



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

YOUTH COUNCIL MEETING

**Tuesday, May 13, 2008
1:30 P.M.**

South Florida Workforce Investment Board Headquarters
7300 Corporate Center Drive
5th Floor - Conference Room 3
Miami, Florida 33126

AGENDA

1. Call to Order and Introductions
2. Approval of Youth Council Meeting Minutes
 - A. March 18, 2008
 - B. April 8, 2008
3. Summer Youth Employment Update
 - Work Opportunity Tax Credit (WOTC) Initiative
4. FIU Informal Resolution Conference Update (Action Item)
5. Youth Performance Report Update
6. PY '08/09 Youth Service Strategies/Career Exploration
7. Approval to Allocate TANF Funds
8. Youth Council Member's Information Request (Information Item)

Mr. Beasley noted that the intention was to keep the cost per at no more that \$1,520 for summer activities. He added that with the funds from the Children’s Trust SFW expects to serve approximately 2,100 youth (1,700 summer and 500 year-round).

Mr. Pedro Rodriguez moved approval to negotiate for Youth Services utilizing The Children’s Trust funds with Service Providers with scores of 80 points and higher as set forth in the agenda item, based on available funds. The motion was seconded by Dr. Stephanie Etter and approved.

4. Youth Services Informal Resolution Conference Recommendations

Mr. Beasley reported that the Informal Resolution Panel met the previous week (March 14, 2008) and their recommendations are listed below.

Organization	Recommendation
Miami-Dade County Public Schools	Recommended for an award of Youth Services/TCT funding contingent upon the satisfactory review by SFW of the submitted due diligence documents.
Florida International University	Recommended for an award of Youth Services/TCT funding contingent upon the satisfactory review by SFW of the submitted due diligence documents.
Trinity Church, Inc.	Not recommended for an award of Youth Services/TCT funding.
Career T.E.A.M., LLC with Spirit Ministry Inc.	Not recommended for an award of Youth Services/TCT funding.

Dr. Stephanie Etter moved approval for the results of the Informal Resolution Conferences as described in the agenda item. The motion was seconded by Mr. Pedro Rodriguez and approved.

Mr. Beasley thanked the members of the review panel, including Ms. Cynthia Gaber, and Ms. Regina Giles.

5. Summer Youth Follow-up Discussion

Mr. Beasley reported on the strategy sessions that had taken place with organizations such as Our Kids, Florida Department of Children and Families (DCF), Miami-Dade County Department of Human Services (DHS), and the Miami-Dade County Community Action Agency to in order to ensure that youth find employment during summer months. He added that the goal is to have 1,000 un-subsidized positions available.

Mr. Beasley added that by partnering with DHS the registration for summer jobs would be processed county-wide.

Mr. Clarence Brown commented that some organizations could not become involved because the funds from SFW are not provided up-front and they cannot wait for the funds to be received.

Mr. Beasley noted that SFW used the cost-reimbursement process, and not cash advances. From experience, SFW found that by permitting cash advance payments, it did not allow for recovery of misspent funds. He added if SFW needed, would work with an agency to process invoices more quickly so that the funds could be available sooner. Ms. Ferradaz noted that this policy is not unique.

There followed discussion as to the turn-around time of various entities as compared to SFW.

Mr. Edward Margolis, SFW Board Chair, noted that SFW must encourage business to invest in youth now by providing un-subsidized employment.

There also followed discussion regarding the methods being use by SFW to encourage participation. Mr. Beasley noted that an ad had been placed in the South Florida Business Journal, and that business and Chambers are being encouraged to make a commitment to one job per member.

Mr. Brown brought up the issue of the lack of preparation of young people applying for jobs now, and what could be done to correct this situation.

Mr. Margolis commented that the expectation is not that SFW is guaranteeing a job, and if hired the must perform. He offered that a booklet for job seekers prepared by a workforce region in Missouri might be something SFW could prepare as well.

6. PY 08/09 Youth Service Strategies/ Career Exploration

Mr. Beasley introduced the item by reporting that the Youth Council needs to engage in discussions leading to the enhancement of the current youth program structure. There followed discussion concerning the methods to be used by employers to select participants. Mr. Beasley commented that there are no eligibility requirements for use of The Children's Trust funds. He added that the employers would provide their own orientation sessions.

Ms. Zahraa Younis noted that she the opportunity to intern at the Miami-Dade County courthouse was presented and she took that opportunity and she is happy she did.

Mr. Alex Rodriguez-Roig offered his perspective as far as his experience with the Boys & Girls Clubs of Miami, including the need to have different strategies to be productive, and the job seekers might only be thinking one day at a time. He added that there needs to be a drop-out recovery piece in dealing with youth. SFW must provide job preparation, and offer GED and find ways to get youth through high school.

Mr. Beasley gave a brief overview of the SFW State of the Workforce Report, and the statistics of people without a high school education or more.

Mr. Rodriguez noted that the education system must return to the basics of reading, writing, math and science.

Dr. Etter informed the Committee that the model used by Ocean Bank could be considered which involves a future banker's camp and high school seniors are trained in banking and they get certification. In addition, the company offers each student an internship at \$10 per hour.

She also suggested that SFW work with the academies in the schools to make the summer jobs a career focus. Mr. Beasley noted that the academies are involved.

Mr. Fred Frost reported on the point of view of the unions, of which his union represents 30,000 Miami-Dade employees. He added that he would like to involve the most vulnerable in our community. He discussed the effort to hire a large number of persons in the construction trades, and is discussing adding a youth component.

Mr. Frost added that union members are an aging population, and there are fewer and fewer each year. There must be involvement of the trades and SFW must think outside the box.

Mr. Beasley noted that public works projects could be considered, as an example, during the Great Depression.

Mr. Beasley noted that the Committee needs to decide the industries on which SFW should focus.

Mr. Rodriguez added that unconventional learning must be provided to reach frustrated students.

Mr. Beasley recapped that the issues for staff to research are: goals for graduation, work with the colleges, investigate energy grant partnering, and the hook to engage youth.

Ms. Ferradaz added that staff must investigate what is already being done on issues such as school truancy, and The Children's Trust work in that area, and to identify the gaps in service.

Mr. Brown noted that there must be dynamic case management, and a thorough assessment of the family. He added that all students should have a career path.

Mr. Frost recommended that the Committee meet at an apprentice class.

Mr. Beasley added that soft skills must be included, and Mr. Rodriguez added that they could be included within the programs such as the Adult and English for Speakers of Other language (ESOL).

Dr. Etter noted that students may earn college credits while in high school, but there is not wide-spread use of this opportunity.

Mr. Beasley commented that there must be a strategy of what SFW should look like. He added that SFW must serve the hard to serve job seekers.

Mr. Margolis reiterated that an interview skills booklet be developed so that job seekers arrive for interviews prepared and groomed.

Mr. Beasley recapped the issues from the meeting: review services; look at the level of case management; coordinate with the academies; investigate apprenticeships, and continue to work with Miami-Dade County Public Schools.

Ms. Ferradaz thanked the members, and the meeting adjourned at 3:25 P.M.



2.B.

