

MEMORANDUM

TO: Florida Youth Partners

FROM: J. Mac Holladay
Market Street Services

DATE: July 26, 2004

RE: *Strengthening Youth Partnerships Statewide Meeting, July 15-16, 2004*

Overview

One year ago, Workforce Florida, Inc. (WFI) initiated an effort to enhance communication, coordination, and planning among key organizations that play a role in developing Florida's youth, particularly in the area of workforce skill attainment. The initial meeting on July 31-August 1, 2003 set in motion a series of meetings, and sub-group efforts, designed to "strengthen youth partnerships" and seek their stated goal, "to do everything possible to ensure every young person in Florida is ready and able to pursue a meaningful job path." Early in the process, the Youth Partners identified five key issues as priorities for further discussion and action:

- ⇒ Training and education systems must be **demand-driven**.
- ⇒ Focus on leveraging available **funding**, finding new sources of funding, and adjusting to federal funding changes.
- ⇒ **Public policies** related to youth workforce development must be clear and well directed.
- ⇒ **Cultural values** would be an integral component of the collaborative effort (i.e. creating an atmosphere where it is understood that education leads to prosperity).
- ⇒ Additional **collaboration and networking** among youth program providers is needed in order to fully understand all available resources and avoid gaps and overlaps in system delivery.

This phase of the Youth Partners' efforts culminated in a statewide meeting in Orlando on July 15-16, 2004. This recent event reviewed the findings of the prior meetings, announced two Demonstration Projects and the Competitive Process for Awards, and introduced a few Best Practice examples to a group of over 60 representatives from the following State and local agencies:¹

¹ A full attendees list is at the end of this memorandum.

- Department of Juvenile Justice
- Department of Children and Families
- Department of Education
- Community Colleges
- Department of Health
- Dept. of Education Division of Vocational Rehabilitation
- Able Trust Foundation
- Agency for Workforce Innovation
- Workforce Florida, Inc.
- Workforce Development Boards
- Community Based Organizations
- State Service Providers/Vendors

Program Updates

The demonstration projects announced at the July 15-16, 2004 meeting were based on the Youth Partners' decision to focus on three sub-group efforts at this point in time: Career Institutes, At-risk Youth, and Disabled Youth. The following are program updates as of the proceeding May 10, 2004 meeting:

Career Institutes

Purpose: To develop a model program that can replicate the Community High-Okaloosa Institutes of Career Education (CHOICE) initiative being implemented in Okaloosa County.

Next Step: Develop an RFP identifying the key criteria that would attract most ideal communities to competitive selection process.

At-risk Youth

Purpose: To help youth who are most at risk and can benefit from a variety of programs to get on a meaningful job path.

Goals Established: Increase the Department of Juvenile Justice's (DJJ) access to vocational training opportunities; increase meaningful job placements; establish more mentoring opportunities; and create more vocational and job training opportunities for those currently in (ages 13-18) or formerly in (ages 18-23) foster care.

Next Steps: Continue to work on goals, strategies, and identify benchmarks; identify funding for cross-agency project; identify ways that Job Corps could serve as a resource for DJJ youth; partner to identify and apply for additional federal funding; and develop RFP for demonstration project.

Disabled Youth

Purpose: To strengthen career development services for disabled youth, emphasizing the transition from the public school system to vocational rehabilitation programs.

Next Steps: Maintain "cross-pollination" efforts between existing "Partners in Transition" group and Youth Partners; hold demonstration effort projects for now; and evaluate progress of Partners in Transition and determine future role of Youth Partners in this effort.²

² Partners in Transition is a partnership of 25 State agencies and universities that are developing a comprehensive strategic plan to address issues particular to disabled youth.

