

**MINUTES OF THE
CAREERSOURCE FLAGLER VOLUSIA
Youth Employment Training Initiative
July 27, 2021**

A virtual meeting of the CareerSource Flagler Volusia Youth Employment Training Initiative (YETI) Committee was called to order via Microsoft Teams, at 9:00 a.m. on the 27th day of July 2021, 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
The Honorable Barbara Girtman, Councilwoman – Volusia County Council
Dr. Aubrey Long, Owner – Long Global Enterprises
Ms. Helga van Eckert, Director – Volusia County Economic Development

The following guests were also present:

Ms. Angela Hamilton, Policy Analyst – CareerSource Flagler Volusia
Ms. Robin King, President & CEO – CareerSource Flagler Volusia
Ms. Jennifer Gosling, Executive Assistant – CareerSource Flagler Volusia

Ms. Barbara Girtman called the meeting to order and asked Ms. Robin King to provide an update on partnerships and investments. Ms. King reported that the Boys and Girls Club of Volusia/Flagler Counties currently has eleven junior staff employed throughout the two-county area. She asked Ms. Angela Hamilton to have the Boys and Girls Club include the total of how many youth they employed since the beginning of their program in their reports. Ms. King advised that the Boys and Girls Club has a seven-week program in partnership with PNC Bank that focuses on money management which began on January 1st and will end in December.

Ms. King discussed the Temporary Assistance for Needy Families (TANF) allocations that have been used to fund the YETI program. She explained that TANF has four purposes and after a discussion with the Department of Economic Opportunity (DEO), the programs funded through YETI were an acceptable use of TANF funding under TANF's job preparation piece. Ms. King listed the organizations that have had contracts with the YETI program, including the Community Healing Project which served twenty young adults in a four-week job and career readiness program called Project Gold. Each participant received a \$1,500 stipend. She reviewed the program offered by the Chiles Academy which had two phases; the first phase was career readiness and exploration

on campus with their staff, the second phase was an internship that lasted approximately six to eight weeks at businesses that matched the young adults' interest.

Ms. King reported that Sisters Build and Man Up collaborated to serve West Volusia through a program called Lead Excel Grow Explore Network Develop (LEGEND) with a budget of \$50,000. She explained the LEGEND program served ages twelve to fourteen through an employability program that provided participants a \$750 stipend. Ms. King reported that the older young adults, fifteen to eighteen years of age, received job training through a variety of local companies. She stated one of the unintended benefits of the LEGEND program was the young adults were working in downtown DeLand where they did not normally go, and it helped to break some boundaries bringing them to an unfamiliar area.

Ms. King advised that Catalyst served twenty-three youth with job preparation and then provided a paid work experience. She stated the last organization funded through the YETI program was Mission Be Great which will begin next week. Ms. King explained that the gentleman responsible for the Mission Be Great program had difficulty finding a suitable location for the program, however they are now ready to proceed. She advised that CareerSource Flagler Volusia is still receiving reports from the programs which will help determine what can be built upon, and that all programs have concluded with the exception of Mission Be Great.

Ms. Girtman stated she was very excited with what the YETI program has accomplished and the opportunities it has provided to young adults from diverse backgrounds. She discussed her own efforts to bring diversity and inclusion to the downtown DeLand area, and how the YETI program could provide more administrative assistance and resources to the programs it serves for greater sustainability. Ms. King noted that several of the programs hired college students to provide some of that administrative assistance.

Ms. King reported CareerSource Flagler Volusia was severely underspent in the adult programs this year as a result of the pandemic, and the State has extended the 2020-2021 allocations through the end of August. Ms. King explained staff has reached back out to the participating organizations to see if there were secondary investments that could be made to serve individuals under TANF's teen pregnancy prevention piece. Ms. King advised that the organizations could submit an application and be funded a flat fee for the number of participants they would serve. She advised there was one group, Mr. and Mrs. Mentoring, which she was unable to reach during the first round of funding, that has since submitted a number of applications for the funding under the teen pregnancy prevention piece. Ms. King stated that applications are due at the end of the month and

that the leftover TANF funds would be invested in the community by dividing the funds by the number of applications received and distributing those funds evenly to the organizations. Ms. King advised that since TANF was extended, it can be used for CareerSource Flagler Volusia's regular programs which will release new allocations for the YETI program; this was expected to provide approximately \$200,000 for the new year. She reported that the allocations spent under the initial job prep piece was approximately \$300,000.

Ms. Girtman asked if there were any questions or comments from the Committee. A discussion ensued on some organizations' reluctance to apply for governmental programs and some requiring additional staff guidance through the application process. The Committee examined what could be done to foster more participation. Ms. King advised that she was considering holding a wrap-up session at the end to receive feedback from the organizations and learn about their experience with the YETI program.

The Committee discussed the possibility that organizations may not want to lose their grassroots values, could be put off by the paperwork and process, and smaller organizations may feel intimidated to compete against larger organizations. Several suggestions were provided which included communicating the intent of the YETI program to smaller organizations and reaching out to the Pan-Hellenic Council for Bethune-Cookman University which is comprised of all sororities and fraternities for the college. Dr. Aubrey Long explained that sororities and fraternities are required to participate in special projects and should be capable of helping with a few programs. He advised that one sorority group had approached him about submitting an application, and he would investigate why an application was not received.

Ms. King reported that she is submitting a grant to the Truist Foundation for the YETI program and that CareerSource Flagler Volusia has had other grants through their foundation in the past. She stated that she pitched the YETI program to Truist's philanthropic branch, and the idea was well received. Ms. King advised that Truist employees are expected to serve their communities, and their grant application asks how members of their team can be involved. Ms. King reported that she wrote that Truist members could participate in the YETI program as mentors, hold financial literacy programs, or provide young adults with career awareness in their respective fields, similar to what PNC Bank does with the Boys & Girls Club. A discussion followed on mentoring and work programs for young adults with special needs and what could be done to ensure that the YETI program is offering the same opportunities. Ms. King advised that she will be meeting with each organization to ask them what they want to

accomplish in the coming year. She stated she would compile their feedback into a respective plan. Ms. King advised that one of the goals for this year is to bring the YETI program before each of the municipalities to let them know how they can invest in young adults within their community.

Ms. Helga van Eckert stated Volusia County's quarterly publication will be focused on topics of the local workforce and finding qualified talent. She advised that the County would like to feature CareerSource Flagler Volusia and suggested highlighting the YETI program as a talent pipeline for young adults. Ms. King agreed to work with the County on a feature story for their quarterly update. A discussion followed on data that shows younger generations are having less children than previous generations, what that will mean for the future of talent pipelines, and the increasing necessity of employee retention.

Ms. King advised that the next steps will be to meet with each provider, request their feedback on what would make a stronger program, and gauge their interest in continuing partnerships with the YETI program. She mentioned that Ms. Girtman suggested helping organizations with the administrative piece or providing more of the case management, and she stated that some of that assistance would be coming from Ms. Angela Hamilton. Ms. King stated that Ms. Hamilton is closely working with the YETI program and providing some of the needed support already. A question was raised on how to extend more support to the organizations. Ms. King advised that CareerSource Flagler Volusia would be asking that question when they meet with the community organizations. Ms. Girtman stated that some feedback from businesses may not reach the program coordinators, particularly if a business is not accustomed to working with a diverse group of young adults. She recommended that the YETI program look at ways to bridge that communication.

With no other business being heard, the meeting was adjourned.

Recording Secretary