



Youth Development Committee Meeting

CareerSource Tampa Bay

Nov 17, 2021 9:00 AM - 10:30 AM EST

Table of Contents

- I. Call to order, Welcome and Roll Call
- II. Pledge of Allegiance2
- III. Public Comments
- IV. Action / Discussion Items
 - A. Approval of Minutes - August 18, 2021 Youth Development Committee Meeting.....3
- V. Information Items
 - A. PY 21-22 Youth Development Strategic Goals Data Dictionary.....6
 - B. Primary Indicators of Performance: PY 2021-2022 July-September.....8
 - C. Update CSTB Policies.....14
 - D. Tampa Bay Hires Update.....16
 - E. Summer Job Connection 2021 Recap.....19
 - F. ACE Program Update.....21
 - G. Special Projects Update.....22
- VI. Future Business
- VII. Adjournment
 - A. Next Youth Development Committee Meeting - February 16, 2022

Pledge of Allegiance



**CareerSource Tampa Bay
Minutes of the Youth Development Committee Meeting**

Date: August 18, 2021

Location: Zoom Meeting

Call to Order: Tom Aderhold called the meeting to order at 9:01 a.m. There was a quorum present, with the following Youth Development Committee members participating.

Members in Attendance

Tom Aderhold, Dr. Vanity Barr-Little, John Howell, Jim Junecko, Dr. Brian Mann, Geordie Hyland, Roy Sweatman, Thayne Swenson, and Jason Woody.

Members not in attendance

Felicia Bell, Scott Brooks, Richard Padilla, and Ocea Wynn.

Staff Present

John Flanagan, Dr. Byron Clayton, Doug Tobin, Chad Kunerth, Kay Jefferson, Anna Munro, Michelle Schultz, Michelle Zieziula, Conchita Canty-Jones, Jennifer Wilson, and Tammy Stahlgren.

County Liaison

Kenneth Jones.

Others Present

Leerone Benjamin, Joanna Ortiz, Horace Lynch, Ron King, Articia Pride, and Nicole Beverley.

The agenda items are listed in the order of discussion.

- ▶ Indicated Committee Action
- Indicates Action Needed

Pledge of Allegiance

Tom Aderhold led the Pledge of Allegiance.

Public Comments

There were none.

Summer Job Connection Participants

Ron King, Co-founder of Tier 1 Solar Company, a participant representing the employer experience and Articia Pride, a participant representing the youth experience, both talked about their positive experiences in the Summer Job Connection Program.

Presentation – Virtual tours as a tool to create interest in work opportunities in a field

Roy Sweatman shared a video created by Southern Manufacturing Technologies (SMT) that was used to conduct virtual tours. The video explains what Southern Manufacturing does and what work opportunities are available with his company. <https://youtu.be/vkKXCim--sI>

Action Item

▶ **Action Item #1 – Approval of May 19, 2021, Youth Development Meeting Minutes**
(Refer to page 2 of the August 18, 2021, Youth Development Committee Agenda Packet)

- A motion to approve the May 19, 2021, Youth Development Meeting Minutes.

- Motioned: John Howell
- Seconded: Jason Woody

- The motion carried.

Information Items

Information Item # 1 PY 20-21 Youth Performance Strategic Goals update provided by Chad Kunerth

(Refer to pages 5-11 of the August 18, 2021, Youth Development Committee Agenda Packet)

Due to time constraints, there was a brief overview of the goals.

The Dashboard represents the entirety of program year 20-21.

Highlights:

- 2315 individuals served through the WIOA Program.
- 368 individuals served through the Adult and Youth and Dislocated Worker.
- 1460 individuals served through Occupational Skills Training.
- 1133 individuals served through work-based training (i.e. work experience apprenticeship, or on the job training).
- The trends for this year have been an increase in employer activity and a decrease in customer/job seeker activity for the year.
- Job orders have increased.
- We have seen a decrease in the total number of job seekers exiting the program.
- There were 417 individuals that exited the WIOA program.

DEO conducted annual monitoring of programmatic files the week of 4/26/21-4/30/21 and we are waiting for the final report.

No discussion occurred.

Information Item # 2 Continuation of Out of School and in School Youth update by Conchita Canty Jones

(Refer to page 12 of the August 18, 2021, Youth Development Committee Agenda Packet)

Conchita Canty-Jones, CSTB Senior Project Manager provided highlights of the initiatives related to Hillsborough County Public Schools (HCPS) and Community Engagement. CSTB's mission was to evaluate and elevate the relationship with HCPS. The partnership includes working to serve youth (Juniors and Seniors) and their families by providing employment and scholarship opportunities to enhance success.

The CSTB leadership team met with Superintendent Addison Davis and the Superintendent's Chiefs to discuss how CSTB could better support the youth in the school district, enrolled and unenrolled.

Information Item # 3 Performance Watch Report Update by Chad Kunerth

(Refer to page 14 of the May 19, 2021, Youth Development Committee Agenda Packet)

This report looks at the kind of enrollment completions and placement numbers for three key areas: those completing occupational skills training, adult education, and work experience.

Occupation Skills Training

44 enrolled
25 completions
15 were placed

Adult Education

29 were enrolled
5 completions
1 placement

Work Experience

197 enrolled
18 completions
1 placement

No discussion occurred.

Information Item #4 Summer Job Connection update provided by Jennifer Wilson
(Refer to pages 14-15 of the August 18, 2021, Youth Development Committee Agenda Packet)

We had a successful Summer Job Connection Program.

Highlights:

- 2,487 SJC Youth applications received.
- 142 SJC Employer applications received.
- 1,050 Positions Filled.
- Everyone is invited to attend the SJC Year End Celebration Awards Ceremony scheduled for Friday, August 27, 2021, from 5 p.m. - 7 p.m.

Information Item #5 Public Relations / Marketing update provided by Doug Tobin
(Refer to pages 16-19 of the August 18, 2021, Youth Development Committee Agenda Packet)

The CSTB Marketing Team has recently participated in 2 major events:

- Summer Job Connections Program Summit.
- End of Summer Job Connection Program.

Youth Rebranding and Website update:

- Proposed Name - Tampa Bay Hires.
- Proposed Summer Job Connection Name - Tampa Bay Summer Hires.
- Tagline - Hire Now. A Higher Tomorrow.

Future Business

None.

Adjournment

The meeting was adjourned at 10:34 a.m.
Minutes submitted by Tammy Stahlgren – Administrative Services Coordinator.



Information Item

Strategic Goals Data Dictionary

Here's the link to the live dashboard: [Strategic Goals Live Dashboard Link](#)

Introduction

This document was created to support individual CSTB Strategic Plan Dashboard users as they review and interact with the Dashboard tool and seek to better understand the methodology for how metrics are calculated and reported. Of note, below terminology focuses on quantifiable data metrics. Any outcomes that require a final document or study to establish a baseline, are not included in the detail below. They are instead referred to as "Projects" in the dashboard and are considered a yes or no for meeting the goal. No additional methodology is required.

