



Career Pathways Committee

CareerSource Tampa Bay

Jan 10, 2024 9:00 AM - 10:00 AM EST

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A. Next Meeting: April 10, 2024



Career Pathways Committee Minutes

CareerSource Tampa Bay
Oct 11, 2023 at 9:00 AM EDT

Attendance

Present:

Members: Felicia Bell (remote), Rugina Castillo (remote), Robert Blount, III (remote), April Neumann (remote), Thayne Swenson (remote)

Absent:

Members: Roy Sweatman, Elizabeth Gutierrez

Staff Attendance

Present:

Members: Rich Beynon (remote), Leondra Foster (remote), Chad Kunerth (remote), Dr. Byron Clayton (remote), Tammy Stahlgren (remote), Doug Tobin (remote), Mrs. . April Torregiante (remote)

Guests: Kiani Bowman (remote), Paul Casebolt (remote), Maritza Morales (remote)

- I. Call to Order, Roll Call and Welcome (Presenters: April Neumann)
April Neumann called the meeting to order at 9:02 a.m. There was a quorum present.
- II. Public Comments
There were none.
- III. Action Item
 - A. Approval of Minutes - July 12, 2023, Career Pathway Committee Meeting Minutes (Presenters: April Neumann)
Motion:
To approve the minutes of July 12, 2023, Career Pathway Committee meeting minutes.

Motion moved by Thayne Swenson and motion seconded by Rugina Castillo.
Motion carried.
- IV. Discussion Items (Presenters: Dr. Byron Clayton)
 - A. Project Updates - 11 Projects (Presenters: Dr. Byron Clayton)
Dr. Byron Clayton provided detailed updates on the progress of the eleven projects they are working on, including the Career Pathways Portal, Career Journey Workshops, Living Wage Workshop, Job Quality Workshops, and the

Alliance for Workforce Innovation. He also updated the team on the Credit for Prior Learning project, which is designed to create a pathway for job seekers to get credit for specific courses in online training programs for prior non-credit training and shorten the time it takes to get a certificate or degree. Dr. Clayton also provided an update on the completed research and projects, as well as several new projects and partnerships.

B. Real - Time Poll - 1st, 2nd, and 3rd Priorities? (Presenters: Dr. Byron Clayton)

Dr. Byron Clayton presented three initiatives and sought the opinion of the participants on prioritizing them. The initiatives were Career Journey Workshops, Alliance for Workforce Innovation, and a workshop series for DJJ Youth. The participants voted in a poll, and the results showed that Career Journey Workshops were the most preferred initiatives, followed by DJJ Youth, and Alliance for Workforce Innovation. The group agreed that the Career Journey Workshops were the most urgent, followed by the DJJ youth and the Alliance for Workforce Innovation for Employees.

Action Items:

- Dr. Byron Clayton will reach out to the Department of Juvenile Justice to discuss the workshop series for DJJ youth.
- Dr. Byron Clayton will schedule a meeting with Regina to discuss partnership opportunities with DJJ programs.
- Dr. Byron Clayton will explore the possibility of partnering with the Able Trust to address employment for individuals with intellectual disabilities, and Career Source staff will attend the meet and greet with the Able Trust on October 18th.

V. Adjournment

The meeting was adjourned at 9:54 a.m.

Minutes prepared by Tammy Stahlgren, Administrative Services Coordinator.

Agenda



1. Call to Order, Roll Call and Welcome
2. Public Comments
3. Approval of Minutes - October 11, 2023 Meeting
4. Discussion Items
 - a. Evolution of Workshops Based on Observations and Feedback
 - b. Career Success Workshops for AVID Students
 - c. Career Success Workshops for DJJ Youth
5. Adjournment
 - a. Next Career Pathways Committee Meeting – April 10, 2024

Evolution of Workshops Based on Observations and Feedback



1. Name: Career Success Workshops
 - ☐ Umbrella name for workshops consisting of various career success components such as exploration, planning, job quality, and navigating barriers, customized to fit specific target populations.
 - ☐ Do you think this a good umbrella term? Why or why not?
2. Goal: To help youth and adults believe that they can take control of their career journeys, regardless of what life throws at them.
 - ☐ Provide relevant tools, strategies and resources.
 - ☐ Share real-life career journeys.
 - ☐ Is this a realistic goal? Why or why not?

Evolution of Workshops Based on Observations and Feedback



3. Career Success Workshop Components

- ☐ Career exploration – Identify and explore career options based on interests, skills and experience.
- ☐ Career planning – Learn how to develop career action plans and why it is so important.
- ☐ Career journey – Establish realistic expectations about one's career journey and understand strategies for navigating barriers.
- ☐ Job quality – Understand and prioritize what defines a “good job” for you.
- ☐ Which topic do you feel is most important?

Career Success Workshops for AVID Students



1. Seniors are now the primary target
 - ☐ Likely to need more CSTB services, sooner than juniors.
 - ☐ Expanded from one to two workshops, covering career planning and career journey.
2. Juniors are the secondary target
 - ☐ One workshop with emphasis on career exploration and planning with an emphasis on CSTB Summer Hires.
3. 2024 Spring Semester Schedule
 - ☐ 31 senior classes (62 workshops) across 23 high schools, including several junior classes.
 - ☐ Schedule starts January 22nd and ends February 29th.
 - ☐ “Framework Fridays” will allow students interested in CSTB programs and services to complete a pre-screen document.
 - ☐ Should seniors remain as our primary target?

Career Success Workshops for DJJ Youth



1. Two pilots consisting of three 60-minute sessions each
 - ☐ Held at DJJ Columbus Road facility in Hillsborough County.
 - ☐ First pilot consisted of 15 youth from general population (16+).
 - ☐ Second pilot consisted of 10 youth scheduled for transition within 90 days.
2. Content overview
 - ☐ Session 1 – Career Exploration
 - CSTB computers were brought into facility.
 - Career exploration via My Next Move to determine their Career Goal and Next Career Milestone.
 - Completed Employ Florida registration to prepare for transition.

2. Content overview (continued)

☐ Session 2 – Career Planning

- Provided with name tents and tags with desired occupation (Career Goal).
- Step-by-step creation of Career Action Plan to be uploaded to Employ Florida for use during transition.

☐ Session 3 – Career Journey

- Conducted deep dive into existing and potential career barriers.
- Explained the difference between career plans and career journeys.
- Learned how to take control of their career journeys.
- Prepared to connect to their personal support system, including their local CareerSource, during transition.

Career Success Workshops for DJJ Youth



3. Youth and staff feedback

Youth Feedback	Staff Feedback
Felt engaged & heard vs being lectured to	Student were highly engaged
Felt they were being trained on a real job from a real boss	No questions went unanswered, and youth left with a clear understanding
Wanted to expand, especially for career exploration & staff's career journeys	The content was meaningful and intentional
Enjoyed discussion about career barriers	Workshops utilized given time very well
Loved how we reinforced their career identity on their name tags	Truly appreciated the celebration which included staff as well
Valued being able to understand the content	The workshops created a buzz throughout the facility
Loved the celebration and feedback session	We need to create a VIP status for graduates at their local CareerSource

Career Success Workshops for DJJ Youth

4. Should we increase the number of sessions as requested knowing it will limit the number of youth served?





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