



Youth Development Committee Meeting

CareerSource Tampa Bay

Aug 10, 2022 2:00 PM - 3:00 PM EDT

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Pledge of Allegiance



Youth Development Committee Membership, Duties and Responsibilities



Section 7.6 – Youth Development Committee Membership, Duties and Responsibilities

The Youth Development Committee's general responsibilities shall include, but not be limited to:

- A. Reviewing and recommending for Board approval of services to address the need to prepare youth new to the workforce for employment or transition to additional career learning opportunities beyond high school;
- B. Reviewing and recommending for Board approval CSTB's partnerships with youth serving organizations in accordance with the committee's strategic plan;
- C. Reviewing and recommending for Board approval of service provider applications, termination, and other actions pertaining to competitively awarded grants or contracts to eligible providers of youth services;
- D. Providing assistance with planning, operational, and other matters relating to the provision of youth services and initiatives;
- E. Reviewing the plans and services of other agencies and one-stop partners relating to improving coordination of services to youth;
- F. Reviewing the enrollment and performance reports of youth receiving career training and development assistance under WIOA;
- G. Reviewing customer survey feedback to ensure youth input is received and evaluated and where practical made part of the service delivery plan; and
- H. Working with other community partners to solicit grant opportunities as a means of increasing overall youth workforce development services.



Youth Development Committee Meeting

Minutes

CareerSource Tampa Bay
May 18, 2022 at 9:00 AM EDT

I. Call to order, Welcome and Roll Call (Presenters: John Howell)

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

Attendance

Members Present (Remote):

Warren Brooks, John Howell, Geordie Hyland, Dr. Brian Mann, Richard Padilla, Roy Sweatman, Thayne Swenson, Ocea Wynn

Members Absent:

Tom Aderhold, Dr. Vanity Barr-Little, Felicia Bell, Jim Junecko, Jason Woody

Staff Present (Remote):

Saleema Bennett, Conchita Canty-Jones, Danielle Copeland, Leondra Foster, Kay Jefferson, Chad Kunerth, Anna Munro, Don Shepherd, Tammy Stahlgren, Doug Tobin, April Torregiante, Jennifer Wilson, Michelle Zieziula

Guests Present (Remote):

Leerone Benjamin, Nicole Beverly - EDSI

II. Public Comments

There were none.

III. Pledge of Allegiance (Presenters: John Howell)

John Howell led the Pledge of Allegiance.

IV. Action / Discussion Items

- A. Approval of Minutes - February 16, 2022 Youth Development Committee Meeting (Presenters: John Howell)

Motion:

To approve the minutes of February 16, 2022 Youth Development Committee Meeting.

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

V. Information Items

A. Tampa Bay Hires Update (Presenters: Don Shepherd)

Highlights

- Shared success stories of the program.
- Overview of the Year-Round Youth Services Program.
 - Paid Work Experience YTD served: 120 participants (including ACE).
 - Occupational Skills Training YTD served: 126 Youth.
- Key upcoming dates for the Tampa Bay Summer Hires Program were reviewed.
- Reviewed United Way Suncoast Grant and the Florida Medical Clinic Foundation of Care Grant.

B. Special Projects Update

Conchita Canty-Jones provided highlights from the CSTB top 10 accomplishments that have been completed with Hillsborough County Public Schools. Conchita Canty-Jones has been pivotal in community outreach and engagement activities, and has placed a high priority on increasing awareness of Tampa Bay Summer Hires.

C. ACE Program Update (Presenters: Saleema Bennett)

Apprenticeship-to-Career Empowerment (ACE 2.0) runs from April - September 2022. A summary was provided on the program. Program success stories were shared.

D. PY 21-22 Youth Development Strategic Goals Dashboard Update (Presenters: Chad Kunerth)

There was a high level review of our Future Workforce Dashboard, which is a component of our Strategic Goals. Many of our goals status are listed as "in progress" but will be changing to "met goal" after the Tampa Bay Summer Hires program occurs next month.

We want to grow the Tampa Bay Summer Hires into a year-round self-sustaining program. We are still in the process of developing that sustainability plan, and it is expected to be completed this program year.

- E. WIOA Primary Indicators of Performance: PY 2122 July 21-March 22 (Presenters: Chad Kunerth)

YOUTH MEASURES

In quarter three we saw some improvement overall, but the youth measures are where we're not meeting our goals.

