

**MINUTES OF THE  
CAREERSOURCE FLAGLER VOLUSIA  
Youth Employment Training Initiative  
December 8, 2020**

A virtual meeting of the CareerSource Flagler Volusia Youth Employment Training Initiative Committee was called to order via Microsoft Teams, at 11:30 a.m. on the 8<sup>th</sup> day of December 2020, pursuant to written Notice fixing said time and place; the same being filed and attached to these minutes.

The Honorable Barbara Girtman Chaired the meeting and Ms. Jennifer Gosling served as the Recording Secretary.

The following members of the Youth Employment Training Initiative were present:

Ms. Denise Breneman, County Director, Flagler and Volusia – Special Olympics Florida  
Mr. Earl Burney, Jr., Assistant Professor – Bethune-Cookman University, College of Business and Entrepreneurship  
The Honorable Barbara Girtman, Councilwoman – Volusia County Council  
Dr. Aubrey Long, Owner – Long Global Enterprises

The following guests were also present:

Ms. Michelle O. Foster, Outreach and Admissions/Career Transition Specialist – Job Corps Pinellas County  
Ms. Angela Hamilton, Program Specialist – CareerSource Flagler Volusia  
Ms. Robin King, President & CEO – CareerSource Flagler Volusia  
Ms. Mary Jo Potts, Admissions and Career Transition Services – Job Corps Pinellas County  
Ms. Jennifer Gosling, Executive Assistant – CareerSource Flagler Volusia

Ms. Barbara Girtman called the meeting to order and asked Ms. Robin King to discuss the design of the Youth Employment Training Initiative (YETI) program. Ms. King advised that when we began exploring the idea of this program, the initial concept was a summer youth program. She stated that while a summer youth program is very needed, Workforce Innovation and Opportunity Act funding does not allow for a stand-alone summer program. Ms. King advised that our funds currently serve out-of-school youth, and we are looking at ways to create a year-round program that can serve many populations of young adults, including those outside of our normal scope. She stated that we have discussed this with other local workforce boards, and they have large programs that others invest in, including the Counties.

Ms. King advised that youth programs throughout the state are being served with Temporary Assistance for Needy Families (TANF) funds. She stated that our youth programs are funded through the Workforce Innovation and Opportunity Act (WIOA)

which comes with many restrictions on how those funds may be used; however, TANF funds may be used for programs that can be classified as teen pregnancy prevention and a work program could fall under this category.

Ms. King advised that in her discussions with Ms. Girtman regarding the design, it was identified that we do not have the infrastructure. She stated that we are looking for ways to partner with others who are already working with these populations to eliminate the need for the young adult to have another case manager through us. Ms. King advised that we have an opportunity to partner with the Boys and Girls Club. She stated that they will be employing junior staff in their clubs. Ms. King advised that the Boys and Girls Club could braid our funding with the funds they receive from the Center for Family and Human Rights (C-FAM) and a Truist grant they were awarded. She advised that participants would be served under the "likelihood that they would be eligible for TANF". Ms. King explained that to meet this criteria, young adults would need to be under the age of eighteen and their household's income must be two hundred percent of the poverty level or less. She discussed targeting some of our zip codes that have a higher poverty level and working with the schools to reach students receiving free or reduced lunches.

The Committee discussed involving youth in entrepreneurship training and activities. Ms. King asked if the Committee thought the YETI program would be better as a summer youth program or year-round. It was agreed that young adults would be better served year-round. A discussion ensued on what Vocational Rehabilitation is doing with young adults with disabilities. Ms. Girtman stated that Catalyst had mentors on the east side of the County and asked if the Committee knew of other organizations mentoring young adults in that area. Ms. King mentioned Sisters Build; however, they operated predominately in the west side of the County.

