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## **TASK FORCE ON SAFETY AND CRIME REDUCTION**

### **Meeting Notice**

February 11, 2019  
5:00 p.m.

**TO: Task Force on Safety and Crime Reduction Subcommittee Chairs**

Jennifer Blalock	Sabrina Edwards	Ronnie King
Lakesha Burton	W.C Gentry	Michael Munz
Frank Denton	Ellen Glasser	Joe Peppers

**FROM: Mark Griffin, Chair**

**SUBJECT: 20190215 Meeting Notice Task Force on Safety and Crime Reduction Subcommittee Chairs**

Notice is hereby given that the Task Force on Safety and Crime Reduction Subcommittee Chairs will meet **Friday, February 15th, 2019 at 9:00 A.M** to discuss Task Force Subcommittees. The meeting will be held in the **Lynwood Roberts Room located at 117 W. Duval St., 1<sup>st</sup> Floor, City Hall - St. James Building**. For additional information, please contact Crystal Shemwell at [cshemwell@coj.net](mailto:cshemwell@coj.net) or (904) 630-1404.

When attending Task Force meetings, members are to park in the parking garage located on the corner of Main and Duval Street (Library Garage) to receive free parking. Please see the Legislative Assistant for parking validation.

*Pursuant to the American with Disabilities Act, accommodations for persons with disabilities are available upon request. Please allow 1-2 business days notification to process; last minute requests will be accepted, but may not be possible to fulfill. Please contact Disabled Services Division at: V(904) 630-4940, TTY-(904) 630-4933, or email your request to [KLMcDan@coj.net](mailto:KLMcDan@coj.net).*

CLB/cs

cc: Cheryl Brown, Council Director  
Carol Owens, Chief of Legislative Services  
Jeff Clements, Chief of Research  
File  
[cityc@coj.net](mailto:cityc@coj.net)

## Task Force on Safety and Crime Reduction Meeting of Subcommittee Chairs Agenda

Lynwood Robert Room, 1st Floor, City Hall

Friday, February 15<sup>th</sup>, 2019 9:00 A.M.

Mark Griffin, Task Force on Safety and Crime Reduction  
Jennifer Blalock, Workforce Training  
Lakesha Burton, Community Engagement  
Sabrina Edwards, Mentoring  
Michael Munz, Business Partnerships  
W.C. Gentry, Education and Youth Development  
Frank Denton, Re-Entry and Juvenile Justice  
Ellen Glasser, Family Engagement  
Ronnie King, Neighborhoods  
Joe Peppers, Mental Health and Substance Abuse

Chief of Legislative Services: Carol Owens  
Chief of Research: Jeff Clements  
Legislative Assistant: Crystal Shemwell

**Meeting Convened:**

**Meeting Adjourned:**

If a person decides to appeal any decision made by the Council with respect to any matter considered at such meeting, such person will need a record of the proceedings, and for such purpose, such person may need to ensure that a verbatim record of the proceedings is made, which record includes the testimony and evidence upon which the appeal is to be based.

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**PARKING:** If you park in the Library Garage (Entry on Duval St, W of Main St),  
Please see the Legislative Assistant for ticket validation.



- I. Call to Order – Chairman**
- II. Introductions – Task Force Subcommittee Chairs**
- III. Review of Ethics Training – Kirby Oberdorfer**
- IV. Task Force Subcommittee Priorities and Expectations**
- V. Wrap-Up and Adjournment**



# Creating Education and Employment Opportunity for All

National League of Cities

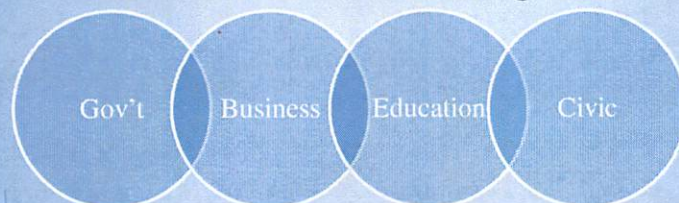
Charlotte City Summit

Thursday, November 16, 2017 3:30pm-5:00pm



## A Framework and Roadmap

- Develop and deliver unified messaging and integrated career planning and development to our emerging workforce.
  - Marry the needs of employers to the aspirations of youth and young adults.
  - Increase economic mobility and prosperity for all.
- In short, coordinate our work and leverage our collective resources.



