



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

YOUTH COUNCIL MEETING

**Tuesday, October 14, 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. June 13, 2008
 - B. August 12, 2008
 - C. September 15, 2008
3. Youth Performance Measures/ Balance Scorecard
4. Career and Technical Initiative -Update

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2.A.

SFWIB - Youth Council

October 14, 2008

Minutes of SFWIB Youth Council Meeting June 13, 2008

South Florida Workforce Investment Board
 Youth Council Meeting
 June 13, 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 NOT IN ATTENDANCE	OTHER ATTENDEES
1. Clarence Brown 2. Gilda Ferradaz 3. Fred Frost 4. Regina Giles, <i>Chairperson</i> 5. Dr. Donna Jennings 6. Alex Rodriguez-Roig 7. Pedro Rodriguez	8. Ray Castellanos 9. Jocelyn Davis 10. Rolando Moreno 11. James Morrison 12. Wansley Walters 13. Zahraa Younis SFWIB STAFF Barreau, Raphaelle Beasley, Rick Glancy, Anne Kistner, Ken Morgan, Myria Pierre, Linda Quinones, Dulce Shorter, Pat	Cepeda, Margarita – <i>Unidad</i> Daughtrey, Sylvia – <i>Youth Co-Op, Inc.</i> Ingle, Anthony – <i>Youth Co-Op, Inc.</i> Marti, Sergio – <i>Miami-Dade County Public Schools</i> Martin, Marisol – <i>Youth Co-Op, Inc.</i> Milian, Delia – <i>City of Hialeah</i> Oller, Virama – <i>Transition, Inc.</i> Pichardo, Jorge – <i>Youth Co-Op, Inc.</i> Rabitto, Catherine – <i>Easter Seals</i> Rodriguez, Maria – <i>Youth Co-Op, Inc.</i> Someillan, Ana – <i>AMO</i> Vidal, Monica – <i>Community Coalition, Inc.</i>

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

1. Call to Order and Introductions

Ms. Regina Giles, Youth Council Chairperson, call the meeting to order with introductions of those present. Ms. Giles welcomed newly appointed Miami Dade College representative to the Council, Dr. Donna Jennings who is replacing Dr. Stephanie Etter.

2. Approval of Youth Council Meeting Minutes of:

A. March 18, 2008

B. April 8, 2008

C. May 13, 2008

Fred Frost moved approval of the Youth Council Meeting Minutes of March, 18, 2008, April 8, 2008 and May 13, 2008 as presented. The motion was seconded by Clarence Brown and approved.

3. Summer Youth Employment Update: Work Opportunity Tax Credit (WOTC) Initiative (Information Item)

Rick Beasley, Executive Director of the South Florida Workforce Investment Board asked Myria Morgan, Youth Program Coordinator to present.

Ms. Morgan stated that as the result of the State recognizing 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 as well as 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).

Ms. Morgan called the Council's attention to brochures that were prepared for mass mailing to employers and chambers of commerce to encourage the hiring of youth in our community.

The incentives to private sector employers are provided to encourage them to hire youth from age 16 but not who have not yet reached 18 years of age living in a designated Empowerment Zone within Miami-Dade County and they are: 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.

Ms. Morgan informed the Council that after a recent review, the State has changed the maximum tax credit for each youth employed from \$2,400 to \$1,200.

Mr. Beasley praised SFWIB staff for the high quality design of the Brochure which was developed completely in house.

4. Florida International University (FIU) Informal Resolution Conference Update

Mr. Beasley reminded the Council that at its' May 13, 2008, meeting the Council came to a consensus that FIU be permitted additional 30 days to work with SFWIB staff to determine the necessary required documentation to fulfill the due diligence and to provide such documentation to SFWIB. As of June 9, 2008, staff has not received any of the required supporting documentation.

As a result, SFWIB staff recommends FIU be removed from funding consideration and to allocate those funds to existing youth providers under the Children's' Trust Funding. The dollars need to be allocated and used by September 2008.

Clarence Brown moved approval not to fund FIU and to reallocate funds under the Youth Services/TCT funding. The motion was seconded by Pedro Rodriguez and approved.

