

Workforce Training Subcommittee

To: All subcommittee members

March 15, 2019

From: Tom Geismar

Subject: Vision and mission statements

Here are the approved vision and mission statements for the Workforce Training subcommittee.

Vision statement:

We envision a workforce training ecosystem that is available to and accessible by all residents of Jacksonville and leads to employment that provides a living wage.

Mission statement:

- Identify areas of Jacksonville that have high unemployment
- Inventory existing workforce training resources
- Identify gaps in 21st century work skills
- Make recommendations for implementation to the Task Force that will ensure access to workforce training and employment for all residents of Jacksonville
- Define barriers to workforce training and employment
- Make recommendations for implementation to overcome those barriers
- Define a method to measure the impact of our recommendations after they have been implemented
- Work in concert with all subcommittees to develop coordinated efforts to reduce crime and violence in Jacksonville

To: Workforce Training Subcommittee Members – March 15, 2019

From: Tom Geismar

Subject: Reporting form and template
Approved vision and mission statements
To do list

Hello every one and thanks for your enthusiastic and productive participation this morning. We have a lot of work ahead of us and I appreciate your commitment.

To help us report out at our next meeting, here is a form I think will facilitate our work. I am also enclosing what a completed form might look like with a hypothetical template. If everyone can keep our reports succinct, we can be efficient with our time. If you can, please enough copies of each report for the group. If you can't make copies, we'll rely on Crystal and Colleen to help us out.

I am also including a copy of our approved vision and mission statements. You all did a fantastic job collaborating on these documents and we can be proud of the finished products!

Here is a list of who is doing what for our next meetings. Let's make the inventory our first priority.

Ricky: JFRD Explorers, Job Corps, Urban League, Workforce Industrial Training
Marian: Catholic Charities, Jacksonville Women's Job Corps, Goodwill Industries
Ceil: Fresh Ministries, Career Source, FXCJ Workforce Development
Tom: DCPS
Carolyn: Other providers

Mission statement follow ups:

Jennifer: Identify areas of high unemployment, method to measure the impact of our recommendations

Ceil: Define barriers, identify skill gaps

Tom: Work with other subcommittees

This is a lot of work. Do what you can. We'll get it all done in good time.
Thanks!

Effectiveness of programs and how effectiveness is determined:

What are your dreams/aspirations

Client location as relates to areas of high unemployment:

Cost per client:

Funding sources and amounts:

Barriers clients face:

Recommendations to overcome barriers:

**Workforce Training Subcommittee
Resource Inventory Form**

Agency Name:

Contact Person and Title:

Agency mission:

How does your agency serve workforce training?:

How do clients access your services?;

Number of clients served:

Client demographics:

Cost to client:

- \$1,500.00

Funding sources and amounts:

- Industry grants;
- Workforce Development funds
- Tuition

Barriers clients face:

- Cost is prohibitive
- Lack of required skills
- Internet access

Recommendations to overcome barriers:

- Identify ways to lower cost to clients
- Establish outreach programs

Effectiveness of programs and how effectiveness is determined:

- We graduate 100% of our clients and place them in jobs. We do not have data regarding how long they stay in the jobs.

What are your dreams/aspirations?

- To increase our capacity by 100% to accommodate more clients
- Identify more funding sources to lower the cost to our clients

Workforce Training Subcommittee
Resource Inventory Form
TEMPLATE - SAMPLE

This is a template designed to keep reporting as simple and succinct as possible. Bullet points are good for that. This is a sample. See how you like it. If everyone does something similar and we have copies in our hands to review, I think we can move through the inventory and get key information quickly. Hand written forms are okay if typing is a problem.

Agency Name: ABC Career Builders

Contact Person and Title: John Smith

Agency mission:

- Provide technical training in HVAC installation and repair that leads to employment

How does your agency serve workforce training?:

- ABC provides industry approved training to people who want a career in HVAC installation and repair

How do clients access your services?;

- Clients apply online or in person at our office

Number of clients served:

- We serve 100 clients per year in cohorts of 20

Client demographics:

- 40% White male, 20% Black male, 10% Hispanic male, 5% Asian male 15% White female, 5% Black female, 5% Hispanic female

Client location as relates to areas of high unemployment:

- 50% live in areas identified with high unemployment

Cost per client:

- \$2,500.00

Workforce Training Subcommittee
Resource Inventory Form

Agency Name: Redemption Church (in lieu of Jacksonville Christian Women's Job Corps which no longer provides services)

Contact Person and Title: Mrs. Elizabeth Skill

Agency mission: Baptist faith and message - In obedience to the Great Commission, we exist to redeem the Church and the Community with the gospel by making disciples.