SFWIB - Youth Council

May 13, 2008

Minutes of SFWIB Youth Council Meeting
April 8, 2008

South Florida Workforce Investment Board
Youth Council Meeting
April 8, 2008, at 1:30 P.M.
South Florida Workforce Investment Board Headquarters
7300 Corporate Center Drive, 5th Floor - Conference Room 3
Miami, Florida 33126

YOUTH COUNCIL MEMBERS IN ATTENDANCE	YOUTH COUNCIL MEMBERS <u>NOT</u> IN ATTENDANCE	OTHER ATTENDEES
1. Regina Giles, <i>Chairperson</i> 2. Clarence Brown 3. Stephanie Etter 4. Gilda Ferradaz 5. Pedro Rodriguez	6. Fred Frost 7. Ray Castellanos 8. Luis Cerezo 9. Joycelyn Davis 10. Rolando Moreno 11. James Morrison 12. Alex Rodriguez-Roig 13. Wansley Walters 14. Zahraa Younis	Diaz, Luis A.- <i>Youth Co-Op, Inc.</i> Marti, Sergio- <i>Miami-Dade County Public Schools</i>
OTHER SFWIB MEMBERS IN ATTENDANCE	SFW STAFF Beasley, Rick Glancy, Anne Kistner, Ken Morgan, Myria Pierre, Linda	

Note: Agenda items are listed in the order in which they were discussed.

1. Call to Order and Introductions

Ms. Regina Giles, Committee Chairperson, introduced those present.

Ms. Giles noted that a quorum had not been achieved.

2. Approval of Youth Council Meeting Minutes March 18, 2008

Ms. Giles noted that as there was no quorum the minutes could not be approved.

Mr. Charles Brown noted a change in agenda item number 5, to read that the comment he made regarding up-front funding for Community Based Organizations (CBOs) was in fact a comment made to him by Commissioner Moss.

Mr. Rodriguez noted a change in the third paragraph that the frustration may lead to delinquency, and possible criminal activity. He also added that he is concerned for those with learning disabilities.

Ms. Giles asked that the record reflect the changes.

[Dr. Stephanie Etter arrived.]

3. Recommendation as to the Approval of Miami-Dade County Public Schools Informal Resolution Conference Result (Revised)

At the March 18, 2008, Youth Council Committee meeting, the council approved the results of the SFWIB Informal Resolution Conference. As indicated in the attached chart, the Miami-Dade County Public Schools has met the required due diligence.

Ms. Myria Morgan presented the item and noted that the Miami-Dade County Public Schools had met the required due diligence and that staff recommended authorization to negotiate for Youth Services utilizing The Children's Trust funds with Service Provider(s) with scores of 80 points and higher as set forth in Table 1, based on available funds.

Mr. Rodriguez questioned whether the activities are activities for which the Miami-Dade County Public Schools already receives funding. Ms. Morgan responded that the activities are for summer only, and the activities are not included in funding already received by the Miami-Dade County Public Schools.

Ms. Giles noted that this was consistent with actions taken at the last meeting.

4. Recommendation as to Approval of Negotiated Funding Award for Miami-Dade County Public Schools (Added)

Ms. Morgan presented the item and noted that at the March 18, 2008, Youth Council Committee meeting the council approved the results of the SFWIB Informal Resolution Conference and Miami-Dade County Public Schools has met the required due diligence.

She added that Miami-Dade County Public Schools agreed to be funded at the same level, although SFW requested that they 225 additional youth.

Dr. Etter asked if Miami-Dade County Public Schools agreed to the offer, and Ms. Morgan replied in the affirmative.

Ms. Giles asked that the record reflect that there was consensus to recommend approval of agenda items three (3) and four (4) and that the items were to be forwarded to the full Board for consideration.

5. Summer Youth Follow-up Discussion

Ms. Morgan presented the item and noted that since the last meeting SFW has advertised in the South Florida Business Journal to recruit employers interested in employing summer students and including the fact that SFW may provide matching funds if a second summer student is employed by the hiring organization. The first student is selected by the employer and the SFW Provider would select the second student who would be paid by SFW. She added that this process had been used last year with two employers.

Mr. Brown asked what the screening process would be and Ms. Morgan responded that the Partners would act as a temporary staffing agency and work with both the employer and the student.

Mr. Brown asked whether the Partners are competitive, and do they select the best candidates. Ms. Morgan responded that the decision is up to the Partner, and it may be first come, first served, and it was also possible that an employer would want to interview the students themselves.

Ms. Giles asked the Committee to continue to search for solutions to increase the participation of youth in employment and increase partnerships with employers.

6. PY 08/09 Youth Service Strategies/Center Explorations RFP Discussion

Ms. Giles presented the item which included discussions on the development and implementation of a comprehensive youth service delivery system, leading to the enhancement of the current youth program structure. Ms. Giles requested that perhaps staff could provide some detailed information on what is requested to generate some forward movement. Some of her questions were: are there hurdles, or do we want to expand services, etc.

Mr. Rodriguez asked whether integration of programmatic operation was to mean that looking for an homogeneous, like we at SFW wants, and these are the steps, and all Partners on the same page. Or like now, the Partners do their own thing. I would like to see the same services, quantity, and quality of services throughout the system.

Ms. Morgan commented that in line with the Workforce Investment Act all Partners have the same basic requirements, however each Partner is unique in that some go above and beyond in providing services. Partners who go beyond the minimum are the Partners SFW seeks. Mr. Brown suggested that this should be included in the next RFP.

Ms. Giles asked whether there are standards or measures that SFW considers minimal.

Mr. Rodriguez offered comment on the employers receiving students on a first come/first served basis, and that employers would be better served if the candidates sent to them are not just the first to apply, but that they must meet the employer's requirements. Ms. Morgan noted that there are other Partners who could find a student with the requested requirements.

Mr. Rodriguez commented that more employers might participate if we strive to send the best candidate for each opening.

Ms. Giles asked if the Youth are being prepared for what employers want, and that maybe SFW should focus on specific industries.

Ms. Morgan explained that prior to placement, students receive work readiness skills, a pre and post test, and receive information on: how to act on a job, perform mock interviews, punctuality, application completion, etc. While at the worksite they receive instruction on work maturity skills, and are evaluated by the employer, and that evaluation is shared with the student.

Mr. Brown asked to see some of those evaluations.

Ms. Ferradaz offered that what Mr. Rodriguez is getting at is that many people may be qualified for a position, but particular people skills may also be needed for jobs such as the hospitality industry.

Dr. Etter noted that students are being prepared for work but not necessarily for a particular job in an industry such as hospitality, which continues to have openings. She added that the hospitality industry is an industry that has a steady increase in jobs each month. She asked whether workshops geared towards the hospitality industry could be added.

Ms. Giles commented that most of the students must be trained in those skills. Mr. Rodriguez noted that it is a matter of job matching.

Ms. Ferradaz suggested additional information regarding the consolidation of programs and services, such as an inventory of all programs, an inventory of all Providers, and an inventory of what each Provider does.

Mr. Brown added that after having a brief dialogue with the Director of Office of Economic and Community Development, the director is very interested in SFW's training initiatives

Mr. Brown expressed his concern that in his past experience as a member of a board, he was able to experience the programs and touch and feel them, and he is missing that hands-on contact with this Council. Ms. Giles asked staff to schedule visits to some of the Career Centers for those interested.