5. Allocation of Temporary Assistance to Needy Families (TANF) Funds

Mr. Beasley described for the Council the recommendation for the approval of an allocation not to exceed \$185,153.00 in unobligated Temporary Assistance to Needy Families (TANF) funds be allocated to purchase scholarships for Take Stock in Children and the 5,000 Role Models of Excellence Program as follows:

- Take Stock in Children \$92,576.50
- 5,000 Role Models of Excellence \$92,576.50

Mr. Beasley added that the funds would need to be allocated or they will need to be returned to the State.

Pedro Rodriguez asked how many youth would be served. Mr. Beasley responded that staff will have the correct number of youth that will be served at the next meeting.

Clarence Brown moved approval to allocate unobligated TANF funding to Take Stock in Children and 5,000 Role models of Excellence as recommended by staff. The motion was seconded by Alex Rodriguez –Roig and approved.

6. Youth Services RFP Actions

Mr. Beasley reported that on May 20, 2008, a Request for Proposals (RFP) for Youth Services for the period July 1, 2008 through June 30, 2009 was released to the community. A total of 12 agencies responded to the RFP.

Staff reviewed the submissions based on the criteria detailed in the RFP. A total of five agencies were disqualified from consideration for failing to meet the due diligence requirements.

Historically, 80 points was the minimum score for consideration for funding. The results of the proposal review session were that most providers' scores were below the required 80 points. Mr. Beasley blamed the outcome on the short turn around time that was allotted for proposals to be submitted and the short turn around time staff had to review the proposals. Staff wants to ensure that we fund agencies that provide high quality service to this community, and as such the minimum standards will not be lowered.

As a result of the review session findings, staff recommends that the Youth Services RFP be declared a failed procurement, that current provider contracts be extended 3 months and that a revised RFP with new time frames be re-issued to the community.

Fred Frost moved approval of staff recommendations for the Youth Services RFP to be declared a failed procurement. The motion was seconded by Dr. Donna Jennings.

Clarence Brown amended the motion to also include that current provider contracts be extended 3 months so that a revised RFP with new time frames be re-issued to the community. Mr. Frost accepted the amendment which was seconded by Dr. Jennings and approved.

Mr. Beasley reported that SFWIB has applied for two (2) Grants to the US Department of Labor:

- \$2 million in partnership with AWI
- \$1.1 in partnership with Miami Dade County/Department of Corrections

Mr. Beasley announced that in conjunction with the US Conference of Mayors upcoming 76th Annual meeting sponsorship pledges were being sought from SFWIB Board members. The conference was scheduled to take place at the Intercontinental Hotel, here in Miami from June 20 – 24th, 2008.

The meeting adjourned at 2:10pm.



2.B.

SFWIB - Youth Council

October 14, 2008

**Minutes of SFWIB Youth Council Meeting
August 12, 2008**

South Florida Workforce Investment Board
 Youth Council Meeting
 August 12, 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. Donna Jennings 4. Pedro Rodriguez 5. Alex Rodriguez-Roig OTHER SFWIB MEMBERS IN ATTENDANCE Edward Margolis, <i>SFWIB Chairperson</i> Carlos Manrique	6. Ray Castellanos 7. Gilda Ferradaz 8. Fred Frost 9. Rolando Moreno 10. James Morrison 11. Wansley Walters 12. Zahraa Younis	Morales, Martin – <i>Transition, Inc.</i> Mitchell, Carlana – <i>Miami-Dade County Public Schools (MDCPS)</i> Barroso, Lupe – <i>Cuban American National Conference (CANC)</i> SFWIB 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, Council Chairperson, called the meeting to order at 1:52 p.m. She noted that a quorum had not been achieved, and asked for introductions of those present.

2. Approval of Youth Council Meeting Minutes of June 13, 2008

Ms. Giles noted that as the quorum had not been achieved the minutes could not be approved.

3. Youth Performance Discussion

The Executive Director, Mr. Rick Beasley introduced Youth Programs Director, Ms. Myria Morgan who gave an overview of the performance of the Region’s Youth Service Providers, and referred to the table *Youth Program 2007-2008 Year to Date Performance* dated August 6, 2008.

Ms. Morgan noted that the total performance percentages exceeded the standard percentages, although not all Providers attained the standard percentages.

There was discussion concerning ways to improve the performance levels; ways to maintain performance levels; and ways to exceed performance levels.

Ms. Giles asked for a report of

Mr. Beasley recommended that SFWIB decide on meaningful performance measures to measure how effective we are.