Specifically for youth, second quarter after exit, our goal is to get 82% of those youth who have exited this program, we're currently we're at 70.6%, which is 86% of goal, we need to be at 90% of goal in order to meet these metrics. It's definitely possible to reach this goal, we just really need to track the youth and use all of our available resources to ensure that those that have exited a minimum second quarter have obtained employment.

On the median wage second quarter after exit, we are exceeding this goal at 103% of goal.

Next measure is employed fourth quarter after exit, very similar to the second quarter. Our goal, for that is 85% which is pretty high, we're about 80% of goal. When the school year ends, we get those seniors a diploma and that meets the credential attainment and the next measure which is measurable skill gains.

There is a lot of activity that happens in this last quarter when school ends and hopefully we get credentials and measurable skills gains for these youth.

The employed fourth quarter goes back to calendar year 2020 When everything was being impacted by the pandemic. The other thing to remember is our goals are negotiated with the Department of Economic Opportunity and if the state goals were our goals, we would only have four yellows not the ones that you're seeing in front of us.

STATE MEASURES

For the state measures we're meeting or exceeding all of our goals.

Employed fourth quarter after exit, all the regions are meeting or exceeding goals except for us, we are at 79% of goal for credential attainment, so there's just a lot of a lot of work to do on our end. It would probably be beneficial to reach out to those other regional boards to learn their practices.

The next step, would be to create sort of a project plan that our team would put in place to try to figure out how to make progress, because these are really important benchmarks.

F. WIOA Youth Historical Performance (Presenters: Chad Kunerth)

There was a discussion regarding where this organization was five years ago, and whether numbers and performance claims prior to the reorganization, may not be accurate. There was discussion about successes and areas that need improvement. There was marked interest in collaborating and pitching in to do good for the people of the community through the enhancement to the youth services program.

G. Marketing and Public Relations Update (Presenters: Doug Tobin)

Marketing has been focused on promoting the Tampa Bay Summer Hires program.

The new Youth Website launched in December 2021 - www.TampaBayHires.com or www.Tampabaysummerhires.com

In July of 2022 CareerSource Tampa Bay will be launching their new website.

H. Adjusted Lower Living Standard Income Level for 2022 (Presenters: April Torregiante)

The new adjusted lower living standard income level for 2022 was reviewed. No discussion occurred.

I. LWDB 15 DEO Quality Assurance Monitoring Review Program Year 21-22 (Presenters: April Torregiante)

No discussion occurred.

VI. Future Business

There was none.

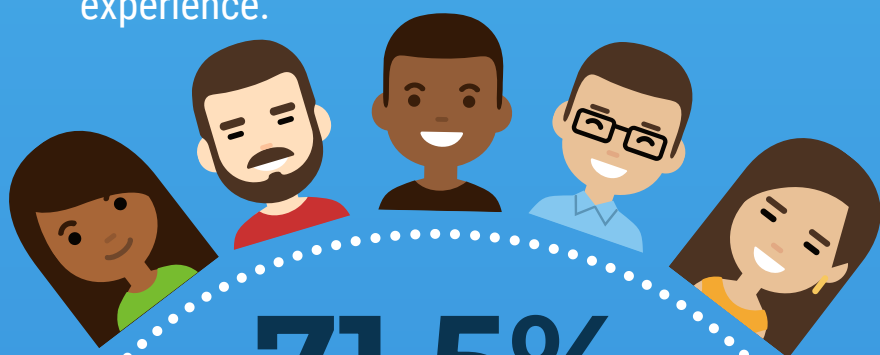
VII. Adjournment

The meeting adjourned at 10:15 a.m.

Minutes submitted by Tammy Stahlgren, Administrative Services Coordinator.

Program Year 2021-2022

Hundreds of young adults spent their summer working in Hillsborough County Businesses, Hillsborough School District and nonprofits. For many young adults, this is their first job experience.



71.5%

of all eligible applicants were served.
(466 young adults)