Specific Results

The Youth Partners' efforts have already greatly enhanced collaboration and networking among Florida's youth program providers, as well as accomplished specific results, including the following points that were discussed at the July 15-16, 2004 meeting:

- ❑ Freida Sheffield, Program Manager of WFI, announced the release of the **demonstration projects and competitive funding process** for both the Career Institutes and At-risk Youth programs. (As stated previously, at this point no demonstration project efforts will be implemented for Disabled Youth due to the ongoing efforts of the Partners in Transition group.) Information regarding these projects is available on the Workforce Florida website: <http://www.workforceflorida.com>.
- ❑ Judy Meyer of the Agency for Workforce Innovation (AWI) informed attendees that the State has applied for a three-year \$400,000 Workforce Investment Act (WIA) **grant to serve foster care youth** in the Miami metropolitan area. The record-time in which this grant application was pulled together, as well as the ease with which relevant parties worked together, is attributed to the spirit of partnership that the Youth Partners' efforts has brought to Florida's youth programming.
- ❑ Regarding the At-risk Youth programs, Bernard Warner, Assistant Secretary of the DJJ's Office of Probation and Community Corrections, also spoke to convey his agency's support of the demonstration project efforts and strengthening partnerships between Florida's agencies to better serve at-risk youth and juvenile offenders. His agency has already **made strides to strengthen relationships** with different groups throughout the State, and he is optimistic future efforts will continue to improve services for at-risk youth.
- ❑ The At-risk Youth sub-group identified the need for a **list of youth program providers** to facilitate communication between different agencies. Agencies involved in the sub-group, including WFI, DJJ, the Department of Children and Families, and the AWI Job Corps program, are responsible for distributing that information to the different regional and local agencies they serve. This is an important positive result of the Youth Partners efforts, as was evident during the Friday, July 16 open forum discussion. A few participants were uncertain about what services were available and what names different regions used to identify their one-stop centers and other key youth service provider agencies.
- ❑ **Cross-pollination** between the Partners in Transition and the Youth Partners Disabled Youth sub-group has already occurred, with Judy Meyer of AWI, Reuben Patrick of AWI's Job Corps program, and Freida Sheffield of WIF serving on three Partners in Transition committees, and Kathy Burton of the Florida Developmental Disabilities Council and Partners in Transition working with the Youth Partners Disabled Youth sub-group.

Best Practices

The July 15-16, 2004 meeting offered attendees the opportunity to learn about Best Practice examples currently in action around the State. The following four programs were presented to the group: Okaloosa County's CHOICE initiative; Palm Beach County's At-Risk Foster Care Youth Development Partnership; Twin Oaks Juvenile Development, Inc.'s Liberty (County) Wilderness Crossroads Camp; and the Alachua/Bradford Region's At-Risk Disabled Youth Development Partnership. The following are the key details regarding the programs and the issues discussed regarding them:

Okaloosa County's CHOICE Initiative

Presenter: Frank Fuller – Assistant Superintendent Non-Traditional Schools, Okaloosa County School District

Okaloosa County created its Community High-Okaloosa Institutes of Career Education (CHOICE) initiative to allow high school juniors and seniors to obtain relevant career training and experience for job opportunities in the Okaloosa County area. The program was sensitive to a **demand-driven** concept of creating training opportunities, focusing on local, regional, and national economic strengths in the choice of Institutes in the fields of health science, aerospace, information technology, and construction technology (future plans include Institutes for Education, and Hospitality and Tourism job opportunities). The students, who receive certification upon completion, proceed through the course work at their own pace, enabling a self-selecting seamless transition process from high school to a two-year degree, and if desired, on to a four-year degree. In this way, the program **does not take hope away** and students can measure their own capacity for skill-attainment within their field of choice.

The CHOICE program is a Best Practice example not only for its sensitivity to demand-driven concerns, but also the way in which it was implemented. The program's initiators had the **courage** to reject a consultant's plan for a \$31 million vo-tech school, and instead developed a program that was a much less expensive, innovative approach to vocational training. CHOICE was implemented with **no new funding** by essentially serving as a "holding company." High schools "purchase" an Institute "franchise," using funds from their existing operating budget. Because area high schools do not want to lose students to a nearby school with an Institute, a competitive process for acquiring an Institute transpires. Ultimately, high school principles have to "compete or cooperate."

