prep Academy	1	1	1
Young Women's Prep Academy	19	15	15
TOTAL	2,819	2,338	2,321

4. The number of youth interviewed by the SYIP providers totaled 2,819. This count includes 2,321 students who completed the program and 498 not hired because of limited positions because of the continued COVID-19 pandemic. The breakdown of the internship placement type (Chart 2)

(CHART 2) – Types of Internship Placements

Type of Internship Placement	Number of Interns
On-site	1,256
Hybrid	703
Remote	362

- 5 and 6. Students selected and hired for the SYIP (Chart 3)

(CHART 3) - Students selected by School and Hired for SYIP

School	Number of Student Selected	Number of Interns Hired
Dr. Marvin Dunn Academy for Community Ed.	0	0
Alonzo & Tracy Mourning SHS	57	56
American SHS	36	24
Arthur & Polly Mays Conservatory of the Arts	15	11
Barbara Goleman SHS	93	84
BioTech @ Richmond Heights	8	6
Booker T Washington SHS	30	15

Center for International Studies	22	18
Coral Gables SHS	78	61
Coral Reef SHS	255	203
Cutler Bay SHS	23	21
DASH	34	27
Dorothy M. Wallace Cope Center	0	0
Dr. Michael M. Krop SHS	62	59
Felix Varela SHS	45	42
G. Holmes Braddock SHS	41	38
Hialeah High	33	28
Hialeah Gardens SHS	219	200
Hialeah-Miami Lakes SHS	10	10
Homestead SHS	51	36
International Studies Prep Academy	1	0
iPreparatory Academy	28	22
iTech @Thomas Edison	17	13
J.C. Bermudez Doral SHS	4	2
Jan Mann Educational Center	1	0
John A. Ferguson SHS	88	78
Jose Marti MAST 6-12	13	12
Law Enforcement Officers Memorial HS	27	27
MAST @ FIU Biscayne Bay Campus	26	24
MAST @ Homestead	26	23
MAST @ Key Biscayne	28	19
Miami Arts Studio 6-12 @ Zelda Glazer	65	51
Miami Beach SHS	39	29
Miami Carol City SHS	17	11
Miami Central SHS	68	51
Miami Coral Park SHS	63	59
Miami Edison SHS	18	12
Miami Killian SHS	4	4
Miami Jackson SHS	5	1
Miami Lakes Educational Center	138	109
Miami Palmetto SHS	25	16
Miami Norland SHS	38	34
Miami Northwestern SHS	45	40
Miami Southridge SHS	23	23
Miami Springs SHS	49	41
Miami Senior	34	31
Miami Sunset SHS	40	30
New World School of the Arts	6	5

North Miami SHS	151	128
North Miami Beach SHS	41	38
Robert Morgan Educational Center	90	78
Robert Renick Educational Center	4	4
Ronald Reagan /Doral SHS	16	5
Ruth Owen Kruse Educational Center	1	0
School for Advanced Studies - MDC	4	3
School for Advanced Studies - North	4	4
School for Advanced Studies – South	6	6
South Dade SHS	73	58
South Miami SHS	54	37
Southwest Miami SHS	68	65
SPED -Districtwide Instruction	6	6
TERRA Environmental	39	31
Westland Hialeah SHS	32	25
William Turner Technical SHS	162	128
Young Men's Prep Academy	1	1
Young Women's Prep Academy	19	15
	2,819	2,338

7. Number of youth in a magnet program, academy or other career and technical education program.

Chart 4. Academy, Educational or Vocational Program	Total
Magnet*	998
Career Academy	1,264
Other Program	76
Total	2,338

* If students are enrolled in a career academy at a total magnet school, they are only counted once and included in the magnet count.

8-11. **Chart 5** indicates the number of youth who completed the program, earned high school and college credit and those who receive free or reduced lunch.

CHART 5 - Youth Who Completed, Earned High School and College Credit, and Free/Reduced Lunch	
Completed Program	2,321
High School Credit	2,319
College Credit	74
Free/Reduced Lunch	1,756

DEMOGRAPHIC INFORMATION

Chart 6 includes students who completed the program by gender, age, race, ethnicity, current school, and other risk factors. Please note that truancy factors will be made available for the final report.

Chart 6. SYIP Student Demographics			
Gender	Numbers	Age	Numbers
Female	1,442	15	416
Male	896	16	768
Total	2,338	17	995
		18	91
		19	27
		20	20
		21	15
		22	6
		Total	2,338

Race	Numbers
White	1,348
Black	837
American Indian	5
Asian	41
Other	107
Total	2,338

Ethnicity	Numbers
Hispanic	1,395
Other	943
Total	2,338

Grade	Numbers
9	308
10	750
11	1,274
12	6
Total	2,338

SYIP Risk Factors	Count
Foster Care	12
ELL	137
Truancy*	0
SPED	623
Free/Reduced Price Lunch	1,756

*Students who have 15 unexcused absences within a 90-day calendar period.

QUALITY--“How well will we do it?”

The three satisfaction surveys that measured student, internship provider and teacher supervisor satisfaction can be found in **Appendix A**.

Overall satisfaction results indicate:

Youth satisfied with program	96.62%
Employers satisfied with interns	99.60%
Instructors satisfied with program	98.61%

To view the full reports that include comments, please click on the following links:

SYIP Student Survey with Responses	98.15% Response Rate
SYIP Internship Provider Survey with Responses	100% Response Rate
SYIP Teacher Survey with Responses	100% Response Rate

OUTCOMES – “Is Anyone Better Off”

Of the students who applied for the SYIP, 66% of the students met the outcome on improvement of employability skills by having completed the online internship program competency tool.

Of the 2,321 students who completed the program, 99.9% of these students passed the course with a rate of 70% or higher.

COMMISSION DISTRICT MAPS

Please see **Appendix B** for three County Commission District Maps.

Map 1: SYIP Count per School

Map 2: SYIP Student Address

Map 3: SYIP Company Address

2021 Student Self - Evaluation - Assignment for Week 3 Results

Published: 9/13/2021

Appendix A

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Appendix A

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Appendix A

Survey Overview

Description

Student Evaluation - Assignment for Week 3

Instructions Provided To Respondents

The questions that follow ask you to evaluate your internship experience. Your input in completing this questionnaire will assist us in improving the existing program. Please complete the evaluation and your Internship Teacher Supervisor will receive the results electronically and grade it as your Week 3 assignment.

Respondent Metrics

Respondents: 2278

First Response: 7/13/2021 01:04 PM

Last Response: 8/10/2021 11:30 PM

Appendix A

Survey Results

The following is a graphical depiction of the responses to each survey question. Additional comments provided by respondents, if any, are included after each graph.

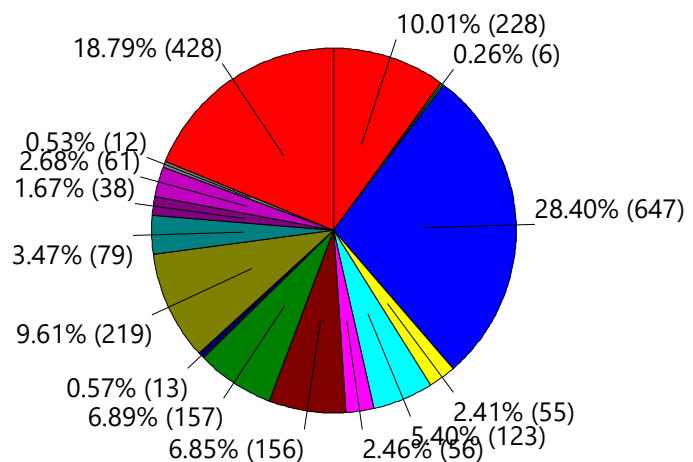
Section - Work Environment | Evaluate your work environment by selecting the number that best describes how you feel. Explain the rationale for any rating other than

Instructions Provided To Respondents

For questions 3-7, please use the following rating scale: Strongly Agree 4 • Agree 3 • Disagree 2 • Strongly Disagree 1

1. Which industry represents your internship?

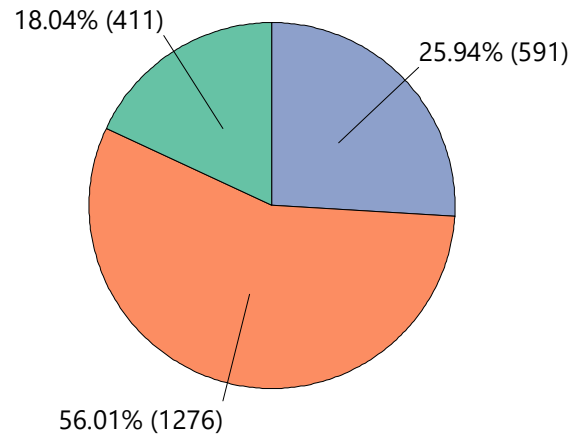
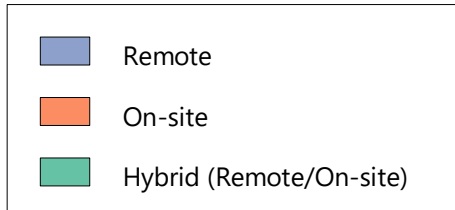
Min: 1.00 — Max: 15.00 — Mean: 7.34 — Mode: 3.00 — Median: 7.00 — Std Dev: 4.87



Appendix A

2. Which of the following describes the position you held as an intern?

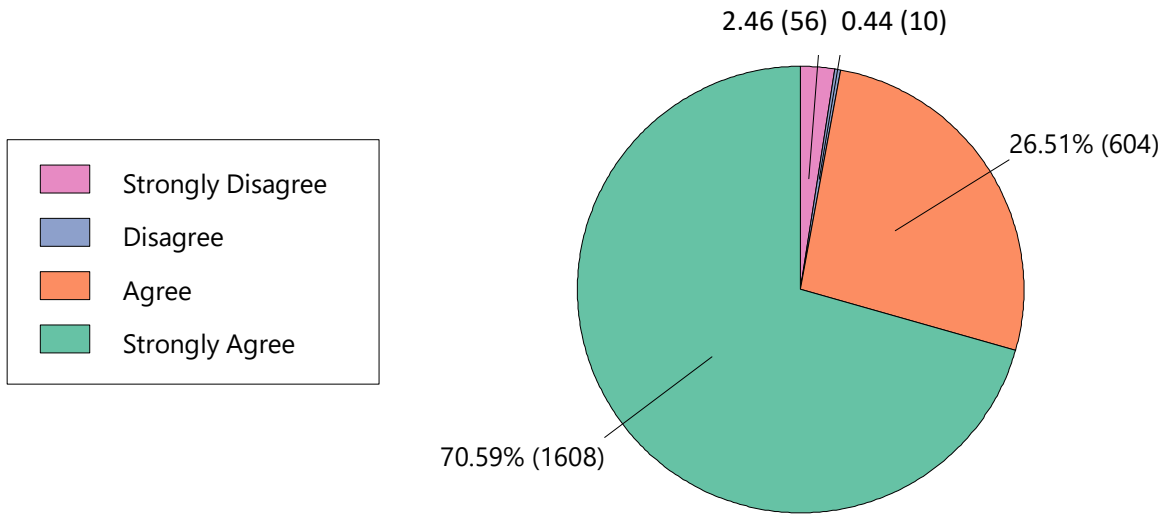
Min: 1.00 Max: 3.00 Mean: 1.92 Mode: 2.00 Median: 2.00 Std Dev: 0.66



Appendix A

3. Employees in my department understood their job requirements and went about meeting them.

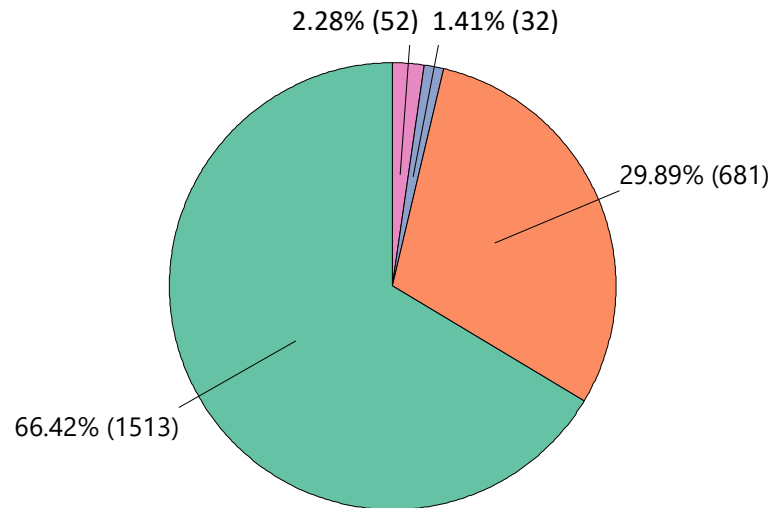
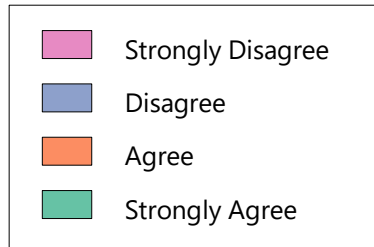
Min: 1.00 Max: 4.00 Mean: 3.65 Mode: 4.00 Median: 4.00 Std Dev: 0.62



Appendix A

4. *I knew the requirements of my internship assignment after completing Odysseyware Pre-Internship online course.*

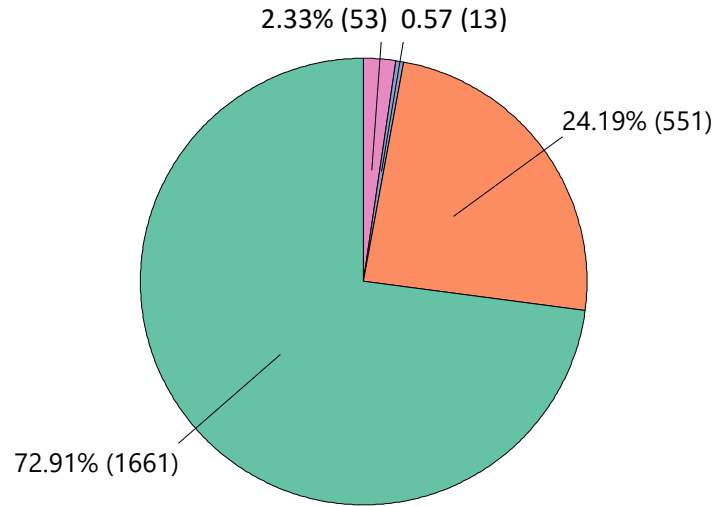
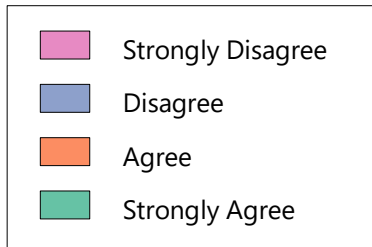
Min: 1.00 Max: 4.00 Mean: 3.60 Mode: 4.00 Median: 4.00 Std Dev: 0.64



Appendix A

5. *Employees in my department cooperate with each other in order to get the job done.*

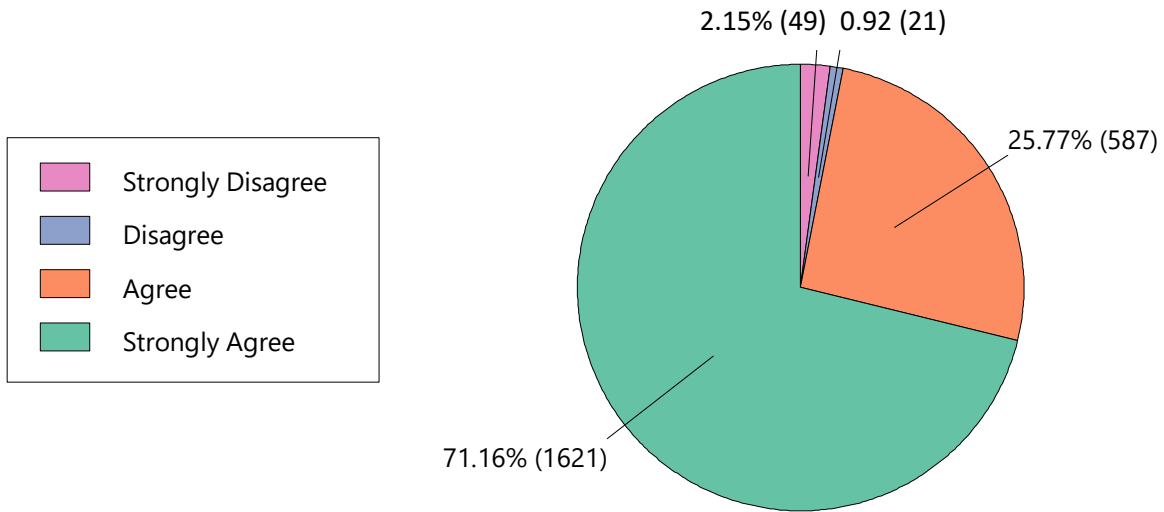
Min: 1.00 Max: 4.00 Mean: 3.68 Mode: 4.00 Median: 4.00 Std Dev: 0.61



Appendix A

6. Care was taken to ensure the work area was pleasant for all employees.

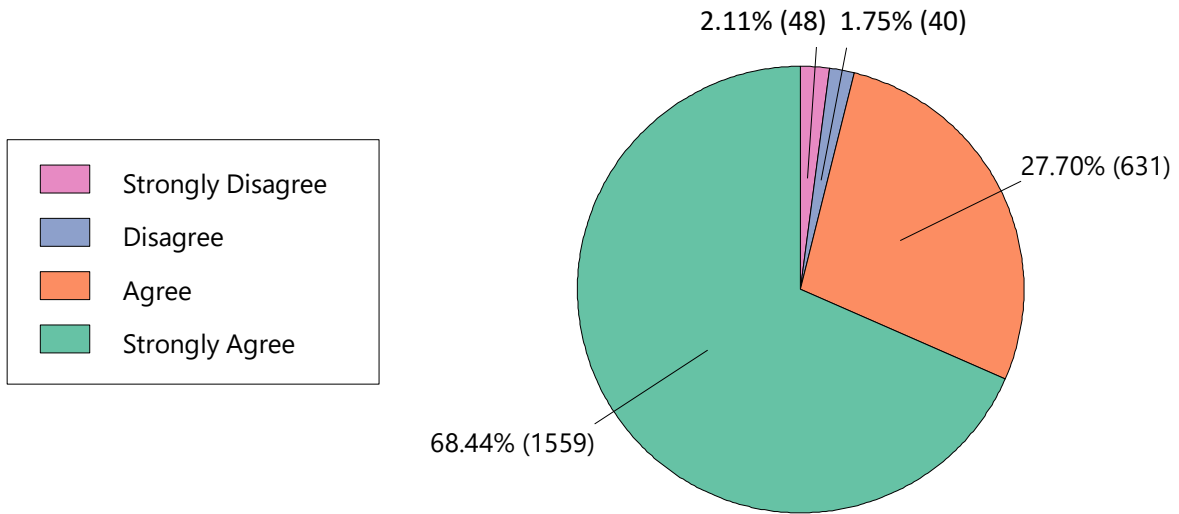
Min: 1.00 Max: 4.00 Mean: 3.66 Mode: 4.00 Median: 4.00 Std Dev: 0.61