Ms. Morgan commented that re-training sessions have been scheduled.

There was discussion regarding the Youth contracts which are not performance based, and methods to rate the effectiveness of the programs.

[Mr. Rodriguez-Roig arrived.]

Mr. Manrique noted that the participants in the Stay-in-School Program do not necessarily graduate because more than test scores are required.

It was noted by Mr. Pedro Rodriguez that currently providers might spend all their funds on one client. He added a recommendation that Service Providers be permitted to remove those youth not achieving so as to make room for motivated youth. He added that the important information is the number of people succeeded in the program, not just the number enrolled.

Mr. Margolis commented that the report shows that SFWIB served a total of 3,200 youth. Mr. Beasley noted various issues to be dealt with and stressed that SFWIB will serve everyone with no "cherry picking." Mr. Rodriguez-Roig suggested that the proposers need to know that the goal is and have SFWIB discuss with the Providers to establish achievable benchmarks. Ms. Giles noted that the contract should be structured so that at the end of the school year the students who have achieved certain goals are able to perform as a result of SFWIB's intervention.

Mr. Manrique commented that that process applies to in-school youth, and the Council could consider concentrating on schools that have failed three times, as they are in greatest need.

Mr. Brown commented that if providers have been achieving goals, but they have difficulty with a portion of their responsibility, then that should be part of their performance criteria for payment. We need to prove that actions have been taken so that actions may be measured.

Ms. Giles commented that the contracts must include more substance.

Mr. Beasley noted that rates may be manipulated, but he would like to focus on out-of-school youth, the disabled youth, youth aging out of foster care, and the Department of Juvenile Justice (DJJ). The measures developed would meet the federal requirements. The measures created would align with federal requirements.

Ms. Giles suggested that the Council members meet with staff to clearly delineate ideas regarding performance standards, score cards, specific indicators for success, particularly out-of-school youth, and youth aging out of foster care.

Mr. Beasley responded that a Youth Council workshop would be arranged to include staff, service partners, Council members, and successful participants. Mr. Manrique offered to include school Principals as well.

4. Career Exploration Discussion

Mr. Beasley noted that SFWIB staff would like declare October as October Career Awareness Month and to host several Career Exploration Events during the month of October in communities throughout Miami-Dade County, which would provide career awareness and apprenticeship opportunities to both in and out-of-school youth and Dislocated Workers. A tentative schedule of events will be presented for the Council's review.

Mr. Beasley added that various career opportunities would be targeted, such as vocational schools, Miami Dade College, training centers, trade organizations, information technology providers, and healthcare organizations. This is an opportunity to market these careers.

Ms. Giles noted that it is the pleasure of the Council.

5. ABC Institute

Mr. Beasley reported that pre-employment apprenticeship programs may be a benefit to SFWIB, and introduced Ms. Ruth Torado of the *Associated Builders & Contractors Institute*, a non-profit organization. Includes electrical, plumbing, HVAC, sprinkler systems and are funded by Miami Dade College.

Students may attend the pre-employment apprenticeship program for a year for free, but they must pay for their books.

She noted that there are a few youthful offenders in the program who are doing well. There were suggestions to include Dade County Public School students during the day, as well as students from associations the Council members may be involved with.

Mr. Beasley noted that he had conversations with Council member, Mr. Fred Frost, as well as Mr. Bill Riley concerning the construction industry as it relates to career exploration and new career opportunities for dislocated workers.

Mr. Margolis commented that Miami-Dade County is fragmented in the effort to receive funding from the State.

Mr. Beasley commented that not all students go to college and a process is necessary to expose all youth to all options available. Career Centers may refer students to apprenticeship programs.

[Mr. Margolis and Mr. Rodriguez left.]

6. Jobs for Florida Graduates

Mr. Beasley introduced Ms. Heather Beaven, President of Jobs for Florida's Graduates, Inc. and Ms. Coleen Conklin Vice President of Operations, who gave an overview of the Jobs for America's Graduates (JAG) and Jobs for Florida's Graduates (JFG) programs whose mission is to keep young people in school through graduation and provide work-based learning experiences that will lead to career advancement opportunities or to enroll in a postsecondary institution that leads to a rewarding career. JFG strives to help academically uninvolved students understand the link between educational success and vocational fulfillment, thereby becoming the CEO of their own lives.