Another important feature of the CHOICE program is that, after the genesis of the concept, the implementers of the idea used their knowledge of the community to develop tactics that would facilitate their success. They removed roadblocks and "potential saboteurs" from the beginning by developing ways to **work with them, not against them**. The de facto "compete or cooperate" role of the high school principles was a key part of this. In its implementation, the program has also developed partnerships with existing workforce development agencies, universities and colleges (including Embry Riddle Aeronautical University, Florida State University, University of West Florida, and Troy University), businesses (including Boeing, Crestview Aerospace, Microsoft, Cisco, Titan Construction, Brasfield and Gorrie, and "mom and pop" businesses), and parents.

Palm Beach County's At-Risk Foster Care Youth Development Partnership

Presenters: Liz Brown - Executive Director, Turtle Nest Village; Debora Kerr - Vice President, Workforce Alliance, Inc., Region 21; Randy Stafford - Founder and Principal, Survivors Charter School; and Jamie Stoll - Project Manager, Workforce Alliance.

Several agencies in Palm Beach County have successfully developed a mutually beneficial **relationship** to obtain the collective goal of improving the delivery of vital services to foster care youth in the area. Each agency works as a different piece of the foster care puzzle:

- ❑ The Survivors Charter Schools teach academic and workplace skills and provide a sense of community for foster care youth. The schools are noted for their “Pay it Forward” program, based on the idea presented in the film of that title, which enhances foster care youth’s sense of community and commitment to their neighbors by encouraging them to volunteer their assistance to someone in need.
- ❑ As a residential facility, Turtle Nest Village provides “emancipated” foster care youth with a supportive environment during a critical life stage for developing a foundation for a successful career path. Life skills training, counseling, mentoring, and referrals to community services are some of the additional services available to residents.
- ❑ Finally, the Workforce Alliance provides much of the Work Readiness training and job placement services that will facilitate the youth’s transition into the workforce. This is the entity responsible for facilitating and managing the collaborative effort, as well as serving as the fiscal agent.

In 2003, WFI provided the Workforce Alliance with a grant of \$319,235, which served as the impetus for the identification of, and partnering of, local agencies. According to the presenters, a key to the success to date has been the partners’ dedication, commitment, and **passion** for serving foster care youth. The partnership developed and initiated an implementation plan for recruitment, eligibility verification, and outlined each partner’s responsibilities, to avoid gaps or overlaps in service delivery. The group also has developed effective communication through meeting monthly, distributing regular reports, monitoring progress, and continuing to strengthen partnerships. The group identified certain unmet needs (including legal aid, therapeutic services, transportation, and medical services), and acknowledged that they still do not know all potential partners in the area, illustrating an understanding that this is an **ongoing process**.

Twin Oaks Juvenile Development, Inc.’s Liberty (County) Wilderness Crossroads Camp

Presenter: Donnie Read – Chief Executive Officer, Twin Oaks Juvenile Development, Inc.

The story of Liberty Wilderness Crossroads Camp illustrates how the provision of services to at-risk juvenile offenders is an **ongoing learning process** for program providers. Mr. Read spoke candidly about his personal history, including how he got the attention of those who would support him by successfully building relationships that would lead to the **leveraging of existing funding** and available services. Ultimately, Mr. Read discovered that in the small community of Liberty County he had a different opportunity available that allowed him to expose juvenile offenders to a new environment located in the heart of the 560,000 acre Apalachicola National Forest. By providing such an extreme change for the youth, the Camp can successfully

encourage the youth **to leave the past behind** and develop workplace skills via the training opportunities the Camp provides.

From its inception, the Camp provided residents with job skills training; however, Mr. Read learned a valuable lesson regarding the importance of **certification**. He told the story of a young man who was a skilled, experienced welder receiving \$5.15 an hour for his work. Within six months, he expected to receive a raise to \$5.50 an hour. However, this young man found that this was not sufficient to provide him with a “living wage.” A human resources representative of his company said that with certification, he would be eligible for \$10.50 an hour, with an expected raise to \$11.75 within six weeks. The man was as competent as someone with the official certification, but was not eligible to receive the near doubling of his salary without it. Since that young man approached Mr. Read with his dilemma, Liberty Wilderness Crossroads Camp has obtained the means to ensure official certification for its youth.

