



# CareerSource Tampa Bay Youth Development Committee

**Date:** February 12, 2026 at 10:00 AM  
**Location:** Hybrid; 4350 W. Cypress Street,  
Suite 875 Tampa FL 33607

**Zoom Information** [Zoom Link](#)  
**Meeting ID:** 811 2755 5344  
**Passcode:** 138322  
**Dial-in-Number:** 1.305.224.1968

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# MISSION MOMENT

## AmRoc - Partner Spotlight

Foundation for Community Driven Innovation (AMRoC) has proven to be a highly supportive and youth-centered worksite partner. The owner (Ms. Terri Willingham) and staff members (Ms. Vicki and Mr. Clinton) are exceptionally hands-on, providing consistent guidance, mentorship, and encouragement to participants throughout their work experience.

One of our previous PWE participants, a youth with a disability, initially expressed uncertainty about her career interests and hesitated to begin her placement. After thoughtful recommendation and support from her Coaches, she agreed to complete her PWE at this worksite. Upon successful completion, the participant spoke very highly of her experience, shared that she enjoyed attending the worksite daily, and demonstrated increased confidence in her abilities.

Although the organization did not have funding to hire at the time, the participant was so positively impacted that she chose to continue volunteering after her PWE ended in order to remain engaged and contribute to the organization's mission. This speaks strongly to the inclusive, welcoming, and motivating environment AMRoC provides.

The Foundation for Community Driven Innovation (AMRoC) is a consistent partner, participating in both our year-round and Summer program. Youth leave this worksite having developed professional confidence, workplace readiness skills, teamwork, communication skills, problem-solving abilities, and a clearer understanding of their strengths and career interests.

This organization specializes in community-driven innovation, workforce development and providing hands-on exposure to collaborative project-based work that supports personal and professional



Equipment

All powered by



ROBOTICON TAMPA BAY

Visit [FFCDI.org](http://FFCDI.org) or [AMROCTampaBay.com](http://AMROCTampaBay.com) to learn more or donate.



### Donations to FCDI Make a Difference!



Your donations help support our youth STE entrepreneurship, sewing and other community programming at our AMRoC Fab Lab facility with general maintenance and operational costs. Every little bit helps!

The Advanced Manufacturing & Robotics Center (AMRoC) Fab Lab is a program of the

Foundation for Community Driven Innovation (FCDI). AMRoC aims to inspire personal empowerment through creative self-expression, entrepreneurship support and by bridging the manufacturing and industry talent gap through robust project-based engineering education and training.





## **Action Item**

### **Youth Development Committee Meeting Minutes**



## CareerSource Tampa Bay Youth Development Committee Minutes

CareerSource Tampa Bay  
11/6/2025 10:00 AMEST

@ Hybrid; 4350 W Cypress Street, Suite 875 Tampa FL 33607

### **Committee Members**

#### **Present:**

Members: Belinthia Berry, John Howell (remote), Shawn McDonnell (remote), Kenneth Williams (remote), Dr. Brian Mann (remote), Esther Sanni, Dr. Rebecca Sarlo, Orlando Temple (remote)

#### **Absent:**

Members: Warren Brooks, Roy Sweatman, Russell Williams, Chase Temple, Ocea Wynn

### CareerSource Tampa Bay Staff

#### **Present:**

Chad Kunerth (remote), Keidrian Kunkel (remote), Anna Munro (remote), Tammy Stahlgren, Doug Tobin, Conchita Canty-Jones, Leondra Foster, Michelle Moeller (remote), Lysandra Montijo (remote), Don Shepherd (remote), April Torregiante

#### I. Call to Order, Roll Call, and Welcome (Presenters: Esther Sanni)

Esther Sanni, Chair, called the meeting to order at 10:00 a.m. There was a quorum present.

#### II. Public Comments (Presenters: Esther Sanni)

There were none.

#### III. Action Items/Discussion Items

- A. Approval of Minutes - August 14, 2025, Youth Development Committee Mtg. (Presenters: Esther Sanni)

#### **Motion:**

To approve the minutes of the August 14, 2025, Youth Development Committee Meeting.

Motion moved by Belinthia Berry and motion seconded by Dr. Rebecca Sarlo.  
Motion carried.

B. Naming Convention Recommendation (Presenters: Doug Tobin)

The Youth Development Committee focused on rebranding youth programs to enhance their appeal and effectiveness, based on insights from a report by Vistra Communications. The current program names, such as Tampa Bay Hires, were deemed too generic, while "Summer Pays" emerged as a strong candidate due to its clarity and engaging acronym. The committee recognized the need for targeted branding that resonates with the youth demographic and discussed the importance of updating marketing materials to reflect these changes.

Motion:

To approve to adopt CareerSource Tampa Bay Youth Connection as the official year-round youth sub-brand, replacing the previous name Tampa Bay Hires.