Ms. Giles summarized that the Council recommended approval of the informal resolution conference for Miami-Dade County Public Schools, as well as the approval recommendation to negotiate funding with Miami-Dade County Public Schools, and to forward both to the full Board.

She added that detailed information regarding strategy, funding, and site visits, service delivery and provider information is necessary in order to make recommendations. She also added that standards that have proven successful would be considered for inclusion in future RFPs.

Ms. Giles noted that the next meeting is scheduled on May 13, 2008.

The meeting adjourned at 2:15 pm.



3.

SFWIB - Youth Council

May 13, 2008

**Summer Youth Employment Update:
Work Opportunity Tax Credit (WOTC)
Initiative**

INFORMATION

BACKGROUND

The State has recognized the lack of summer youth employment and in an effort to increase the number of employed youth, the Agency for Workforce Innovation (AWI) in collaboration with Workforce Florida, Inc. (WFI), announced a Summer Youth Mentoring and Employment Initiative Program. South Florida Workforce and WorkSource in Jacksonville were chosen as participants to pilot this summer initiative. The program is designed to help youth obtain employment skills and meaningful work experience. The initiative encourages local businesses to both employ and mentor youth. While investing valuable time with youth, businesses may qualify for the Federal Work Opportunity Tax Credit (WOTC).

The Work Opportunity Tax Credit provides incentives to private sector employers to encourage them to hire youth residing in designated Empowerment Zones within Miami-Dade County: Allapattah/Civic Center area, Florida City, Homestead, Liberty City, Little Havana, Melrose, Overtown, Wynwood, Miami International Airport, areas of the Central Business District and the Seaport. Other areas in which the youth can reside are Opa Locka, and the Northside/Poinciana Industrial Center areas.

This initiative will only focus on youth who are 16 but not yet 18 years of age and the youth must live in a designated Empowerment Zone. This pilot program is projected for summer employment activities and tax incentives from May 1, 2008 to September 15, 2008.

The Work Opportunity Tax Credit is a federal tax credit that may provide businesses with incentives for employing youth for the summer. The maximum tax credit for each youth employed in the summer months is \$1,200. There is no limit to the number of qualified youth for which an employer can take the tax credit.

WHAT ARE THE WORK OPPORTUNITY TAX CREDITS?

Federal Work Opportunity Income Tax Credits provide incentives to private sector employers to encourage the hiring of youth residing in designated Empowerment Zones within Miami-Dade County.

HOW CAN EMPLOYERS PARTICIPATE?

Simply employ eligible summer youth employees from:

May 1, 2008 – September 30, 2008

Gloria Harrison
WOTC Coordinator
(850) 921-3299

Toll Free (866) 352-2345
(Ask for the WOTC Office)

WOTC SPECIALISTS

John Bartosik 921-3255
Shelia J. Copeland 921-3374
Carver Spence 921-3379
Wanda Townsend 921-3827
Carolyn Wade 921-3393

LOCAL CONTACT PERSON

MYRIA E. MORGAN
(305) 594-7615 EXT. 292

Mailing Location:

Agency for Workforce Innovation Work Opportunity Tax Credits

107 East Madison Street
MSC G-300
Tallahassee, Florida 32399-4140
Phone: (850) 921-3299
FAX: (850) 921-3120
TTY: (800) 955-8771
(via the Florida Relay Service)

EMPLOY FLORIDA

SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

An equal opportunity employer/program.
Auxiliary aids and services are available upon
request to individuals with disabilities.

October 2007

south florida
Workforce
member: Employ Florida



NEED A TAX BREAK?

WANT TO INCREASE YOUR BOTTOM LINE?

TAKE A LOOK



AT THE WORK OPPORTUNITY TAX CREDITS

AGENCY FOR WORKFORCE INNOVATION

SOUTH FLORIDA WORKFORCE

U.S. DEPARTMENT OF LABOR
EMPLOYMENT AND TRAINING
ADMINISTRATION

REDUCE YOUR FEDERAL INCOME TAX LIABILITY

EARN EXTRA TAX SAVINGS!!



WITH THE WORK OPPORTUNITY TAX CREDITS (WOTC)

WHAT IS IN IT FOR EMPLOYERS?

Employers can:

- Receive tax credits for hiring local eligible youth and make your own hiring decisions.
- Reduce your federal tax liability by as much as **\$2,400** per "new hired" youth employment with the WOTC
- Help youth to gain employable work skills
- Hire as many qualified youth as your payroll will allow
- Reduce your recruitment and training costs
- Claim the tax credits with minimal paperwork
- Provide valuable on-the-job experiences to qualified youth

HOW DOES THE EMPLOYER APPLY FOR THE TAX CREDITS?

- Complete 2 forms: IRS Form 8850, Prescreening Notice and Certification Request and the ETA Form 9061, Individual Characteristics Form
- Provide required documentation and original signatures and meet the filing deadline (not later than 28 days after the employee's start date of employment)

WHERE CAN THE EMPLOYER GET THE REQUIRED FORMS?

Both the Internal Revenue Service (IRS) Form 8850 and the Department of Labor, Employment and Training Administration Form 9061 may be downloaded from the WOTC homepage at: <http://www.floridajobs.org/wotc/index.html> or by calling the WOTC Office at (850) 921-3299

WHERE CAN THE EMPLOYER GET ADDITIONAL INFORMATION?

- For more inclusive details regarding the laws and regulations governing the Work Opportunity Tax Credits, visit the U.S. Department of Labor website at: www.usdoj.gov/tax.asp
- To obtain a WOTC Handbook and to determine the appropriate documentation required, visit the WOTC homepage at: <http://www.floridajobs.org/wotc/index.html>
- To ask questions, contact any of the WOTC staff listed on this brochure.

PROMISING FUTURES for FLORIDA'S YOUTH

Summer Mentoring and Employment Initiative Program

Employers Can Receive Federal Tax Credits



The Agency for Workforce Innovation in collaboration with Workforce Florida, Inc. and South Florida Workforce Investment Board announces a Summer Youth Mentoring and Employment Initiative Program. This program is designed to help youth obtain employment skills and meaningful work experience. This initiative encourages local businesses to both employ and mentor youth. While investing valuable time with youth, businesses may qualify for the Federal Work Opportunity Tax Credit (WOTC).

Just a few minutes a day or an hour a week with a mentor can make a substantial difference in the lives of today's youth. A mentor can be a supervisor, co-worker or someone in another department within your business. There is much flexibility for structuring your mentorship program. Business mentors are in a unique position to relate to youth and help them gain valuable insights into potential employment opportunities.

Program Highlights

Who is eligible?

- Youth who are 16 but not yet 18 years of age on the hiring date and have never worked for the employer before;
- Youth who live within designated Empowerment Zone zip codes within Miami-Dade County and
- Youth who perform employment services for an employer between May 1st and September 15th, 2008.

Tax Credit Information

- The WOTC Tax Credit Certification Request must be postmarked no later than 28 days following the employment start date of the youth.
- The maximum tax credit for a youth employed in the summer is \$1,200 (based on 40% of the qualified wages up to \$3,000). 102 hours or more but less than 400 hours, the credit is equal to 25% of the first \$3,000 of qualified wages earned (\$750).
- There is no limit to the number of qualified youth for which an employer can take the tax credit.