Appendix A

7. *My internship experience gave me a feeling of personal accomplishment.*

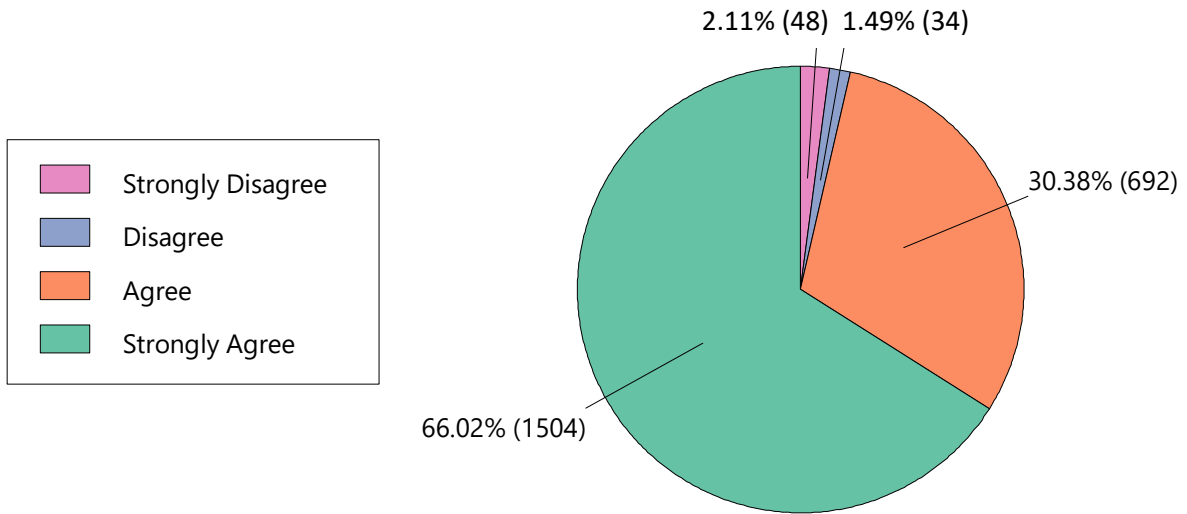
Min: 1.00 Max: 4.00 Mean: 3.62 Mode: 4.00 Median: 4.00 Std Dev: 0.63



Appendix A

8. *I was able to use my talents and abilities in accomplishing my duties.*

Min: 1.00 Max: 4.00 Mean: 3.60 Mode: 4.00 Median: 4.00 Std Dev: 0.63



Appendix A

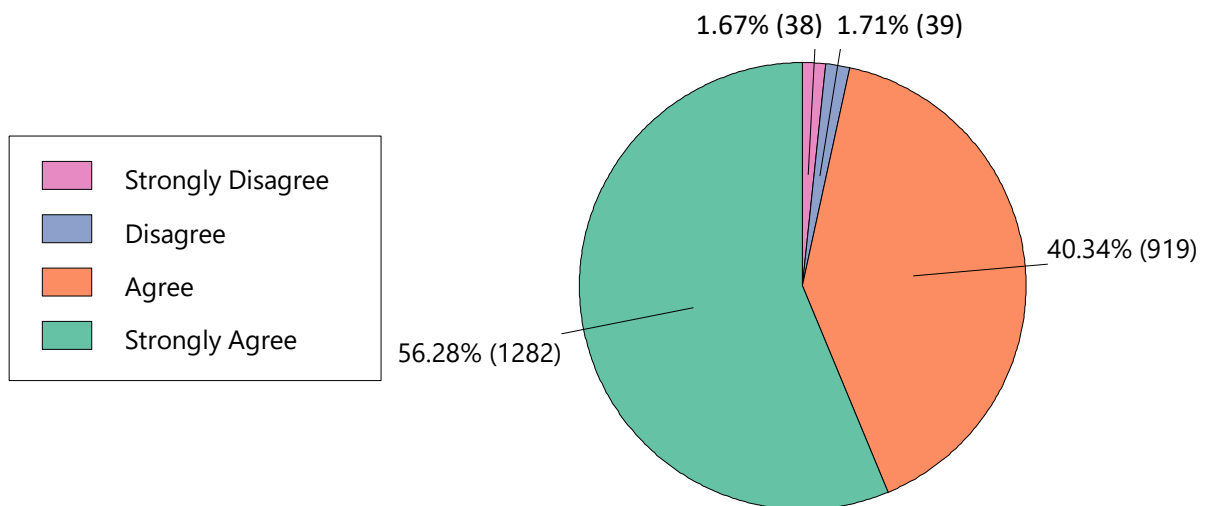
Section - Internship Workplace Supervisor | Evaluate your Internship Workplace Supervisor by selecting the number that best describes his/her role. Explain the rationale for any number

Instructions Provided To Respondents

Please use the following rating scale: Strongly Agree 4 • Agree 3 • Disagree 2 • Strongly Disagree 1

10. Ability to motivate employees

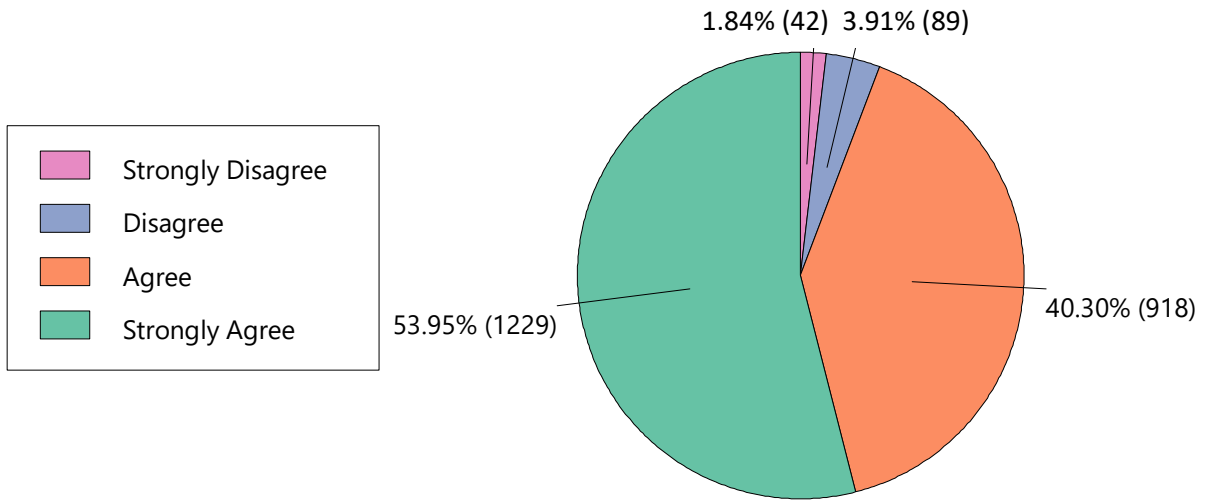
Min: 1.00 Max: 4.00 Mean: 3.51 Mode: 4.00 Median: 4.00 Std Dev: 0.62



Appendix A

11. Ability to delegate authority

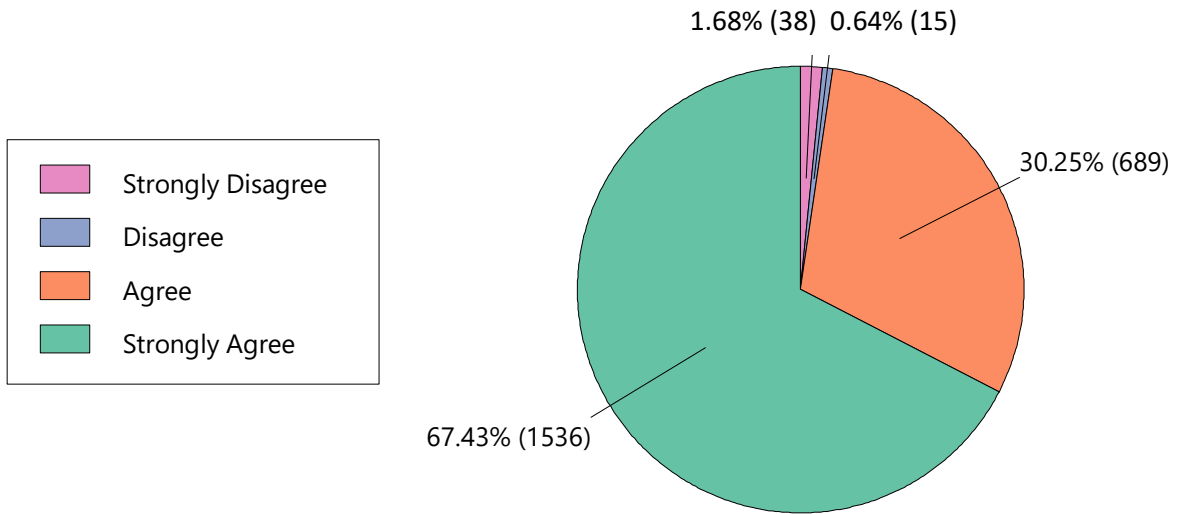
Min: 1.00 Max: 4.00 Mean: 3.46 Mode: 4.00 Median: 4.00 Std Dev: 0.66



Appendix A

12. Ability to solve work-related problems

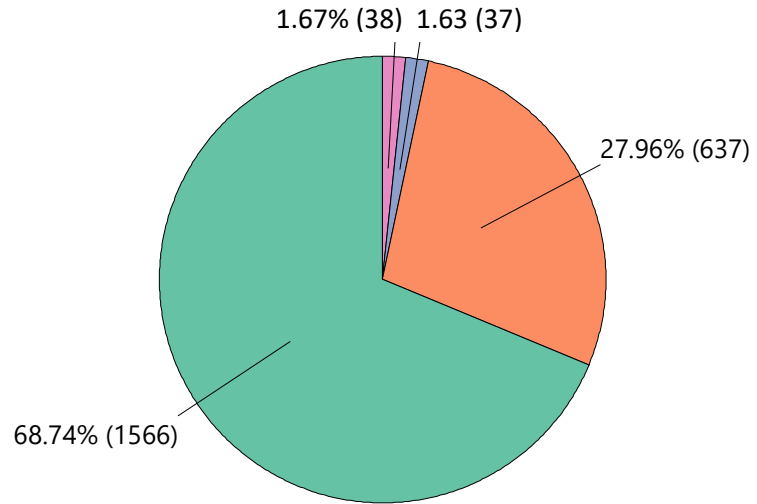
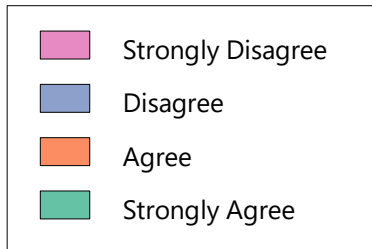
Min: 1.00 Max: 4.00 Mean: 3.64 Mode: 4.00 Median: 4.00 Std Dev: 0.58



Appendix A

13. Sense of fairness

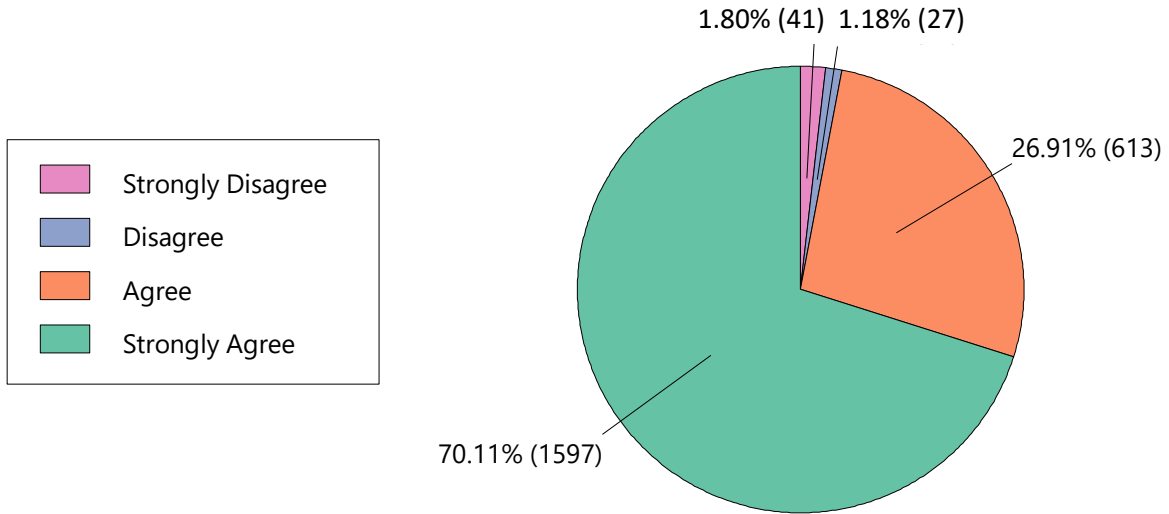
Min: 1.00 Max: 4.00 Mean: 3.64 Mode: 4.00 Median: 4.00 Std Dev: 0.60



Appendix A

14. Ability to communicate effectively with employees

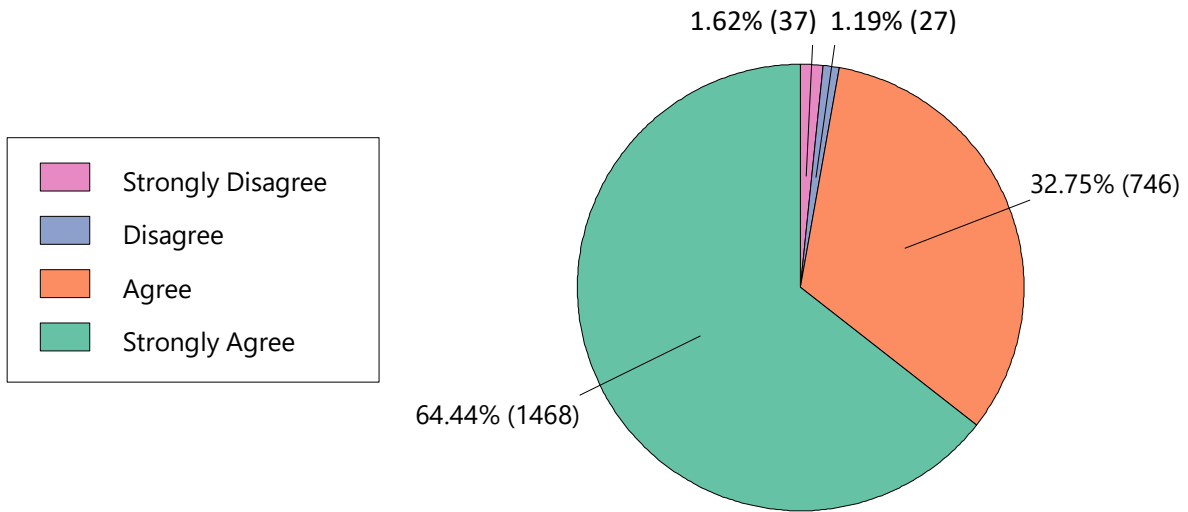
Min: 1.00 Max: 4.00 Mean: 3.65 Mode: 4.00 Median: 4.00 Std Dev: 0.60



Appendix A

15. Ability to be diplomatic and to provide performance feedback

Min: 1.00 Max: 4.00 Mean: 3.60 Mode: 4.00 Median: 4.00 Std Dev: 0.60



Appendix A

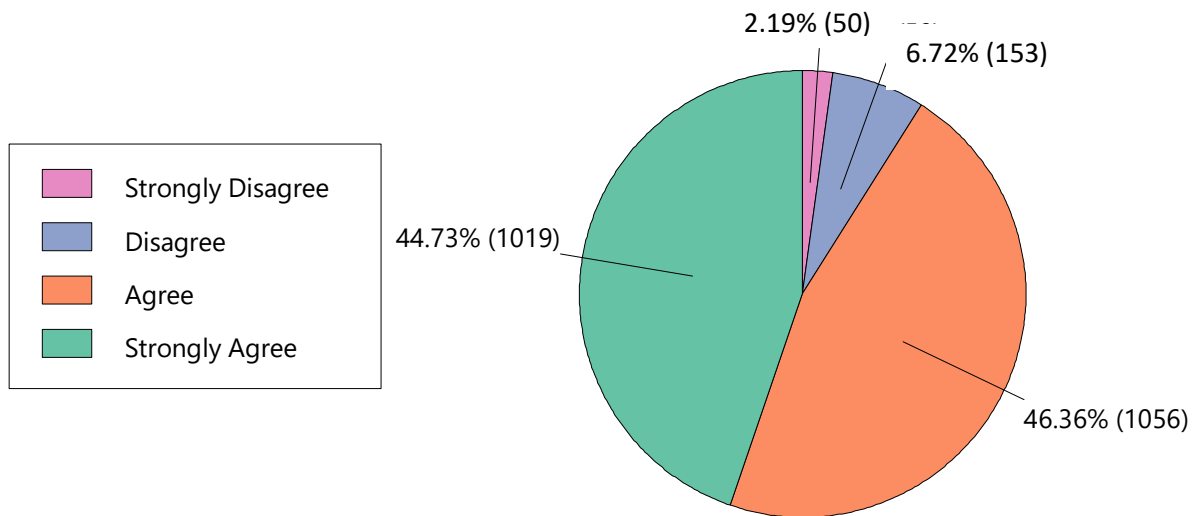
Section - Internship Experience | Use the criteria below to evaluate your overall internship experience.