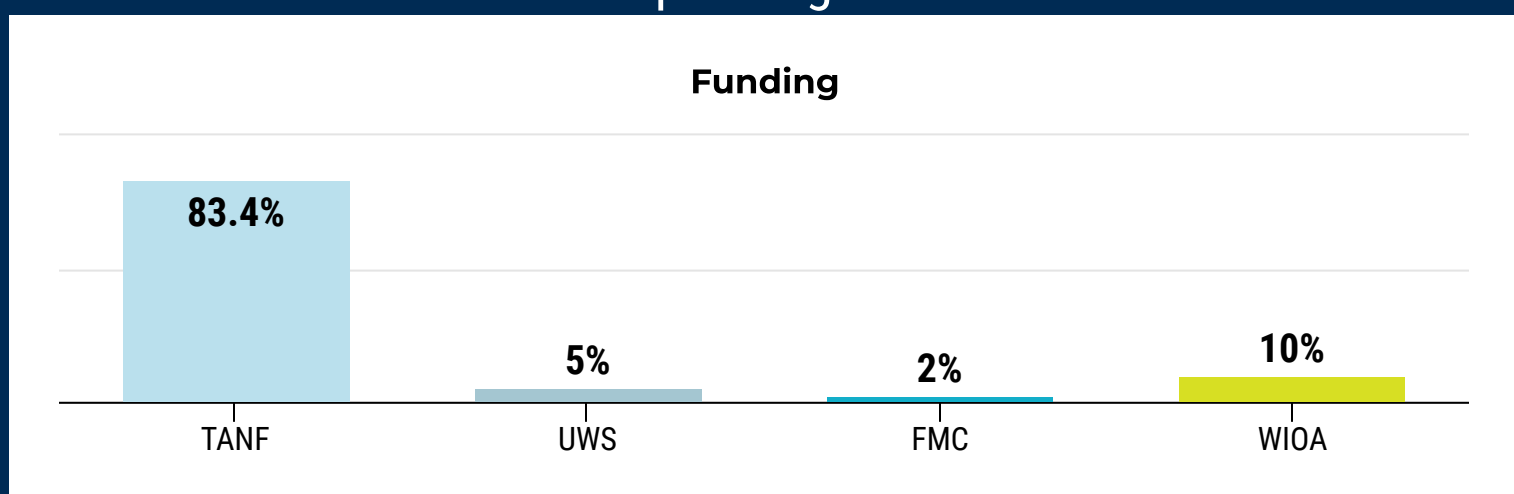


126 Hillsborough County Businesses applied

96 Hillsborough County employers participated

811 positions available for PWE placement

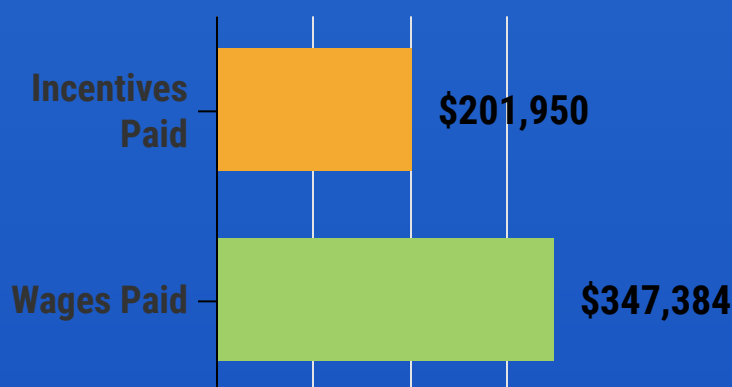
Funding streams utilized this program year and direct reflection on the percentage of participants able to be served under the corresponding stream:



466 young adults were served and participated this program year

\$549,334

Combined total of **incentives and wages paid** during this reporting period



Incentives: Eligible participants had the opportunity to earn incentives for completion of Career Exploration Modules and Young Leaders of Tomorrow training.

Wages Paid: Total wages paid out to young adults and back into the Hillsborough County economy.



Information Item

Apprenticeship-to-Career Empowerment (ACE) Program Update

Young adults can EARN as they LEARN and start a new career while they do!

The ACE Program was created so that the youth of Hillsborough County have the resources to connect to a career ladder with future, self-sustaining wages, employment security and the training to succeed in industries with high-demand occupations such as IT, Health Care, and Manufacturing. These opportunities serve as meaningful work experiences with local employers and will result in industry-recognized certifications and a pathway for a brighter future. ACE participants attend classroom 2 days and worksite 3 days during their week. Year 2 has begun April 01 – September 2022 with classes and worksite ending the end of August 2022.

- Cyber Security Cohort 1 – 04/19
- Digital Marketing Specialist Cohort3 – 04/25
- Front End Development – 05/19
- Techworks – IT Help Desk – 6/21
- Cyber Security Cohort 2 – 6/17
- Digital Marketing Cohort 2 – 7/7
- Digital Marketing Cohort 3 – 7/21
- Business Project Specialists Cohort 1 -7/7

Served to Date:

- 64 participants seated to date
- 60 participants remain active
- 25 employers active in ACE with contracts or contracts in process
- CSTB is currently working with young adults who completed the ACE pilot and the completers from ACE 2.0 program to work on employability skills, update resumes, coach for interviews and employment leads and assist with placement into their selected field.