Summary Page and Indicator Icon Methodology

Each CSTB Priority is identified on the summary page of the dashboard.

Below are the current CSTB Priorities.

1. Connecting Job Seekers to Careers
2. Future Workforce
3. Community Awareness
4. System Redesign
5. Revenue Diversification

Under each pillar on the summary page, is every goal associated with that pillar. Next to each goal is a red triangle, yellow circle, and green triangle. A red triangle indicates that this goal has not been started or met. A yellow circle indicates that this goal has been started but all the objectives have not been met. A green triangle indicates that all the metrics associated with this metric have been successfully completed to-date.

Each metric associated with goals are on the individual priority pages and have their own individual indicator icon.

System Traffic- The total number of customer check in's through the front-desk kiosk system between 7/1/2021 and 6/30/2022.

Virtual Services Served- Distinct count of customers assigned to Region 15 who have received a self-directed service between 7/1/2021 and 6/30/2022 who have not received a staff assisted service between 7/1/2021 and 6/30/2022.

Individuals Served- Count of distinct customers that are assigned to Region 15 and have received a service or activity in WIOA, Generic Programs, WP, TAA, SNAP, or WT with an activity or service actual begin date between 7/01/2021 and 06/30/2022.

Workshop Attendance- Total count of attendance to CSTB Employability Skills Workshops between 7/1/2021 and 6/30/2022. Workshops counted in this measure are Job Search, Leadership, Computer Skills, Social Networking, Interview Skills, Soft Skills, and Financial Management.

Employer Satisfaction- Percentage of employers who select effective or higher to the monthly employer survey question “How effective has the CSTB staff been in providing you the services you need?” between 7/1/2021 and 6/30/2022.

Job Fairs and In-House Recruitments- Count of distinct employers who receive a Provided Mass Recruitment Services or Provided Job Fair Services between 7/1/2021 and 6/30/2022 recorded by CSTB staff.

Placements- Distinct count of customers assigned to Region 15 that had an activity code between 750 and 883 with an actual date between 7/1/2021 and 6/30/2022, a job placement start date in OSST between 7/1/2021 and 6/30/2022 or employment entered on the case closure with a closure date between 7/1/2021 and 6/30/2022.

Small Business Served- Count of distinct employers assigned to Region 15 who receive a service between 7/1/2021 and 6/30/2022 who also list their employer size in their employer account on Employ Florida at 50 or less.

Employers Served- Count of distinct employers assigned to Region 15 who receive a service between 7/1/2021 and 6/30/2022 who also list their employer size in their employer account on Employ Florida at 50 or less.

Value Added Services- Count of customers assigned to Region 15 who receive an On-The-Job or an Incumbent Worker Training activity with an actual begin date between 7/1/2021 and 6/30/2022.

Work Experience Enrolled- Count of customers assigned to Region 15 who receive a Work Experience activity with an actual begin date between 7/1/2021 and 6/30/2022.

OJT Enrolled- Count of customers assigned to Region 15 who receive an On-the-Job activity with an actual begin date between 7/1/2021 and 6/30/2022.

IWT Enrolled- Count of customers assigned to Region 15 who receive an Incumbent Worker Training activity with an actual begin date between 7/1/2021 and 6/30/2022.

Apprenticeship Enrolled- Count of customers assigned to Region 15 who receive an Apprenticeship activity with an actual begin date between 7/1/2021 and 6/30/2022.

Work Based Learning Employers- Count of distinct employers assigned to Region 15 who have a Work Based Learning contract signed with CSTB and have a customer assigned to them with an actual start date of either an On-the-Job Training, Paid Work Experience, or Incumbent Worker Training between 7/1/2021 and 6/30/2022.



Information Item:

Primary Indicators of Performance: PY 2021-2022 July-September

Region 15

Measures	PY2020-2021 4th Quarter Performance	PY2020-2021 % of Performance Goal Met For Q4	PY2020-2021 Performance Goals	PY2021-2022 1st Quarter Performance	PY2021-2022 % of Performance Goal Met For Q1	PY2021-2022 Performance Goals
Adults:						
Employed 2nd Qtr After Exit	77.40	90.53	85.50	77.20	90.29	85.50
Median Wage 2nd Quarter After Exit	\$10,138	111.41	\$9,100	\$10,102	107.47	\$9,400
Employed 4th Qtr After Exit	75.80	87.13	87.00	85.50	95.00	90.00
Credential Attainment Rate	74.90	88.12	85.00	83.20	97.88	85.00
Measurable Skill Gains	73.60	122.67	60.00	73.90	123.17	60.00
Dislocated Workers:						
Employed 2nd Qtr After Exit	83.00	97.65	85.00	81.80	96.24	85.00
Median Wage 2nd Quarter After Exit	\$13,599	144.67	\$9,400	\$13,407	135.42	\$9,900
Employed 4th Qtr After Exit	68.90	79.20	87.00	81.40	91.46	89.00
Credential Attainment Rate	85.70	122.43	70.00	88.00	125.71	70.00
Measurable Skill Gains	68.90	90.07	76.50	66.50	86.93	76.50
Youth:						
Employed 2nd Qtr After Exit	71.40	90.38	79.00	68.10	83.05	82.00
Median Wage 2nd Quarter After Exit	\$5,898	125.49	\$4,700	\$5,627	114.84	\$4,900