Who to Contact: Myria E. Morgan 305-594-7615 ext. 292



The mentoring component is not a requirement of the federally funded WOTC program

South Florida Workforce Investment Board is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities.

Mentoring Tips & Testimonials



Summer jobs are often the first experience youth have with the world of work and these jobs are becoming more critical to the economic stability of both the youth and their families. The WOTC job experience can be even more beneficial to the youth by adding a mentoring component to the youth's job experience.

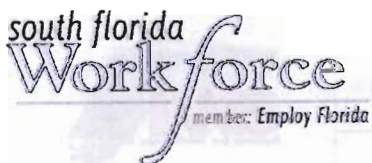
Just a few minutes a day or an hour a week with a mentor can make a substantial difference in the life of our youth. Mentors have the opportunity to relate to youth in ways that parents and schools do not. Mentors can become friends, rather than authority figures, and in this way can create informal and personal interactions to build self esteem. At your business site, a mentor can be the supervisor, a co-worker or someone in another department within your business. There is much flexibility in how the mentorship can be structured. Mentors can become role models by helping youth in a variety of ways:

- Demonstrating the values of appropriate work attire, punctuality, dependability and reliability;
- Helping youth set short or long term career goals;
- Supporting academic achievement by helping youth see value of education and the importance of staying in school and graduating or returning to get their high school diploma, GED or pursuing post-secondary training;
- Helping the youth become aware of employment opportunities within your company and industry;
- Acquainting youth with values, customs and resources from people of different occupations and social levels and
- Being a friend and respecting the youth for "who they are", listening, understanding the obstacles the youth encounter and helping the youth find solutions as appropriate.

Business Testimonials:

Participate in this worth while program and receive tax credits and interact with a great summer youth, your company's name along with your testimony statement may appear here.

Youth Testimonials:



The mentoring component is not a requirement of the federally funded WOTC program



4.

SFWIB - Youth Council

May 13, 2008

**Florida International University (FIU)
Informal Resolution Conference Result
Update**

RECOMMENDATION

Based on the results of SFW staff reviewing the due diligence documentation submitted by FIU, staff is recommending to impose a due date for FIU to submit all of the required due diligence documentation for The Children’s Trust (TCT) funding.

BACKGROUND

At the March 18, 2008, Youth Council Committee meeting, the Council approved the results of the SFWIB Informal Resolution Conference. As indicated in the chart below, Florida International University did meet the required due diligence.

SFW staff has diligently worked with FIU to obtain the required due diligence documentation since the Informal Resolution Conference decision. As to this date, FIU has not submitted all of the required documents.

SFW staff recommends the issuance of a deadline submission date for Florida International University to submit the required due diligence documentation for The Children’s Trust (TCT) funding for summer and year round youth services.

Organization	Results	Recommendation
Florida International University (FIU)	<p>Florida International University provided the required due diligence items at the time of the Informal Resolution Conference. In addition, during the session, Florida International University (FIU) provided sufficient documentation to reverse the scores received from the raters for the programmatic components of the proposal. The panel decided that contingent upon the satisfactory review by SFW staff of the submitted due diligence documents, the SFWIB Informal Resolution Panel recommended that Florida International University be awarded youth services for The Children’s Trust.</p> <p>SFW has reviewed the submitted due diligence documentation and the documents submitted did not meet the due diligence requirements.</p>	Recommended for an award of Youth Services/TCT funding contingent upon the satisfactory review by SFW of the submitted due diligence documents.



5.

SFWIB – Youth Council

May 13, 2008

**PY 07/08 Youth Performance Report
(Update)**

BACKGROUND

Staff will provide a Youth Performance report from July 1, 2007 through March 31, 2008.

Attachments

Monthly Management Report

Measure 11

July 2007 through March 2008

Year-To-Date

Highlight Region

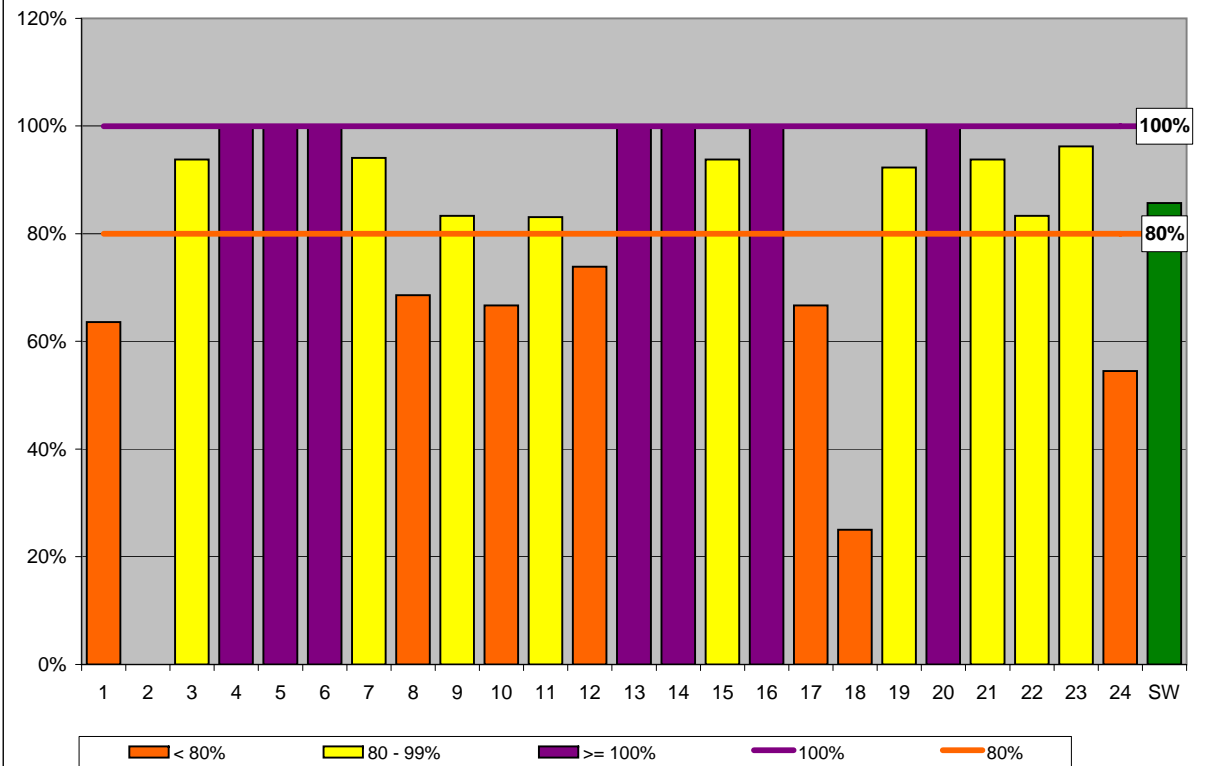
Region	Placed	In-School Exits	Performance
1	14	22	63.6 %
2			
3	30	32	93.8 %
4	54	54	100.0 %
5	1	1	100.0 %
6	7	7	100.0 %
7	16	17	94.1 %
8	83	121	68.6 %
9	15	18	83.3 %
10	12	18	66.7 %
11	49	59	83.1 %
12	17	23	73.9 %
13	2	2	100.0 %
14	66	66	100.0 %
15	15	16	93.8 %
16	2	2	100.0 %
17	2	3	66.7 %
18	1	4	25.0 %
19	24	26	92.3 %
20	16	16	100.0 %
21	30	32	93.8 %
22	20	24	83.3 %
23	127	132	96.2 %
24	12	22	54.5 %
SW	615	718	85.7 %

Report Updated March 19, 2008

2007-2008 WIA In-School Youth Outcome Rate

NUMERATOR - The unduplicated total of those who obtain a credential or a diploma or at exit were in post-secondary education or advanced training or qualified apprenticeships or the military or who had entered employment.