Today, the Camp is an **official satellite campus** of the Washington-Holmes Technical Center and has an **onsite mini-one stop career center** to implement vocational programming and youth career planning opportunities. The Camp has training in horticulture, welding, building trades, culinary arts, and gas engine service technology. Career development services include career interest profiling and assistance developing a complete portfolio with a résumé, work experience summaries, community service projects, awards/certifications, and letters of recommendation.

Alachua/Bradford Region’s At-Risk Disabled Youth Development Partnership

Presenters: Rachel Bishop-Cook - Executive Director, Alachua/Bradford Regional Workforce Board; Chris Brown - Associate Director, Santa Fe Community College YES! Program; Carrie Simmons - High School/High Tech Program Coordinator, Center For Independent Living; and Amy Tharpe - High School/High Tech Program Director, Center For Independent Living.

The Alachua/Bradford Workforce Board Region community has successfully developed a **partnership** of existing agencies to serve youth with a physical, sensory, or learning disability. The High School-High Tech and Youth Employment Start (YES!) programs joined forces to provide small classes and personal services to disabled youth, to help them make connections with the local one-stop center, and other measures to integrate efforts to help disabled youth develop workforce skills. High School-High Tech is focused on science, math, and engineering careers for disabled youth, and services include college campus and corporate site visits, mentoring/job-shadowing, career counseling, paid internships, social activities, and career development and personal growth workshops. Located at the local one-stop center, the YES! program includes the following services: technical assistance, skills training, work experience preparation, transitional services, mentoring, and youth recruitment.

The partnership’s program has escalated in size from one school and ten students (eight of which obtained internships) in the 2000 to 2001 academic year, to four schools and 46 students (34 of which obtained internships) in the 2003 to 2004 academic year. Some keys to the partnership’s success are particularly important for disabled youth: getting the **parents involved** and helping the youth to **see their potential** as an employee. The program has demonstrated success, with consistent positive feedback from employers (business partners include Shands Healthcare

System, the University of Florida, Cox Communications, and Sante Fe Community College) and the following benefits provided to those directly involved: employers have access to potential employees, parents have a clearer understanding of the capabilities of their children, and students have the opportunity to explore careers that otherwise may not have been of interest or available to them. Funding sources include the Able Trust, NASA/Kennedy Space Center, U.S. Department of Labor, Workforce Florida, Regional Workforce Development Boards, United Way, County grants, and the Boeing Company.

Discussion

On the second day of the meeting, Friday, July 16, J. Mac Holladay, CEO and Founder of *Market Street Services*,³ facilitated an open forum to discuss issues addressed at the previous day's Best Practice presentations and other comments the audience had regarding youth development efforts in Florida. The following points were raised that morning:

- “Redirection” of monetary resources for youth development may hurt other important programs.
- It is important to partner with agencies and develop expertise prior to seeking grants.
- The Miami metropolitan area has a particular challenge facing it because of the large number of youth to serve and the many different agencies already in existence.
- Too often, good ideas are pitched, but they are never followed up on.
- In order to overcome the challenges faced when agencies want to hold on to their existing territory, representatives need to build personal relationships and develop trust between the agencies involved.
- The process requires management and service provider staff with “heart,” i.e. people who will not let busy schedules prevent them from helping youth.
- It is important to set up a personal contact and appointment for youth instead of merely providing them with the address of the local one-stop center.
- Probation officers, local workforce development agencies, and families are key links in the process to transition a youth offender out of a DJJ facility and into a school, training program, or one-stop center.
- One-stop center staff need to be committed to their jobs and helping youth.
- A few participants were uncertain of what youth and career development services were available and what names different regions used to identify their one-stop centers and other key youth service provider agencies.
- There is a need to develop a win-win for all partners to successfully leverage existing efforts without duplication.
- Easy transitions in the probation officer-local workforce development agencies-family link are much more difficult when youth are incarcerated far from their homes.
- Effective interagency agreements are needed so that there is management-level support.
- Performance reports are measuring the wrong things.
- Certain kids with different/particularly difficult-to-serve needs cannot possibly meet the present measures.