Motion moved by Belinthia Berry and motion seconded by Orlando Temple.  
Motion carried.

Motion:

To approve summer youth program be officially branded as CareerSource Tampa Bay Summer PAYS — an acronym for Preparing Area Youth for Success. This will replace the previous name Tampa Bay Summer Hires.

Motion moved by Belinthia Berry and motion seconded by Dr. Rebecca Sarlo.  
Motion carried.

IV. Youth Initiative Planning Topics

A. My Journey Career Success Workshops (Presenters: Conchita Canty-Jones)

Conchita Canty-Jones provided an update on the My Journey Career Success Workshops, which now serve 1,300 students across 25 schools and have received positive feedback, particularly from participants in the Florida Department of Juvenile Justice.

Plans were discussed to extend the program to all high schools in Hillsborough County and to introduce a career accelerated pilot program. Conchita Canty-Jones also outlined efforts to expand services into Pinellas County, including partnerships with local organizations and a youth referral process for probation officers.

The committee discussed improving data collection to track program outcomes and ensure effective service delivery, as well as consolidating youth services across both counties with staff training and a centralized application process.

The committee recognized the growing demand for these workshops and emphasized the importance of youth engagement

*Refer to the agenda packet for the complete report.*

B. CSTB Youth Services Strategic Plan Update (Presenters: Leondra Foster)

Leondra Foster provided a high-level overview of the CSTB Youth Services Strategic Plan Update.

*Refer to the agenda packet for the complete report.*

V. Information Item

A. WIOA Youth Q4 PY2425 Primary Indicators of Performance (Presenters: Chad Kunerth)

Chad Kunerth reported that the Youth Program for PY 2024-2025 met or exceeded all five-performance metrics—exceeding four and meeting one at 99.75%.

*Refer to the agenda packet for the complete report.*

B. Youth Success Stories (Presenters: Leondra Foster)

Leondra Foster highlighted a youth success story, focusing on Ms. Lauren Benavidez, who gained valuable career exposure through paid work experience and is now pursuing advanced education.

*Refer to the agenda packet for her story.*

VI. Adjournment

The meeting adjourned at 11:11 a.m.

Minutes submitted by Tammy Stahlgren, Executive Administrative Assistant.