Instructions Provided To Respondents

Please use the following rating scale: Strongly Agree 4 • Agree 3 • Disagree 2 • Strongly Disagree 1

17. I was extremely pleased with the pre-placement process at my school?

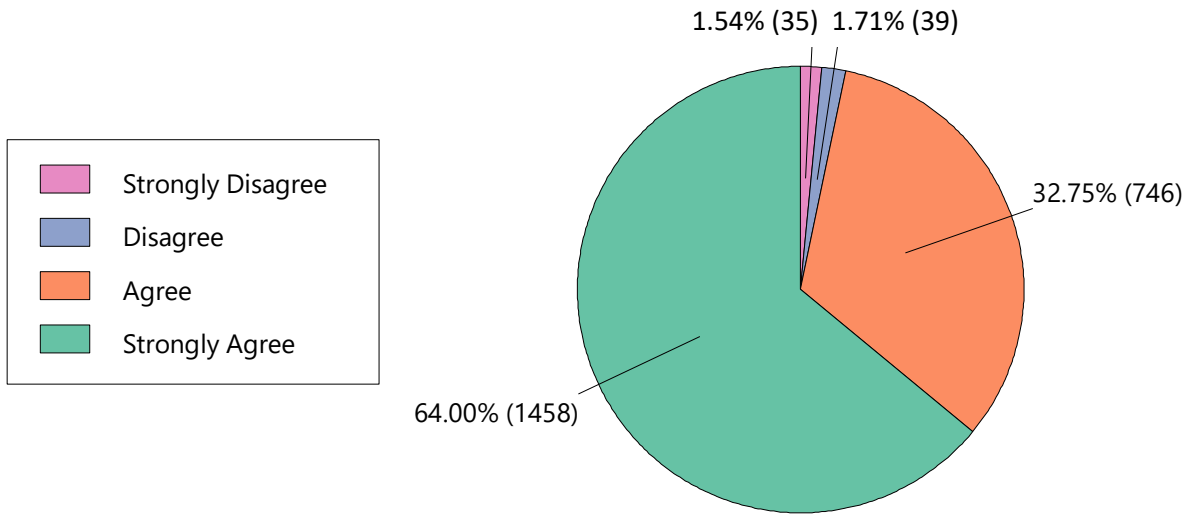
Min: 1.00 Max: 4.00 Mean: 3.34 Mode: 3.00 Median: 3.00 Std Dev: 0.70



Appendix A

18. *My internship experience broadened my work-related knowledge?*

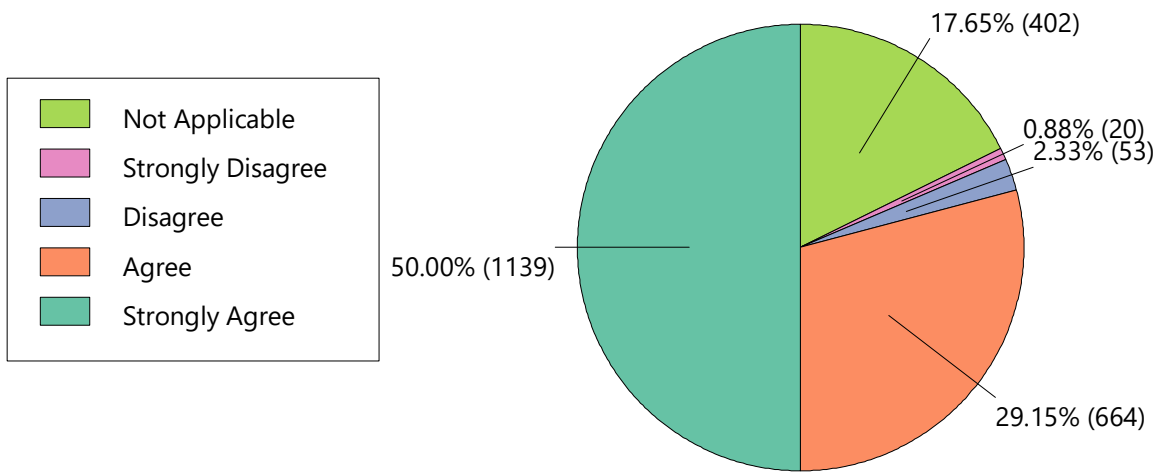
Min: 1.00 Max: 4.00 Mean: 3.59 Mode: 4.00 Median: 4.00 Std Dev: 0.61



Appendix A

19. *The remote or hybrid (remote/on-site) internship was an effective use of my time and skills?*

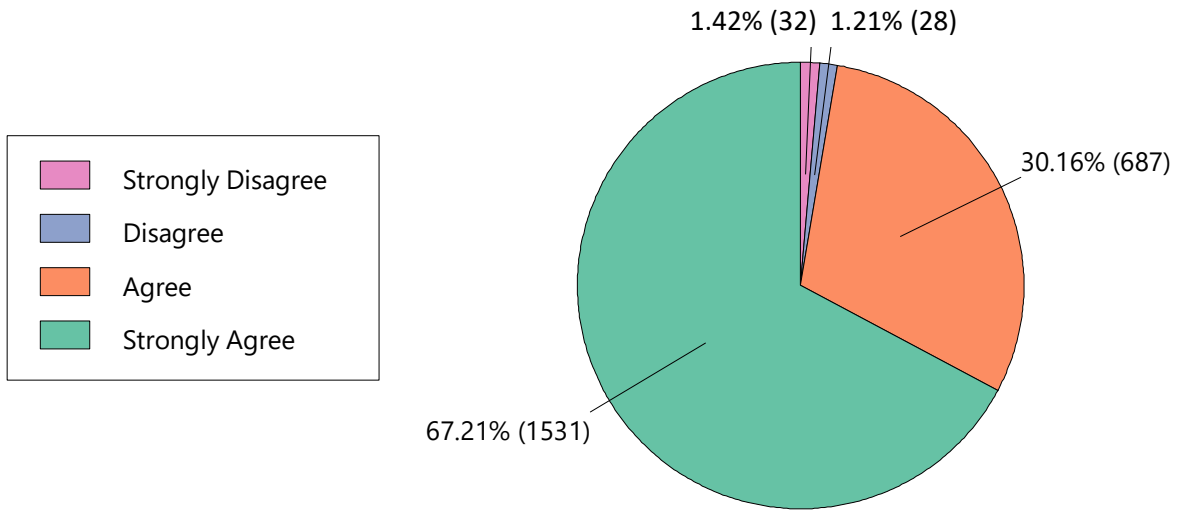
Min: 1.00 Max: 5.00 Mean: 3.93 Mode: 5.00 Median: 4.50 Std Dev: 1.46



Appendix A

20. *I was satisfied with the opportunity to learn varied tasks within my department?*

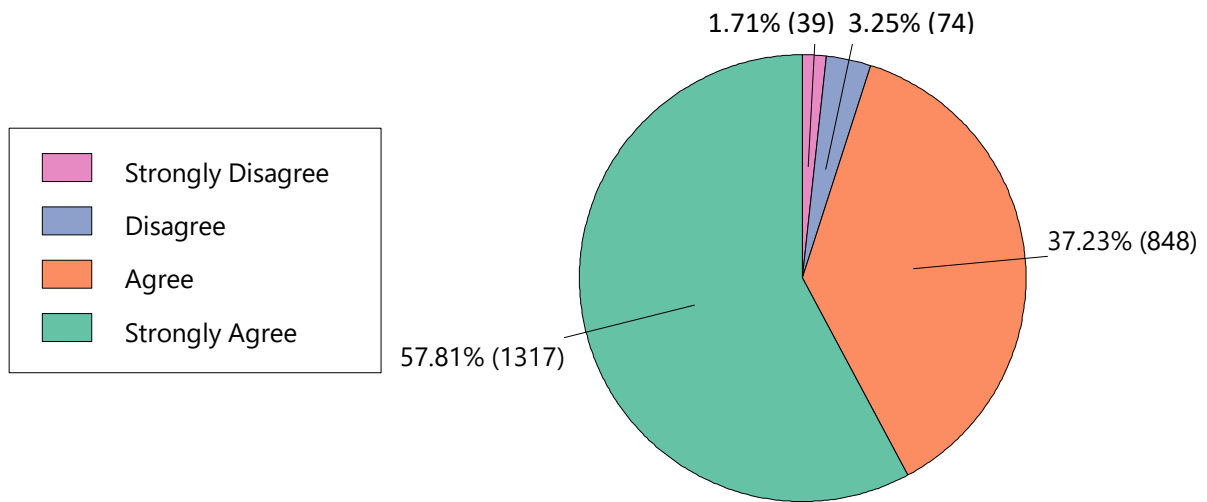
Min: 1.00 Max: 4.00 Mean: 3.63 Mode: 4.00 Median: 4.00 Std Dev: 0.58



Appendix A

21. *The information/guidance I received from my school contact (teacher champion/lead teacher) was helpful?*

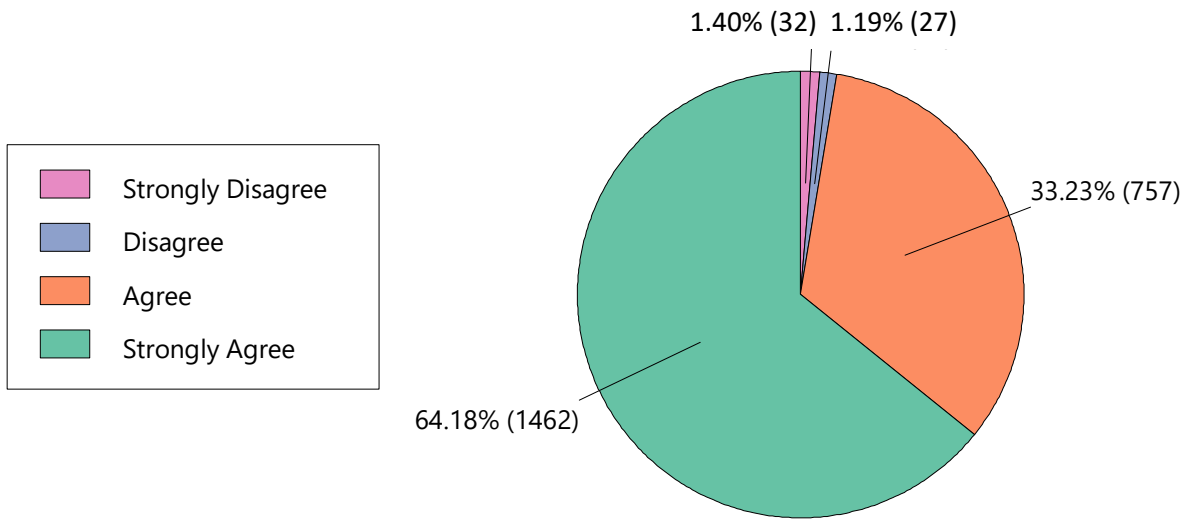
Min: 1.00 Max: 4.00 Mean: 3.51 Mode: 4.00 Median: 4.00 Std Dev: 0.65



Appendix A

22. *The information/guidance I received from my Internship Teacher Supervisor was helpful?*

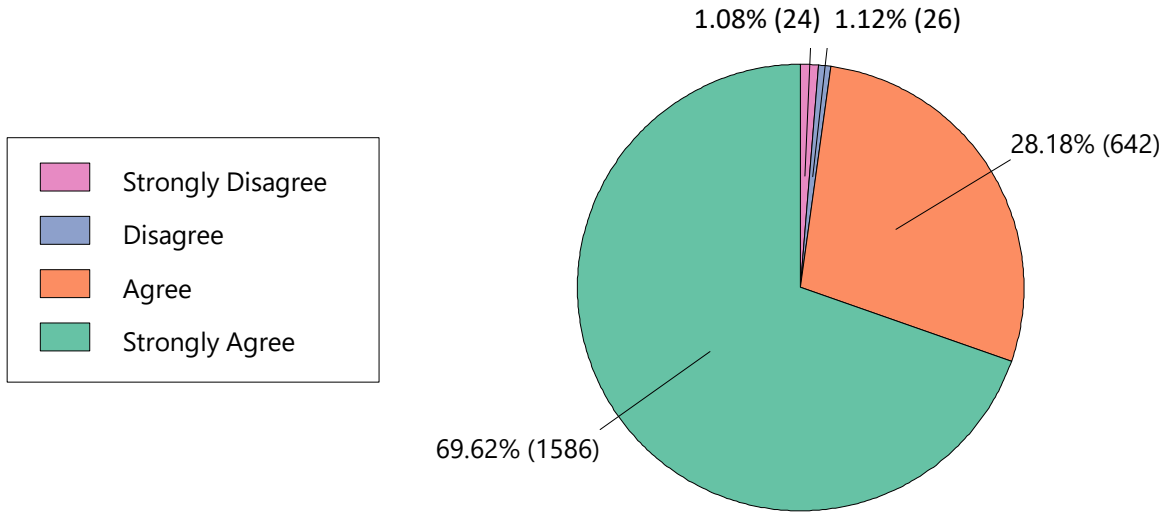
Min: 1.00 Max: 4.00 Mean: 3.60 Mode: 4.00 Median: 4.00 Std Dev: 0.59



Appendix A

23. *The information/guidance I received from my Internship Workplace Supervisor was helpful?*

Min: 1.00 Max: 4.00 Mean: 3.66 Mode: 4.00 Median: 4.00 Std Dev: 0.57



Appendix A

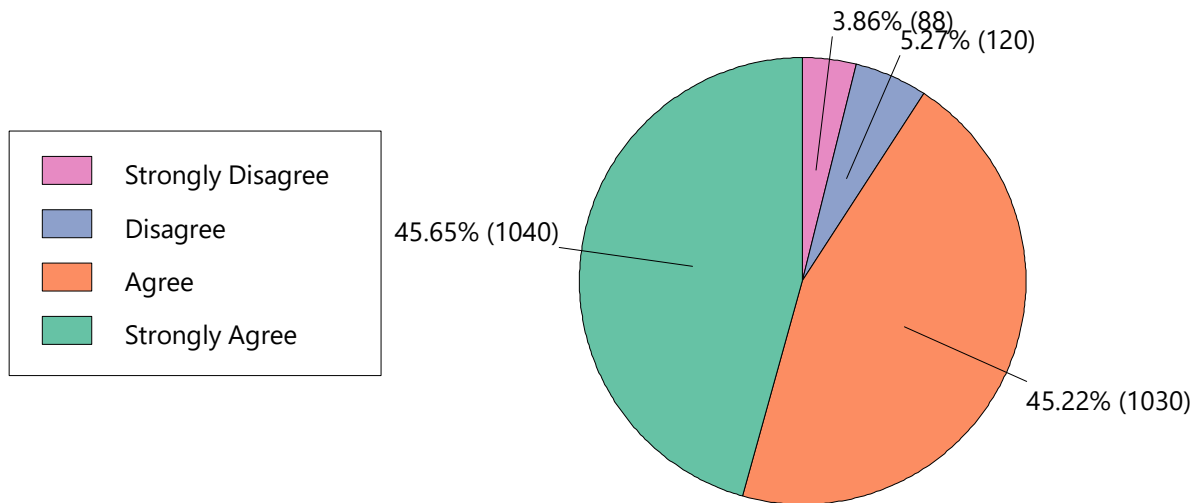
Section - Overall Experience | Taking everything into consideration, please indicate your satisfaction with the following components of your internship:

Instructions Provided To Respondents

Please use the following rating scale: Strongly Agree 4 • Agree 3 • Disagree 2 • Strongly Disagree 1

24. Your weekly internship assignments?

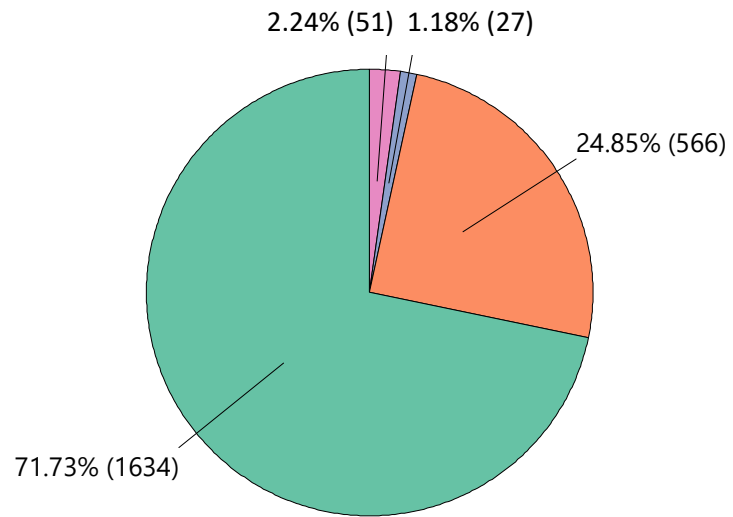
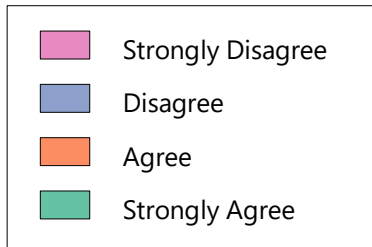
Min: 1.00 Max: 4.00 Mean: 3.33 Mode: 4.00 Median: 3.00 Std Dev: 0.75



Appendix A

25. *Your work environment?*

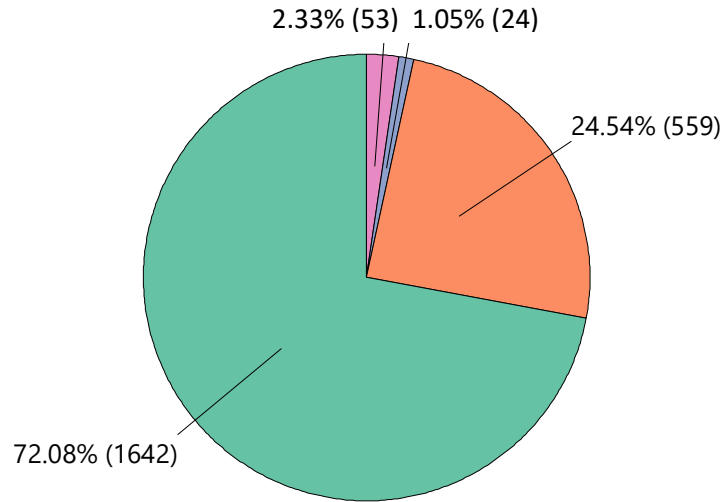
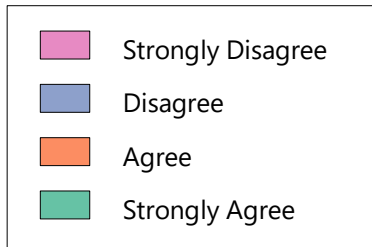
Min: 1.00 Max: 4.00 Mean: 3.66 Mode: 4.00 Median: 4.00 Std Dev: 0.62



Appendix A

26. *The company you were assigned?*

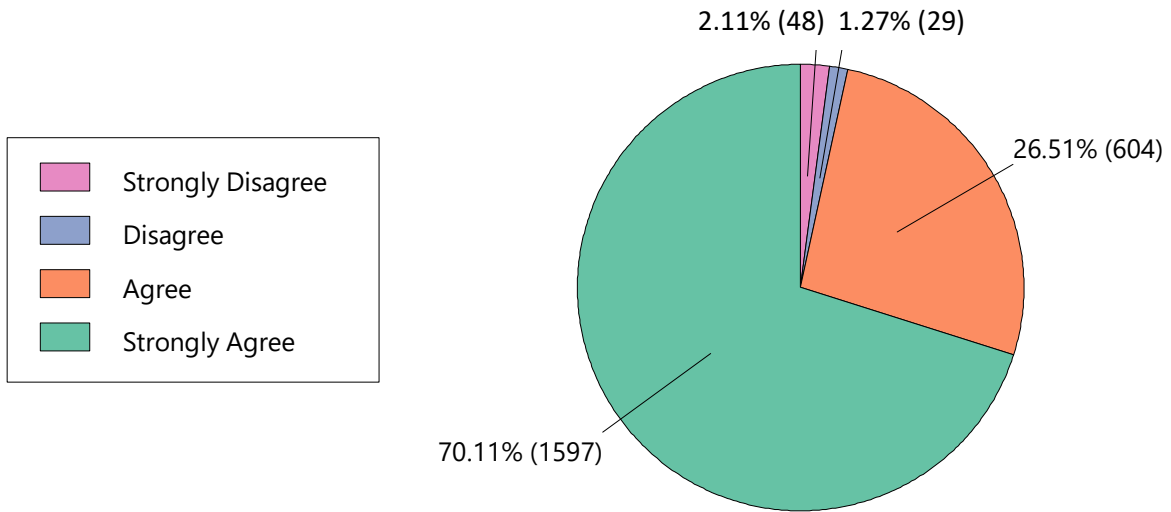
Min: 1.00 Max: 4.00 Mean: 3.66 Mode: 4.00 Median: 4.00 Std Dev: 0.62



Appendix A

27. *The internship program?*

Min: 1.00 Max: 4.00 Mean: 3.65 Mode: 4.00 Median: 4.00 Std Dev: 0.62



2021 Internship Provider Assessment of Student Work and Program Evaluation Results

Published: 9/13/2021

Appendix A

SURVEY OVERVIEW **4**

INSTRUCTIONS PROVIDED TO RESPONDENTS	4
RESPONDENT METRICS	4

SURVEY RESULTS **5**

SECTION - STUDENT EVALUATION	5
INSTRUCTIONS PROVIDED TO RESPONDENTS	5
1. Behaves ethically	5
2. Listens attentively	6
3. Comprehends information	7
4. Communicates verbally	8
5. Communicates in writing	9
6. Practices workplace safety procedures	10
7. Maintains a positive attitude	11
8. Responds appropriately to directions by supervisor	12
9. Uses time wisely	13
10. Manages time wisely	14
11. Strives to do an excellent job	15
12. Collaborates with co-workers	16
13. Maintains a professionally-groomed appearance	17
14. Adapts to diverse situations	18
15. Uses necessary technology	19
16. Is punctual	20
17. Takes initiative in appropriate ways	21
18. Asks appropriate questions	22
19. Seeks to learn	23
20. Prioritizes tasks appropriately	24
21. Takes initiative	25
22. Shows appropriate persistence	26
23. Completes assigned tasks	27
24. Exhibits professional behavior as defined by the industry or field	28
25. Understands career requirements in the industry or field	29
26. Understands the culture, etiquette, and practices of the workplace/organization	30
27. Please contribute any additional observations or explanations of your ratings; particularly if the ratings are "excellent" or "needs improvement.	Error! Bookmark not defined.
28. What grade would you give this student for their internship experience?	31
SECTION - POSITION-SPECIFIC TECHNICAL SKILLS PLEASE LIST ONE POSITION-SPECIFIC TECHNICAL SKILLS OF PARTICULAR SIGNIFICANCE IN YOUR INDUSTRY, OCCUPATION, WORKPLACE, OR PROJECT THAT THE STUDENT WAS CLEARLY EXPECTED TO DEMONSTRATE DURING THE INTERNSHIP.	Error! Bookmark not defined.
INSTRUCTIONS PROVIDED TO RESPONDENTS	Error! Bookmark not defined.

