



ONE CITY. ONE JACKSONVILLE.

City of Jacksonville, Florida

Daryl Joseph, Director

Parks, Recreation and Community Services Department
214 N Hogan Street, 4th Floor
Jacksonville, FL 32202
(904) 255-7919
www.coj.net

Employment Subcommittee Meeting

Wednesday, January 30, 2019, 11:00am Conference Room, 2nd Floor, City Hall

Minutes

Members Present: Anida Pollo, Aaron Follis, Lisa Parlapiano

Disabled Services Staff Present: Kevin McDaniel, Kara Tucker, Lois Smokes

Members of the public present: Waltina Edwards

Mission: “The Jacksonville Mayor’s Disability Council raises awareness of the needs of persons with disabilities by assisting in the formulation of Solutions to meet those needs by providing a public forum”

AGENDA

1. Welcome and Introduction
2. Discussion and Planning: Employment Symposium
3. Discussion and Planning: Job Fair
4. Jax Chamber Membership
5. Follow Up Regarding Internship / Placements Disabled Services Division (Kevin)
6. Information Presented: Intelligent Lives / Discussion
7. Committee Assignments
8. Future Agenda Items
9. Adjournment

Chair: Lisa Parlapiano **Co-Chair:** Dan O’Connor

Agenda items discussed:

Blended symposium (IT, ADA, Employment) to be held on the same date in an effort to draw a higher number of attendees and provide information and training on all three topics. The IT and ADA symposiums are under the purview of Community Events subcommittee Chair Anida Pollo in coordination with Disabled Services Chief; Anida agreed with the new approach for this year and will discuss with and get feedback from the Community Events subcommittee at the next meeting.



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Kevin will check with available dates with the Jacksonville downtown library for May 2019. Promotion of the event was discussed, including invitation to municipalities across Florida to share Duval county best practices in accessibility training. Aaron suggested attracting companies that need the information the most. Early "Save the Date" promotion was suggested and other methods of attracting attendees were shared. Breakfast will be served, and the event is tentatively to begin at 7:45am and end at 12:00pm.

Employment topics were suggested:

- Employer Best Practices (Presentation panel): Employers who have experience with hiring / accommodating workers with disabilities. Anida will contact Brooks Rehab and Lisa will contact Stenner Pump Company; additional businesses will need to be contacted going forward.
- Service Animals presentation - Possible speaker: Rory Diamond, Canine for Warriors. Kara will contact.
- Reasonable Accommodations (Presentation panel): Employees who currently utilize reasonable accommodation(s) in the workplace.
- Return on Investment: Presentation outlining cost savings to companies including statistics on turnover and retention, workplace safety, available tax credits.

Final topics will be confirmed at the next Employment subcommittee meeting.

Kara had initial conversation with the Jax Chamber and will gather additional information regarding the levels of membership, cost thereof, and benefits of the various levels, and report out at the next Employment subcommittee meeting.

Kevin presented information about internships within the Disabled Services Division; Aaron Follis is the Volunteer Coordinator. Adding a specific workforce readiness component was discussed, including agency partners such as CareerSource Northeast Florida to assist interns with employment goals (such as resume creation). It is suggested that a checklist be created and interns/volunteers proactively work the list to accomplish pre-employment goals.

Future goals discussion included identifying a pipeline for internship candidates, such as Vocational Rehabilitation, as well as creating the platform and structure to increase internship positions in other COJ departments. This topic will continue to be addressed at future meetings.



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Intelligent Lives discussion was tabled until a future opportunity to gain feedback from film viewers (Natalie Alden and Denise Torres).

Hosting a Job Fair in 2019 was discussed; the potential date for this event is early to mid-October to coincide with National Disability Employer Awareness Month (NDEAM).

The committee agreed it is feasible to work in collaboration with the Independent Living Resource Center again this year to support the event. This initiative will be discussed further at the next meeting.

The Job Fair initiative will remain on the agenda for next meeting to devote more time for discussion and planning.

Meeting concluded at 1:13 pm.

Next Meeting will be held on Wednesday, February 13, 2019. Meetings will continue 2nd Wednesday of each month.

Chair: Lisa Parlapiano

Co-Chair: Dan O'Connor

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