³ *Market Street Services* is a national economic and workforce development consulting firm based in Atlanta, Georgia. For more information, please visit <http://www.marketstreetservices.com>.

- Polk County has a CD for distribution to youth and youth providers that lists all the services available to them.
- Youth offender career development programming in DJJ residential facilities should be linked with transitional and post-incarceration efforts. Youth should be screened when entering the residential program to help achieve this end.
- The Red and Green Report and performance measures need to change so that it is easier to focus on serving at-risk youth.

Buzz Words and Themes

The day's presentations revealed common themes, most of which were consistent with the discussion points of the Youth Partners in previous meetings and the five key issues that the group wanted to focus on: demand-driven training and education systems; leveraging available, finding new, and adjusting to federal funding sources; clear and well-directed public policy; realigning cultural values to create an atmosphere where it is understood that education leads to prosperity; and increasing collaboration and networking among youth program providers.

“Buzz” words and themes of the July 15, 2004 Best Practice presentations included:

- ⇒ Collaboration
- ⇒ Partnership
- ⇒ Communication (particularly in terms of developing personal relationships)
- ⇒ Differences
- ⇒ Taking risks
- ⇒ Passion
- ⇒ Demand-driven
- ⇒ Seamless
- ⇒ Systematic change
- ⇒ Leveraging existing resources
- ⇒ Private and public partnerships
- ⇒ Transitions

Next Steps

No official next steps were identified during the meeting. However, it is understood that attendees and other youth service providers in Florida need to further analyze the demonstration projects and competitive process for awards for implementation, continue the ongoing effort to strengthen partnerships between Florida's youth service providers, and “do everything possible to ensure every young person in Florida is ready and able to pursue a meaningful job path.” Clearly, the coming together over time of various state and now local and regional staff has provided positive movement toward this basic goal.

**Strengthening Youth Partnerships
July 15-16, 2004
Attendees⁴**

- Jan Abee - Chief Probation Officer, Dept. of Juvenile Justice/Circuit Two Probation, Tallahassee
- Blaine Baesler - Juvenile Probation Officer, Dept. of Juvenile Justice, Sarasota
- Mary Ann Barfield - WIA Program Manager, One Stop Center, Marianna
- Tom Bentley - Program Manager, Dept. of Children & Families/Child Protection Policy Unit, Tallahassee
- ***Rachel Bishop-Cook - Executive Director, Alachua/Bradford Regional Workforce Board, Gainesville***
- Pamela Brantley - Senior Management Analyst II, Dept. of Juvenile Justice/Residential & Correctional Facilities, Tallahassee
- Marci Brilley - Program Planning & Contracts Officer, Brevard Workforce Development Board (WDB), Rockledge
- ***Chris Brown - Associate Director, Santa Fe Community College YES! Program, Gainesville***
- ***Liz Brown - Executive Director, Turtle Nest Village, Lake Worth***
- David Bryson - Program Specialist, Workforce Florida, Inc., Tallahassee
- Donna Butt - Juvenile Probation Officer Supervisor, Dept. of Juvenile Justice-Circuit Six, New Port Richey
- Ben Campbell - Program Developer, Community Rehabilitation Center, Inc., Jacksonville
- Stephanie Campbell - Youth Programs Officer, Polk Works, Bartow
- Patrick Cannan - Planning Executive, Workforce Alliance, Inc. Region 21, West Palm Beach
- Michael Carn - Board Chair, Broward WDB, Lauderhill
- Nancy Cordill – Director, Career & Technical Adult Education, Dept. of Education/Division of Community Colleges & Workforce Education, Tallahassee
- Dee Curry - Juvenile Probation Officer, Dept. of Juvenile Justice, Bartow
- James Disbro - Youth Programs Manager, Jobs ETC. - ACS Region 18, Bradenton
- Robert Dobson - Board Chair – Region Two, WDB of Okaloosa & Walton Counties, Shalimar
- Ken Durham - Manager of Operations, Youth Services, ACS, Inc., Sanford
- Cindy Earp - Program Coordinator, Brevard WDB, Cocoa
- Thomas Fay - Contract Manager/Program Monitor, Dept. of Juvenile Justice/Residential & Correctional Facilities/East-Central Region, Orlando
- Gerald Felty - Juvenile Probation Officer, Dept. of Juvenile Justice, Bradenton
- ***Frank Fuller – Assistant Superintendent Non-Traditional Schools, Okaloosa County School District, Ft. Walton Beach***