Appendix A

29. Please list one position-specific technical skill of particular significance in your industry, occupation, workplace, or project that the student was clearly expected to demonstrate during the internship i.e., computer networking, accounting skills, event planning, and second language fluency. **Error! Bookmark not defined.**

30. Please rate the technical skill listed above according to the rating scale below: 1 Skill Falls Below Expectations 2 Skill Approaches Expectations 3 Skill Meets Expectations 4 Skill Exceeds Expectations

	32
SECTION - PROGRAM EVALUATION	33
INSTRUCTIONS PROVIDED TO RESPONDENTS	33
31. Which industry represents your company?	33
32. What type of internship experience did your company offer?	34
33. Employer orientation session held (May 18 or May 25, 2021)	35
34. Employer resource Miami.getmyinterns.org website	36
35. Information provided about the internship (e-mail communications, website, promotional materials)	37
36. District support provided by SYIP Staff	38
37. The SYIP Program provided a meaningful way for our company to support student success and develop workplace and leadership skills.	39
38. The remote or hybrid (remote/on-site) internship was an effective use of my company's time and resources.	40
39. What are the strengths and/or weaknesses of the program?	
40. How can the program be improved?	
41. If given a choice in the future, would you prefer providing a remote or hybrid (remote/on-site) internship instead of an on-site internship?	41
42. After participating in the internship program, would your company be interested in hiring your intern during the school year or after graduation?	42

Appendix A

Survey Overview

Instructions Provided To Respondents

Please answer questions as they relate to you. For most answers, select the appropriate response most applicable to you or fill in the blanks.

Respondent Metrics

Respondents: 2331

First Response: 7/22/2021 12:00 AM

Last Response: 8/10/2021 11:30 PM

Survey Results

The following is a graphical depiction of the responses to each survey question. Additional comments provided by respondents, if any, are included after each graph.

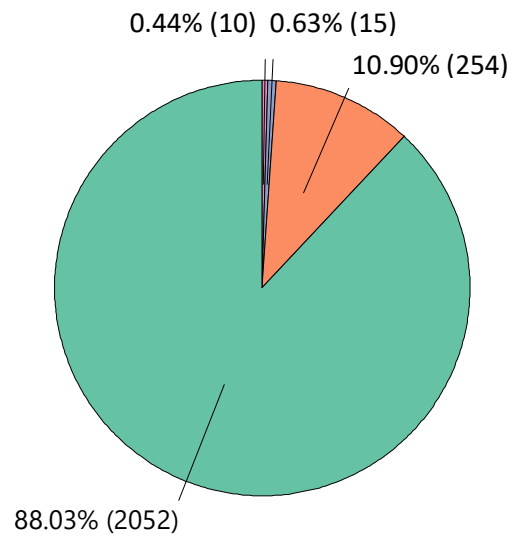
Section - Student Evaluation

Instructions Provided To Respondents

Rate the student on each of the following skills and behaviors by selecting the appropriate response. Choose "not applicable" if the skill or behavior listed is not relevant to the student's responsibilities or if you have not had an opportunity to observe it.

1. Behaves ethically

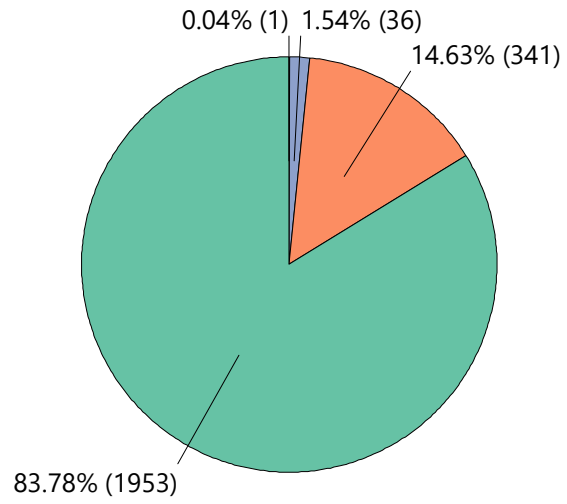
Min: 1.00 Max: 4.00 Mean: 3.87 Mode: 4.00 Median: 4.00 Std Dev: 0.39



Appendix A

2. *Listens attentively*

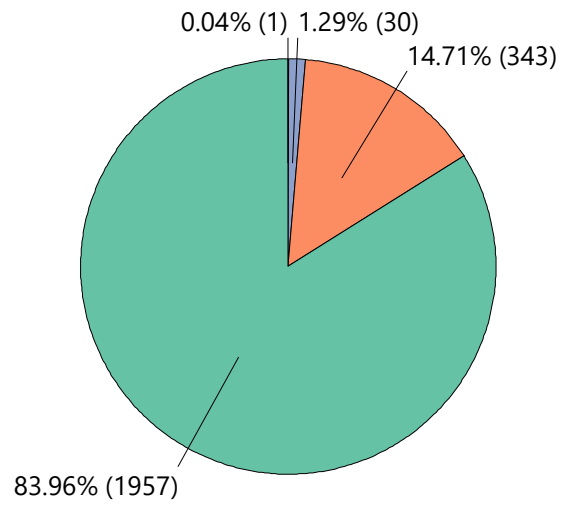
Min: 1.00 Max: 4.00 Mean: 3.82 Mode: 4.00 Median: 4.00 Std Dev: 0.42



Appendix A

3. *Comprehends information*

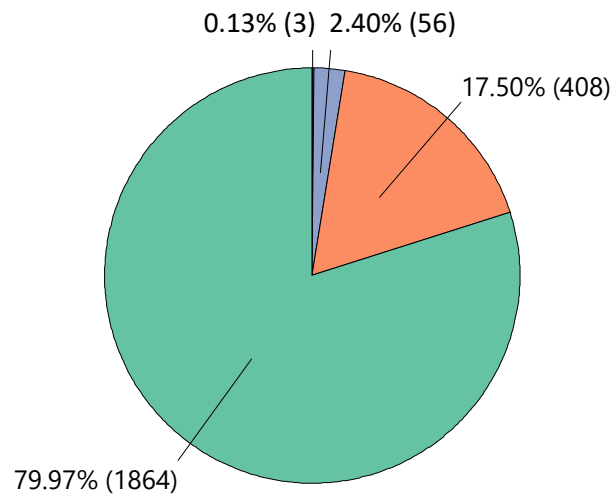
Min: 1.00 Max: 4.00 Mean: 3.83 Mode: 4.00 Median: 4.00 Std Dev: 0.41



Appendix A

4. *Communicates verbally*

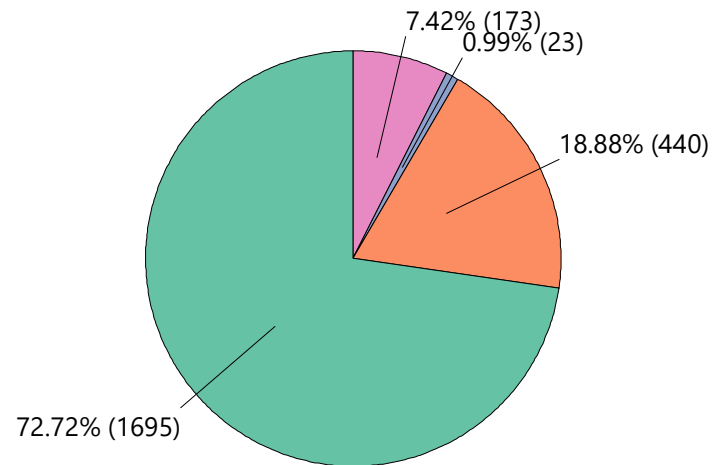
Min: 1.00 Max: 4.00 Mean: 3.77 Mode: 4.00 Median: 4.00 Std Dev: 0.48



Appendix A

5. *Communicates in writing*

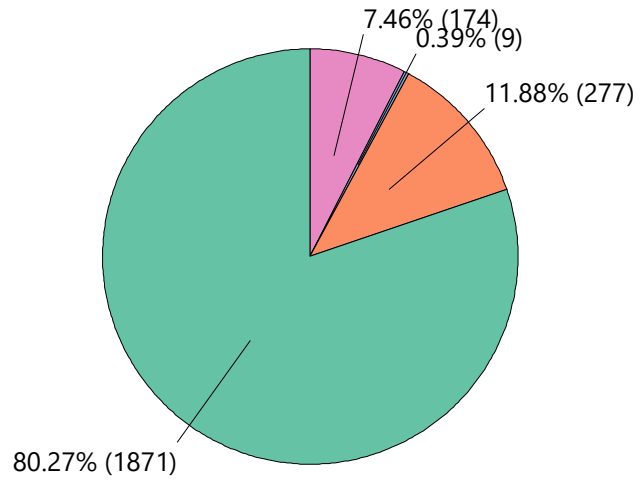
Min: 1.00 Max: 4.00 Mean: 3.57 Mode: 4.00 Median: 4.00 Std Dev: 0.84



Appendix A

6. Practices workplace safety procedures

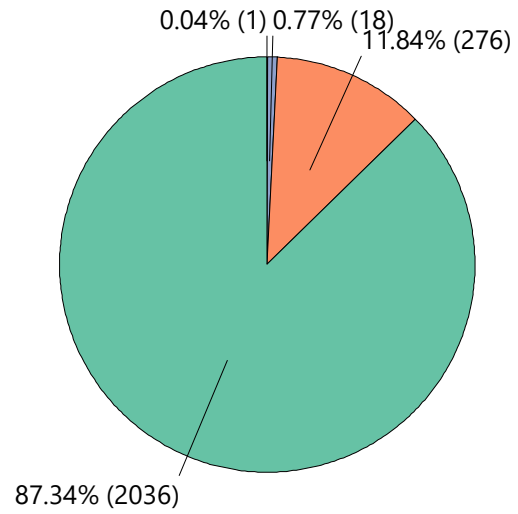
Min: 1.00 Max: 4.00 Mean: 3.65 Mode: 4.00 Median: 4.00 Std Dev: 0.83



Appendix A

7. *Maintains a positive attitude*

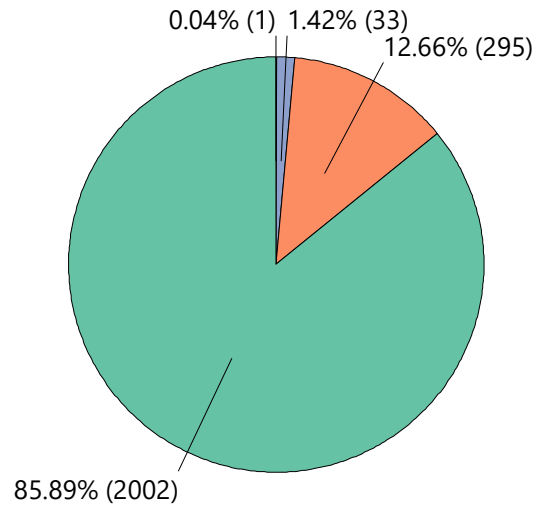
Min: 1.00 Max: 4.00 Mean: 3.86 Mode: 4.00 Median: 4.00 Std Dev: 0.37



Appendix A

8. Responds appropriately to directions by supervisor

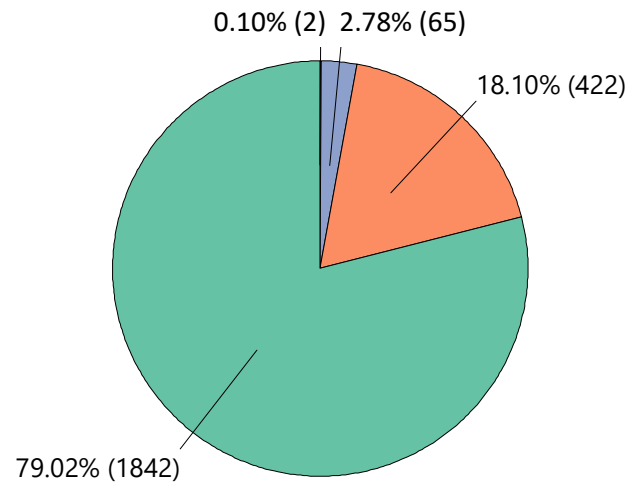
Min: 1.00 Max: 4.00 Mean: 3.84 Mode: 4.00 Median: 4.00 Std Dev: 0.40



Appendix A

9. Uses time wisely

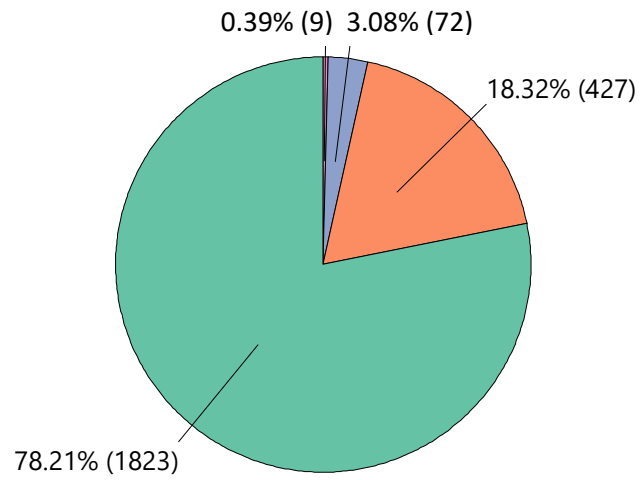
Min: 1.00 Max: 4.00 Mean: 3.76 Mode: 4.00 Median: 4.00 Std Dev: 0.49



Appendix A

10. *Manages time wisely*

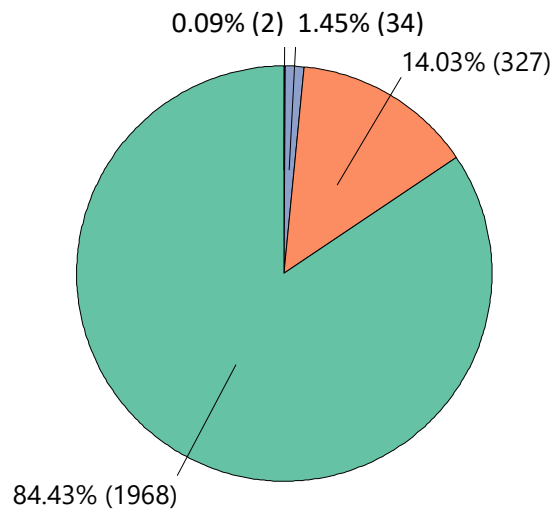
Min: 1.00 Max: 4.00 Mean: 3.74 Mode: 4.00 Median: 4.00 Std Dev: 0.53



Appendix A

11. *Strives to do an excellent job*

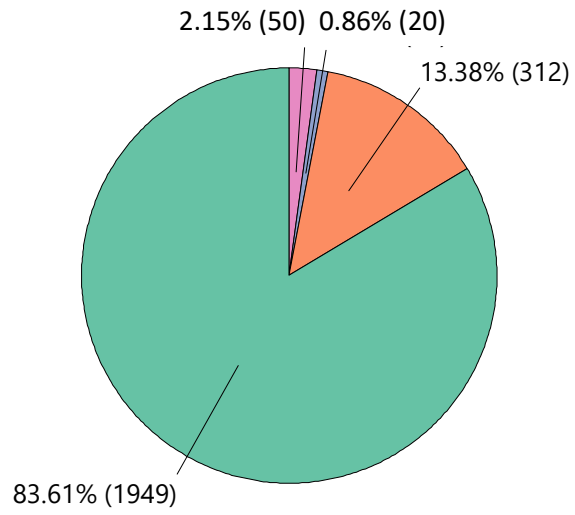
Min: 1.00 Max: 4.00 Mean: 3.83 Mode: 4.00 Median: 4.00 Std Dev: 0.42



Appendix A

12. *Collaborates with co-workers*

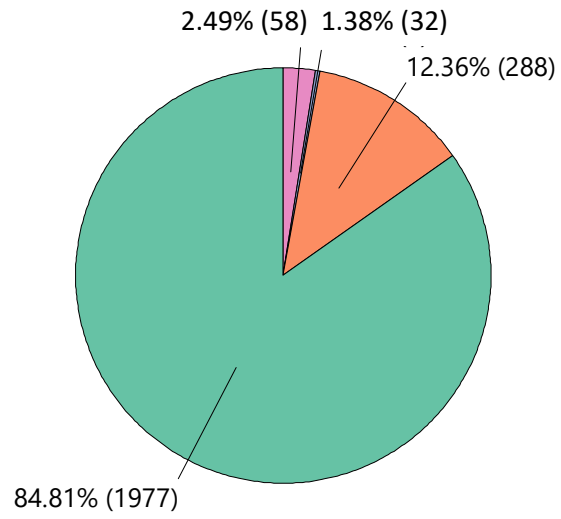
Min: 1.00 Max: 4.00 Mean: 3.78 Mode: 4.00 Median: 4.00 Std Dev: 0.56



Appendix A

13. *Maintains a professionally-groomed appearance*

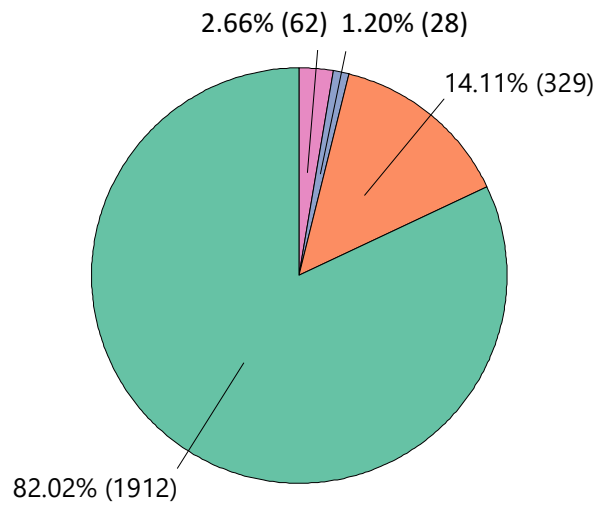
Min: 1.00 Max: 4.00 Mean: 3.79 Mode: 4.00 Median: 4.00 Std Dev: 0.56