DENOMINATOR - The number of Older and Younger Youth exiters minus global exclusions, who had no high-school diploma or the equivalent at participation (less than 12th grade) and who were in secondary school at participation.



Monthly Management Report

Measure 12

July 2007 through March 2008

Year-To-Date

Highlight Region

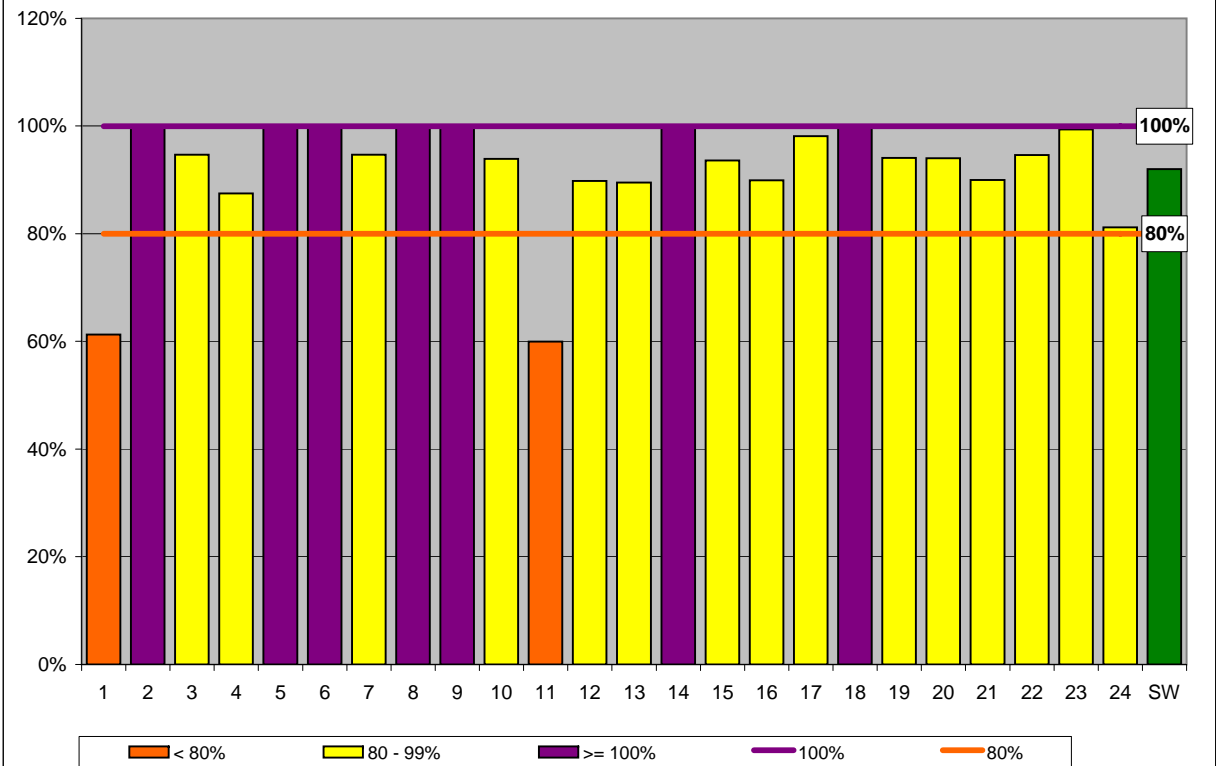
Region	Placed	Out-of-School Exits	Performance
1	19	31	61.3 %
2	8	8	100.0 %
3	18	19	94.7 %
4	7	8	87.5 %
5	1	1	100.0 %
6	7	7	100.0 %
7	18	19	94.7 %
8	49	49	100.0 %
9	1	1	100.0 %
10	31	33	93.9 %
11	12	20	60.0 %
12	177	197	89.8 %
13	17	19	89.5 %
14	24	24	100.0 %
15	44	47	93.6 %
16	71	79	89.9 %
17	53	54	98.1 %
18	10	10	100.0 %
19	16	17	94.1 %
20	47	50	94.0 %
21	81	90	90.0 %
22	122	129	94.6 %
23	177	178	99.4 %
24	56	69	81.2 %
SW	1,066	1,159	92.0 %

Report Updated March 19, 2008

2007-2008 WIA Out-Of-School Youth Outcome Rate

NUMERATOR - The unduplicated total of those who obtain a credential or a diploma or were in post-secondary education or advanced training or qualified apprenticeships or the military or who had entered employment at exit.

DENOMINATOR - All Younger Youth and Older Youth (including those jointly served as adults), and youth 18-21 served as adults only, minus global exclusions, who were not in secondary school at participation and who were not in secondary school at exit.