# MyJourney Career Success Workshops



## What They Are:



A career-focused, life skills workshop



Designed to address specific HCPS/DJJ needs

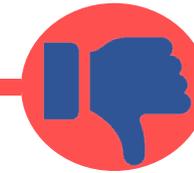


HC BOCC and DJJ funded; CSTB controlled



Demand driven; Logic model driven

## What They Aren't:



A jobs program



A career readiness program



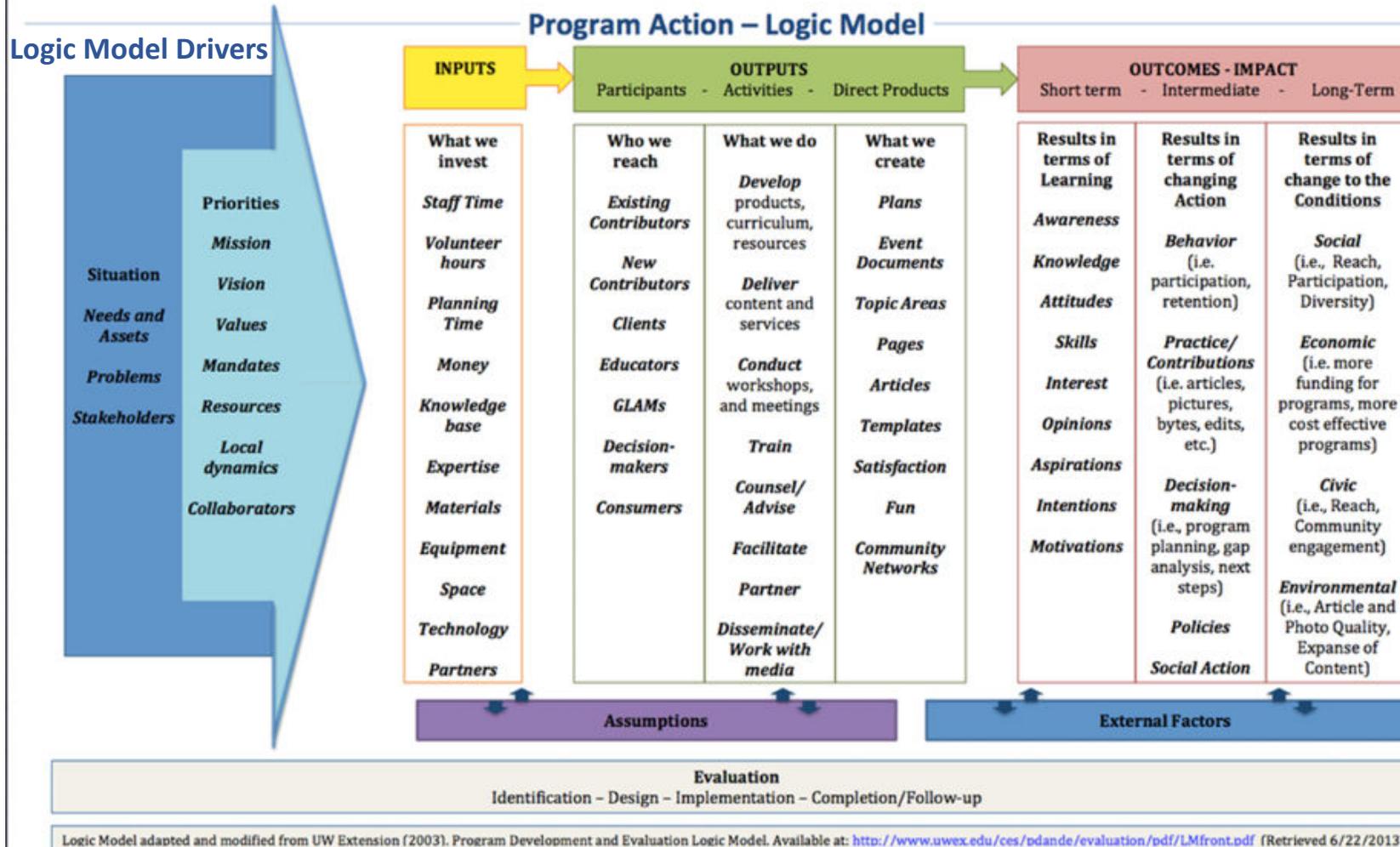
A jobs skills training program



WIOA, SNAP or TANF funded



# Logic Model Structure



Links:

[Kellogg Foundation Logic Model Development Guide](#)

[Wayne State University Logic Model Template](#)

# Logic Model Drivers



## Problem

- ❑ In general, high school youth believe their career plan will easily translate into career success, which is simply not true. For example, 70 – 80% of high school students believe they will attend college and graduate on-time. Statistics show that only 35% of high school graduates attend college full-time and finish within 150% of degree program length.

## Need

- ❑ Provide an **in-class workshop** to educate youth about what to expect from **real career journeys** so they don't panic, lose their way, or give up when life shows up. Provide resources, tools and techniques to help them take control of their career journeys.

## Solution

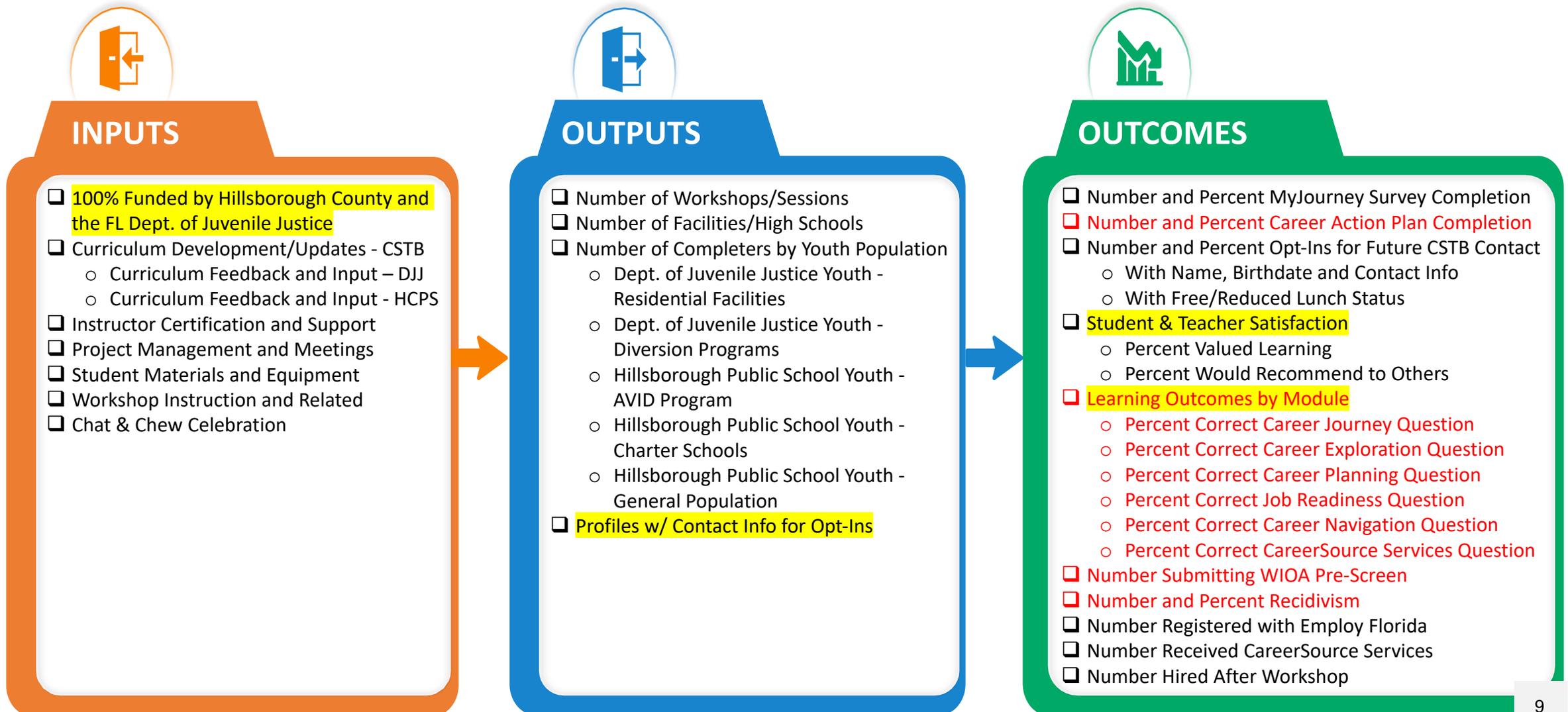
- ❑ Provide MyJourney Career Success Workshops to teach youth to “expect the unexpected” and how to use career exploration, career planning, job readiness, career navigation and CareerSource resources to take control of their career journeys over the long term. The workshop provides youth with resources, tools and techniques to overcome unforeseen challenges.