Appendix A

14. Adapts to diverse situations

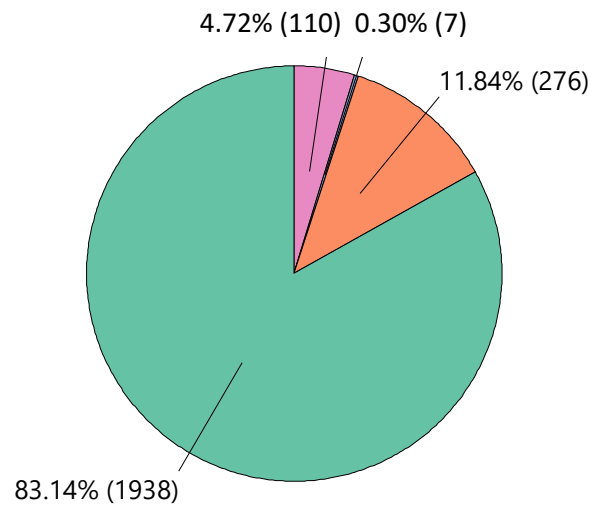
Min: 1.00 Max: 4.00 Mean: 3.76 Mode: 4.00 Median: 4.00 Std Dev: 0.61



Appendix A

15. *Uses necessary technology*

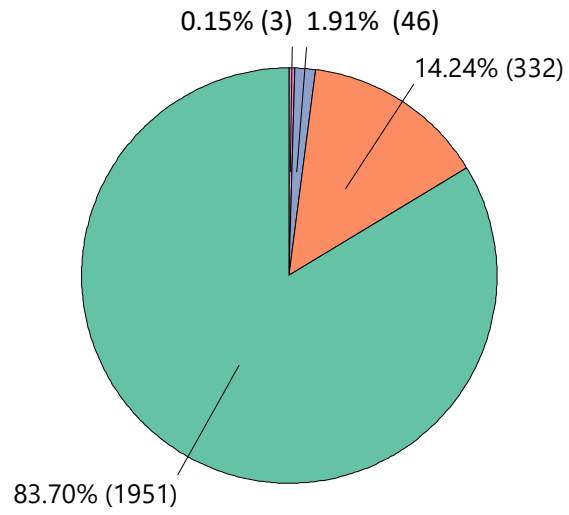
Min: 1.00 Max: 4.00 Mean: 3.73 Mode: 4.00 Median: 4.00 Std Dev: 0.70



Appendix A

16. *Is punctual*

Min: 1.00 Max: 4.00 Mean: 3.81 Mode: 4.00 Median: 4.00 Std Dev: 0.46



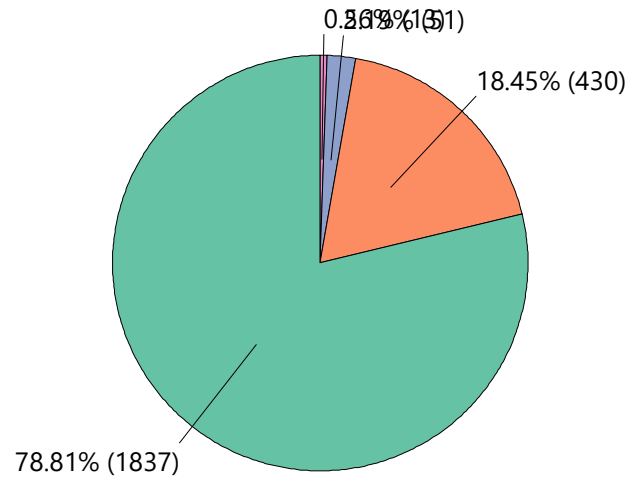
Appendix A

17. Takes initiative in appropriate ways



Min: 1.00 Max: 4.00 Mean: 3.76 Mode: 4.00 Median: 4.00 Std Dev: 0.51

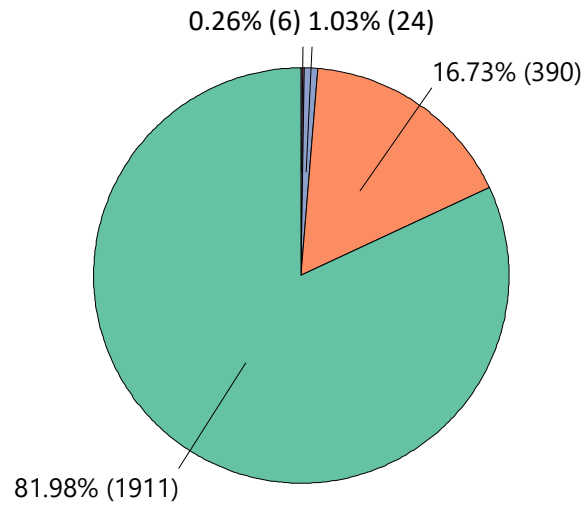
0.13% (3) 2.61% (61)



Appendix A

18. Asks appropriate questions

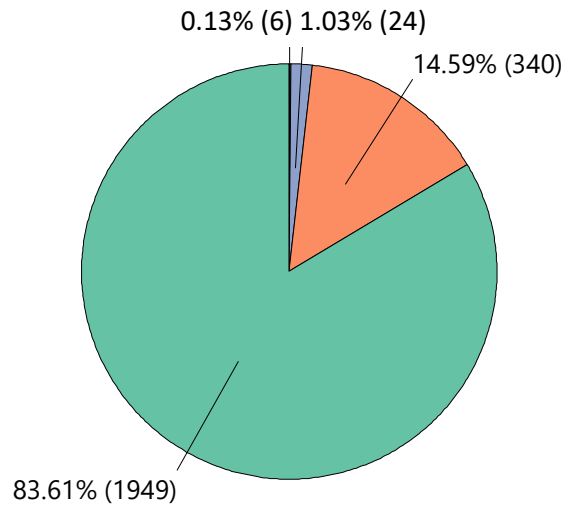
Min: 1.00 Max: 4.00 Mean: 3.80 Mode: 4.00 Median: 4.00 Std Dev: 0.44



Appendix A

19. *Seeks to learn*

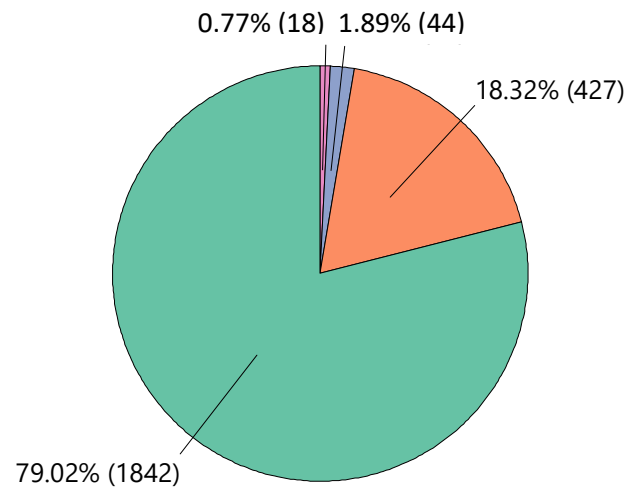
Min: 1.00 Max: 4.00 Mean: 3.82 Mode: 4.00 Median: 4.00 Std Dev: 0.44



Appendix A

20. *Prioritizes tasks appropriately*

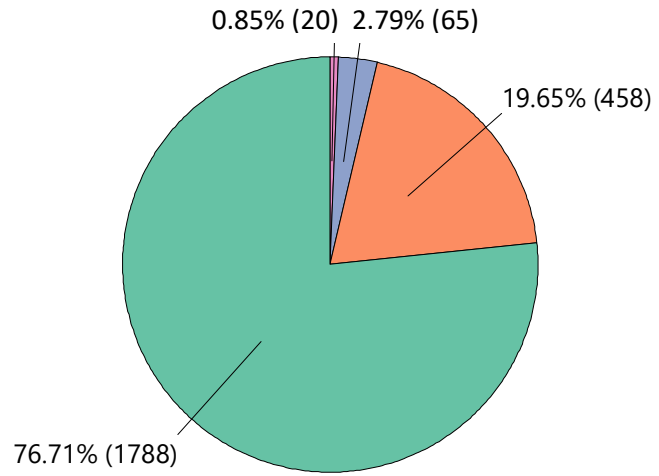
Min: 1.00 Max: 4.00 Mean: 3.76 Mode: 4.00 Median: 4.00 Std Dev: 0.52



Appendix A

21. *Takes initiative*

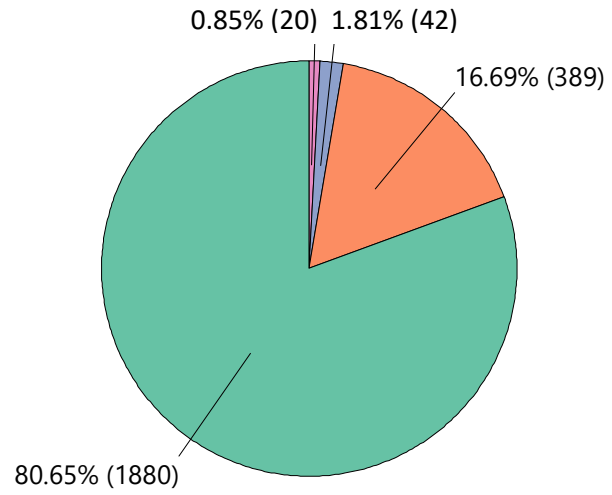
Min: 1.00 Max: 4.00 Mean: 3.72 Mode: 4.00 Median: 4.00 Std Dev: 0.55



Appendix A

22. *Shows appropriate persistence*

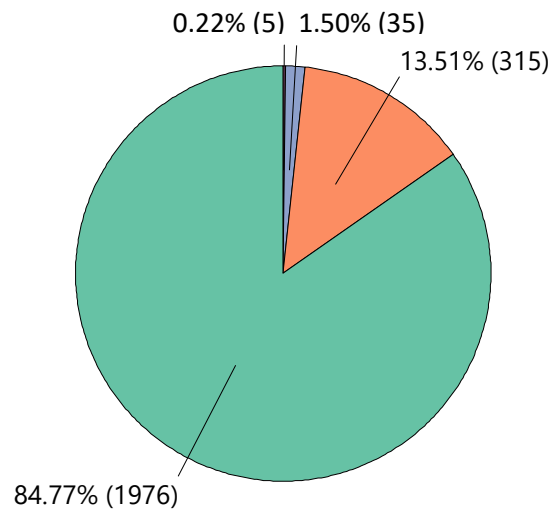
Min: 1.00 Max: 4.00 Mean: 3.77 Mode: 4.00 Median: 4.00 Std Dev: 0.51



Appendix A

23. *Completes assigned tasks*

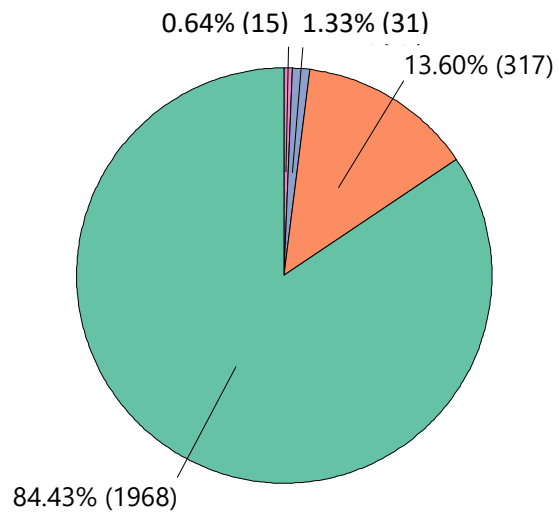
Min: 1.00 Max: 4.00 Mean: 3.83 Mode: 4.00 Median: 4.00 Std Dev: 0.43



Appendix A

24. Exhibits professional behavior as defined by the industry or field

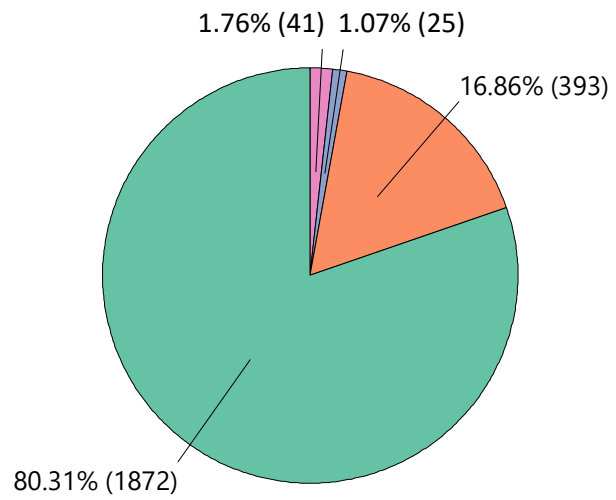
Min: 1.00 Max: 4.00 Mean: 3.82 Mode: 4.00 Median: 4.00 Std Dev: 0.46



Appendix A

25. *Understands career requirements in the industry or field*

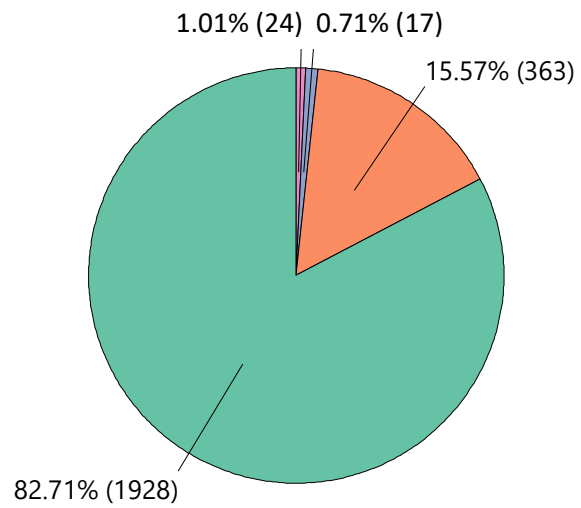
Min: 1.00 Max: 4.00 Mean: 3.76 Mode: 4.00 Median: 4.00 Std Dev: 0.56



Appendix A

26. *Understands the culture, etiquette, and practices of the workplace/organization*

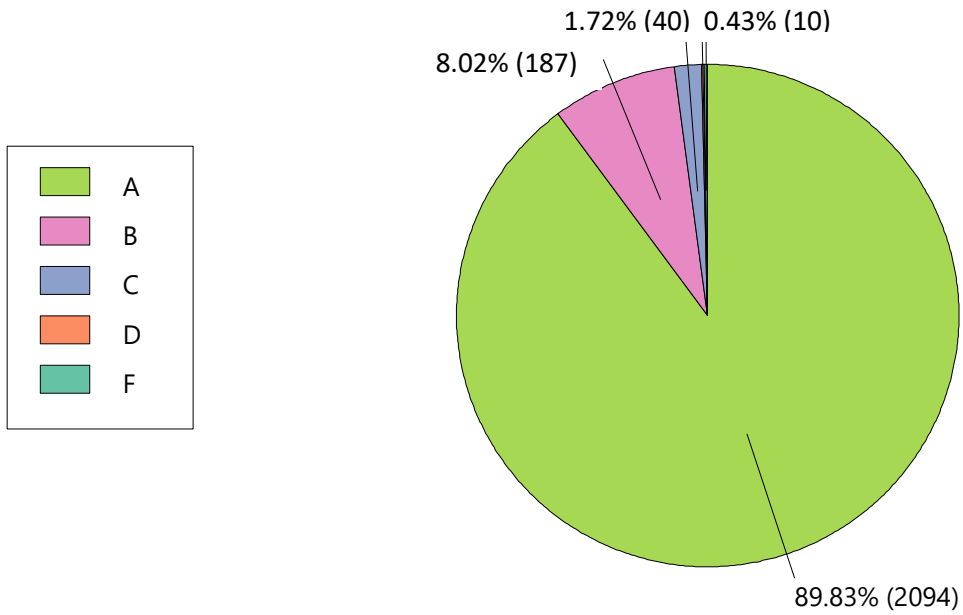
Min: 1.00 Max: 4.00 Mean: 3.80 Mode: 4.00 Median: 4.00 Std Dev: 0.47



Appendix A

28. *What grade would you give this student for their internship experience?*

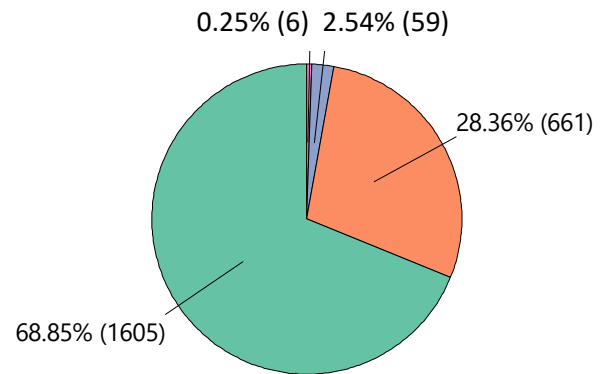
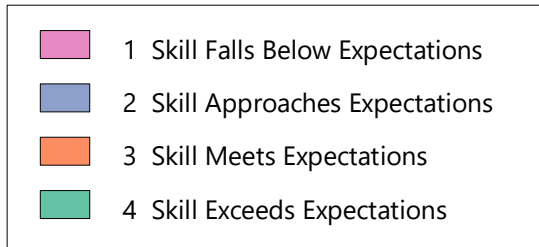
Min: 1.00 Max: 5.00 Mean: 1.13 Mode: 1.00 Median: 1.00 Std Dev: 0.43



Appendix A

30. Please rate the technical skill listed above according to the rating scale below: 1 Skill Falls Below Expectations 2 Skill Approaches Expectations 3 Skill Meets Expectations 4 Skill Exceeds Expectations

Min: 1.00 Max: 4.00 Mean: 3.66 Mode: 4.00 Median: 4.00 Std Dev: 0.55



Appendix A

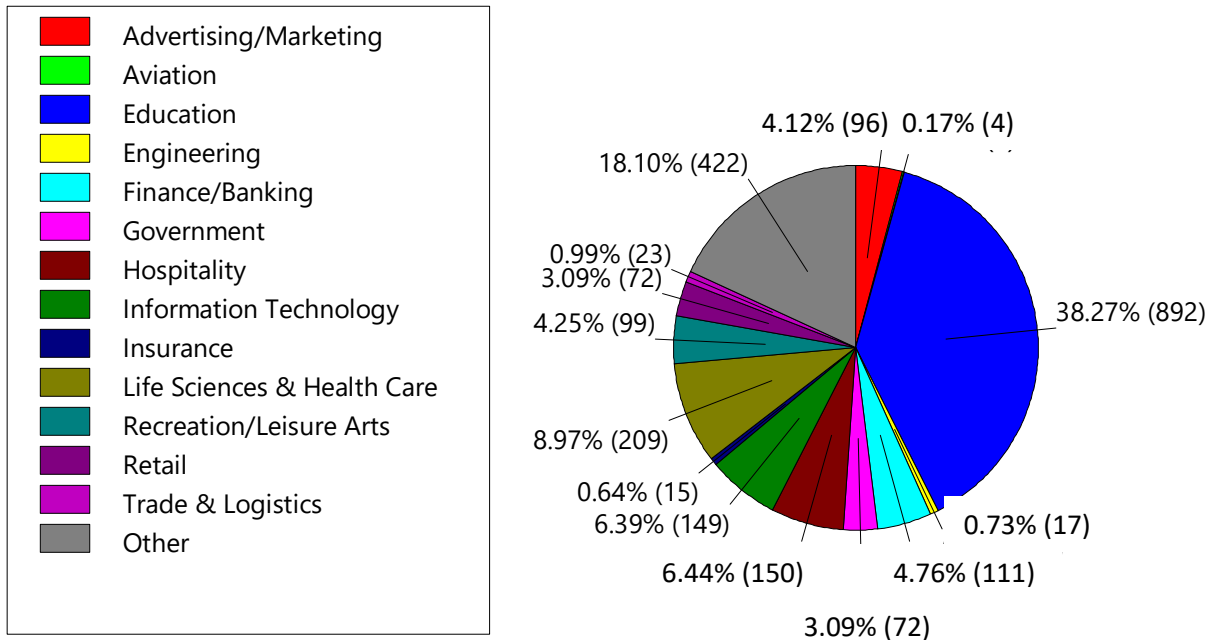
Section - Program Evaluation

Instructions Provided To Respondents

Rate the quality of your experience with the Summer Youth Internship Program (SYIP).