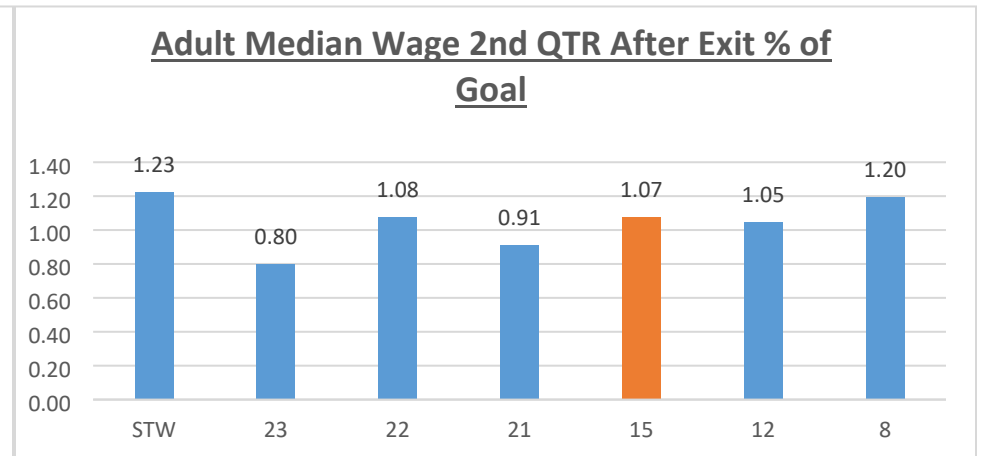
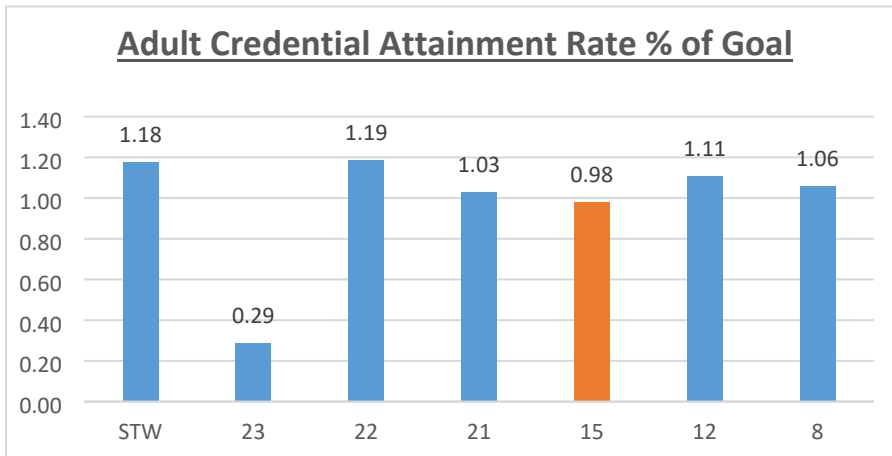
Employed 4th Qtr After Exit	71.20	85.78	83.00	71.20	83.76	85.00
Credential Attainment Rate	45.10	51.84	87.00	66.70	74.94	89.00
Measurable Skill Gains	14.40	28.80	50.00	17.60	32.00	55.00
Wagner Peyser:						
Employed 2nd Qtr After Exit	65.80	96.48	68.20	63.50	90.71	70.00
Median Wage 2nd Quarter After Exit	\$6,112	105.38	\$5,800	\$6,169	104.56	\$5,900
Employed 4th Qtr After Exit	65.40	99.09	66.00	65.10	95.74	68.00
Not Met (less than 90% of negotiated)						
Met (90-100% of negotiated)						
Exceeded (greater than 100% of negotiated)						

Statewide

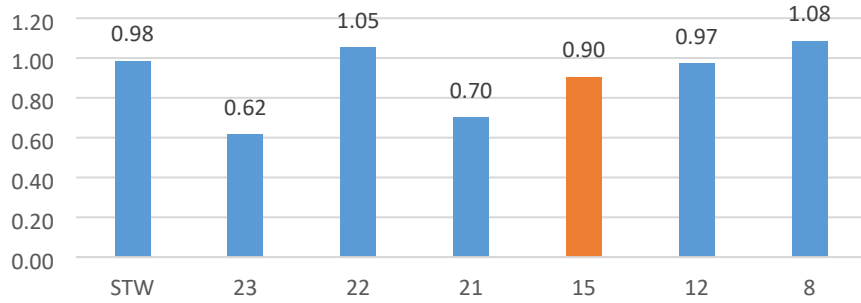
Measures	PY2020-2021 4th Quarter Performance	PY2020-2021 % of Performance Goal Met For Q4	PY2020-2021 Performance Goals	PY2021-2022 1st Quarter Performance	PY2021-2022 % of Performance Goal Met For Q1	PY2021-2022 Performance Goals
Adults:						
Employed 2nd Qtr After Exit	84.50	98.83	85.50	84.20	98.48	85.50
Median Wage 2nd Quarter After Exit	\$8,381	119.73	\$7,000	\$8,586	122.66	\$7,000
Employed 4th Qtr After Exit	82.80	98.57	84.00	82.90	98.11	84.50
Credential Attainment Rate	78.50	115.44	68.00	80.00	117.65	68.00
Measurable Skill Gains	80.70	171.70	47.00	73.50	150.00	49.00
Dislocated Workers:						
Employed 2nd Qtr After Exit	83.90	98.71	85.00	83.90	98.71	85.00
Median Wage 2nd Quarter After Exit	\$10,666	152.37	\$7,000	\$10,529	148.30	\$7,100
Employed 4th Qtr After Exit	76.60	96.96	79.00	77.80	96.65	80.50

Credential Attainment Rate	82.50	117.86	70.00	84.30	120.43	70.00
Measurable Skill Gains	83.20	177.02	47.00	75.80	154.69	49.00
Youth:						
Employed 2nd Qtr After Exit	79.50	100.63	79.00	79.60	100.13	79.50
Median Wage 2nd Quarter After Exit	\$3,900	121.88	\$3,200	\$3,900	121.88	\$3,200
Employed 4th Qtr After Exit	76.60	104.93	73.00	76.30	103.11	74.00
Credential Attainment Rate	80.50	105.23	76.50	90.40	118.17	76.50
Measurable Skill Gains	53.00	116.48	45.50	55.50	119.35	46.50
Wagner Peyser:						
Employed 2nd Qtr After Exit	62.30	95.85	65.00	59.50	91.54	65.00
Median Wage 2nd Quarter After Exit	\$5,510	110.20	\$5,000	\$5,578	109.37	\$5,100
Employed 4th Qtr After Exit	62.20	96.88	64.20	60.50	94.24	64.20
Not Met (less than 90% of negotiated)						
Met (90-100% of negotiated)						
Exceeded (greater than 100% of negotiated)						

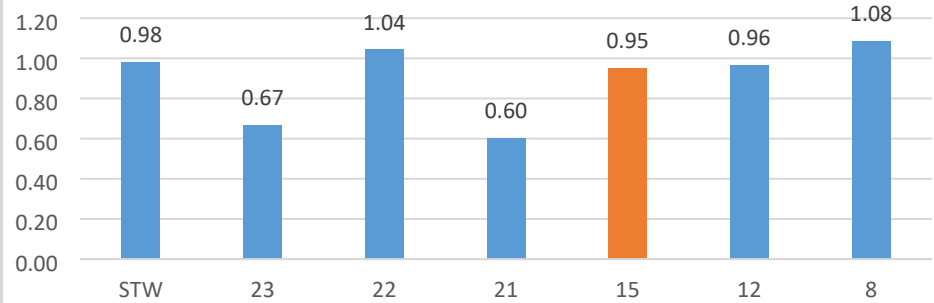
Regional Comparison



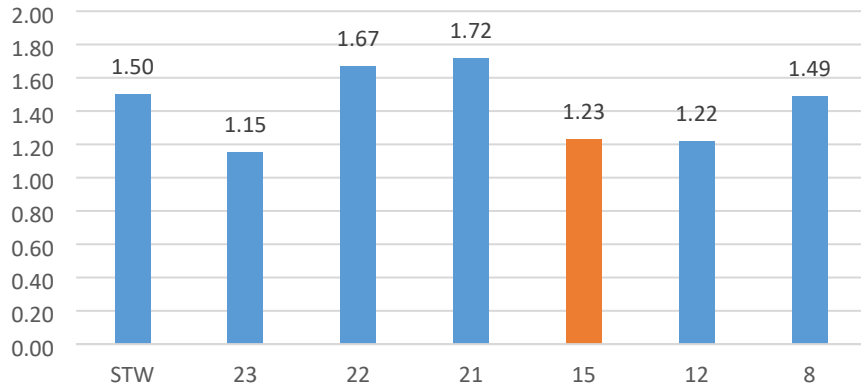
Adult Employed 2 QTR After Exit % of Goal