## Priorities

- ❑ To provide youth with a new perspective along with resources, tools and techniques to take control of their career journeys, in spite of life's challenges.
- ❑ To expose more youth to CareerSource programs and services as a resource for their short and long term career success.
- ❑ Become a **valued** partner of HCPS and DJJ so that they integrate MyJourney workshops in their career readiness expansion efforts. This will lead to additional opportunities for CareerSource over the long term.

# Logic Model

## MyJourney Career Success Workshops



Outcomes in RED are new for 2025-26.

# Leadership Satisfaction Updates



## **HCPS Leadership Satisfaction**

- ❑ Each school year, HCPS leadership and teachers **request** MyJourney workshops.
- ❑ For the 2025-26 school year, leadership and teachers requested MyJourney workshops for 27 high schools, 77 classes and over 1,800 students. This is the third straight year where requests increased versus the previous year.
- ❑ In addition, we were asked to take the first steps to integrate with their new career readiness platform, Xello.

## **DJJ Leadership Satisfaction**

- ❑ In response to feedback received from residential facility students and staff, DJJ leadership requested that CSTB provide MyJourney workshops to their residential facilities across Florida.
- ❑ In December 2025, CSTB received a purchase order for up to \$240,000 to provide MyJourney workshops to DJJ residential facilities across Florida.
- ❑ The funding was provided under the DJJ's Florida Youth College program, an expansion in their career readiness and training investments.

**My Journey Career Success Workshop**  
Take Control of Your Career Journey  
[Video Link](#)

# Youth Committee – Update



# Program Updates

## Message from Youth Program

CareerSource Tampa Bay appreciates your continued support and commitment to securing a bright future for the Tampa Bay area that incorporates the skills, ingenuity and innovation of our emerging workforce! We are currently planning our next year's initiative and developing new partnerships to better serve youth.

### Program Accomplishments:

- Centralized intake for all WIOA Youth program participants.
- SYEP Summer P.A.Y.S application has launched
- Career Exploration NFA has begun enrolling and serving in Hillsborough County
- Youth Staff have been relocated to Gulf to Bay office to begin serving in Pinellas County



# Planning Ahead

## Quick implementation roadmap

### Phase 1 — Launch (0–6 months)

- Stand up Single Intake pilot (one site + web form) and expand Summer P.A.Y.S. model to fall micro-internships.
  - PWE funding has been utilized to support program PWE internships year around in Pinellas County
  - 17 youth have attended Informational Session
  - More than 30 partnering employers have been identified
- Convene steering group: CareerSource, Pinellas County Schools CTE, CSTB Youth Committee, Pinellas County Job Corp
  - CSTB staff is requesting recommendations for participation in the steering group in Pinellas County in housing, education, mental health, community health and employment in April.



# Partnering Forward

## New program partners include Year Up United

**About :** At Year Up United, we're on a mission to end the Opportunity Divide and ensure that every young adult has the skills, experiences, and support to break through barriers and achieve their full potential in their careers.

### Key Dates:

- **2/4 –Hosted first Informational Session at our North Florida location with 28 youth in attendance.**
- Upcoming session dates as follows:
  - March 3, 2026
  - March 10, 2026
- **2/21 – Opportunity Youth Expo in Collaboration with Commissioner Myers and the 509 Committee**
  - **Over 200 youth registered attendees served**

# PY-26 Youth Initiatives

- Regional and sector based immersive learning initiatives to include Healthcare, Manufacturing and IT.
- College and Career Readiness preparation thru collaboration with local educational institutions.
- Featured virtual and in person engagements from community mentors and leaders.
- Civic and Community Engagement opportunity for youth through partnered organizations.
- Youth Spring Break engagement and professional development opportunities.

