



Career Pathways Committee

CareerSource Tampa Bay

Jul 12, 2023 9:00 AM - 10:00 AM EDT

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A. Next Meeting: October 11, 2023



Career Pathways Committee Minutes

CareerSource Tampa Bay
Apr 19, 2023 at 9:00 AM EDT

Board Members Attendance

Present:

Members: Felicia Bell (remote), Graham Hadley (remote), Roy Sweatman (remote), Elizabeth Gutierrez (remote), Robert Blount, III (remote), Thayne Swenson (remote)

Absent:

Members: Rugina Castillo, April Neumann

Staff Attendance

Present:

Members: Saleema Bennett (remote), Rich Beynon (remote), Leondra Foster (remote), Kay Jefferson (remote), Don Shepherd (remote), Dr. Byron Clayton (remote), Anna Munro (remote), Tammy Stahlgren (remote), Doug Tobin (remote), April Torregiante (remote), Michelle Zieziula (remote)

Board Liaison

Present:

Members: Jonathan Wolf (remote)

I. Call to Order, Roll Call and Welcome (Presenters: Elizabeth Gutierrez)

Elizabeth Gutierrez called the meeting to order at 9:01 a.m. There was a quorum present.

II. Public Comments

There were none.

III. Action Item

A. Approval of Minutes - January 18, 2023 Career Pathway Committee Meeting Minutes (Presenters: Elizabeth Gutierrez)

Motion:

To approve the minutes of January 18, 2023, Career Pathways Committee Meeting.

Motion moved by Roy Sweatman and motion seconded by Thayne Swenson.
Motion carried.

IV. Discussion Items (Presenters: Dr. Byron Clayton)

A. Project Updates (Presenters: Dr. Byron Clayton)

Update on the progress of the eight on-going projects and provided information to follow-up a discussion topic raised by a committee member in our previous meeting.

B. On-site Workshops (Presenters: Dr. Byron Clayton)

Discussion occurred about the three on-site workshops that we are developing for Hillsborough County Public Schools and Hillsborough Community College.

1. Career Journey Workshop

We just completed a very successful pilot in two Hillsborough County high schools. There was great engagement with students and teachers. We received suggestions on how to get the students more engaged.

2. Job Quality Workshop

We presented the learning objectives and curriculum outline to HCC and they have agreed to pilot it at their Plant City campus.

3. Living Wage Workshop

We are working with HCPS leadership to potentially include it as a part of the new financial literacy course that all high school students will be required to pass in order to graduate. We are currently waiting for the standards from the state.

4. On-Site Workshops Discussion

Discussion occurred on who we should target next, and what's the most efficient way to increase awareness of these different populations.

- High school students.
- Ex-offenders.
- New Americans.
- Post secondary schools like HCC.
- Possibly partnering with Future Career Academy.
- Department of Juvenile Justice population.
- Hillsborough Counties Health Department is looking at a step down unit, in partnership with the Hillsborough County sheriff's office.

Discussion on, "What does success look like."

- People coming out of workshops feeling inspired or having a new way of thinking.
- Track Workshops - pre & post surveys.

- Taking Action - Create a QR code for students to scan to request more information.
- The biggest obstacle is a mindset that prevents individuals from taking action is, our challenge is getting people to think differently.
- We talked about all the different pathways we can use to connect people to those services.

V. Adjournment

The meeting adjourned at 10:02 a.m.

Minutes prepared by Tammy Stahlgren, Administrative Services Coordinator.

DRAFT

1. Call to Order, Roll Call and Welcome
2. Public Comments
3. Approval of Minutes - April 19, 2023, Meeting
4. Discussion Item – State of CSTB Partnership with HCPS
 - a. Impact of HCPS Leadership Changes
 - b. Importance of Partnering with HCPS
 - c. Data Sharing Agreement
 - d. In-Class Workshops
 - e. Engaging Specific Student Populations
5. Adjournment
 - a. Next Career Pathways Committee Meeting – October 11, 2023

Importance of Partnering with HCPS



1. Size of Pipeline - Over 224,000 students makes HCPS the 3rd largest school district in Florida and 7th largest in the United States.
2. Diversity of Pipeline - According to [Niche](#), HCPS is the most diverse school district in Florida. See below for the breakdown from the [HCPS website](#).

| | | |
|-------------------|----------------|----------------|
| Hispanic – 37.98% | White – 30.23% | Black – 20.55 |
| Multi – 6.42% | Asian – 4.65% | Indian – 0.17% |

3. Need – According to an [ABC Action News article](#), the percentage of students eligible for free and reduced lunch increased from 66% to 84% for the 2022-23 school year.

Data Sharing Agreement



A data sharing agreement between HCPS and CSTB was signed and executed on June 8, 2023. It allows HCPS to provide the following information to CSTB.

- Information regarding students participating in CSTB programs (17 data points).
- Information regarding students completing CTE courses and certifications (15 data points) .
- Information regarding students who have withdrawn or left HCPS schools without a diploma (12 data points)

Successful Pilot

- 49 Newsome & 25 Brandon students; 51 11th & 23 12th.
- Pre and post surveys given to students.
- CSTB instructor and observer engaged /w students.
- Follow-up requests: Newsome 49% & Brandon 12%

What We Learned

- Students and teachers were highly engaged.
- Student feedback was very positive.
- Career Planning info reinforced AVID curriculum.
- Career Reality info resonated with students the most.

Next Steps

- Customize Career Journey Workshop for juniors.
- Customize Career Journey Workshop for seniors.
- Pilot Living Wage Workshop with AVID students.
- Open up to all AVID coordinators in October 2023.

Engaging Specific Student Populations



1. AVID population – Via partnership with AVID leadership.
2. DJJ (Dept. of Juvenile Justice) population – Via partnerships with BAYS, Safe and Sound, and Florida DJJ.
3. HCPS withdrawals and students with Certificates of Completion – Via lists provided by Data Sharing Agreement.
4. CTE (Career and Technical Education) population – Via lists provided by Data Sharing Agreement
5. General population – Via Living Wage Workshop integration into mandatory financial literacy course.

We plan to conduct workshops for AVID students first, followed by DJJ, Withdrawals, CTE, then the general student population.

1. Should we consider a different order?
2. Are there any others you would recommend.?
3. Should we conduct workshops for 9th thru 12th grades?





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