The Reimagining Education and Career Help Office

Local Workforce Development Board Draft Letter Grade Formula



Statutory Authority

Section 14.36(3)(h), *Florida Statutes* – Title IV, Executive Branch; Chapter 14, Governor; Reimagining Education and Career Help Act:

Develop the criteria for assigning a letter grade for each local workforce development board under s. 445.004. The criteria shall, in part, be based on local workforce development board performance accountability measures and return on investment. The majority of the grade shall be based on the improvement by each local workforce development board in the long-term self-sufficiency of participants through outcome measures such as reduction in long-term public assistance and the percentage of participants whose wages were higher after program completion compared to wages before participation in a program.



Project Timeline

2021

- **November** – Constituted work group and established bi-weekly meeting cadence
- **December** – Conducted listening session with board representatives & added three board representatives to work group

2022

- **January** – Surveyed boards to learn about local performance measures
- **January – April** – Reviewed potential measures and conducted work sessions on formula
- **May 19** – Letter grade items for state board meeting packet due
- **May 23** – CareerSource Florida Virtual Partner Council meeting with LWDBs Executive Directors and CEOs
- **June 2** – Final presentation for board meeting due
- **June 9** – Present letter grade formula and preliminary baseline results to the CareerSource Florida Board of Directors



Guiding Principles/Measure Development

The REACH Office, with input from the work group, developed ten guiding principles for the development of measures across four categories:

1. Employment Services
2. Training Services
3. Business Services
4. Economic Self-Sufficiency



Guiding Principle Standards

1. Meet all statutory requirements for the new letter grade system so Floridians can know how well their local boards are performing in the domains of employment, training, and business services.
2. Maintain consistency with existing federal and state accountability mechanisms.
3. Leverage existing measures and data where possible and appropriate.
4. Include valid measures from within the program year wherever appropriate to minimize the time between services provided and the measured outcome.
5. Incentivize improvement—even among high-performing boards.
6. Minimize perverse incentives and unintended consequences.
7. Ensure that boards are not punished for serving customers with the most significant barriers.
8. Assure quality of data through replication and/or systematic technical review.
9. Promote transparency by sharing documentation that describes all data and calculations in the formula.
10. Give boards the opportunity to review draft formulas and provide feedback.



Draft Measure #1: Employment and Training Services Outcomes – Weight = 20%

Category: Employment and Training Services

- Denominator: The number of federal measures for WIOA and WP programs (18 for 2022 program year)
- Numerator: The number of measures for which the board reached at least 90% of the negotiated local target
- File(s): ETA 9173 Reporting, Floridajobs.org - <http://floridajobs.org/local-workforce-development-board-resources/program-monitoring-and-reports/state-program-reports/common-measures-performance-reports>
- Federal primary indicators for WIOA programs: Adult = 5 measures; Dislocated Worker = 5; Youth = 5; Wagner Peyser = 3; Total = 18 for 2022 program year



Draft Measure #2: Earning Increase for WIOA Adult, WIOA DW, and WP Participants – Weight = 25%

Category: Employment and Training Services, Self-Sufficiency

- Denominator: EERQ2 Adult, DW, and WP Exiters
- Numerator: Exiters with quarterly earnings two quarters after exit higher than quarterly earnings two quarters prior to participation
- File(s): ETA 9173



Draft Measure #3: Percent Trained

Weight = 10%

Category: Training Services

- Denominator: All open participations (SNAP E&T, WT, Adult, Dislocated Workers, Dislocated Workers Grant, Youth, Wagner-Peyser, Trade Adjustment Assistance, WIOA funded grants)
- Numerator: Received training services
- File(s): ETA9173, AD, DW, Youth, WP, DWG, WIOA funded grants; TAPR – TAA; DEO Database Extract - SNAP E&T, WT



Draft Measure #4: Completion to Funding Ratio

Weight = 10%

Category: Employment and Training Services

- Denominator: Share of WIOA/WP allocation
- Numerator: Share of WIOA program exiters (EERQ2 Denominator), AD, DW, Youth, WP
- The calculation is capped at 1.00
- File(s): DEO Finance & Accounting, ETA9173 EERQ2 Denominator



Draft Measure #5: Repeat Business

Weight = 5%

Category: Business Services

- Denominator: All employer worksites served with core services in the prior three years from the reporting year
- Numerator: Employers from the denominator who received a core service in the most recent year
- Target of 75%: The percentage above will be divided by 0.75 and capped at 1.00
- File(s): DEO Employ Florida Extract