# Program Engagement to Date:

## Summer P.A.Y.S

**Total Applications Received : 415**

## Program Implementation Update:

Virtual intakes to begin the week of 2/18 in Hillsborough and Pinellas County.

**Scheduled to date: 30**

## Youth Connections

**Total Applications Received : 312**

**25/26 Enrolled: 33**

**Work Based Learning Served to date: 47**

**Active Cases: 110**

# THANK YOU

FOR YOUR ATTENTION





## Information Item

### Marketing Rebranding – Youth Programs

The CareerSource Tampa Bay (CSTB) Marketing Team partnered with the CSTB Youth Team to implement a phased rebranding of youth workforce programs. **Phase 1** focused on launching the approved name change for Hillsborough County’s summer youth program—from *CareerSource Summer Hires* to **CareerSource Summer P.A.Y.S. (Preparing Area Youth for Success)**—while maintaining the existing program name in Pinellas County. To support the transition, Marketing developed and deployed updated collateral, including website updates, press releases, and coordinated social media graphics and posts.

As part of **Phase 1**, Marketing issued a regionwide press release on **January 21, 2026**, announcing the opening of the **2026 Summer P.A.Y.S.** application. The release highlighted program eligibility for youth ages **15–24** in Hillsborough and Pinellas counties; partnerships with **350+ employers**; and program offerings such as paid work-based learning, career exploration, leadership development, and mentorship across high-demand industries. The youth website was updated to reflect the new branding, and ongoing social media promotion is underway.

**Phase 2** of the rebranding plan will address interior graphics within CSTB job centers and the development of a dedicated youth program logo. Phase 2 will also include communications announcing the official launch of **CareerSource Tampa Bay Youth Connection**, a year-round youth program serving ages 15–24 across both counties, as well as the **Career Exploration** program.

**The following press release was sent out on 1/21/2026**

### **CareerSource Tampa Bay Opens 2026 Summer P.A.Y.S. Application for Hillsborough and Pinellas Youth**

*~ Annual summer program offers paid work experience and career mentorship for young adults ages 15–24 ~*

**TAMPA, Fla.** – CareerSource Tampa Bay (CSTB) is officially announcing the launch of the 2026 application for its annual summer youth employment program, **Summer P.A.Y.S. (Preparing Area Youth for Success)**. Applications officially opened to the public on Monday, January 19, 2026.

CareerSource Tampa Bay (CSTB) is proud to announce a strategic rebranding and expansion of its summer youth workforce development initiatives. Formerly known as Tampa Bay Summer Hires in Hillsborough County, the agency’s youth program will be known as **Summer P.A.Y.S. (Preparing Area Youth for Success)**, reflecting a unified commitment to serving young people across both Hillsborough and Pinellas Counties.

The Summer P.A.Y.S. program is designed to provide young adults ages 15 to 24 with structured, paid work-based learning experiences. By partnering with over 350 employers across the Tampa Bay region, CSTB offers participants hands-on training, leadership development, and exposure to high-demand career pathways in industries such as healthcare, manufacturing, information technology, and professional services.

“The Summer P.A.Y.S. program is more than just a summer job; it’s a career-launching opportunity,” said Leondra Foster, Youth Programs Director. “By connecting our youth with local employers, we are building a stronger, more resilient workforce for Hillsborough and Pinellas Counties.”

### Key Program Information:

- **Who Can Apply:** Eligible youth ages 15–24 residing in Hillsborough or Pinellas County.
- **What’s Provided:** Paid work experience, career exploration, and professional mentorship.
- **How to Apply:** Applications must be submitted through the central portal [HERE](#).