31. Which industry represents your company?

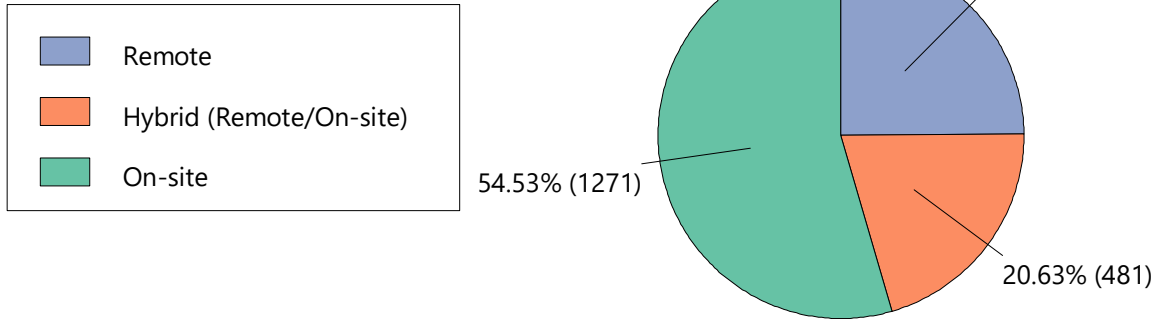
Min: 1.00 Max: 14.00 Mean: 7.06 Mode: 3.00 Median: 6.00 Std Dev: 4.42



Appendix A

32. What type of internship experience did your company offer?

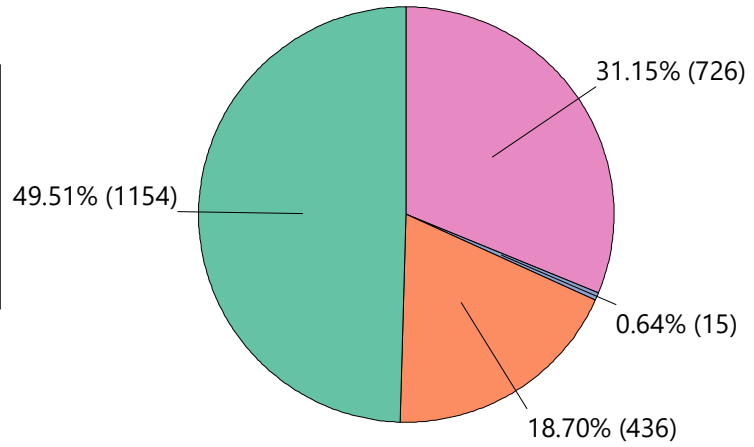
Min: 1.00 Max: 3.00 Mean: 2.30 Mode: 3.00 Median: 3.00 Std Dev: 0.84



Appendix A

33. Employer orientation session held (May 18 or May 25, 2021)

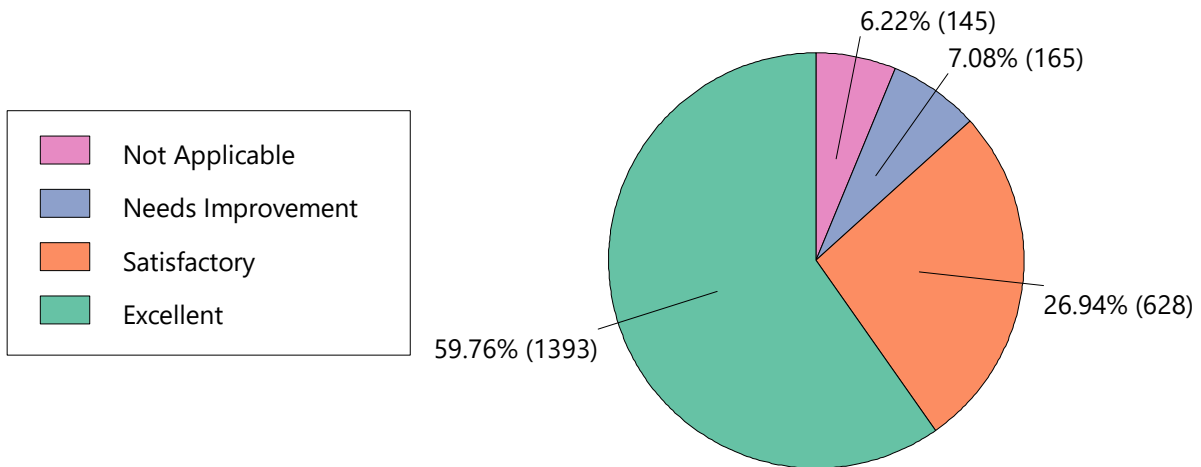
Min: 1.00 Max: 4.00 Mean: 2.87 Mode: 4.00 Median: 3.00 Std Dev: 1.32



Appendix A

34. Employer resource *Miami.getmyinterns.org* website

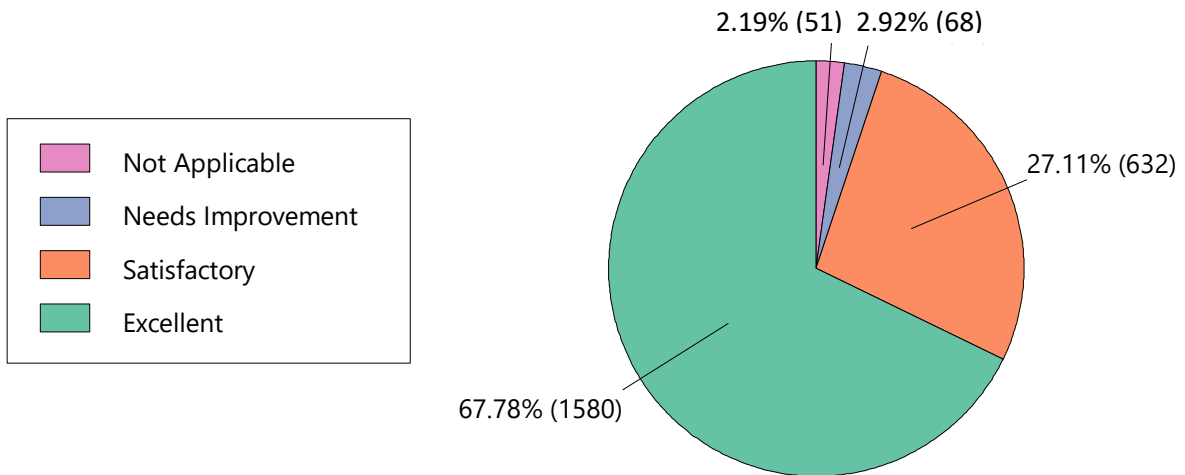
Min: 1.00 Max: 4.00 Mean: 3.40 Mode: 4.00 Median: 4.00 Std Dev: 0.87



Appendix A

35. Information provided about the internship (e-mail communications, website, promotional materials)

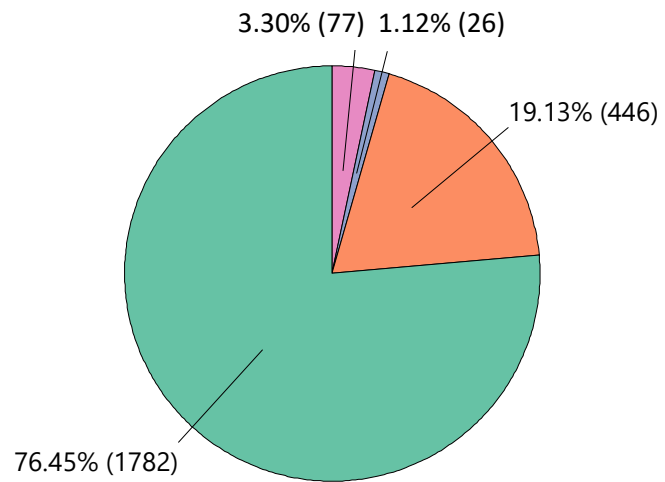
Min: 1.00 Max: 4.00 Mean: 3.60 Mode: 4.00 Median: 4.00 Std Dev: 0.65



Appendix A

36. District support provided by SYIP Staff

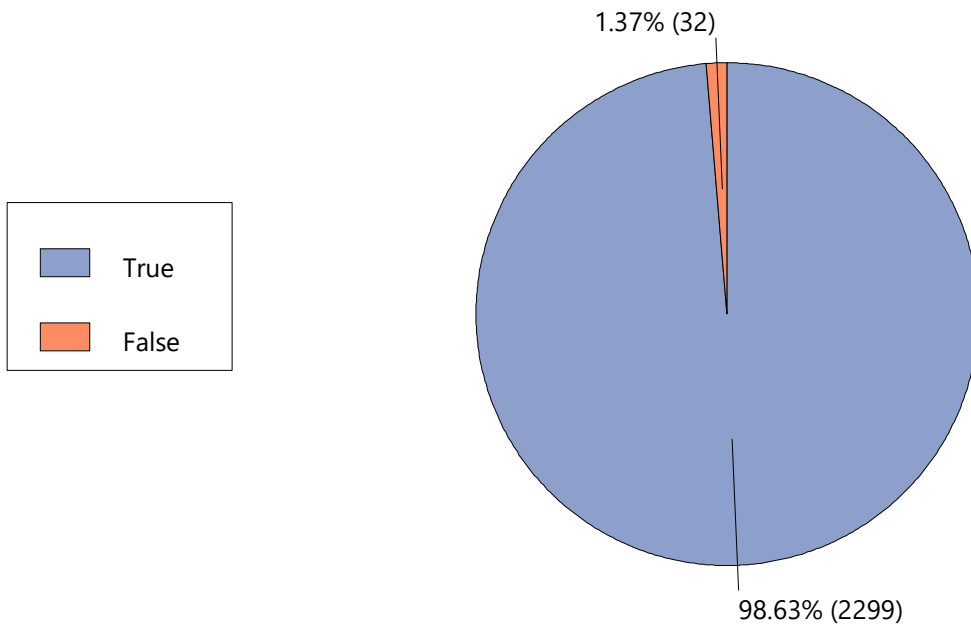
Min: 1.00 Max: 4.00 Mean: 3.69 Mode: 4.00 Median: 4.00 Std Dev: 0.66



Appendix A

37. The SYIP Program provided a meaningful way for our company to support student success and develop workplace and leadership skills.

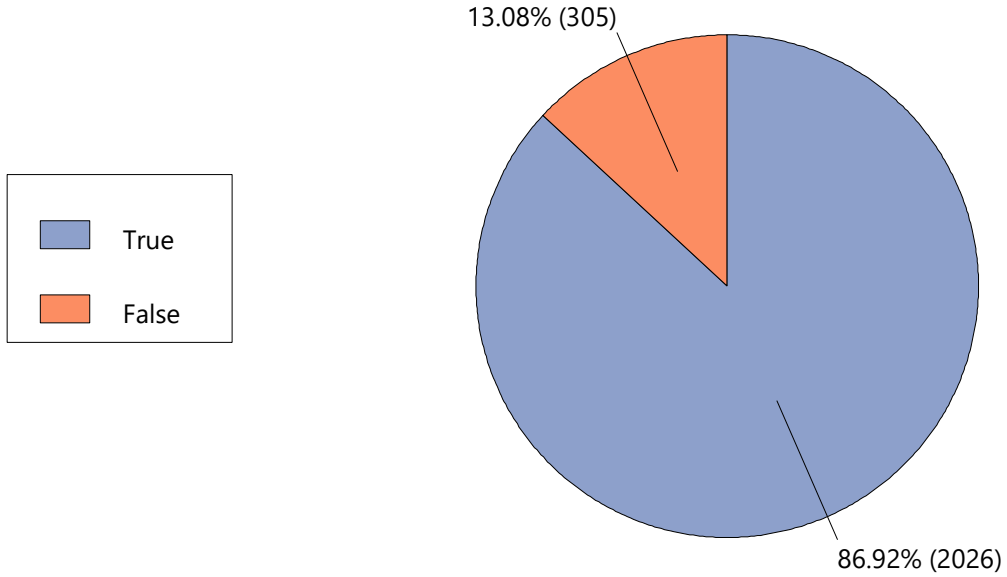
Min: 1.00 Max: 2.00 Mean: 1.01 Mode: 1.00 Median: 1.00 Std Dev: 0.12



Appendix A

38. The remote or hybrid (remote/on-site) internship was an effective use of my company's time and resources.

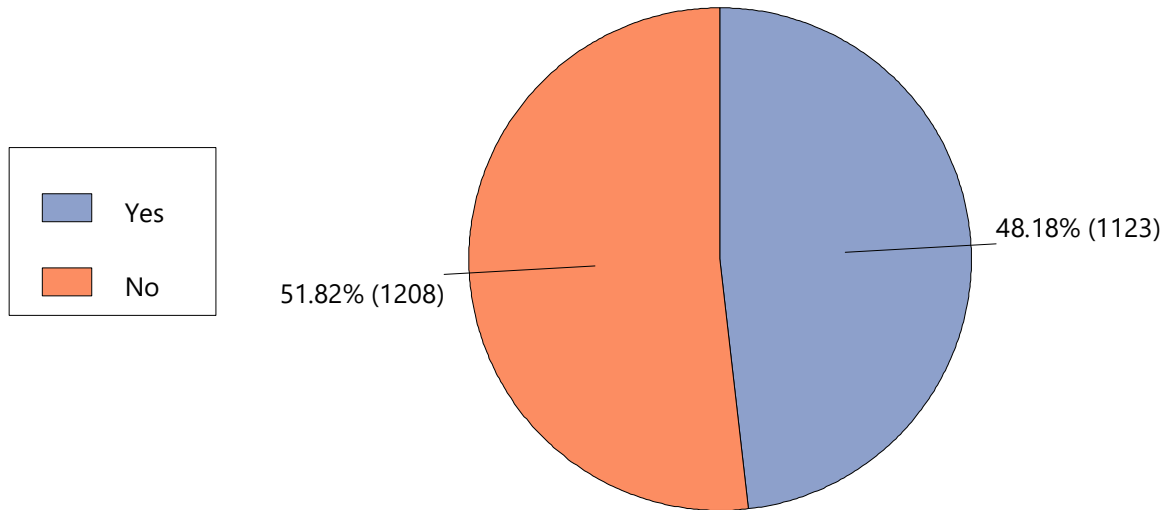
Min: 1.00 Max: 2.00 Mean: 1.13 Mode: 1.00 Median: 1.00 Std Dev: 0.34



Appendix A

41. *If given a choice in the future, would you prefer providing a remote or hybrid (remote/on-site) internship instead of an on-site internship?*

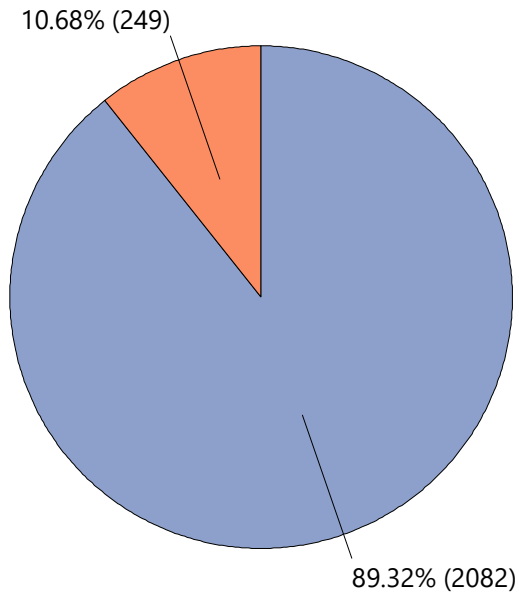
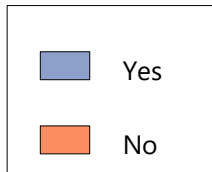
Min: 1.00 Max: 2.00 Mean: 1.52 Mode: 2.00 Median: 2.00 Std Dev: 0.50



Appendix A

42. After participating in the internship program, would your company be interested in hiring your intern during the school year or after graduation?

Min: 1.00 Max: 2.00 Mean: 1.11 Mode: 1.00 Median: 1.00 Std Dev: 0.31



**2021 Internship Teacher
Supervisor/Administrator - Program
Evaluation
Results**

Published: 9/17/2021

Appendix A

SURVEY OVERVIEW	3
INSTRUCTIONS PROVIDED TO RESPONDENTS	3
RESPONDENT METRICS	3
SURVEY RESULTS	4
SECTION - PROGRAM EVALUATION	4
1. What type of internship assignment did you have? (Check all that apply)	4
2. The structure and information provided at the Internship Supervisors' weekly meetings were valuable.	5
3. Instructional resources provided such as Livebinder and Odysseyware were valuable to the implementation and function of the internship program.	6
4. Collateral material i.e. web sites, training, printed materials, regarding the internship program allowed you to sufficiently support the assigned students and employers in the program.	7
5. Information and/or guidance received from the district staff was helpful.	8
6. The responses to inquiries were accurate and timely.	9
7. Taking into consideration all the components of the internship program, I was satisfied with the overall program implementation.	10
8. Describe the strengths and weaknesses of the SYIP Program.	
9. What recommendations do you have to improve the SYIP Program?	11
10. Would you be interested in participating in next year's program?	
11. If given a choice in the future, what type of assignment would you prefer? (Check all that apply)	12

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Survey Overview

Instructions Provided To Respondents

The Summer Youth Internship Program (SYIP) Sponsors wish to thank you for participating in the SYIP this year. Your feedback is valuable to the continued success of the SYIP. Please take a few minutes to rate the quality of your experience with the Summer Youth Internship Program.

Respondent Metrics

Respondents: 72

First Response: 8/10/2021 08:05 AM

Last Response: 8/17/2021 11:26 AM

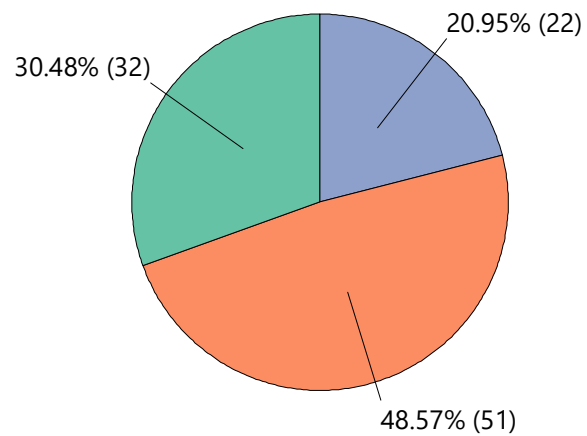
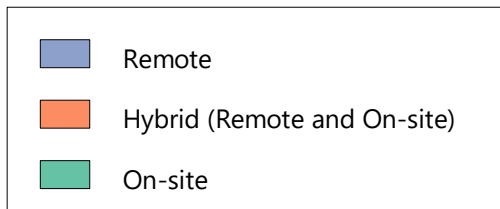
Survey Results

The following is a graphical depiction of the responses to each survey question. Additional comments provided by respondents, if any, are included after each graph.