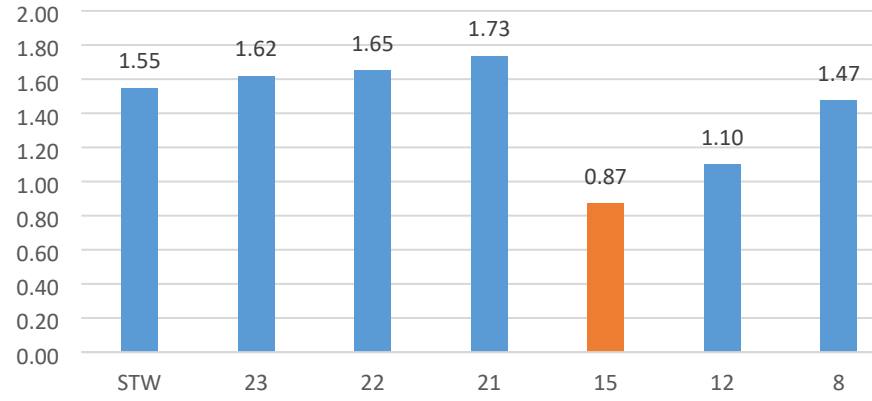
Adult Employed 4th QTR After Exit % of Goal



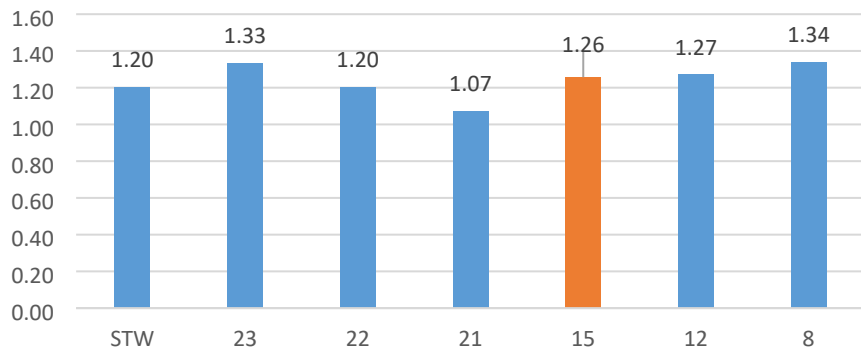
Adult Measurable Skills Gains



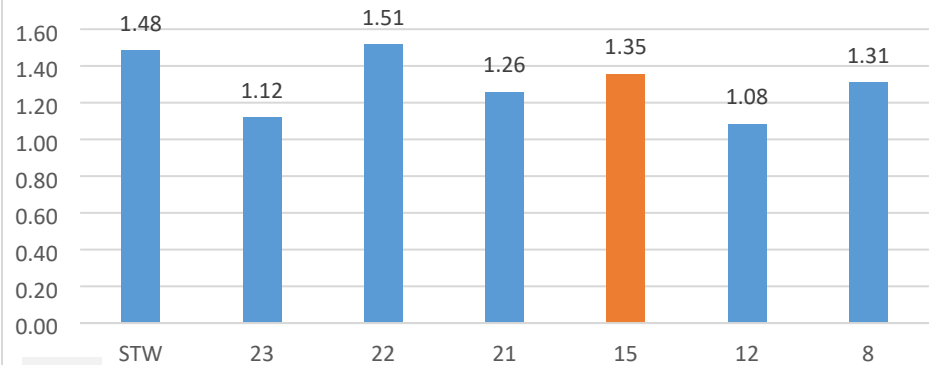
DW Measurable Skills Gains



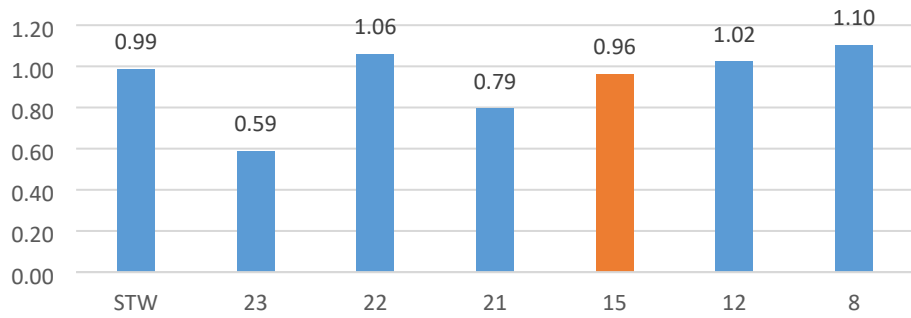
DW Credential Attainment Rate % of Goal



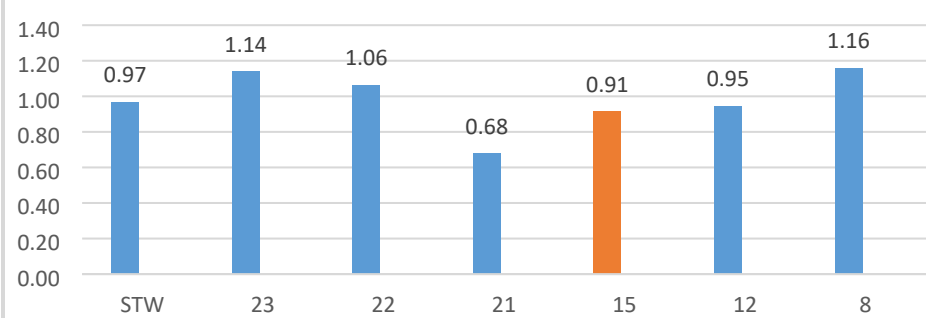
DW Median Wage 2nd QTR After Exit % of Goal