Other mentorships identified by the Committee included Man Up, Florida Mentors, Pace Center for Girls, Chiles Academy, No Longer Fatherless, and Take Stock in Children. Dr. Aubrey Long stated there was a local mentorship for black males. Ms. King stated that she knew Bishop Derek Triplett held a mentoring group for black males; however, she did not know if it was still in operation. A question was raised on whether we would fund all programs equally. Ms. King replied that funding would depend on the partner's needs. She advised that the Boys and Girls Club is proposing to sixteen junior staff that would work ten hours a week during the school year and twenty hours a week during the summer. The total cost is projected to be \$99,000; however, with their other funding sources, we would be contributing approximately \$38,000. Ms. King stated that this would be for Volusia County only; if Flagler County was included, it would cost an additional \$12,378. Ms. Girtman stated that she is inquiring with the County to determine

if there are funds designated for summer employment that could be leveraged. Ms. King advised that she has been in contact with the Community Assistance Division, and the County is currently working through some logistics.

The Committee discussed potential partners for the YETI program. Ms. Girtman asked Mr. Earl Burney, Jr. if there were any programs at Bethune-Cookman that could be tied in. He advised that there were not currently; however, there may be student organizations that are involved in similar activities. A discussion ensued on a local program for girls involving in the sciences and how we could connect with them.

Next, the Committee considered potential resources. Ms. Girtman advised that she was researching additional funding through the County that could be braided with our TANF funds or programs we can connect to with the same mission. She asked the Committee if they knew of any other potential resources. Mr. Burney, Jr. advised that there was a 20-hour shadowing program through Bethune-Cookman University's School of Business and Entrepreneurship in which students are paired with mentors. A question was raised on the age bracket for YETI program participants. Ms. King responded that in order to use TANF funds, the participants must be under eighteen. She advised that we can serve individuals as young as fourteen; however, due to child labor laws, most businesses will want young adults to be at least sixteen years of age. She stated that we are focusing on sixteen and seventeen year-olds presently.

The Committee discussed the intentions of the YETI program. A question was raised on whether the Boys and Girls Club had a way to meet with young adults in-person under COVID precautions. Ms. King stated that yes, they could meet in-person. She noted that if the participants are working, then they would be onsite. Ms. King advised that the intent of YETI is to teach young adults applicable work and soft skills. She stated that several years ago, she went to a business where young adults were participating in a summer youth program. The young adults stayed behind the counter and were not doing anything productive. Ms. King advised that the YETI program aims to engage participants in a greater capacity; young adults should be trusted with more than simple tasks. She stated that YETI would teach young adults the soft skills employers need and offer the participants an opportunity to explore a career pathway before a long-term commitment is made.

Ms. King advised that the positions with the Boys and Girls Club would be part-time, and that this program offered them a way to incentivize older youth to work with the younger youth. Ms. Girtman asked what the next steps would be. Ms. King responded that she would develop an outline of the justifications and outcomes that the YETI program expects to achieve and share that information with potential partners with whom we

currently have an established relationship. She recommended approving the Boys and Girls Club's proposed program for junior staff in the amount of \$37,577 for Volusia County and \$12,378 for Flagler County. Ms. Girtman asked to see the outline for their program. Ms. King provided the outline virtually for the Committee to review.

Ms. Girtman called for a motion to approve the funding request for the Boys and Girls Club as presented.

1. After discussion, upon motion duly made, seconded and unanimously carried, the YETI Committee approved the partnership with the Boys and Girls Club and agreed to provide funding for the Junior Staff program in the amount up to \$37,577 for Volusia County and \$12,378 for Flagler County.

Ms. Girtman requested to see consistent reporting on the outcomes from the Boys and Girls Club at future meetings so the Committee could monitor their progress. Ms. King agreed to provide updates. Ms. King advised that she would bring a draft at the next meeting on how to approach potential partners. A question was raised on whether we had someone attending the Boys and Girls Club's Board meeting where outcomes on would be reported. Ms. King responded that Ms. Jenae Matthews, a member of the YETI Committee, is a board member for the Boys and Girls Club.

The Committee agreed to meet next on January 5<sup>th</sup> at 10:00 a.m. Mr. Burney, Jr. was invited to become a member of the Committee which he accepted. With no other business being heard, the meeting was adjourned.

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Recording Secretary