

Mayor Castor's Advisory Teams
Workforce Development Advisory Team
Co-Chair Dr. Ginger Clark
Co-Chair Tim Marks
Wednesday, September 11, 2019 at 09:00 A.M.
"Mis en Place" at Grand Central Place – Suite #110
442 W. Kennedy Boulevard
Tampa, Florida 33606

Advisory Members present: Co-Chair Dr. Ginger Clark, Co-Chair Tim Marks, Karen Arnold, Robert Blount, Steve Cona, Chloe Coney, Jesse Coraggio, John Flanagan, Eunic Ortiz, Mike Ramsey, Patsy Sanchez, Robin DeLavergne, Ralph Smith, Warren Brooks, Maryann Ferenc, Shawn McDonnell, Michael Echevarria, and Ron Weaver.

Transition Team and Staff present: Transition Lead Carole Post, Chief of Staff John Bennett, City Councilman John Dingfelder, Advisory Team Co-Chair Honorable Harry Cohen, Strategic Initiatives Director Marley Wilkes, Logistics & Asset Management Director Ocea Wynn, Employment Services Manager Mike Swain, and City Clerk Support Technician Karencia Ciagala.

Transition Lead Carole Post began the meeting with a moment of silence in remembrance of those that lost their lives because of the tragic attacks on 9/11 eighteen years ago. Chief of Staff John Bennett arrived shortly after, having attended a 9/11 memorial service.

Advisory Team Co-Chair Harry Cohen thanked everyone for attending, and introduced City of Tampa Councilman John Dingfelder, and two new Advisory Team members Robin DeLavergne, and Mike Echevarria.

Co-Chair Dr. Ginger Clark began the meeting talking about the first meeting, the passion and stories shared, and now it was time to roll up our sleeves and create a workforce plan for the mayor.

Co-Chair Tim Marks thanked the team for their leadership and explained that today's exercise would be a brain storming session discussing four key areas: a) awareness, b) education, c) connections, and d) pathways. The group was split up into four sub-groups to focus on each of the topics of discussion. At the end of the discussions, the person at each table who took notes was the speaker for that group and shared their combined outcomes.

Highlights from each group discussion:

Awareness – Ron Weaver, Esq.

Need to close the gap – right careers/metrics/overcoming barriers – including language.
Determining what is in the job for me, and how do we get there?
A delivery system to educate parents and children. Include churches and non-profits.
Declare war on not knowing. Small business and big business partnerships.
Mayor to be spokesperson to employers and all businesses.
What are business opportunities two to three years from now?

Education – Jesse Coraggio

Need curriculum guides for every industry
Life skills needed for professional behaviors for employees
An evacuation model – to overcome obstacles in quickest manner
Grant/private programs at least middle school to high school age exposure
Need to begin to mentor in elementary school to shape values
Need progression/upscaling for employees to know they can advance
Benefits to help overcome barriers, not just free tuition, include child care/hours of classes

Connections – Eunic Ortiz

Bring employers to table – to bring apprenticeships
Know community/population needs – driver license/transportation component to include
Build connections – Denver model – connecting the city
Connect the dots – mayor to focus – need construction/hospitality sponsors
Students need direction to navigate the workforce without duplicating efforts.

Pathways - Shawn McDonnell

Need support system to overcome life barriers – need to grow our own
Need to look at 10 years from now, not just now – for higher wages/benefits
Need real jobs – for groups such as 24 year old not in school – apprenticeships
Need evacuation route, on and off ramps with dedicated funding – marketing campaign
Need to know key concepts of groups – smart goals – measureable achievements – timely
Communication – delivery method for all parties – identify parties – influences
Delivery systems - Radio – TV – News – partnerships with non-profits/churches
Workforce Alliance – limitations/barriers – mayor to be spokesperson/connector

Members **Ron Weaver** and **Jesse Coraggio** volunteered to assist with compiling today’s information and creating the draft plan with mayor’s staff. Team members are to send whatever additional notes or comments (if any) to **Marley Wilkes**, to be included in the final draft. Members will receive the draft plan prior to the next meeting.

**Next Meeting:
Wednesday, September 25, 2019 at 9:00 A.M.
Hillsborough Community College - Ybor Campus
Student Services Building – Rooms 307 – 308
1320 Palm Avenue
Tampa, Florida 33605**

Minutes prepared by City Clerk Support Technician Karencia Ciagala