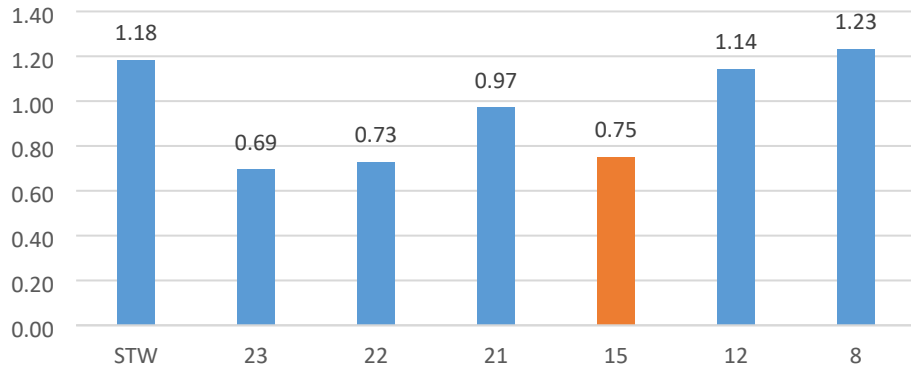
DW Employed 2nd QTR After Exit % of Goal



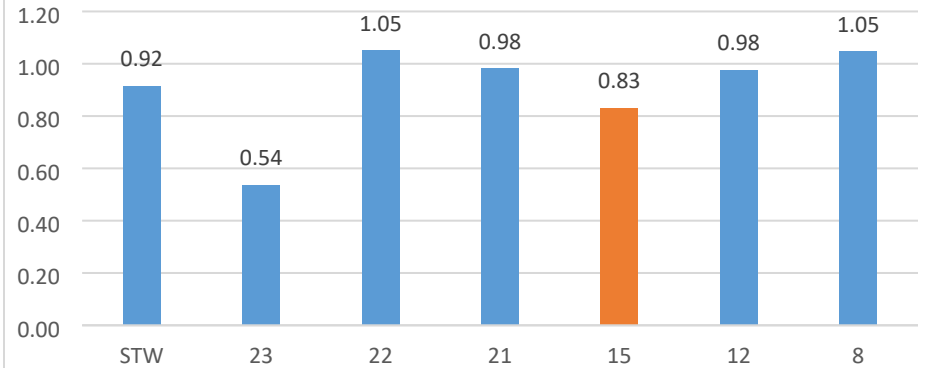
DW Employed 4th QTR After Exit % of Goal



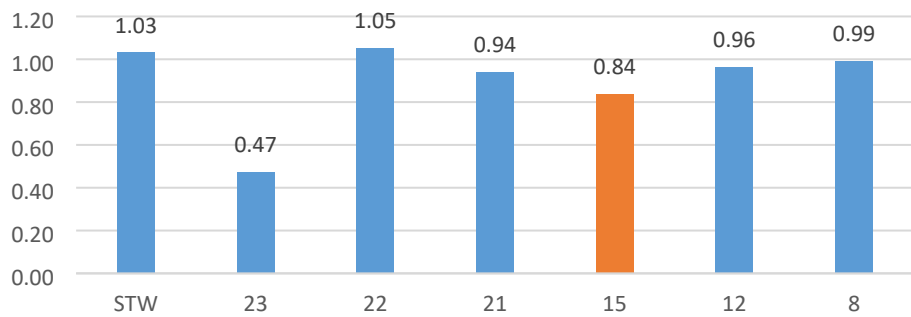
Youth Credential Attainment % of Goal



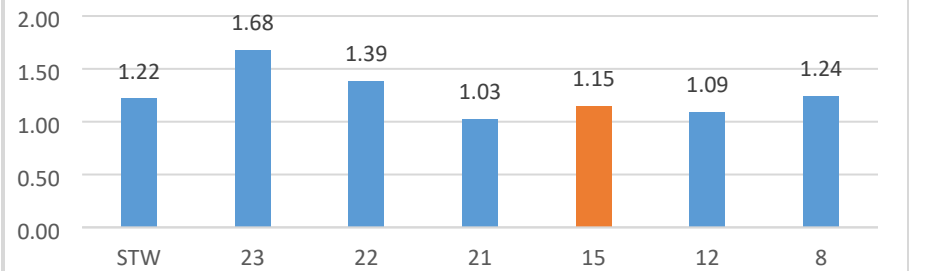
Youth Employed 2nd QTR After Exit % of Goal



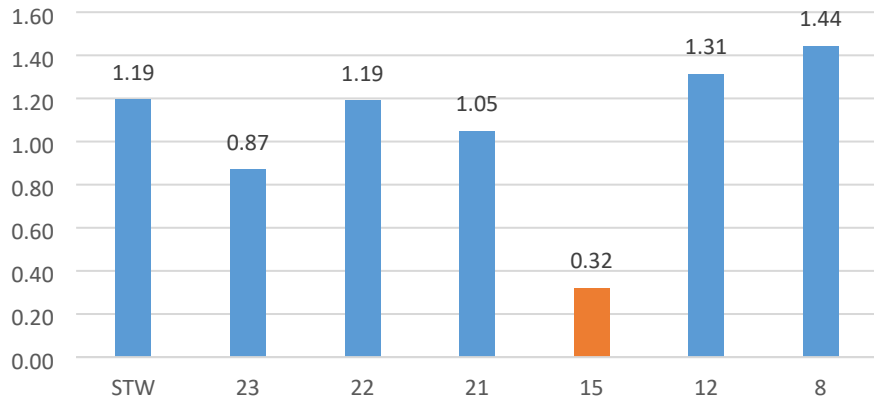
Youth Employed 4th QTR After Exit % of Goal



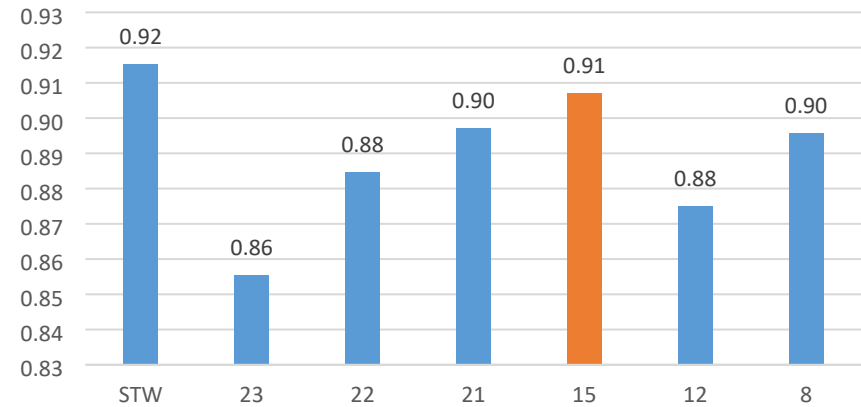
Youth Median Wage 2nd Quarter After % of Goal