Ms. Giles noted that this is her passion.

The meeting adjourned at 3:34pm.



2.C.

SFWIB - Youth Council

October 14, 2008

**Minutes of SFWIB Youth Council Meeting
September 15, 2008**

South Florida Workforce Investment Board
Youth Council Meeting
September 15, 2008, at 1:30 P.M.
South Florida Workforce Investment Board Headquarters
7300 Corporate Center Drive, 5th Floor - Conference Room 3
Miami, Florida 33126

<p>YOUTH COUNCIL MEMBERS IN ATTENDANCE</p> <ol style="list-style-type: none"> 1. Regina Giles, <i>Chairperson</i> 2. Clarence Brown 3. Gilda Ferradaz 4. Donna Jennings 5. Rolando Moreno 6. Pedro Rodriguez <p>OTHER SFWIB MEMBERS IN ATTENDANCE</p> <p>YOUTH COUNCIL MEMBERS <u>NOT</u> IN ATTENDANCE</p> <ol style="list-style-type: none"> 7. Ray Castellanos 8. Fred Frost 9. James Morrison 10. Alex Rodriguez-Roig 11. Wansley Walters 12. Zahraa Younis 	<p>OTHER ATTENDEES</p> <p>Barroso, Lupe – <i>Cuban American National Conference (CANC)</i></p> <p>Cepeda-Leonardo, Margarita – <i>Unidad</i></p> <p>Conde, W. – <i>Unidad</i></p> <p>Heit, David E. – <i>Youth Co-op, Inc.</i></p> <p>Ingle, Anthony – <i>Youth Co-op, Inc.</i></p> <p>Marti, Sergio – <i>Miami-Dade County Public Schools</i></p> <p>Menendez, Mirizza – <i>Unidad</i></p> <p>Milian, Dalia – <i>City of Hialeah</i></p> <p>Milian, Delia – <i>City of Hialeah</i></p> <p>Oller, Virama, – <i>Transition, Inc.</i></p> <p>Rabbito, Catherine – <i>Easter Seals</i></p> <p>Rodriguez, Maria – <i>Youth Co-op, Inc.</i></p> <p>Silverstein, Myra – <i>Easter Seals</i></p> <p>Someillon, Ana – <i>Adults Mankind Org.</i></p> <p>Velez, Paulina – <i>Youth Co-op, Inc.</i></p> <p>Walker, Wanda – <i>Community Action Agency</i></p>	<p>SFWIB STAFF</p> <p>Beasley, Rick</p> <p>Alonso, Gustavo</p> <p>Glancy, Anne</p> <p>Kistner, Ken</p> <p>Morgan, Myria</p> <p>Pierre, Linda</p> <p>Quiñones, Dulce</p>
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Note: Agenda items are listed in the order in which they were discussed.

1. Call to Order and Introductions

Ms. Regina Giles, Council Chairperson, called the meeting to order at 1:44 p.m. She noted that a quorum had not been achieved, and asked for introductions of those present.

2. Approval of Youth Council Meeting Minutes of August 12, 2008

Ms. Giles noted that as the quorum had not been achieved the minutes could not be approved.

It was noted by Dr. Donna Jennings that the June 13, 2008, minutes must be corrected by adding “million” on item 6 on page 3, the second bullet. It should read “\$1.1 million in partnership with Miami Dade County/Department of Corrections.”

3. Youth Performance Measures/ Balanced Scorecard

Mr. Beasley noted that at the August 12, 2008, Youth Council meeting, members requested that SFWIB staff research and develop performance measures for the SFWIB youth program, and draft

measures were presented for discussion. He introduced Ms. Myria Morgan who presented a summary of the Region's Youth Performance measures definitions and formula sheet.

Ms. Giles noted that discussions had centered on establishing succinct measures for in-school youth and out-of-school youth that are simple to understand, and do not include rates, but the actual numbers.

Mr. Beasley commented that for in-school youth there is only one objective and that is to graduate. For the out-of-school youth the goal is to return the person to the program to get a G.E.D. or to enter a drop-out recovery program.

Mr. Clarence Brown asked if there was anything else to consider in attaining a diploma. You must show up, so is attendance tracked. Ms. Morgan responded that attendance information is tracked, and is available to SFWIB to report, although other information must be provided by the partners.