⁴ Best Practice presenters are in ***bold italics***.

Attendees Continued⁵

- Ulanda Gainous – Planning, Resource & Projects Analyst, WDB of Flagler & Volusia Counties, Inc., Daytona Beach
- Jennifer German - Deputy Director, Gulf Coast Workforce Board, Panama City
- Ray Gilley – Chairman, Workforce Florida Board, Orlando
- Deborah R. Green - Director of Educational Services, WorkNet Pinellas, Inc., Clearwater
- David Hamilton - Contracts Administrator, Pasco Hernando Workforce Board, Brooksville
- Carla Harris - Co-Chair, Youth Council, Heaven Sent Consultants, Inc., Miami
- Lynda Hartnig - Educational Policy Coordinator, Dept. of Education/Division of Vocational Rehabilitation, Tallahassee
- Minnie Jackson - Program Director, Dept. of Juvenile Justice, Orlando
- Shannon Johnson - Youth Programs Contracts Manager, WDB of the Treasure Coast, Port St. Lucie
- William Kennedy - Executive Director, Center For Independent Living, Gainesville
- **Debora Kerr - Vice President, Workforce Alliance, Inc. Region 21, West Palm Beach**
- Lee Koslow - Performance Improvement Manager, WorkForce One, Lauderhill
- Emile Laurino - Chief Executive Officer, Pasco-Hernando Jobs & Educational Partnership, New Port Richey
- Debra Lawrence-Knight - Assistant Circuit Chief, Dept. of Juvenile Justice, Daytona Beach
- Man Le - Manager of Workforce Services Performance, Tampa Bay Workforce Alliance, Tampa
- Brenda Martin - Management Consultant, Alachua/Bradford Regional Workforce Board, Gainesville
- Richard Meiks - Program Director/Performance, Workforce Florida, Inc., Tallahassee
- Judy Meyer - Agency for Workforce Innovation, Tallahassee
- Kimberly Moore – Chief Operating Officer, Workforce Plus, Tallahassee
- Myria Morgan - Program Manager, Youth Programs, South Florida Workforce Board, Miami
- Susan Motz - Director, Santa Fe Community College YES! Program, Gainesville
- Charlene Moxey - Senior Juvenile Probation Officer, Dept. of Juvenile Justice-Probation & Community Corrections, South Region, Lake Worth
- Donna Mundy - State Coordinator/High School-High Tech, The Able Trust, Cocoa
- Susan Otte - Program Manager, Heartland Workforce Investment Board, Sebring
- Susan Pareigis – Director, Agency for Workforce Innovation, Tallahassee
- Reuben Patrick - Job Corps State Coordinator, Agency for Workforce Innovation, Tallahassee
- Dave Pierson – Chairman, First Jobs/First Wages Council, Jacksonville
- **Donnie Read – Chief Executive Officer, Twin Oaks Juvenile Development, Bristol**

⁵ Best Practice presenters are in ***bold italics***.