Section - Program Evaluation

1. What type of internship assignment did you have? (Check all that apply)

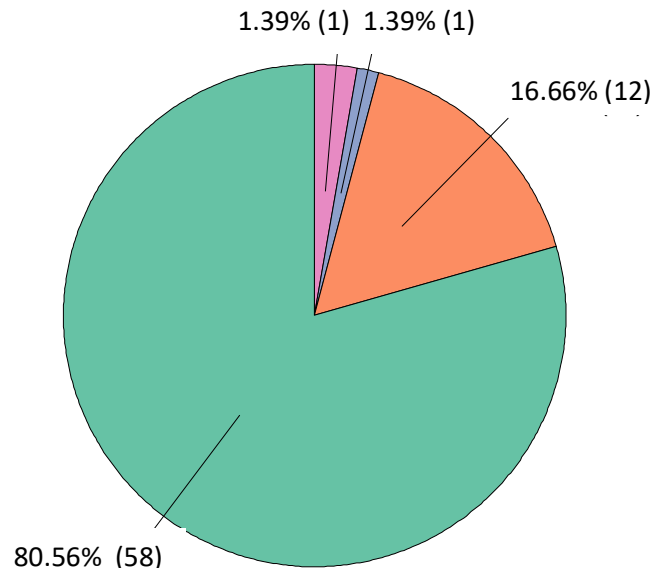
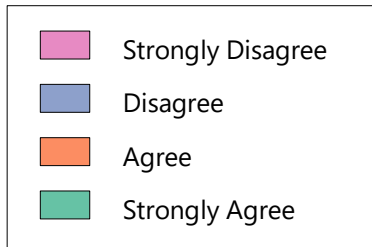
Min: 1.00 Max: 3.00 Mean: 2.10 Mode: 2.00 Median: 2.00 Std Dev: 0.71



Appendix A

2. The structure and information provided at the Internship Supervisors' weekly meetings were valuable.

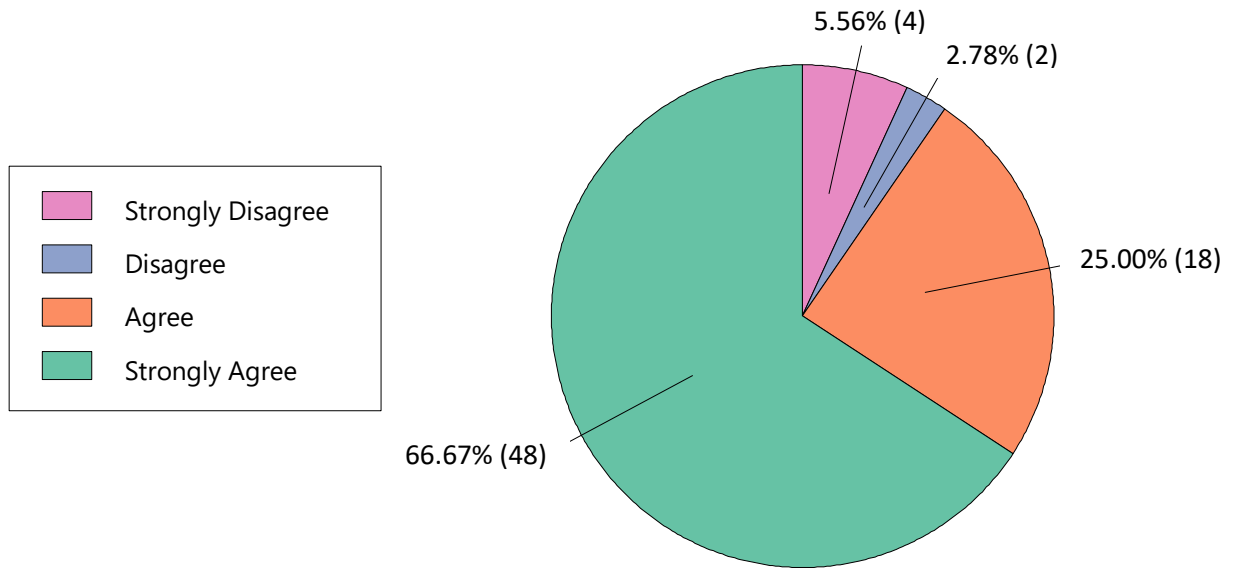
Min: 1.00 Max: 4.00 Mean: 3.73 Mode: 4.00 Median: 4.00 Std Dev: 0.63



Appendix A

3. Instructional resources provided such as Livebinder and Odysseyware were valuable to the implementation and function of the internship program.

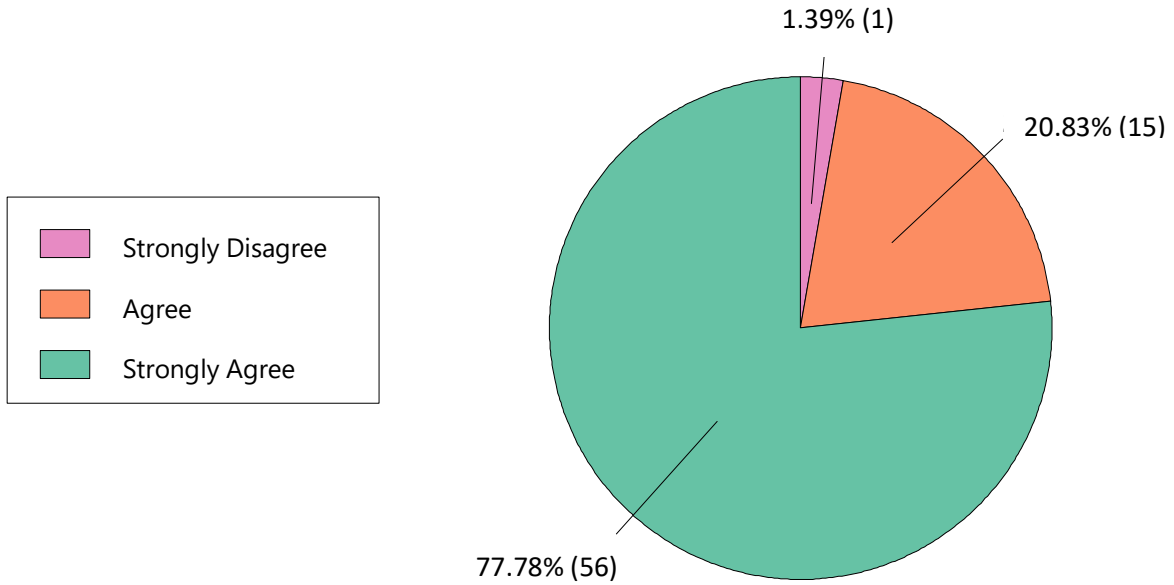
Min: 1.00 Max: 4.00 Mean: 3.49 Mode: 4.00 Median: 4.00 Std Dev: 0.85



Appendix A

4. Collateral material i.e. web sites, training, printed materials, regarding the internship program allowed you to sufficiently support the assigned students and employers in the program.

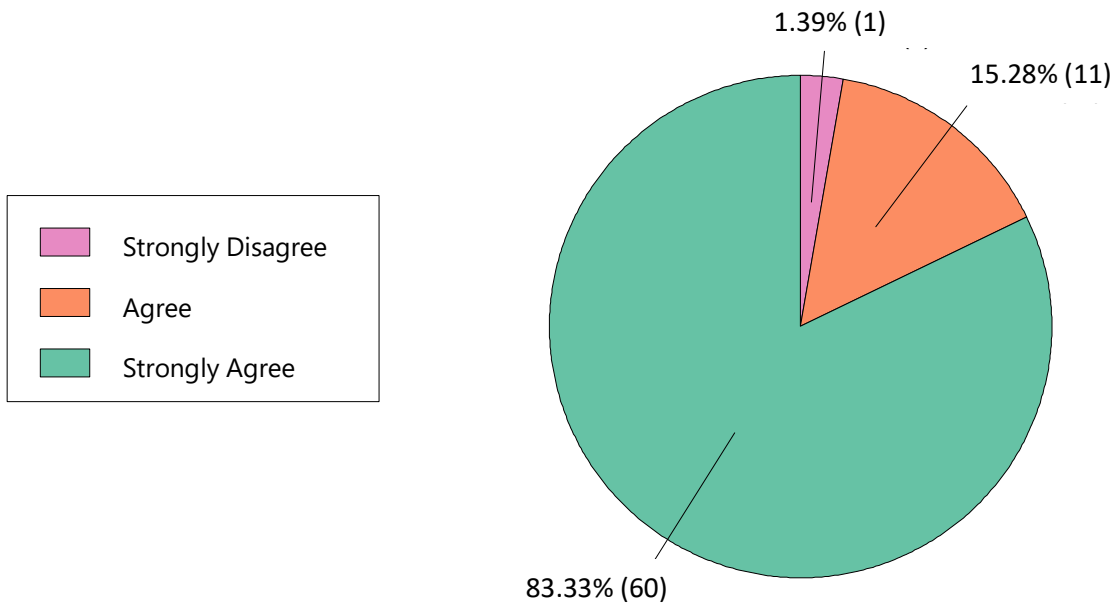
Min: 1.00 Max: 4.00 Mean: 3.71 Mode: 4.00 Median: 4.00 Std Dev: 0.61



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5. Information and/or guidance received from the district staff was helpful.

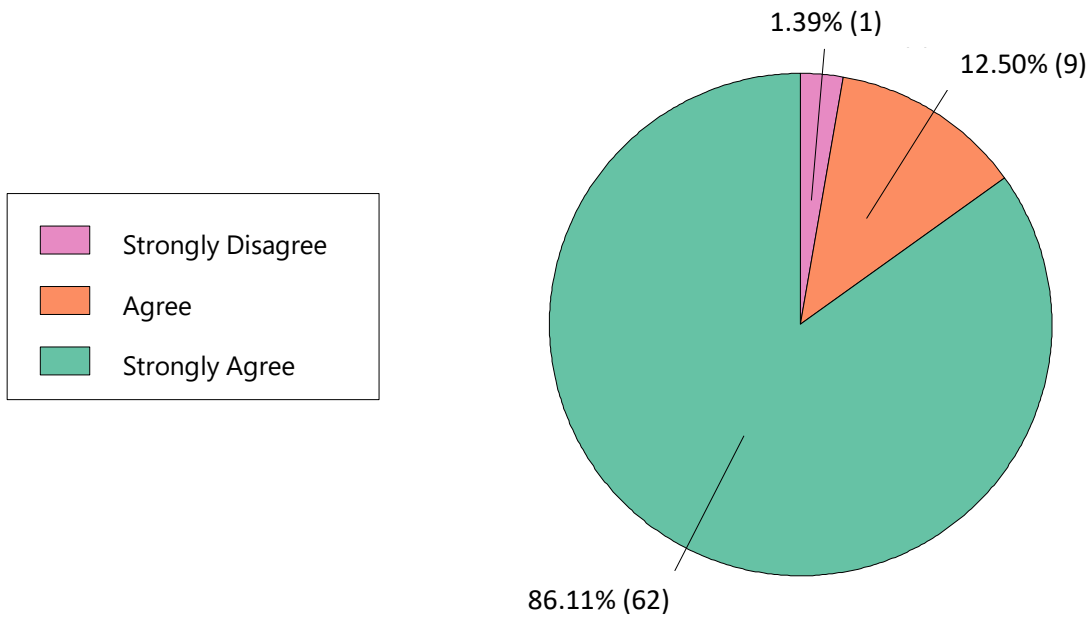
Min: 1.00 Max: 4.00 Mean: 3.77 Mode: 4.00 Median: 4.00 Std Dev: 0.59



Appendix A

6. *The responses to inquiries were accurate and timely.*

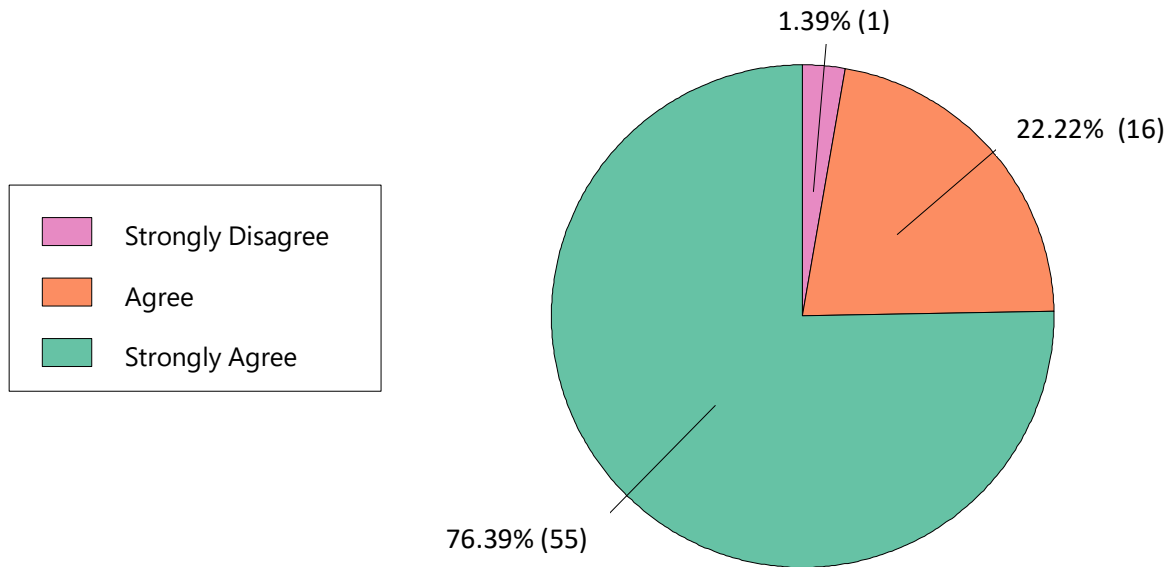
Min: 1.00 Max: 4.00 Mean: 3.79 Mode: 4.00 Median: 4.00 Std Dev: 0.57



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7. Taking into consideration all the components of the internship program, I was satisfied with the overall program implementation.

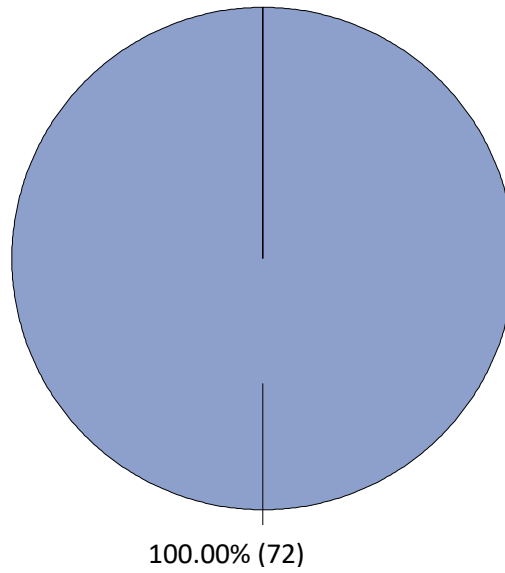
Min: 1.00 Max: 4.00 Mean: 3.70 Mode: 4.00 Median: 4.00 Std Dev: 0.61



Appendix A

10. *Would you be interested in participating in next year's program?*

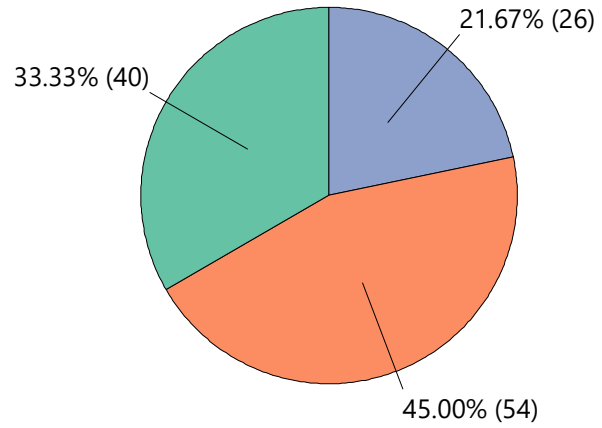
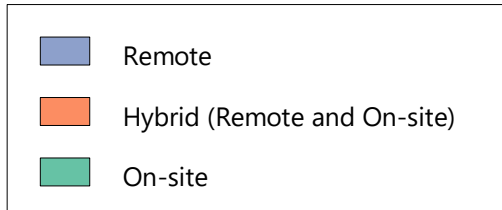
Min: 1.00 Max: 1.00 Mean: 1.00 Mode: 1.00 Median: 1.00 Std Dev: 0.00

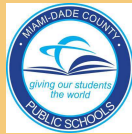


Appendix A

11. *If given a choice in the future, what type of assignment would you prefer? (Check all that apply)*