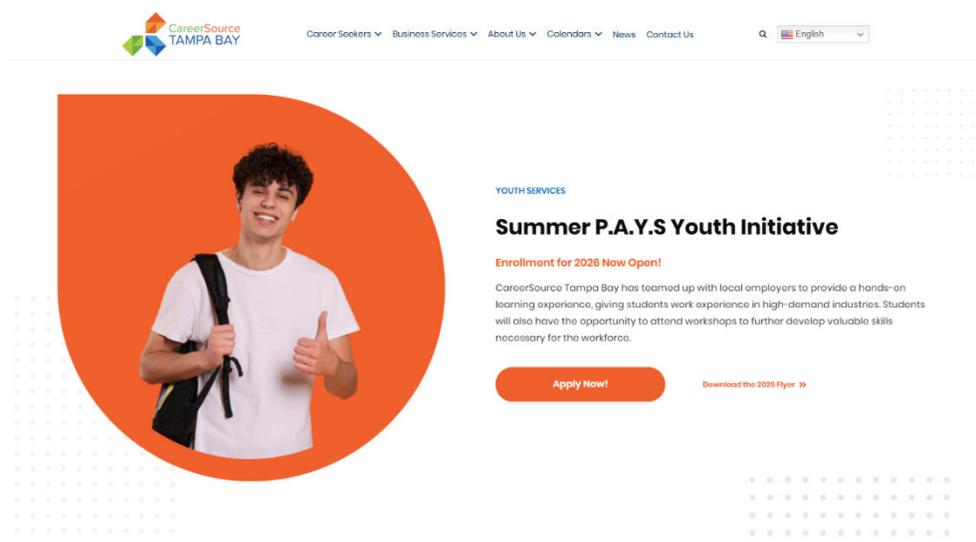
### Eligibility

The program prioritizes services for youth and individuals facing barriers to employment. Eligibility is determined based on federal and state funding, including the Workforce Innovation and Opportunity Act (WIOA) and Temporary Assistance for Needy Families (TANF). All interested youth are encouraged to apply early, as positions are limited.

Download the flyer [here](#).

###

**The Youth Services website was updated with the Summer P.A.Y.S. branding.**



Serving Job Seekers and Businesses across Hillsborough and Pinellas Counties!


Career Seekers ▾ Business Services ▾ About Us ▾ Calendars ▾ News Contact Us
Q English ▾

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## Summer P.A.Y.S. is a summer employment & training program for eligible Hillsborough & Pinellas County youth.

**Summer P.A.Y.S. (Preparing Area Youth for Success) application is now open.**

Are you ready to start your career? Are you interested in entrepreneurship? Summer P.A.Y.S. is a program designed to help young people build essential career skills, explore high-growth industries, and gain real-world experience with local employers across Hillsborough and Pinellas counties.

Eligible youth will have the opportunity to earn wages while developing workplace skills, receiving career coaching, and participating in leadership and professional development activities. Space is limited, and enrollment is first-come, first-served. Interested applicants are encouraged to apply early and complete all required steps to be considered for placement. Seating is limited.

[Apply Now >>](#)

### Requirements

- Be between the ages of 15 and 24
- Must be a Hillsborough or Pinellas County resident
- Meet eligibility low income or employment requirements

### Participants will earn \$15 per hour, working part or full time over a six-week period.

### What You Need to Apply

- Printout of Student Profile
- Froq/Reduced Lunch Letter
- Social Security Card
- Birth Certificate
- State ID or Student ID

### Through this enhanced program, eligible youth will have access to:

- Paid Summer Employment
- Career Exploration
- Professional Development Workshops

**Summer P.A.Y.S. Applications announcement on social media:**



# Get paid while building your future.



**SUMMER P.A.Y.S. APPLICATIONS NOW OPEN**

Paid Summer Work Experience & Career Mentorship  
for Young Adults Ages 15–24

## Summer P.A.Y.S. Flyers (Youth Application)

## Summer P.A.Y.S. Flyers (Employer Application)



**2026**  
CareerSource Tampa Bay  
**Summer PAYS**

**APPLICATION  
NOW OPEN**

**Scan the QR Code to Apply:**



**What You Will Need to Apply:**

- Printout of Student Profile or Free/Reduced Lunch Letter
- Social Security Card
- Birth Certificate
- Student ID, Driver's License/State ID



**PROGRAM BENEFITS INCLUDE:**

- PAID WORK EXPERIENCE**
  - 6-Week Paid Internship
  - \$15 per hour
  - Up to 20 hours per week
- YOUNG LEADERS OF TOMORROW**
  - 6-Week Academy
  - \$300 Weekly Incentive
  - Become a Business Owner
- CAREER EXPLORATION**
  - 4-Week Virtual Program
  - \$200 Weekly Incentive
  - Professional Development

**To Qualify You Must:**

- Meet low-income and /or other eligibility requirements
- Be between the ages of 15 and 24\*\*
- Be a Hillsborough or Pinellas County Resident

**\*\*The 4-Week Career Exploration Online Model is designated for all 15-year old youth.\*\***



A proud partner of the AmeriCorpsCenterNetwork  
CareerSource Tampa Bay is the state's largest provider for career and workforce programs, which are supported by the U.S. Department of Labor, Health and Human Services, Agriculture and the Department of Education, in partnership with the Florida Department of Education, and the Florida Department of Transportation.



**2026**  
CareerSource Tampa Bay  
**Summer PAYS**



**EMPLOYER APPLICATION  
NOW OPEN**

**Scan the QR Code to Apply:**



**EMPLOYER BENEFITS INCLUDE:**

- 100% of wages paid over a training period.
- Ability to mentor young talent as they enter the workforce.
- Possibility to provide young talent a trial period before permanent employment.
- Employers can make all the hiring decisions or allow CareerSource Tampa Bay's talented staff to provide guidance on placements.
- Receive pre-screened candidates to choose from and gain benefits of the fresh perspective that young talent has to offer!