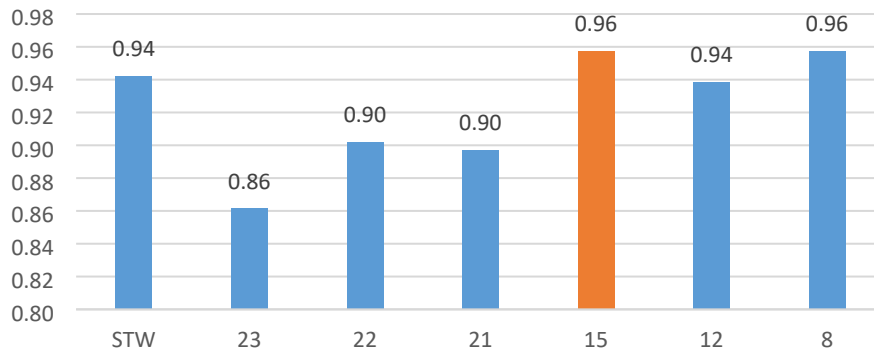
Youth Measurable Skills Gains



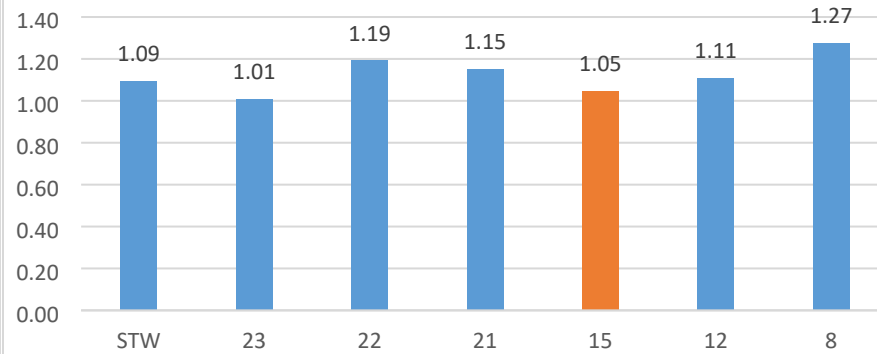
WP Employed 2nd QTR After Exit % of Goal



WP Employed 4th Quarter After Exit % of Goal



WP Median Wage 2nd QTR After Exit % of Goal



Region 8- CareerSource North Florida

Region 12 CareerSource Central Florida

Region 21- CareerSource Palm Beach

Region 22- CareerSource Broward

Region 23- CareerSource South Florida



Information Item

Updated CSTB Policies

Programmatic policies are administered by the CSTB Chief Policy and Performance Officer (CPPO). The CPPO and his/her designee reviews all relevant USDOL ETA Training Employment Guidance letter and Training Employment Notices to determine if there is a need for a policy or policy revision.

When a need for a new or revised policy occurs, the CareerSource Florida Strategic Policy and Performance Team and DEO's Division of Workforce services Bureau of One Stop and Program Support receive the policy assignment. Administrative policies are issued from DEO, while strategic policies are issued from CareerSource Florida. Both types are reviewed by the CareerSource Florida Policy Development Workgroup to ensure that they align with the key characteristics of the Policy Development Framework prior to dispersing to Florida's 24 LWDBs. LWDBs are responsible for adapting the issued policy to a local level within their region.

Modification of a policy could include but is not limited to minor revisions or major changes at federal, state or local level. Policy updates are minor revisions needed to preexisting policies that do not affect the intent or objective of the policy, which may include:

- Clarify points outlined in the initial policy
- Restructure the initial information in the policy for a better flow, description, or explanation
- Corrections to existing definitions, punctuation, spelling, or agency titles
- Addition of new definitions
- Incorporating attachments to assist in policy statements or clarification

As policy modifications are made as indicated above, CSTB staff have authority to make required changes and disperse to management and staff.

Outlined below are the existing CSTB Board approved policies that have been modified during Quarter 2 (October 1, 2020 through December 31, 2020):

Policy Title	Policy #	Revision Date	Language Update/ Addition
On-the-Job Training	018-C0011	10.15.2021	<p>"A skills gap analysis will be conducted using Skilldex to determine the areas OJT candidates need training in. OJT funds should not be used for orientation of standard operating procedures of the employer."</p> <p>"Submitting Job Order Form to the Job Order Unit OJT positions must be posted in Employ Florida in order to source candidates for OJT opportunities. Job Order Form will be submitted to Joborders@careersourcetb.com and will be entered in Employ Florida within 24 hours of receipt by the CSTB Job Order Unit."</p>

CSTB Paid Work Experience	019-C0016	10.01.2021	“Work experience trainees will be paid minimum an hourly wage rate of \$13.00 per hour.”
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All CSTB policies can be viewed in full on the CSTB website (<https://www.careersourcetampabay.com/reports-and-publications/>) located under the “Reports and Publications section under “About Us”

Information Item

Overview

- **Young Talent Tampa Bay rebrand completed – Tampa Bay Hires & Tampa Bay Summer Hires**
- **Website Update completed**
- **Paid Work Experience – YTD placements – 50**
 - Increased wage October 1st to \$13/hr.
 - Hours & weeks remain the same

Row Labels	Count of Provider/Worksite	Row Labels	Count of socHigh
City of Tampa	14	Recreation Workers	9
Bet Employment Solutions LLC	6	Executive Secretaries and Administrative Assistants	9
Academy of Tampa	4	Customer Service Representatives	8
Bullard Family Foundation	4	Preschool Teachers, Except Special Education	7
Delta Credit Restoration	2	Community and Social Service Specialists, All Other	4
Tampa Museum of Arts	2	Employment, Recruitment, and Placement Specialist:	3
Supporting Bright Stars	2	Loan Officers	2
The Black Chef	2	Medical Secretaries	2
Best Friends for Kidz	2	Information Technology Project Managers	1
University Diagnostic Institute	2	Painters, Construction and Maintenance	1
Ybor City Food Mart	2	Healthcare Support Workers, All Other	1
YoYo Juice, Inc.	2	First-Line Supervisors/Managers of Housekeeping and Janitorial Workers	1
Basic Principles Corp. / Wingstop	1	Automotive Service Technicians and Mechanics	1
Toria's Support Care Service Inc.	1	General and Operations Managers	1
Brighter Days	1		
Ice Cold Air	1		
KatPro Technologies	1		
Country Villa Estates	1		
Grand Total	50	Grand Total	50

- **Graduation Ceremony - GED/Penn Foster**
 - December 10, 2021 @ N. Florida Avenue location 6:30 pm – 8:00 pm

Overview:

Tentative Dates for Tampa Bay Summer Hires (formerly Summer Job Connection):

- **December 17th** - Staff Info. Sessions
- **January 10, 2022** - Program application launch for Employers & Youth
- **January 24, 2022** - Youth registrations / Intake sessions
- **February 28, 2022** – Program Application closes (Youth only)
- **May 31 - June 3, 2022** - Youth Summit (tentative)
 - **June 13, 2022** - Participants first day of Program
 - **July 8, 2022** – Last day of CXP/Leadership
 - **July 22, 2022** – Last day of six-week internship
 - **August 5, 2022** – Last day of two-week extension