Mr. Brown added that the final goal is graduation, but are interim goals being tracked. Mr. Rodriguez suggested other data to track such as test scores. Ultimate goal is graduation or G.E.D. and these other things are strategies to achieve the goal.

Mr. Brown commented that real numbers should be used and not rates, and SFWIB needs to be able to measure what Youth Providers are doing in case management.

Staff will flesh it out a little more.

4. Career and Technical Initiative -Update

Mr. Beasley informed the Council that at the September 4, 2008, Executive Committee meeting members agreed that the Youth Council would take the lead in developing an awareness campaign for the Career and Technical Education (CTE) initiative.

Based on the State of the Workforce Report, SFWIB in partnership with the Beacon Council, South Florida Unions and South Florida's training partners should develop a number of publications and initiatives that will assist the communities of the South Florida Workforce Region enhance their education transformation around the Career and Technical Education (CTE) needs of their employers. A number of communities are leading the way with new models that reflect what the business community expects—all students should be prepared to enter postsecondary education or the workforce.

The CTE Project & Initiatives Projects Include: hosting a CTE Expo for South Florida Workforce Region; developing CTE publications for the business community and youth; connecting the business community to the National Advisory Committees for the 16 career clusters; and developing a CTE training program for Dislocated Workers and Youth.

Mr. Beasley added that Mr. Edward Margolis, SFWIB Chairperson wanted to encourage Mr. Fred Frost and Dr. Donna Jennings to lead this initiative. Mr. Frost was not present, but Dr. Jennings agreed to work with Mr. Frost on the initiative.

5. Youth Services RFP Actions

Ms. Giles noted that there was no quorum, but there were sufficient Members present for a consensus to move this item to the full Board.

There followed discussion as to the scoring, and the decision that SFWIB would not accept scores lower than 80.

Mr. Beasley offered that the Council could recommend that the lowering of the minimum score be accepted for this particular RFP and he added that the Council could track the performance.

There followed conversation regarding the negative precedent. It was noted that no proposals submitted as a result of the failed RFP had scores of 70 points.

Mr. Brown requested that staff do outreach for populations not being served by SFWIB.

SFWIB Youth Council Minutes

September 15, 2008

Page 3 of 3

Ms. Giles suggested that a workshop be set up for prospective proposers for future RFPs to encourage more providers to submit.

The meeting adjourned at 1:52 pm.



3.

SFWIB - Youth Council

October 14, 2008

**Youth Performance Measure/ Balance
Scorecard**

Discussion Item

BACKGROUND

At the September 15, 2008, Youth Council meeting, members requested that staff provide detailed definitions on Youth performance measures for PY 2007-2008.

Attached for the Committee's review is the revised Region's Youth Performance measures definitions.

Attachments



4.

SFWIB - Youth Council

October 14, 2008

Career and Technical Initiative- Update

PRESENTATION / DISCUSSION

The Career Pathways Consortium is a newly formed partnership between Miami-Dade County Public Schools and Miami Dade College that is committed to increasing the graduation rate and employability of our students.

The work of the Career Pathways Consortium can assist the CTE committee meet the objective of linking the business community with the 16 Career Clusters.

Basic Premise

Students participating in Career Pathways will be more focused and motivated to learn from others when they have a better understanding of the relevance of the academic courses they take, and how those courses relate to their career aspirations.

Objectives

- Build up, expand, and promote Career Pathways to assist students in transitioning from secondary to postsecondary education and into careers
- Develop and implement comprehensive articulation agreements for students enrolled in their respective school district and service areas
- Provide greater opportunities for students to participate in advanced level courses

Targeted Programs of Study for 2008-09

- Practical Nursing
- International Business and Finance
- Information Technology
- Early Childhood Education/Teacher Education
- Hospitality and Tourism
- Drafting/Interior Design

BACKGROUND

The SFWIB is implementing a Career and Technical Initiative to enhance career awareness in technical occupations, as well as, design training programs to meet the projected occupation demands for the Region. A committee has been formed to meet the following objectives:

- Hosting a CTE Expo for South Florida Workforce Region
- Developing CTE publications for the business community and youth
- Connecting the business community to the National Advisory Committees for the 16 career clusters
- Developing a CTE training program for Dislocated Workers and Youth