**Program Highlights**

- 6-Week Paid Internship
- \$15 Per Hour
- Up to 20 Hours Per Week



**What You Will Need to Apply:**

- Printout of Student Profile or Free/Reduced Lunch Letter
- Social Security Card
- Birth Certificate
- Student ID, Driver's License/State ID

**To Qualify You Must:**

- Must have a physical location in Hillsborough or Pinellas County
- Entry-level or mid-level position and high-demand occupation
- Additional requirements apply



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CareerSource Tampa Bay is the state's largest provider for career and workforce programs, which are supported by the U.S. Department of Labor, Health and Human Services, Agriculture and the Department of Education, in partnership with the Florida Department of Education, and the Florida Department of Transportation.

Information Item

WIOA Youth Primary Indicators of Performance: PY 2526 Q1

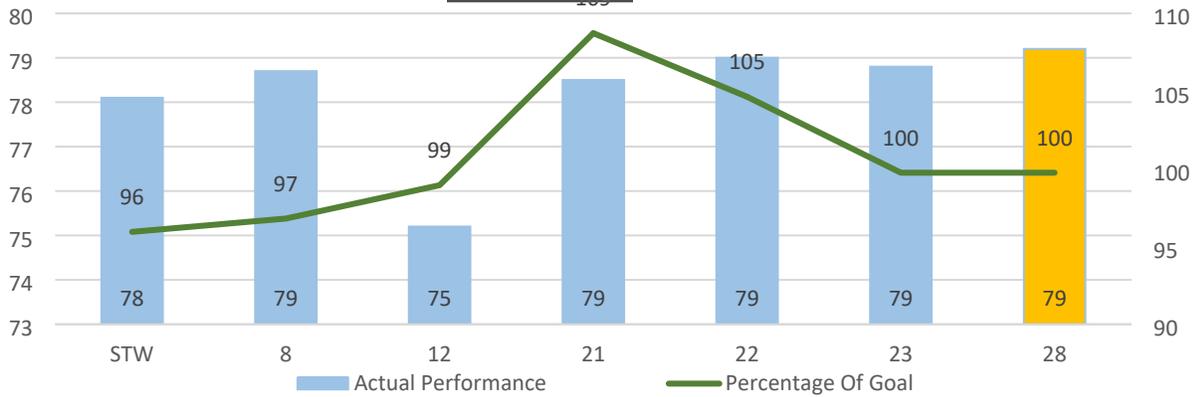
October 1<sup>st</sup>, 2024 – September 30<sup>th</sup>, 2025

Measures	PY2025-2026 Q1 Performance	PY2025-2026 % of Performance Goal Met for Q1	PY2526 Performance Goals
<b>Youth:</b>			
Employed 2nd Qtr After Exit	76.4	96.22	79.4
Median Wage 2nd Quarter After Exit	\$6,260.00	153.92	\$4,067
Employed 4th Qtr After Exit	78.9	98.13	80.4
Credential Attainment Rate	72.9	116.27	62.7
Measurable Skill Gains	66.7	113.05	59
<b>Not Met (less than 90% of negotiated)</b>			
<b>Met (90-100% of negotiated)</b>			
<b>Exceeded (greater than 100% of negotiated)</b>			