Min: 1.00 Max: 3.00 Mean: 2.12 Mode: 2.00 Median: 2.00 Std Dev: 0.73

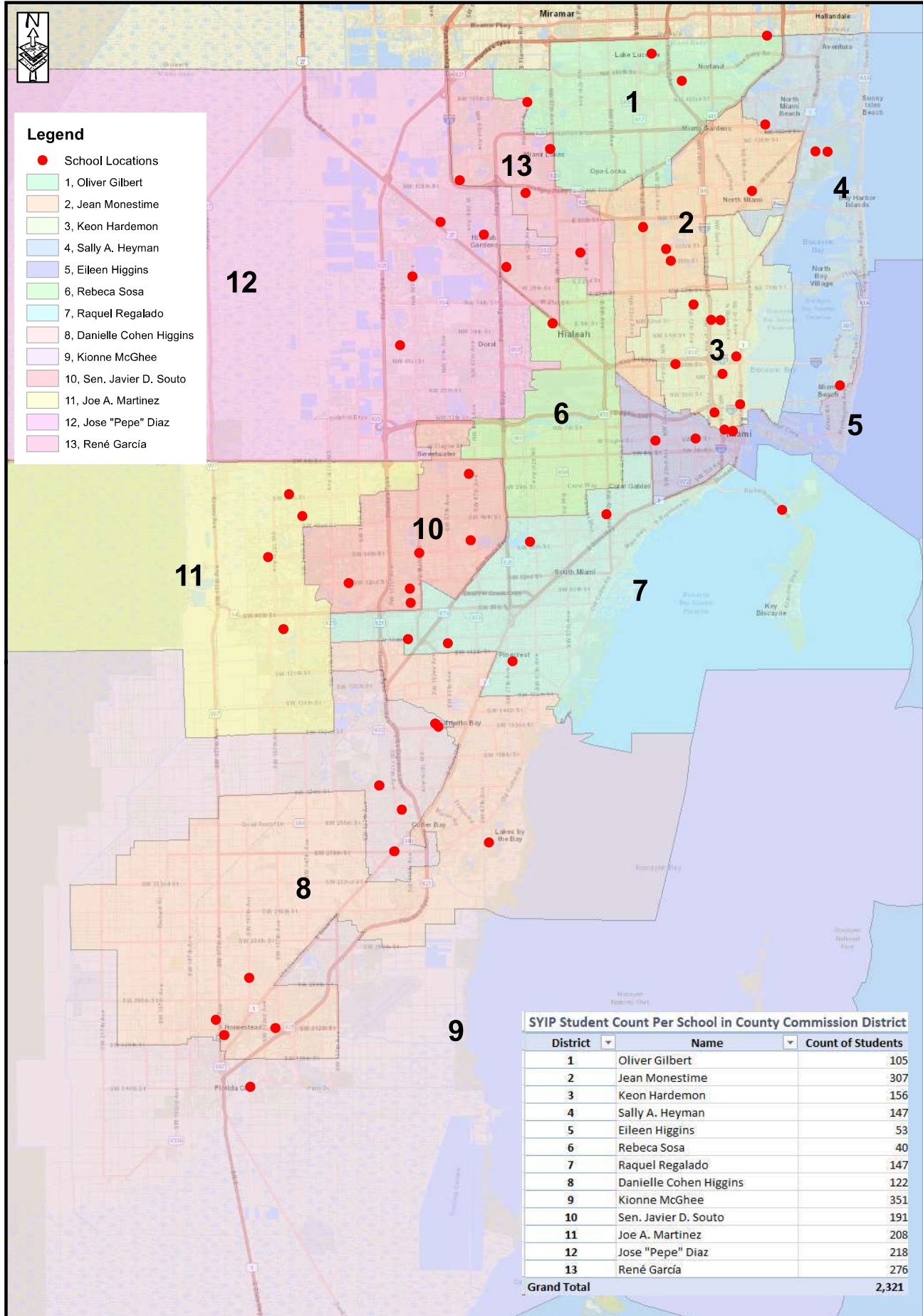


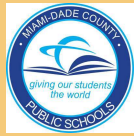


SYIP Per County Commission District

SYIP Student Count Per School in County Commission District

Department of
Planning,
Design and
Sustainability

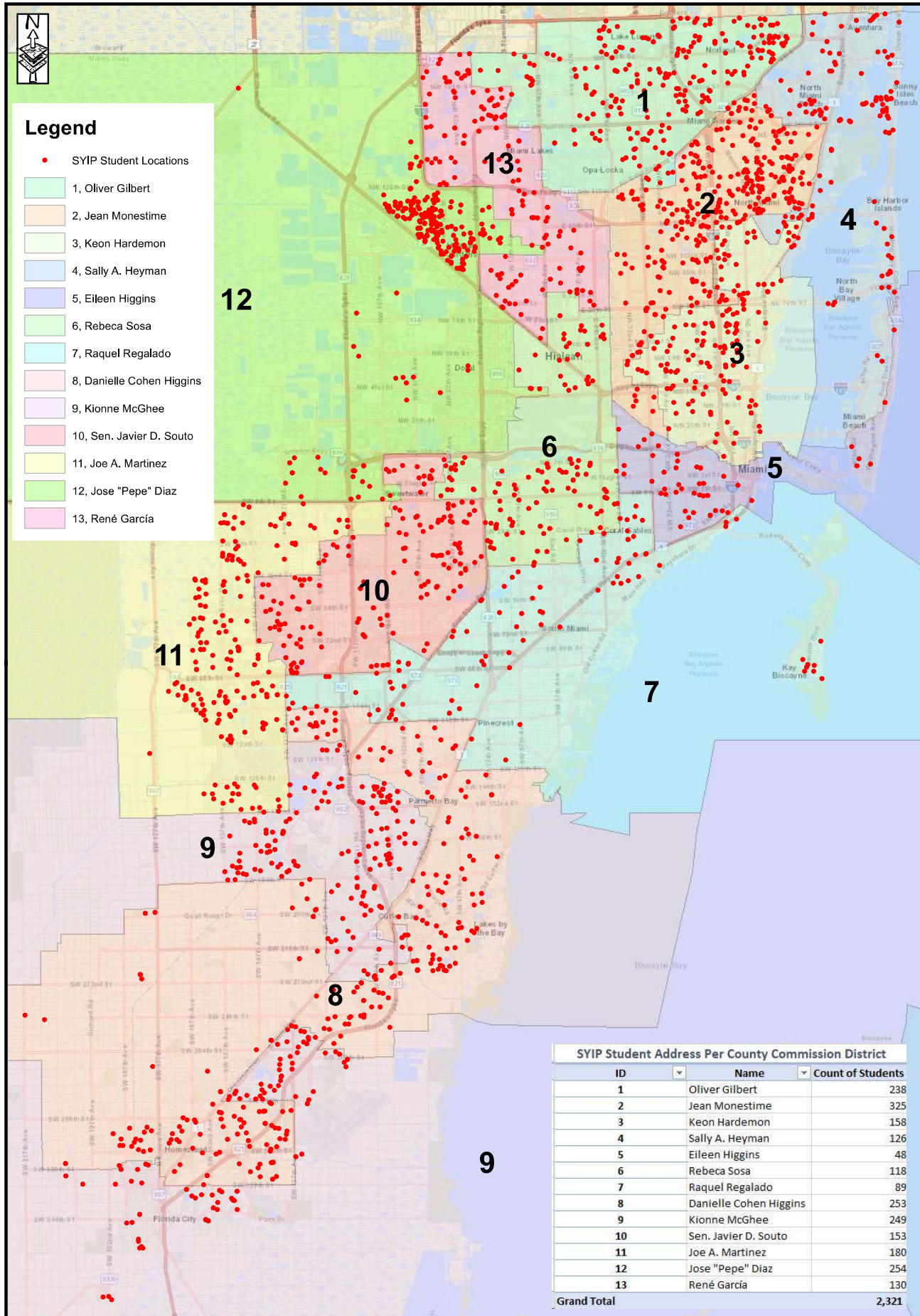


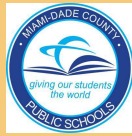


SYIP Per County Commission District

SYIP Student Address Per County Commission District

Department of
Planning,
Design and
Sustainability

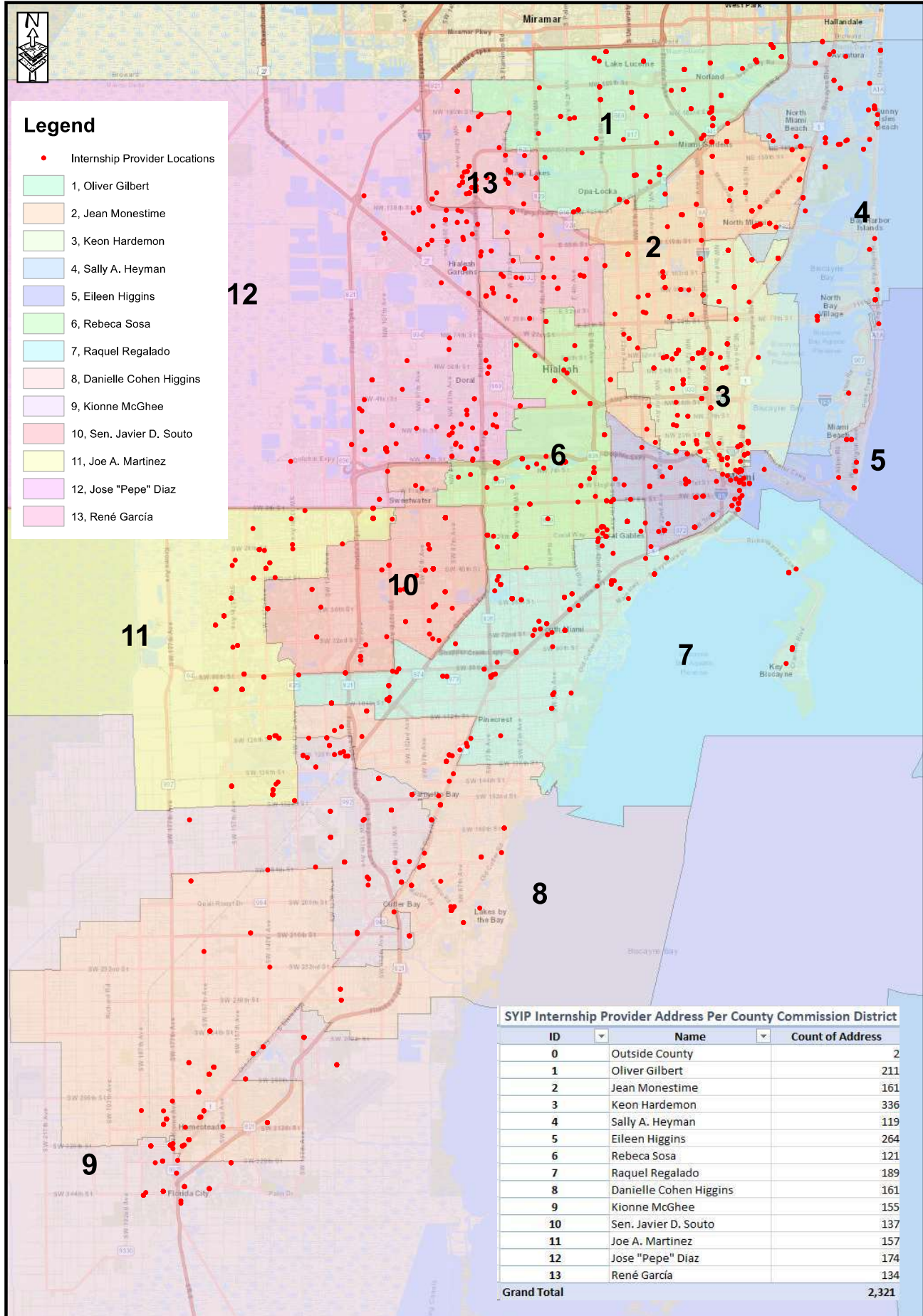




SYIP Per County Commission District

SYIP Internship Provider Address Per County Commission District

Department of
Planning,
Design and
Sustainability





SFWIB GLOBAL TALENT COMPETITIVENESS COUNCIL

DATE: 4/28/2022

AGENDA ITEM NUMBER: 8

AGENDA ITEM SUBJECT: MIAMI-DADE COUNTY DISTRICT 9 SAFETY NET SUMMER YOUTH EMPLOYMENT PROGRAM

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: SFWIB staff recommends to the Global Talent and Competitiveness Council to recommend the following three items to the Board: (1) the approval to accept \$175,000 in Community Development Block Grant Coronavirus Aid, Relief and Economic Security (CDBG-CV) 3 Act funds from Miami-Dade Public Housing and Community Development for the Miami-Dade County Commission District 9 Safety Net Summer Youth Employment Program; (2) allocate matching funds of \$175,000 in Temporary Assistance for Needy Families funds; and (3) allocate funds to Youth Co-op, Inc., as set forth below.

STRATEGIC GOAL: **DEDICATED COMMITMENT TO YOUTH PARTICIPATION**

STRATEGIC PROJECT: **Emphasize work-based learning and training**

BACKGROUND:

Miami-Dade County Commission District 9, under the leadership of Mayor Daniella Levin-Cava, entered into a partnership with the South Florida Workforce Investment Board (SFWIB) to provide employment opportunities to up to 200 youth residents of Miami-Dade County. The SFWIB provided summer job placement for youth between the ages of 15 to 18. Youth enrolled in the program also received employability skills training.

As part of the partnership, Miami-Dade Public Housing and Community Development (PHCD) provided \$175,000 in Community Development Block Grant Coronavirus Aid, Relief and Economic Security (CARES) Act CDBG-CV 3 funds to the SFWIB for the program. The SFWIB provided \$175,000 in Temporary Assistance for Needy Families (TANF) funds. The total amount being allocated for the program is \$350,000 for the District 9 Safety Net Summer Youth Employment Program. The program provided entry-level positions with local businesses, public sector and community-based organizations to Miami-Dade County's future workforce.

One hundred thirty-six youth participants earned \$13.88 per hour for a total of 140 hours, 20 of which were for work readiness training. The participating youth also received financial literacy training and information related to budgeting and investing.

Youth Co-op, Inc. was responsible for administering the program, which included payroll, recruitment, job placement, and work readiness training for the youth participants. The program began on June 18, 2021 and ended December 31, 2021.

FUNDING: Community Development Block Grant Coronavirus Aid, Relief and Economic Security Act CDBG-CV 3 and Temporary Assistance for Needy Families

PERFORMANCE: N/A

NO ATTACHMENT



SFWIB GLOBAL TALENT COMPETITIVENESS COUNCIL

DATE: 4/28/2022

AGENDA ITEM NUMBER: 9

AGENDA ITEM SUBJECT: ALLOCATE ADDITIONAL WIOA FUNDS FOR THE IN-SCHOOL YOUTH PROGRAM PAID WORK EXPERIENCE

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: SFWIB staff recommends to the Global Talent and Competitiveness Council to recommend to the Board the approval to allocate an amount not to exceed \$16,000.00 in Workforce Innovation and Opportunity Act Youth funds for the In-School Youth Program, as set forth below.

STRATEGIC GOAL: **DEDICATED COMMITMENT TO YOUTH PARTICIPATION**

STRATEGIC PROJECT: **Emphasize work-based learning and training**

BACKGROUND:

Paid Work Experience (PWE) is an essential component of the Workforce Innovation and Opportunity Act (WIOA) In-School Youth Program. One of the 14 program elements for the WIOA youth program is paid and unpaid work experience. Paid work experience provides youth with a planned, structured learning experience that takes place in a workplace and provides career exploration and skill development along a chosen career path. The South Florida Workforce Investment Board (SFWIB) is required to expend 20 percent of WIOA youth funding on PWE.

Adults Mankind Organization, Inc. (AMOR) provides WIOA youth services on behalf of the SFWIB. AMOR has exhausted all of the program year 2021-2022 PWE funds that were allocated. SFWIB staff is requesting an additional \$16,000.00 in WIOA youth funds in order that 16 new participants may receive 140 hours of paid work experience at a wage rate of \$13.88 per hour.

FUNDING: Workforce Innovation and Opportunity Act Youth

PERFORMANCE: N/A

NO ATTACHMENT



SFWIB GLOBAL TALENT COMPETITIVENESS COUNCIL

DATE: 4/28/2022

AGENDA ITEM NUMBER: 10

AGENDA ITEM SUBJECT: SUMMER YOUTH EMPLOYMENT PROGRAM FOR MIAMI-DADE CHARTER SCHOOLS

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: SFWIB staff recommends to the Global Talent and Competitiveness Council to recommend the following three items to the Board; (1) the approval to accept \$250,000 in general revenue funds from Miami-Dade County and \$500,000 in funds from The Children's Trust for a Summer Youth Employment Program; (2) allocate a matching \$500,000 in Temporary Assistance for Needy Families funds; and (3) allocate funds to Adult Mankind Organization, Inc., as set forth below.

STRATEGIC GOAL: **DEDICATED COMMITMENT TO YOUTH PARTICIPATION**

STRATEGIC PROJECT: **Emphasize work-based learning and training**

BACKGROUND:

Miami-Dade County has agreed to enter into a partnership with the South Florida Workforce Investment Board (SFWIB) and The Children's Trust to provide employment opportunities to up to 400 youth residents of Miami-Dade County. The SFWIB will provide summer job placement for youth between the ages of 15 to 18. Youth enrolled in the program will also receive employability skills training.

As part of the partnership, Miami-Dade County will provide \$250,000 in general revenue funds to the SFWIB, and The Children's Trust will provide \$500,000 toward the program. The SFWIB will provide \$500,000 in Temporary Assistance for Needy Families (TANF) matching funds. The total amount being allocated for the Summer Youth Employment Program is \$1,250,000. The program will provide entry-level positions with local businesses, public sector and community-based organizations to Miami-Dade County's future workforce.

Youth participants will earn \$13.88 per hour for a total of 150 hours, 20 of which will be work readiness training. Participating youth will also receive financial literacy training and information related to budgeting and investing.

Adult Mankind Organization, Inc. will be responsible for administering the program, which includes payroll, recruitment, job placement, and work readiness training for the youth participants. The program is scheduled to begin on June 1, 2022 and end on September 25, 2022.

FUNDING: Miami-Dade County General Revenue, The Children's Trust and Temporary Assistance for Needy Families

PERFORMANCE: N/A

NO ATTACHMENT



SFWIB GLOBAL TALENT COMPETITIVENESS COUNCIL

DATE: 4/28/2022

AGENDA ITEM NUMBER: 11

AGENDA ITEM SUBJECT: VISITORS INDUSTRY BUSINESS INTERMEDIARY INITIATIVE

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: SFWIB staff recommends to the Global Talent and Competitiveness Council to recommend to the Board the approval to allocate an amount not to exceed \$280,000 in Workforce Innovation and Opportunity Act Dislocated Worker funds to the Visitor Industry Human Resource Development Council, Inc. to act as a hospitality industry business intermediary, as set forth below.

STRATEGIC GOAL: **BUILD DEMAND-DRIVEN SYSTEM W/ EMPLOYER ENGAGEMENT**

STRATEGIC PROJECT: **Maximizing collaborative partnerships**

BACKGROUND:

The Visitor Industry Human Resource Development Council, Inc. (VIC) doing business as the Black Hospitality Initiative (BHI), was established in 1991 with the goal of increasing and expanding participation in the African American community in the Miami-Dade County visitor's industry. The VIC partnered with Florida International University's School of Hospitality Management to provide two year scholarships to deserving students' pursuing careers in hospitality. Since its inception, the scholarship program has expanded to Miami-Dade College, Florida Memorial University as well as the recently closed Johnson and Whales University.

The major focus of the VIC is career development and job placement. This initiative will allow the VIC to hire a new Executive Director (\$90,000.00 total compensation) and Project Manager (\$65,000.00 total compensation) who along with committed industry partners, will provide career counseling and job placement assistance. As the VIC begins to rebuild, the organization will focus on assisting program participants with transitioning from academia to the workforce by providing instruction on interviewing, career planning and goal setting. The program will also enable participants to establish business relationships with visitor industry professionals and receive mentorship.

The new Executive Director will work closely with the VIC volunteer Board of Directors to provide direction and oversee maintenance of current VIC programs; coordinate and manage the implementation of all future programs and initiatives; and working with VIC officers to develop consensus on strategic planning related to focusing attention on the highest priorities that will meet the goals of the program. The Project Manager will fulfill various duties and assist the Executive Director with coordinating future VIC programs and initiatives; work with VIC officers to develop consensus on strategic planning related to meeting the goals and objectives outlined in the organization's mission statement.

South Florida Workforce Investment Board (SFWIB) staff recommends partnering with the VIC, and to have the organization act as a business intermediary between the SFWIB and the hospitality and visitors industry. The VIC program has established partnerships with institutions of higher education and several local businesses. A partnership with the VIC will allow the SFWIB to benefit from those established partnerships, and will also provide the VIC with subject matter expertise in the area of job placement.

In following the procurement process of Miami-Dade County, Administrative Order No.:3-38, it is recommended that the SFWIB waive the competitive procurement as it is recommended by the Executive Director that this is in the best interests of the SFWIB. A two-thirds vote of the quorum present is required to waive the competitive procurement process and award an allocation not to exceed \$280,000 in Workforce Innovation and Opportunity Act Dislocated Worker funds to the Visitor Industry Human Resource Development Council, Inc. to serve as a hospitality industry business intermediary for the SFWIB.

FUNDING:

Workforce Innovation and Opportunity Act Dislocated Worker
\$155,000.00 in salaries (Executive Director & Project Manager)
\$125,000.00 in additional staff, equipment and supplies
\$280,000.00 in Total Funding

PERFORMANCE: N/A

NO ATTACHMENT