Monthly Management Report

Measure 13

July 2007 through March 2008

Year-To-Date

Highlight Region

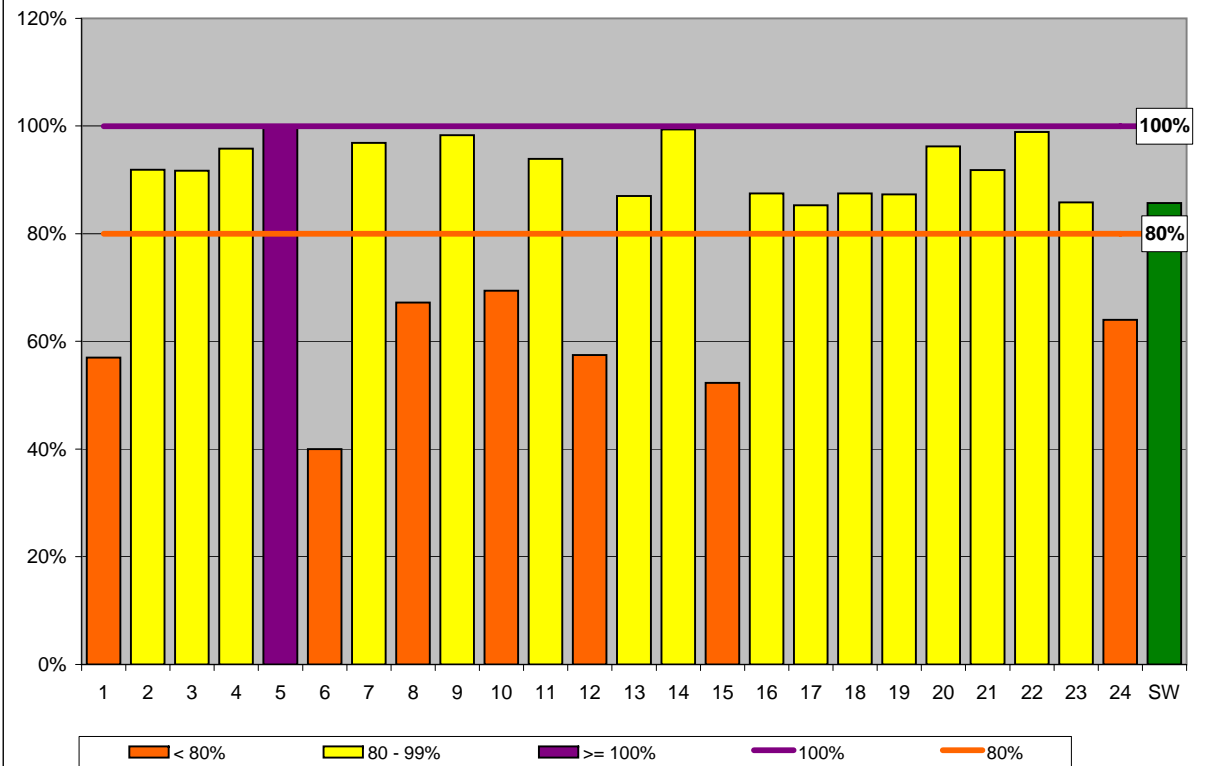
Region	Goals Attained	Goals Due	Performance
1	85	149	57.0 %
2	57	62	91.9 %
3	77	84	91.7 %
4	158	165	95.8 %
5	6	6	100.0 %
6	4	10	40.0 %
7	124	128	96.9 %
8	164	244	67.2 %
9	170	173	98.3 %
10	34	49	69.4 %
11	123	131	93.9 %
12	42	73	57.5 %
13	20	23	87.0 %
14	179	180	99.4 %
15	45	86	52.3 %
16	91	104	87.5 %
17	81	95	85.3 %
18	14	16	87.5 %
19	55	63	87.3 %
20	176	183	96.2 %
21	303	330	91.8 %
22	185	187	98.9 %
23	1,662	1,936	85.8 %
24	57	89	64.0 %
SW	3,912	4,566	85.7 %

Report Updated March 19, 2008

2007-2008 WIA Younger Youth Skill Attainment Rate

NUMERATOR - Goals attained during the month.

DENOMINATOR - For the month, Goals due to be attained and exited, goal not due and basic skills deficient without basic skill goal set and non basic skills deficient without goal set.



Monthly Management Report

Measure 14

July 2007 through March 2008

Year-To-Date

Highlight Region

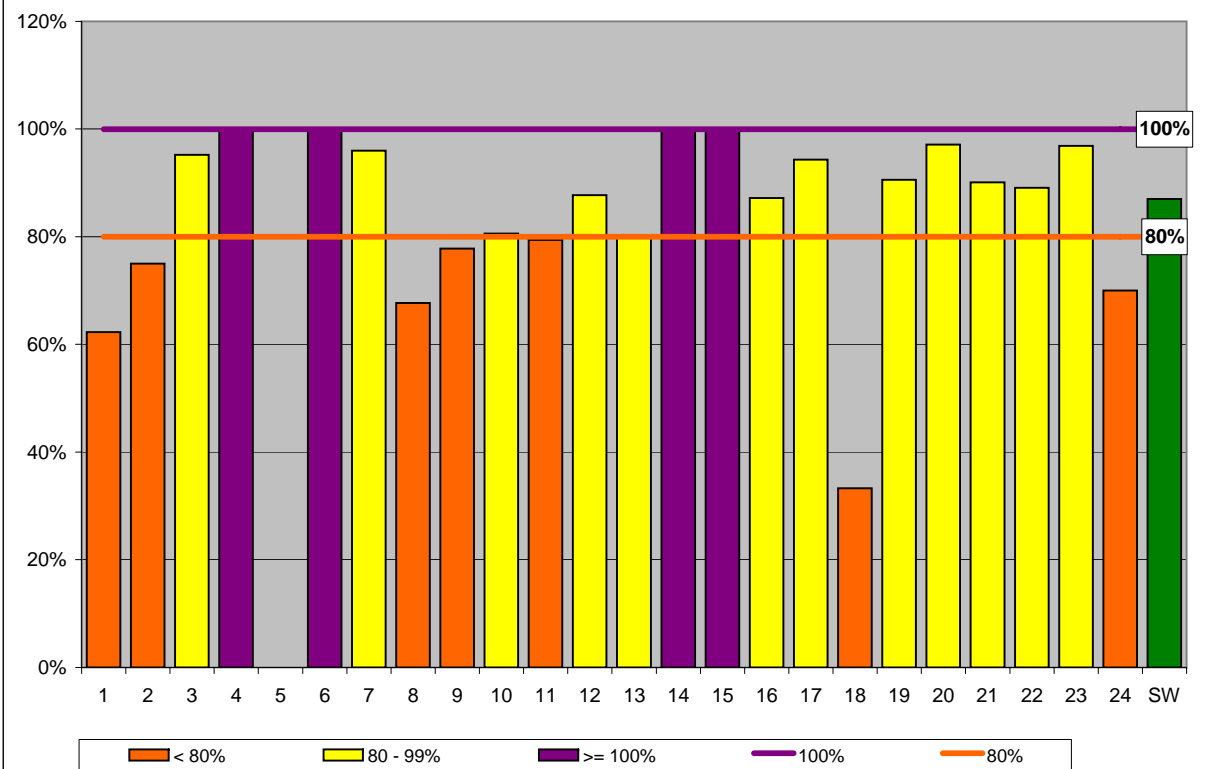
Region	Positive Outcomes	Youth Exiters	Performance
1	33	53	62.3 %
2	3	4	75.0 %
3	40	42	95.2 %
4	55	55	100.0 %
5			
6	7	7	100.0 %
7	24	25	96.0 %
8	86	127	67.7 %
9	14	18	77.8 %
10	25	31	80.6 %
11	50	63	79.4 %
12	64	73	87.7 %
13	8	10	80.0 %
14	69	69	100.0 %
15	32	32	100.0 %
16	34	39	87.2 %
17	33	35	94.3 %
18	1	3	33.3 %
19	29	32	90.6 %
20	34	35	97.1 %
21	64	71	90.1 %
22	41	46	89.1 %
23	187	193	96.9 %
24	35	50	70.0 %
SW	968	1,113	87.0 %

Report Updated March 19, 2008

2007-2008 WIA Younger Youth Positive Outcome Rate

NUMERATOR - The number of WIA Younger Youth (14-18) that exited the program minus global exclusions, with positive outcomes (enter employment, military, apprenticeship programs, post-secondary education, and/or did stay in secondary education or receive a diploma).

DENOMINATOR - The number of WIA Younger Youth (14-18) minus global exclusions, that exited the program.





6.

SFWIB – Youth Council

May 13, 2008

**Program Year '08/09 Youth Service
Strategies/Career Exploration**

INFORMATIONAL/DISCUSSION ITEM

BACKGROUND

The Youth Council, at its April 8, 2008, meeting, discussed program activity considerations for the youth program that will be apart of the Youth Services Strategies for Program Year '08-09. The Youth Council members requested that staff present program strategies to be discussed at the next Council meeting.