Unified messaging and integrated career development framework





## Mayor's Summer Jobs Program



### 2017 Goals:

- Leverage 12 year history of success
- Develop framework to scale
- Alignment of lead community partners
- STEAM-oriented employment opportunities
- Private investment in the development of the workforce talent pipeline

### 2017 Results:

- 500+ applicants
- 350+ participants
- Pre-Post evaluations with STEAM assessments
- 48 employer host sites
- Mayor's Summer Jobs Program Celebration with 500+ guests



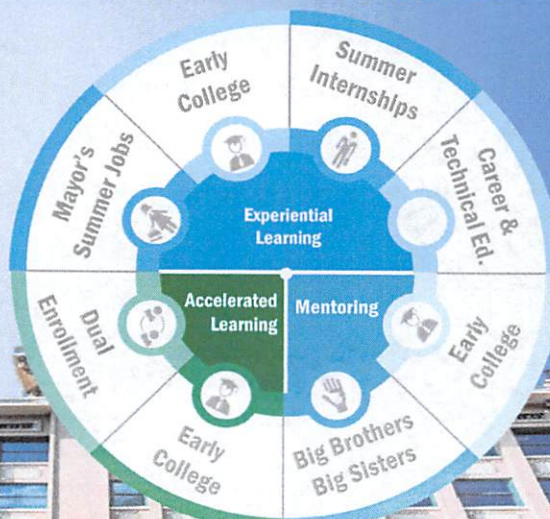
## DUVAL COUNTY PUBLIC SCHOOLS







### CAREER CLUSTERS



### PARTNERSHIP PROGRAMS












**Problem:**  
NE Florida's degree completion rate lagged nation and state; hurt our ability to compete

**Action:**

- Earn Up – cross-sector collaboration (25+ stakeholders) formed 2014 with goal of 60% attainment by 2025
- Target populations of: HS students transitioning to college, working adults, veterans
- Strategic actions for each population – **FAFSA push, career exposure/pathing, workplace upskilling, advocate for credit for prior learning**

**Wins:**  
Started 36%, now 38.5% plus est. 4-7% add'l with certificates = approx. 43-46%

- Program Advisory Committees for all Baccalaureate, Career & Technical Education programs.
- Collegiate Career Academies: Industry-supported programs based on strong dual enrollment partnerships with Nassau and Duval County Public Schools.
- Innovative pilot and rapid response workforce programs, including our privately funded Pathways to Work program, our grant funded TechHire program, and our partnership with Year Up.





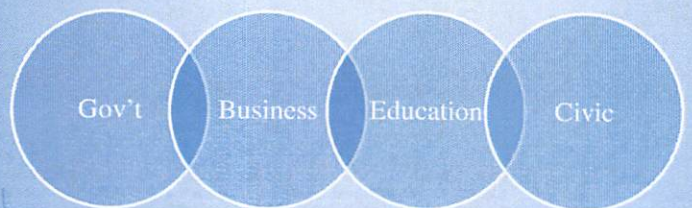
- ❖ Lead convener in Jacksonville for the *Network for Southern Economic Mobility*
- ❖ Formed by MDC (S.C.) and includes four Southern cities committed to increasing upward economic mobility for youth and young adults in the lowest income brackets
- ❖ Charged with forming a small, imaginative, high-level leadership group that includes individuals who can leverage policy and operational changes in the critical systems that directly affect youth mobility within their community.
- ❖ Two-year collaboration that includes coaching, technical assistance, and peer-learning related to systems / data analysis.
- ❖ Goal is to align leadership, systems and culture change to affect institutional policy reform, implement innovative program strategies, foster ongoing youth and employer engagement, and develop funding strategies needed to connect economically disadvantaged youth to postsecondary credentials and rewarding work.



## Equitable Pathways to Workforce Success



Putting the Pieces Together with support  
from the National League of Cities and  
LinkedIn



Unified messaging and integrated career development framework



# Powering the Economy | Jacksonville, Florida Area



LinkedIn is developing the world's first economic graph - a digital mapping of the global economy - to create economic opportunity for every member of the global workforce. Insights from the Economic Graph can help you grow your region's market, fill open jobs, and build the workforce.



**667K**

Member  
Profiles

546M+

LinkedIn Globally



**77K**

Companies  
Represented

20M



**43K**

Open  
Jobs\*

14M



**6.0K**

Schools  
Represented

29K



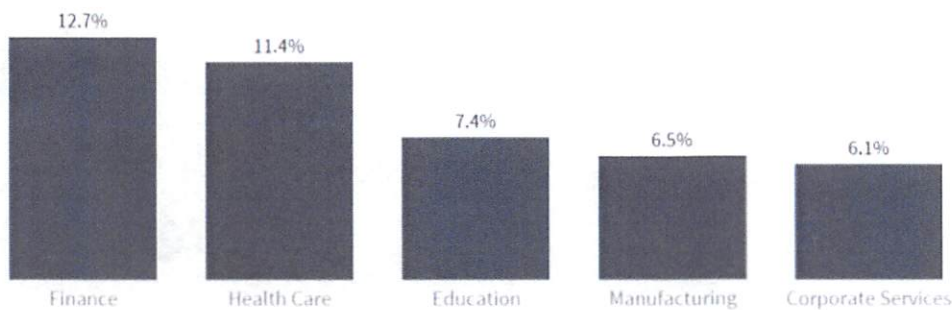
**19K**

Standardized  
Skills

50K

## 1. UNDERSTAND YOUR ECONOMY

Top 5 industries on LinkedIn by percent of total employment in the region



Companies in **Finance** and **Health Care** employ the most workers in your region on LinkedIn