Hiring

- Summer Program is hiring up for application launch – Total of 23 staff
 - Program Specialists
 - Marketing Specialist
 - Career Coaches
 - Lead Career Coaches



Summer Job CONNECTION

SAVE THE DATE

01.10.2022

SJC 2022 PROGRAM APPLICATION LAUNCH

WWW.CAREERSOURCETB.COM/SUMMERJOBCONNECTION

 CareerSource TAMPA BAY

United Way Suncoast Grant: Awarded \$ 82,500

Output Data Requirements

Individuals and households served for this United Way Suncoast supported program		
	Projected 21/22	QTR1 7/1 - 9/30
# Of unduplicated individuals served*	760	398
# Of households served*	760	357
# Of ALICE individuals served	760	398
# Of ALICE households served	760	357

FY22 Workforce Development – Reporting

# and % of Individuals who improve essential-skills behaviors		
	Projected 21/22	QTR1 7/1 - 9/30
Baseline	1000	680
# Achieved	1000	697
% Of Quarter Total	100	102.50%

Note: Includes Summit attendees

# and % of Individuals placed in jobs		
	Projected 21/22	QTR1 7/1 - 9/30
Baseline	1000	380
# Achieved	1000	427
% Of Quarter Total	100	112%

Note: Includes PWE youth (Summer and PWE)

# and % of Individuals earning job-seeking skills		
	Projected 21/22	QTR1 7/1 - 9/30
Baseline	1000	650
# Achieved	1000	427
% Of Quarter Total	100	66%

Note: Includes PWE youth (summer and PWE)

# and % of Individuals earning certificates or higher education degrees		
	Projected 21/22	QTR1 7/1 - 9/30
Baseline	750	250
# Achieved	750	158
% Of Quarter Total	100	63%

Note: BYAG completers and HS grads



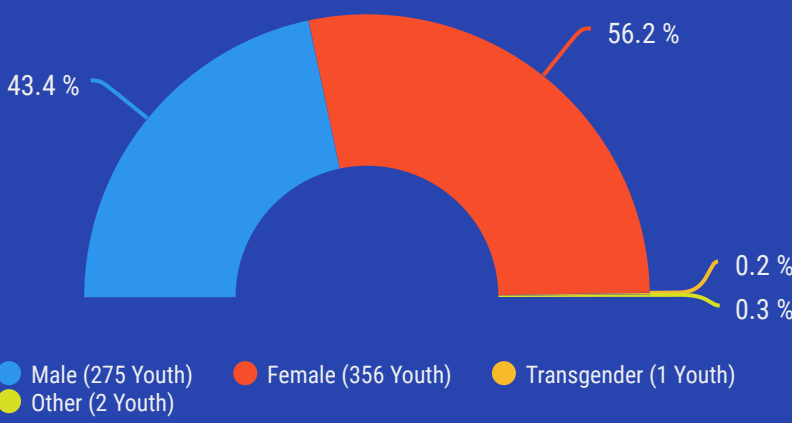
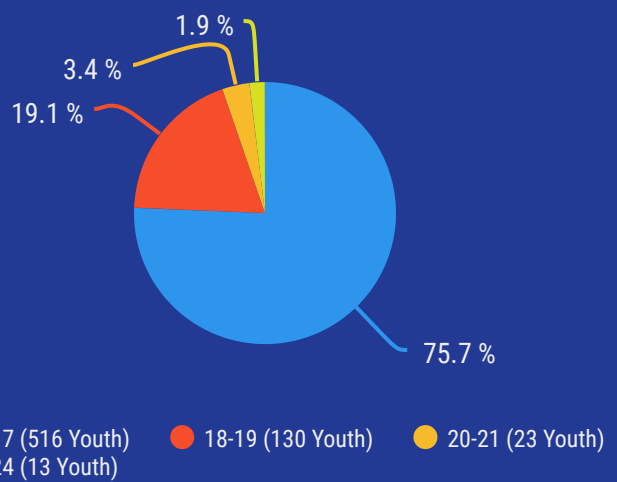
Information Item

Summer Job Connection (SJC) 2021 Recap

Summer Job Connections Recap can be found on the following pages:

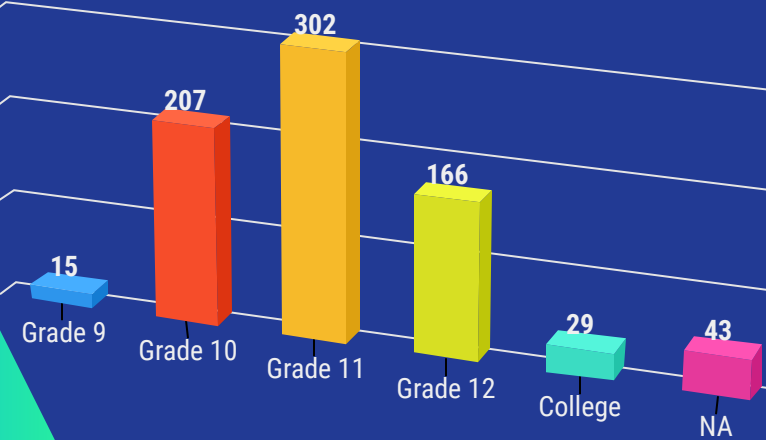
2021 Metrics

2021 Age Ranges



2021 Gender

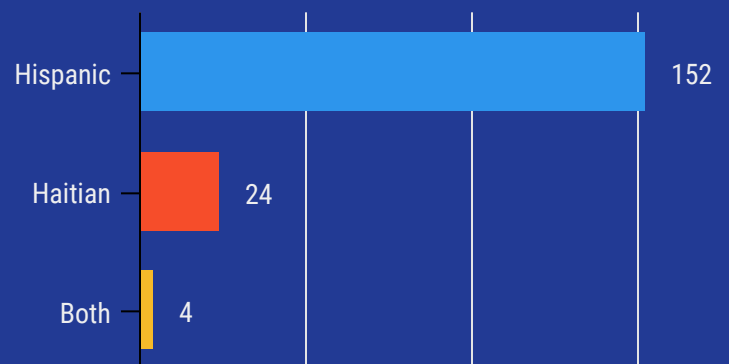
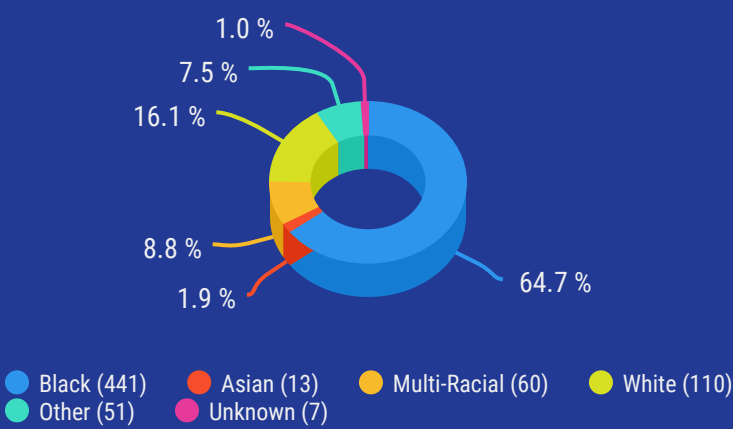
2021 Education Level