SFW staff will present the attached strategies for the Youth Council's considerations.

Attachments

YOUTH PROGRAM GOALS AND STRATEGIES

Objective # 1: Decrease the Region's high school dropout rate. Improve the Region's high school graduation rate.

Strategies:

1. Continue in school youth program services, serving approximately 2,300 of the Region's most at-risk high school youth from families with incomes below the poverty level, identified by their schools as highly likely to become dropouts.
2. Expand the in school program where feasible in existing in school high schools.
3. Expand the program to additional high schools in Miami-Dade County as well as in Monroe County.
4. Provide participating youth all the supports and assistance they and their families need to decrease risk factors and keep them in school to graduate and to be successful in high school.

Objective #2: Increase percentage of youth participants achieving positive outcomes.

Strategies:

1. Continue providing and enhance, supports needed to keep youth in school until they graduate; track students who leave the in school high schools to insure that they remain in the school system, including those who transfer to other high schools, alternative schools, or the adult education system. Insure students attain high school diploma or GED credential.
2. Provide program activities and supports needed to motivate students and prepare them to enter post-secondary activities, employment, the military or apprenticeship programs.
3. Provide work readiness/employability skills training, work experience, internships, work maturity competency development, and career development activities, to prepare youth to enter employment and be successful in the workplace.
4. Provide program activities and supports to enable youth to enter and succeed in training that provides them with occupational or other postsecondary credentials.
5. Provide mentoring, leadership development and other supports to increase success rates.

Objective # 3: Increase competency levels of participating youth.

Strategies:

1. Provide intensive tutoring activities to insure that participating youth who are basic skills deficient attain the 9.0 grade level of functioning in reading, mathematics, and language, and subsequently writing, before exiting the program.
2. Insure that participating youth attain and enhance work readiness competencies in work readiness/pre-employment and work maturity competency areas.
3. Insure that participating youth attain leadership development competencies as appropriate to program components in which they participate.
4. Insure that participating youth develop the competencies they need to develop a career plan and pursue that plan through high school and either postsecondary training or post high-school employment.

Objective #4: Enhance job retention of participating youth.

Strategies:

1. Provide intensive follow-up of youth participants who are placed in employment to insure job retention and upward career mobility/career laddering.
2. Continue working with employed youth to provide additional supports and offer additional training to enhance their skills to maximize their career mobility. Do not exit youth until they achieve their career plans and no longer need assistance.
3. Provide mentoring and other supports to increase success rates.

Objective # 5: Identify high skill/high wage occupations in demand for career planning for participating youth and facilitate their mobility toward increased earnings.

Strategies:

1. Provide increased career development activity, with focus on high-skill/high-wage occupations.
2. Encourage enrollment of participants in magnet programs, career academies, schools of choice, or post-secondary training to pursue high-skill/high-wage careers.
3. Facilitate job shadowing and internship activities.
4. Provide mentoring and other supports to increase success rates.
5. Offer sequences of post-secondary training that include use of youth vouchers to support post-secondary training in high-skill careers.
6. Identify appropriate employers to meet with the participating youth while they are in training to set the stage for potential hires following graduation.



7.

SFWIB – Youth Council

May 13, 2008

Approval to Allocate TANF Funds

RECOMMENDATION

Approval is requested for the utilization of Temporary Assistance to Needy Families (TANF) funds in the amount of \$650,000 to sponsor summer youth activities.

BACKGROUND

SFW staff has identified \$650,000 of TANF funding to enhance this year's summer youth activities. SFW staff is requesting approval from the Youth Council to allocate TANF dollars to current WIA youth providers to deliver summer youth employment activities. WIA Youth Service Providers will be responsible for administering the fiscal and programmatic components of the program.

Attachments

To be distributed at the meeting.

PY 07-08 TANF SUMMER YOUTH SERVICES

PARTNER'S NAME	Proposed by Partners-CURRENT		
	Number of CURRENT Youth	Amount Requested	Cost per Participant
SUMMER ACTIVITIES IN-SCHOOL			
City of Hialeah	75	90,000	1,200
Cuban American National Council	32	25,634	801
Easter Seals	40	13,137	328
Jobs for Miami	350	312,643	893
UNIDAD	0	0	0
Youth Co-Op	0	0	0
IN-SCHOOL TOTALS	497	441,414	888
SUMMER ACTIVITIES OUT-of-SCHOOL			
Easter Seals	8	2,923	365
Greater Miami Service Corps	10	16,320	1,632
Youth Co-Op	0	0	0
OUT-OF-SCHOOL TOTALS	18	19,243	1,069
CRIME PREVENTION			
Trinity Peacemakers	40	30,000	750
Youth Co-Op	0	0	0
CRIME PREVENTION TOTALS	40	30,000	750
PROGRAM TOTALS	555	490,657	884

SFW RECOMMENDATIONS-CURRENT		
# OF YOUTH	FUNDING	Cost per Participant
75	69,075	921
32	25,632	801
40	13,137	328
175	156,275	893
0	0	0
0	0	0
322	264,119	820
8	2,923	365
10	9,210	921
0	0	0
18	12,133	674
40	30,000	750
0	0	0
40	30,000	750
380	306,252	806

Proposed by Partners-NEW		
Number of NEW Youth	Amount Requested	Cost per Participant
0	0	0
0	0	0
10	9,234	923
120	107,192	893
18	8,861	492
75	73,156	975
223	198,443	890
0	0	0
0	0	0
25	31,150	1,246
25	31,150	1,246
40	30,000	750
20	24,920	1,246
60	54,920	915
308	284,513	924

SFW RECOMMENDATIONS-NEW		
# of YOUTH	FUNDING	Cost Per Participant
0	0	0
0	0	0
10	9,210	921
0	0	0
18	8,856	492
75	69,075	921
103	87,141	846
0	0	0
0	0	0
25	23,025	921
25	23,025	921
40	30,000	750
20	18,420	921
60	48,420	807
188	158,586	844

PARTNER'S TOTAL REQUEST
90,000
25,634
22,371
419,835
8,861
73,156
639,857
0
16,320
31,150
47,470
60,000
24,920
0
84,920
772,247

SFW'S FUNDING RECOMMENDATIONS
69,075
25,632
22,347
156,275
8,856
69,075
351,260
2,923
9,210
23,025
0
35,158
60,000
18,420
0
78,420
464,838

MAXIMUM FOR WAGES \$921



8.

SFWIB – Youth Council

May 13, 2008

Youth Council Member’s Information Request

INFORMATIONAL/DISCUSSION ITEM

BACKGROUND

The Youth Council, at its April 8, 2008, meeting, requested that staff provide the following information:

- A listing of scheduled SFW Youth Programs site visits
- Copies of Youth Evaluation forms.