**Finance** had the largest increase in net hires last year

### Largest employers

Top employers by headcount



US Navy



Duval County Public Schools



Florida Blue



Bank of America



Mayo Clinic

Others: Citi, Baptist Health, JPMorgan Chase & Co., CSX, University of North Florida

### Growing employers

Companies with the highest number of net hires last year



Florida Blue



Amazon



Deutsche Bank



EverBank



Black Knight

Others: Crowley Maritime, Mayo Clinic, Fanatics, Inc., PGA TOUR, Bank of America



## 2. FILL OPEN JOBS

### Top In-Demand Jobs

Occupations with most job postings in the past 12 months



### Top In-Demand Skills

Skills with highest hiring rates in the last year

#### Mass Market

- 1 Adobe Premiere Pro
- 2 Organization Skills
- 3 Python
- 4 Communication
- 5 Google Analytics

#### Medium Market

- 1 Instagram
- 2 Twitter
- 3 Git
- 4 JIRA
- 5 Computer Hardware Troubleshooting

#### Niche Skills

- 1 React.js
- 2 SASS
- 3 IT Hardware Support
- 4 Prezi
- 5 Windows 10

## 3. ATTRACT AND RETAIN TALENT

Top places you are gaining workers from and losing workers to



### TALENT GAINS

#### Top Sources

- |                              |                    |
|------------------------------|--------------------|
| 1 Miami/Fort Lauderdale Area | 1 Customer Service |
| 2 Orlando, Florida Area      | 2 Management       |
| 3 Tallahassee, Florida Area  | 3 Leadership       |
| 4 Greater New York City Area | 4 Sales            |
| 5 Norfolk, Virginia Area     | 5 Team Building    |

#### Gained Skills

### TALENT LOSSES

#### Top Destinations

- 1 Tampa/St. Petersburg, Florida Area
- 2 Greater Denver Area
- 3 San Antonio, Texas Area
- 4 Greater Seattle Area
- 5 Greenville, South Carolina Area

#### Lost Skills

- 1 Navy
- 2 Aviation
- 3 Military Aviation
- 4 Financial Modeling
- 5 Nuclear

# Roadmap Template

CITY NAME: Jacksonville, Florida

The what and the when

Vision – Community Value – Goals

<b>Vision Statement:</b>	Jacksonville will change the lifelong employment and career odds for at-risk youth by building and sustaining a coordinated pathway of education and opportunity leading to economic mobility that is based on ongoing collaboration of our civic, workforce and education sectors: <i>Guided Pathways for Success-GPS</i>
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<b>Critical External Stakeholders:</b>	<b>Future Community Value:</b>
Mayor's Office, City Council and Elected Officials	Every child deserves a bright future.
Public Sector and Workforce Development	A culture of aspiration and resiliency develops confidence and skill.
JAX Chamber, JAXUSA, ethnic chambers and Private Sector Employers	Career readiness matters to employers, educators and students.
Education Sector, including Duval County Public Schools, FSCJ and other local institutions of Higher Education	Post-secondary credentials with labor market value are economic drivers.
Faith-based and Neighborhood Organizations	Career pathways need to be engineered.
Youth and Families	Longitudinal, lifelong learning strategies sustain community-wide health and wellness.
Philanthropy	Jacksonville must have an economy that generates opportunity for all.

<b>Vital Few Goals</b>	<b>Year 1 Target</b>	<b>Year 2 Target</b>	<b>Year 4 Target</b>
<b>Goal 1: System Design and Implementation</b>  Build and sustain an integrated high school to high wage system, that provides guidance and resources to advance Jacksonville's youth along a prosperous career path informed by the needs and opportunities in our local economy.	Begin to coordinate critical stakeholders in establishing the first iteration of the evolving system.  System provides supportive pathways that provide 350 youth with the education, skills and experiences that lead to successful careers, in line with the capability of the model's first iteration.	Critical stakeholders build out the second iteration of the evolving system, which is fully designed to create integrated pathways for all students, blending a rigorous academic core with high-quality career and technical education aligned with local economic needs.  Launch system as <i>North Florida Guided Pathways for Success (GPS)</i> .	Review model performance and make adjustments and improvements as recommended by critical stakeholders.  Reorganize and intentionally align state infrastructure—schools, technology centers, postsecondary education, business, workforce and economic development authorities build effective career education systems in a larger ecosystem.