Attendees Continued⁶

- Jo Anne Richmond - State Adolescent Health Consultant, Dept. of Health, Tallahassee
- Dan Rodgers - Acting Chief Probation Officer, Dept. of Juvenile Justice/Circuit 19 Probation & Community Corrections, Stuart
- Linda Secaur - Juvenile Probation Officer, Dept. of Juvenile Justice, Bradenton
- ***Carrie Simmons - High School/High Tech Program Coordinator, Center For Independent Living, Gainesville***
- ***Randy Stafford - Founder & Principal, Survivors Charter School***
- Bob Stevenson - Board Chair, WDB of the Treasure Coast, Port St. Lucie
- ***Jaime Stoll - Project Manager, Workforce Alliance, Royal Palm Beach***
- Bryan Stone - Vice President, WorkSource, Orange Park
- Linda Sumblin – Assistant Director – Region Two, WDB of Okaloosa & Walton Counties, Shalimar
- ***Amy Tharpe - High School/High Tech Program Director, Center For Independent Living, Gainesville***
- Debby Tharpe - One-Stop Coordinator, Chipola Regional Workforce Board, Marianna
- Sharon Thessin - Grants Writer, Polk Works, Bartow
- Bernard Warner - Assistant Secretary, Dept. of Juvenile Justice, Tallahassee
- Sharon Warriner - Project & Communications Specialist, WDB of Flagler & Volusia Counties, Daytona Beach
- Sharon Watley – President, General Scientific Manufacturing, Panama City
- Rosie White - Chief Probation Officer, Dept. of Juvenile Justice, Pompano Beach
- Alex Penn Williams – Director, Office of Interagency Programs, Dept. of Education, Tallahassee
- Robyn Worlds - Juvenile Probation Officer Supervisor, Dept. of Juvenile Justice, Sanford
- Gordon Yates - Youth Council Chair, Tampa Bay Workforce Alliance, Tampa

Workforce Florida Staff:

- Rosanne Heard, Executive Assistant
- Freida Sheffield, Program Manager

Market Street Services Staff:

- J. Mac Holladay, Chief Executive Officer
- Dana King, Project Assistant

⁶ Best Practice presenters are in ***bold italics***.



**STRENGTHENING YOUTH PARTNERSHIPS
Statewide Meeting, July 15 – 16, 2004**

Hawthorn Suites, Orlando Airport

A G E N D A

Thursday, July 15, 2004

- 9:30 a.m. Welcome and introduction of Mac Holladay **Dave Pierson**
- 9:35 a.m. Self Introductions
- 10:05 a.m. Review of Previous Florida Youth Partners Meetings
J. Mac Holladay, Facilitator
Chief Executive Officer and Founder, Market Street Services
- 11:00 a.m. Best Practices: Career Institutes
Dr. Frank Fuller, Asst. Superintendent for Non-Traditional Schools of Okaloosa County
- 12:00 p.m. Lunch Break (*buffet style in room*)
- 1:00 p.m. Best Practices: At-Risk Foster Care Youth
Debora Kerr, Vice President of Resource Development at Workforce Alliance, Palm Beach County
Randy Stafford, Founder & Principal of Survivors Charter School
Liz Brown, Executive Director of Turtle Nest Village
Jaime Stoll, Project Manager Workforce Alliance
- 1:30 p.m. Best Practices: At-Risk Juvenile Offenders
Donnie Read, CEO Twin Oaks Juvenile Development, Inc.
- 2:00 p.m. Best Practices: At-Risk Disabled Youth
Rachel Bishop-Cook, President of Alachua/Bradford Regional Workforce Development
- 2:15 p.m. Short Break

A G E N D A Continued

- 2:30 p.m. Demonstration Projects and Competitive Process for Awards
**Bernard Warner, Asst. Secretary, Office of Probation and
Community Corrections, Department of Juvenile Justice**
Andra Cornelius and Freida Sheffield
Workforce Florida
- 3:30 p.m. Wrap-Up and Thoughts for Tomorrow
J. Mac Holladay, Facilitator

Friday, July 16, 2004

- 9:00 a.m. Brief Review of Yesterday's Presentations
J. Mac Holladay, Facilitator
- 9:30 a.m. Discussion and Reactions
All Attendees, with J. Mac Holladay serving as Facilitator
- 10:30 a.m. Break (*with pastries*)
- 10:45 a.m. Technical Assistance: New Common Measures
Richard Meik, Workforce Florida
- 12:00 p.m. Lunch Break (*box lunches provided for participants*)
- 1:00 p.m. Technical Assistance: WIA Data Validation
Dave Bryson, Workforce Florida