Attachments

OUT-OF-SCHOOL YOUTH CAREER CENTER VISITATION SCHEDULE

SCHEDULED DATE OF VISIT	OUT OF SCHOOL YOUTH PROGRAMS	CONTACT PERSON	ADDRESS	TELEPHONE
6/17/08	HIALEAH OUT OF SCHOOL YOUTH PROGRAM	Delia Milian	240 East 1 st Avenue, Suite 208 Hialeah, FL 33010	305-883-6929
6/19/08	LITTLE HAVANA OUT OF SCHOOL YOUTH PROGRAM	Paulina Velez	701 SW 27 th Avenue, 11th Floor Miami, FL 33135	305-643-3300 Ext: 276
6/24/08	NORTHSIDE OUT OF SCHOOL YOUTH PROGRAM	Fred Killings	7900 NW 27 th Avenue, Suite 202 Miami, FL 33147	305-693-2060 Ext: 5236
6/26/08	DOWNTOWN OUT OF SCHOOL YOUTH PROGRAM	Brandee Rodriguez	390 NW 2 nd Street Miami, FL 33128	305-374-1987 Ext: 29

PRE-EMPLOYMENT SKILLS EVALUATION FORM

Participant's Name _____ Social Security # _____

School _____ S.P. _____ Counselor _____

Making Career Decisions

- _____ The participant has prepared a career plan for his/her chosen career and can explain each step in the career decision making and career planning process, including describing/explaining:
 - _____ Why he/she chose this career as this relates to his/her own interests, skills, aptitudes, and personality traits.
 - _____ Why he/she chose this career as this relates to his/her work values and preferences for types of work activities and working conditions.
 - _____ The skills required for employment in this occupation.
 - _____ The cluster of related occupations in which one can be employed if one has developed those skills.
 - _____ What is required for employment in that occupation, including basic skills, academic and post secondary training requirements, and experience.
 - _____ The career ladder in the chosen career field, including the training and experience requirements for several steps in the ladder.
 - _____ The wage rates paid for entry level employment in that occupation.
 - _____ The tightness or looseness of the current job market in South Florida, growth projections, and past trends.
- _____ The participant has prepared 5 to 10 year plan showing how his/her career goal, including securing and financing the needed training.
- _____ The participant can describe the steps in putting together a career plan after being given the following hypothetical situation: The participant is told to assume that after having put together the above career plan, and having worked for the summer in this chosen field, he/she is now convinced that the original career choice was a mistake, that he/she does not want to work in that field and needs to develop a new career plan.

Using Labor Market Information

- _____ Participant has a well developed job search plan for securing a job in his/her chosen career.
- _____ Participant can explain the most effective strategies for securing job leads in his/her chosen career in South Florida.
- _____ Participant scores 80% or higher on simulation exercises using newspapers to identify job openings.
- _____ Participant can describe the process of gathering information about potential employers, presents adequate background information on one potential employer, and knows how to use this information in a job interview.

Preparing A Resume

- _____ Participant has prepared a complete personal information card for his/her wallet, including skills, training and education, work history, clubs, volunteer work, awards and strengths, and knows how to update this.
- _____ Participant has prepared a resume that meets all requirements for each section: personal information, education and training, work history, special skills and competencies, and references.
- _____ Participant has prepared a cover letter for the resume that meets all requirements.

Completing Job Application

- _____ Participant has completed application(s) and adequately meets all requirements for appearance, content, following directions completely, accuracy of spelling, grammar, etc.

Handling Job Interview: Participant demonstrates job interviewing skills in mock interviews as measured by the following indicators.

- _____ Showing proper respect by being on time, well-groomed, and appropriately dressed, and maintaining appropriate demeanor during the interview.
- _____ Reacting appropriately to directions from interviewer.
- _____ Responding to interviewer in a manner not emotionally charged or biased.
- _____ Responding in direct, concise, and complete, but not closed-ended fashion.
- _____ Distributing speaking and listening time appropriately.
- _____ Giving relevant facts about self, emphasizing what a he/she has to offer the position/firm, and stating relevant qualifications or experience in convincing way, underscoring interest in the job.
- _____ Avoiding mentioning personal weaknesses and making negative statements.
- _____ Expressing self clearly and confidently, speaking firmly yet politely and using a pleasant tone of voice.
- _____ Retraining from cursing or using slang or street expressions during the interview.
- _____ Asking appropriate and relevant questions about the job, company, benefits, and/or working conditions.
- _____ Maintaining good eye contact with the interviewer.
- _____ Avoiding annoying mannerisms, poor body posture, and negative conduct.
- _____ Exhibiting social skills throughout the interview process by beginning with a positive greeting and a firm handshake, being cordial and receptive to interviewer, asking permission to call back about the interviewer's decision, and exiting with a friendly thank you, handshake, and farewell.

Counselor's Signature _____ Date _____

Comments _____

This evaluation has been discussed with me.

Participant's Signature _____ Date _____

WORK MATURITY SKILLS EVALUATION FORM

Evaluation No.	
1 _____	2 _____
3 _____	4 _____

Participant's Name _____ Social Security # _____

S.P. _____ Counselor _____ Tel. # _____

Worksite Name/Address _____

Worksite Supervisor's Name (Print) _____ Tel. # _____

Punctuality

Attendance

Appearance

- ___ Personal Hygiene
- ___ Appropriate Clothing
- ___ Neatness

Positive Attitude/Behavior

- ___ Willingness to work
- ___ Exhibiting confidence and enthusiasm, pride in work
- ___ Being attentive
- ___ Exhibiting dedication, conscientiousness, being dependable, following through, requesting additional work, volunteering
- ___ Acknowledging errors/mistakes, maintaining effort in spite of set-backs, exhibiting patience
- ___ Accepting criticism and guidance
- ___ Abstaining from abusive and violent actions

Interpersonal Relations

- ___ Giving help to co-workers if requested and asking assistance from co-workers, if needed
- ___ Following rules of the workplace
- ___ Dealing with co-workers courteously/politely, exhibiting sensitivity, getting along with others
- ___ Using diplomacy in workplace situations, using discretion
- ___ Exhibiting loyalty
- ___ Using correct chain of command, working within "pecking order"
- ___ Working as a team member
- ___ Working under close supervision
- ___ Showing respect for supervisor and accepting feedback from supervisor
- ___ Showing respect for coworkers, customers, exhibiting sensitivity

Task Completion

- ___ Following directions
- ___ Seeking clarification and assistance as needed
- ___ Working within "chain of command" as a team member or on own, as appropriate
- ___ Prioritizing the tasks involved in assignments
- ___ Completing tasks in a timely manner
- ___ Completing tasks in a thorough manner
- ___ Working under pressure and adapting to new/different circumstances
- ___ Performing equal share of work and giving extra effort when needed
- ___ Functioning without being easily distracted
- ___ Admitting mistakes and continuing to try in spite of setbacks
- ___ Stopping work only at proper times
- ___ Working independently and displaying good judgment
- ___ Keeping personal life from interfering with work
- ___ Keeping work area and equipment clean and safe

Rating	Defined as Exhibiting Acceptable (or Better) Behavior on This Trait % of Time Noted Below
5 =	91-100%
4 =	81- 90%
3 =	71- 80%
2 =	61- 70%
1 =	0- 60%

Supervisor's/Instructor's Signature _____ Date _____

Comments _____

This evaluation has been discussed with me.

Participant's Signature _____ Date _____

Counselor's Signature _____ Date _____