# Roadmap Template

CITY NAME: Jacksonville, Florida

		Expand system to support 1000 youth, in line with the with the capability of the model's second iteration.	Expand system to support 4000+ youth with the model running at full capability.
<b>Goal 2: System Oversight and Accountability</b>  Establish a strong steering entity to align regional stakeholders, shape the vision, maximize resources and hold systems accountable to agreed-upon outcomes.	Identify/inventory all community assets, stakeholders, barriers and gaps.  Launch Summer Youth Employment Partnership Taskforce within MDC Network for Southern Economic Mobility Partnership Council; develop community-facing language and entity name	Launch on-line software platform to recruit youth and employers and collect and report outcomes.  Prioritize career readiness in state accountability systems.	Magna Carta-Sustainability model designed and adopted by convening entity to expand Summer Youth Employment to all at-risk youth by 2025.
<b>Goal 3: System Sustainability</b>  Leverage the public, private and foundation resources and funding streams required to sustain and develop the system to its full capability.	Conduct asset inventory of current youth employment and career readiness cross-sector investments.	Launch capital campaign to recruit project investors to expand capacity.	Secure federal, state and foundations grants to expand system to support 4000+ youth.  Use policy and funding levers to improve the quality and rigor of career pathways, including scaling down or phasing out those that do not lead to credentials of value.
<b>Goal 4: System Innovation</b>  Develop a comprehensive case management system that successfully anchors all youth into the labor market.	Adopt the United Way of Northeast Florida's Community and Youth Agency Youth Employment Tool Kit.	Community partners implement universal case management system.	All participating youth have a customized career ladder that connects them to post-secondary credentials and career opportunities.
<b>Goal 5: System Integration</b>  Launch workforce and employer	Adopt the United Way of Northeast Florida's New Employer Youth Employment	Workforce and employer partners develop and launch career ladders aligned to STEM	All workforce and employer partners have a defined and implemented a youth talent

# Roadmap Template

CITY NAME: Jacksonville, Florida

engagement strategy to build focused educational pathways and career ladders aligned to STEM and targeted industries.	Tool Kit.	and targeted industries with tiered access points based on youth readiness.	pipeline strategy, including upskilling entry-level workers.
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The **how** and the when

## Strategies – Initiatives – Projects

Strategy <i>Includes internal and external innovation</i>	Initiatives / Projects	Year 1	Year 2	Year 4
Identify and bundle regional careers by category. For example: Agriculture, Food and Natural Resources; Architecture and Construction, Arts; AV tech and Communications; Business Management and Administration Finance; Health Science; Educational and Training; Government and Public Administration; Human Services; Informational and Technology; Law, Public Safety, Corrections and Security; Manufacturing Marketing, Sales and Service; Science, Technology, Engineering and Mathematics; Transportation, Distribution and Logistics; Tourism and Sports Management	Identify and recruit Career Path leadership teams.  Career Bootcamps to engage youth in job shadowing and career assessments.  Establish employer-driven processes, informed by labor market data, for determining high-skill, high-demand industries with which career pathways must be aligned.	•     •	   •  •	  •  •
Document current regional youth employment and career readiness indicators and cross-walk outcomes;	Retain FSU Rubin Askey Public Policy Institute to build program dashboards and create data-tracking	•		



# Roadmap Template

CITY NAME: Jacksonville, Florida

evaluate these against current and anticipated employer needs.	strategy.			
Host Youth Conference and Career Readiness Declaration Ceremony.	Engage Mayor's Youth Leadership Council to design and plan.		•	•
Create Youth Savings Accounts as incentives for achievement of post-secondary credentials or industry certifications.	Financial services industry project to be aligned with the Real Sense Prosperity Campaign. (local EITC , financial education campaign)		•	•
Create Youth Incubator space to align partners and streamline access.	Identify target location, secure facility/space, identify lead organization and facilitate MOU with partners.			•
Launch "free to finish" strategy with higher education institutions. (FSCJ Promise as a model)	FSCJ has launched FSCJ Promise— an initiative to make college free for first time students graduating from high school with financial need.	•	•	•
Develop youth-led Tech Innovation Hub to create virtual reality career pathways, digital badging, etc.	JaxChamber Information Technology Council to lead project and launch youth Tech Innovation Hub.			•
Develop and launch North Florida Guided Pathways for Success –GPS brand campaign.	Engage Florida Public Relations Association partnership to build communications strategy for community initiative.		•	•