How does your agency serve workforce training? The program is intermittent. We perform services as needed; women and men workforce training, grants to families, grants to organizations.

How do clients access your services? Mostly through internal recommendations.

Number of clients served: Varies by program, organizations and mission

Client demographics: All segments of the community; men, women and children of all ages, race and denomination.

Client location as relates to areas of high unemployment: Areas of high unemployment is not a factor when providing services.

Cost per client:

Funding sources and amounts: Donations

Barriers clients face: Most recommendations are internal. Programs are intermittent and dates are not widely publicized.

Recommendations to overcome barriers:

Effectiveness of programs and how effectiveness is determined: Programs seem to be working well.

What are your dreams/aspirations

Workforce Training Subcommittee
Resource Inventory Form

Agency Name: Catholic Charities

Contact Person and Title: Elizabeth High

Agency mission: Catholic Charities puts faith into action to serve the most vulnerable in our community, advocating for justice, human dignity and quality of life, while reflecting the compassion of God in Christ.

How does your agency serve workforce training? Women's Transformation Program is a program preparing women for careers. Looking at skills, preferences, resume writing, etc. to determine long term job sustainability. Women may work during program, but the goal is long term career preparation.

How do clients access your services? Referrals and walk-ins

Number of clients served:

Client demographics: Women predominantly, 06, 09, 10 and 18 zip codes.

Client location as relates to areas of high unemployment: 06, 09, 10 and 18

Cost per client:

Funding sources and amounts: Community support; JEA, United Way, Jax Chamber of Commerce, American Red Cross and others

Barriers clients face: Various, identification, physical address, transportation, documentation, etc

Recommendations to overcome barriers:

Effectiveness of programs and how effectiveness is determined:

What are your dreams/aspirations

Workforce Training Subcommittee
Resource Inventory Form

Agency Name: Goodwill Industries of North Florida

Contact Person and Title: Mrs. Ingrid – Workforce Training

Agency mission: Goodwill Industries of North Florida is a not-for-profit organization dedicated to assisting all individuals who face barriers to employment. We do this by providing innovative employment, training and placement services. Our ultimate goal is to enable such individuals to acquire employment and to develop careers. And Philosophy - At Goodwill, we believe that the opportunity to work can and does change a person's life. A job offers the independence that comes with a paycheck, increases self-esteem, and breaks the cycle of poverty.

How does your agency serve workforce training? Hired employees receive on the job training in the warehouse on forklift, CPR. Also utilize GCFLearnFree.org for free online training such as Excel, Basic Computers, Facebook, Gmail, Graphic Design and Communication Skills and others.

How do clients access your services? On the job hires and online services. Goodwill also has an extensive hiring program for career positions with Goodwill of NF; Goodwill Temps a community-based, non-profit, alternative staffing organization that provides soft skill and industry specific training, education, and employment services, through temporary, temp-to-perm, and direct hire opportunities and Goodwill Job Junctions no cost, full-service career centers for people who want to find a job and develop the skills they need to be successful in their search. Our Job Junctions create a positive and supportive environment where anyone looking for work can access resources and learn skills to conduct an independent job search. Our Job Junction locations offer hundreds of current job leads, soft skills workshops, use of computers for resume prep and job searches, on-site interviews, career fairs, a Hello Line: telephone line reserved for participants without a phone to allow employers to contact them, individualized career counseling and more.

Number of clients served: 49, 600 served; 13, 400 job placements (from website)

Client demographics: Men and women of all ages and race of the North Florida community.

Client location as relates to areas of high unemployment: Services are available in all areas of the community.

Cost per client:

Funding sources and amounts: Donations

Barriers clients face: Job preparedness, lack of skills, literacy, transportation, ESL, etc.

Recommendations to overcome barriers:

Effectiveness of programs and how effectiveness is determined: Very effective – determined by job placements

What are your dreams/aspirations