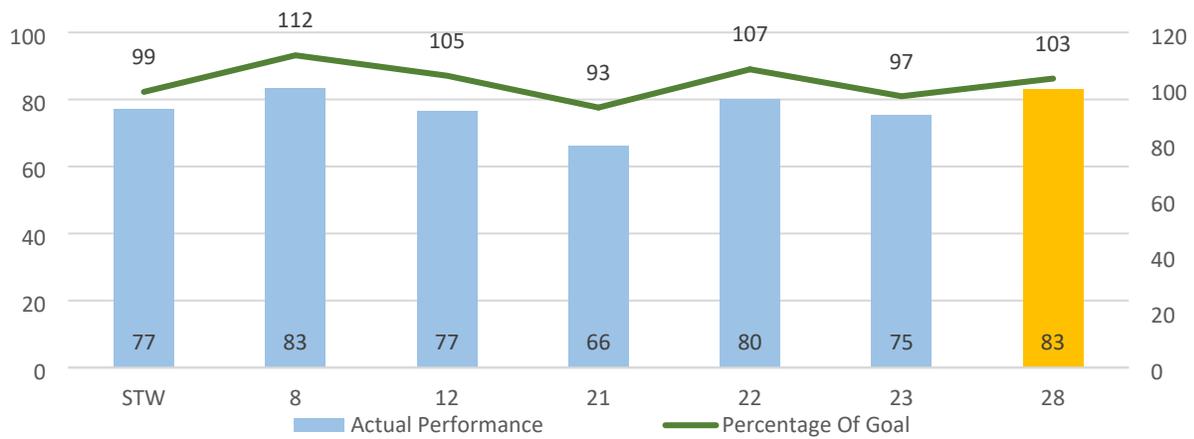
Statewide

Measures	PY2025-2026 1st Quarter Performance	PY2025-2026 % of Performance Goal Met For Q1	PY2024-2025 Performance Goals
<b>Youth:</b>			
Employed 2nd Qtr After Exit	76.5	93.98	81.40
Median Wage 2nd Quarter After Exit	\$5,211.00	108.68	\$4,795
Employed 4th Qtr After Exit	76.2	96.70	78.80
Credential Attainment Rate	70.3	95.78	73.40
Measurable Skill Gains	75.8	111.47	68.00
<b>Wagner Peyser:</b>			
Employed 2nd Qtr After Exit	65.4	95.89	68.20
Median Wage 2nd Quarter After Exit	\$7,764.00	102.55	\$7,571
Employed 4th Qtr After Exit	67.2	102.13	65.80
<b>Not Met (less than 90% of negotiated)</b>			
<b>Met (90-100% of negotiated)</b>			
<b>Exceeded (greater than 100% of negotiated)</b>			

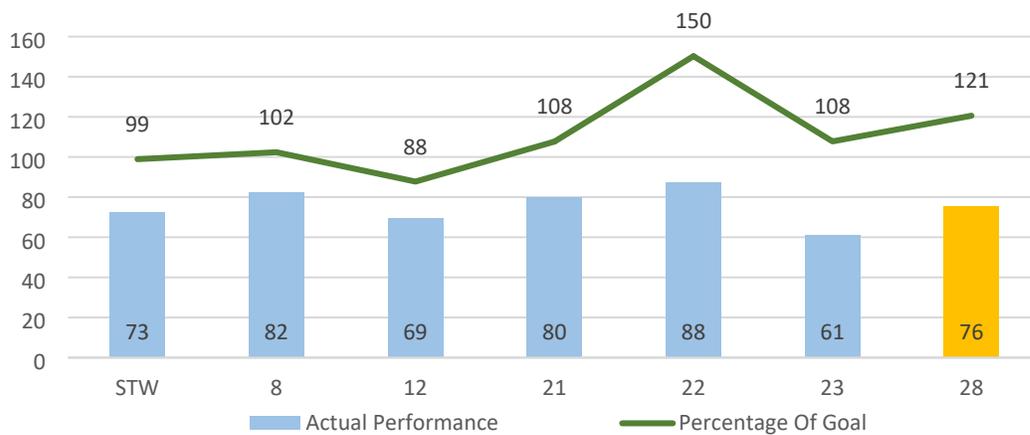
**Youth Employed 2nd QTR After Exit % of Goal and Actual Performance**



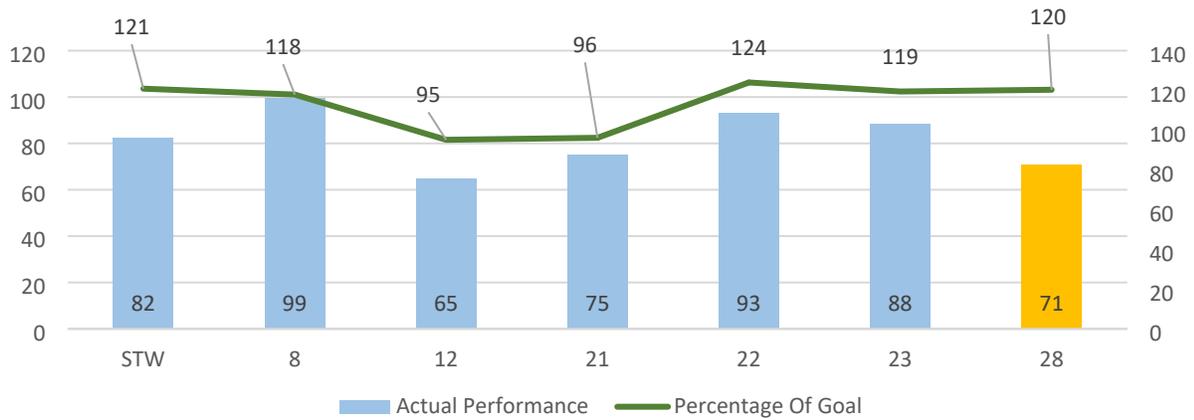
**Youth Employed 4th QTR After Exit % of Goal and Actual Performance**



**Youth Credential Attainment % of Goal and Actual Performance**



### Youth Measurable Skills Gain % of Goal and Actual Performance



**STW – Statewide**

**Region 8- CareerSource North Florida**

**Region 12- CareerSource Central Florida**

**Region 21- CareerSource Palm Beach**

**Region 22- CareerSource Broward**

**Region 23- CareerSource South Florida**

**Region 28- CareerSource Hillsborough Pinellas**







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