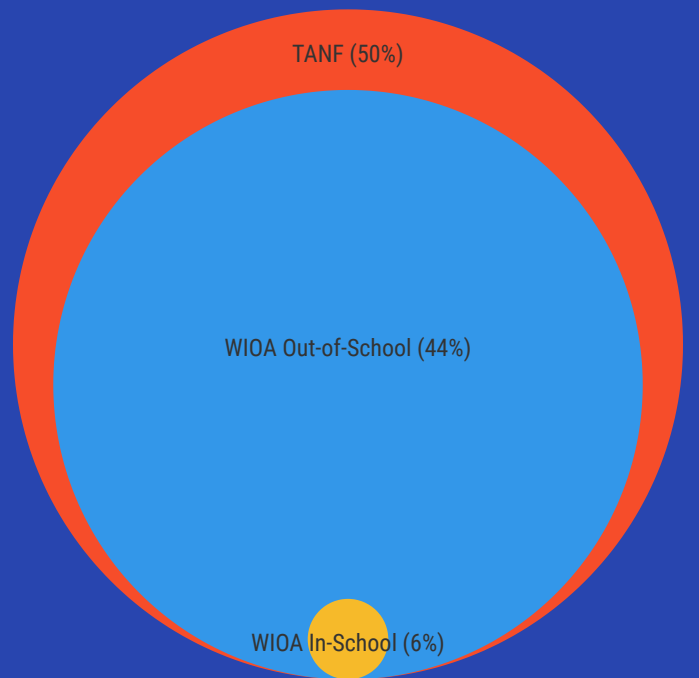
19% of 2021 Participants identified as having a disability



2021 Race & Ethnicity



2021 Program Funding



411 Youth in Paid Work Experience



250 Youth in Online Career Exploration



20 Youth in Leadership Course

2021 Enrolled Participants

80% of Youth Completed the 2021 SJC Program

Summer Job Connection is being rebranded as **Tampa Bay Summer Hires!** The 2022 application goes live for both Employers and Youth on **January 10th, 2022.**



Information Item

ACE Program Information

Apprenticeship-to-Career Empowerment (ACE) Program

CareerSource Tampa Bay in partnership with Hillsborough Board of County Commissioners: Kick-Start your career by earning a credential in as little as 12 weeks while building your resume earning \$15/hour in a paid work experience. This program offers **tuition assistance** and a **paid work experience** with a Hillsborough County employer. Industries will include IT, Healthcare, Manufacturing, and Finance.

ABOUT ACE

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.

Current ACE Training Tracks:

Digital Marketing: 8 weeks

Cyber Security: 12 weeks

Front End or Software Development: 12 weeks

Business Operations Specialist: 9 weeks

Aircraft Electronics Technician: 12 weeks

CNC – Milling, Programming and Operations: 10 week program

NEW! TechWorks – Help Desk, IT Support Specialists: 12 week program

Served to Date:

- 41 students were seated to date
- 37 remain active
- 25 employers active in ACE with contracts or contracts in process with 65 total PWE worksite positions
- Total of 60 employers have expressed interest in the ACE program
- Close to 225 young adults have submitted interest in the ACE Program to date.
- CSTB continues to conduct outreach and marketing to promote the ACE program and enlist young adults and employer partners within Hillsborough County
 - Close to 11,500 emails have been sent to local young adults.
 - Business Services team continues to promote ACE program and partnership opportunity with Hillsborough employers.
 - Marketing team continues to promote thru social media and community partners.



Information Item Special Projects Update

Senior Project Manager, Career Source Youth Department under the leadership of Don Shepherd and Jennifer Wilson continues the relationship with Hillsborough County Public School District (HCPS) and other key community partners connected to the WIOA Out of School (OSY), In School Youth (ISY) and at-risk population to move the needle towards “Talent Meets Opportunity” for youth. Our trajectory of Phase II includes exceeding the goals and expectation of objectives outlined in the Career Source Tampa Bay Board of Directors 2021-2024 Strategic Plan with a laser focus of Objective 3.2.2 (Measurable of Progress 1-2) and Objective 4.1.2 (Measurable outcome 1). The focus objectives of Phase II allow the Senior Project Manager and the Outreach Team to narrow the focus and create a streamline system with measurable outcomes to support the CEO/President, John Flanagan’s goal of connectivity of 10,000 youth and targeting young adults and DJJ youth as a high priority. The Phase II of the Senior Project Manager will continue increasing the awareness in the community, continuing action steps of how to serve a diverse youth/ young adult population and expanding the variety of resources for Career Source Tampa Bay with the creation of the first annual “High School Youth Community Service Event” (pending name of event) and CSTB Penn Foster Graduation to support their education and work development skills. The Phase II of the Senior Project Manager with the support of the Outreach Team includes:

- Objective 3.2.2.: Developing an innovative strategies---new model “S.P.A.R.K (in development and approval phase) of career/education engagement for youth lead by

the Senior Project Manager as the creator of S.P.A.R.K.S and development by Senior Project Manager and Outreach Team. Highlights of S.P.A.R.K.S pending approval:

- Leadership review of S.P.A.R.K.S Model---Five pillars: S(Select),P(Plan), A(Attainment), R(Resource), K(Knowledge),S(Success)
 - Creation of youth event data base to continue connectivity
 - Employment and education monthly tips
 - Workshop/training awareness and connectivity
 - Follow-up and support systems
 - Preparation of summer job initiatives (target of young adults)
 - Year round “Paid Work Experience”
 - Senior Signing Day **NEW
 - Employ Florida Registration Event (HCPS Junior and Seniors) **NEW
 - S.P.A.R.K.S Community/Volunteer Service Fair (1st Annual Event) **New
- Create a comprehensive outreach plan inclusive of diverse populations (4.1.2)
 - Aligning the Outreach workflow to reach outcomes and data check points
 - Creating event data collection (Outreach Data Collection)
 - Progress Monitoring (Reviewing check points monthly)
- Exploring State/Local Youth Agency connected to Hillsborough County Public School
- Continuing the development to qualified youth to earn an elective credit HCPS
- Presentation at State and Local Conferences
- Outreach Team supports and collaborating with other departments of CSTB
- Final steps of Phase I of the Senior Project Manager (CSTB and HCPS Leadership)



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