Draft Measure #6: Business Penetration

Weight = 5%

Category: Business Services

- Denominator: All active employer worksites in EF
- Numerator: Employers from the denominator who received a core service
- Year-over-year percentage point difference between prior and current year
 - $\geq 10\%$ increase = 100%
 - 6% – 10% increase = 95%
 - 2% – 6% increase = 90%
 - 0% – 2% increase = 80%
 - -2% – 0% decrease = 70%
 - -6% – -2% decrease = 60%
 - -10% – -6% decrease = 55%
 - $\leq -10\%$ decrease = 50%
- File(s): DEO Employ Florida extract



Draft Measure #7: Reduction in Public Assistance

Weight = 25%

Category: Employment and Training Services, Self-Sufficiency

- Denominator: Number of exiters across all customer groups who received SNAP or TANF cash assistance during period of participation
- Numerator: Number of individuals who were no longer receiving SNAP or TANF in the fourth quarter after exit
- Target: TBD
- File(s): DEO – DCF data match



Draft Extra Credit Measure: Serving Individuals on Public Assistance

Bonus of up to five percentage points

Category: Employment and Training Services, Self-Sufficiency

- Denominator: All open participations (SNAP E&T, WT, Adult, Dislocated Workers, Dislocated Workers Grant, Youth, Wagner-Peyser, Trade Adjustment Assistance, WIOA funded grants)
- Numerator: Number of individuals who received SNAP or TANF benefits during their period of participation
- File(s): DEO – DCF data match



Questions/Comments?

- **Measure 1** (slide 7): Employment and Training Services (WIOA measures)
- **Measure 2** (slide 8): Earning Increase for WIOA Adult, WIOA DW, and WP Participants
- **Measure 3** (slide 9): Percent Trained
- **Measure 4** (slide 10): Completion-to-Funding Ratio
- **Measure 5** (slide 11): Repeat Business
- **Measure 6** (slide 12): Business Penetration
- **Measure 7** (slide 13): Reduction in Public Assistance
- **Extra Credit Measure** (slide 14): Serving Individuals on Public Assistance





Information Item

School Board Collaboration Update

Director of Student Engagement, Conchita L. Canty-Jones' update covering recent accomplishments and successes. As of July 1, Ms. Canty-Jones began reporting to Dr. Byron Clayton to spend approximately half of her time supporting the Hillsborough County Targeted Industry Sector Workforce Training and Placement Program. Ms. Canty-Jones is helping this program to develop the methodology and relationships to connect CTE¹ students in the Hillsborough County Public School System to local employers with talent needs specific to their CTE training. The program will serve in school and out of school youth. The program will also foster local business engagement with HCPS CTE programs to provide guidance on better matching their skills needs. Listed below are Ms. Canty-Jones' priority projects supporting her new work with Dr. Clayton and her continuing work for the Youth Department.

1. Hillsborough County Targeted Industry Sector Workforce Training and Placement Program
 - a. Developed initial strategy for a pilot to connect HCPS CTE students with local employers in collaboration with Dr. Clayton and HCPS CTE leadership.
2. Data sharing with HCPS
 - a. Secured two rounds of data sharing regarding HCPS students engaged in the Summer Hires program. The data was used to indicate key outcomes.
 - b. Secured HCPS commitment to provide CTE data to support the Hillsborough County Industry Targeted Industry Sector Training and Placement Program.
 - c. Develop next level of data sharing between the Adult Education division and CSTB similar to current K-12th grade.
 - d. Met with Tom Weeks for update on legal review status of data sharing MOU.
3. HCPS engagement
 - a. Secured HCPS board workshop date – 9/6

¹ Career and Technical Education

- b. Secured annual meeting with Addison Davis – 9/7
 - c. Brokered meetings introducing Dr. Clayton to HCPS leadership including Nadia Combs, Kim Bays (no longer at HCPS), Tom Weeks, Jazheel Lenegar Brown, and Audrey Moore.
- 4. Targeting out of school youth
 - a. Arranged for two USF Master's degree interns to complete the report for the CareerSource Tampa Bay Think Tank event focused on locating out of school youth. The draft report has been completed and is in review.
 - b. Secured HCPS commitment to provide data on student withdrawals.
- 5. Dept. of Juvenile Justice (DJJ) engagement
 - a. Committed to support CSTB Community and Business Engagement Dept. in efforts to build relationships with DJJ leadership.



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