



**City of Jacksonville – The Jacksonville Journey**

**Intervention & Rehabilitation Sub-Committee**

# **MINUTES**

**OF**

# **EMPLOYER/EMPLOYMENT**

# **STRATEGIES WORKGROUP**

**February 21, 2008**

# **The Jacksonville Journey – Intervention & Rehabilitation**

## **Sub-Committee**

### **Employer/Employment Strategies Workgroup**

**February 21, 2008**

**10:00 a.m.**

PROCEEDINGS before the Jacksonville Journey - Intervention & Rehabilitation Sub-Committee, Employer/Employee Strategies Workgroup taken on Thursday, February 21, 2008, Edward Ball Building, 8<sup>th</sup> Floor, Room 851 - 214 N. Hogan Street, Jacksonville, Duval County, Florida commencing at approximately 10:00 a.m.

#### **Adult Re-Entry Strategies Workgroup**

Lad Daniels, Chair  
Bob Baldwin, Member  
Ray Reid, Member  
Karen Bowling, Member  
Sharon Kirkland, Member

## APPEARANCES

### **COMMITTEE CHAIRS & MEMBERS:**

LAD DANIELS, Chair

SHARON KIRKLAND, Member

RAY REID, Member

### **ABSENTEE MEMBERS:**

Bob Baldwin, Member

Karen Bowling, Member

### **STAFF:**

Ginny Walthour

### **OTHERS PRESENT:**

None

## **PROCEEDINGS**

February 21, 2008

Intervention & Rehabilitation Sub-Committee

Employer/Employment Strategies Workgroup 10:00 a.m.

**Call to Order and Comments.** Chairman Lad Daniels called the meeting to order at approximately 10:15 a.m.

### **1. Purpose of Meeting.**

Discuss the employment issues centered on youth intervention and adult re-entry impacting the Mayor's crime initiative - The Jacksonville Journey.

Chairman Daniels began the meeting to reiterate the action items and recommendations that were discussed at the February 20<sup>th</sup> meeting as some of the committee members were not present.

The recommendations and action items that were discussed and will be given to the full committee meeting on the 25<sup>th</sup> are as follows:

- 1) Have a representative from WorkSource (Bruce Ferguson, recommended) present to the sub-committee what their organization offers to ex-offenders and youth for job placement. Also have them provide the sub-committee with information about other resources or programs available to meet job placement needs - in particular the employment centers. What numbers of young people do they assist? Can any training dollars be applied here?
- 2) Communicate with employers to determine the liabilities of hiring youth and ex-offenders. Find a way to limit or mitigate the barriers employers are faced with (i.e. ADA and EEOC). Mr. Reid commented that there are some legislative/liability barriers that do exist when hiring ex-felons. Need to learn more about these handicaps and in particular child labor laws - what organizations are able to hire youths under the age of 18?
- 3) Look at what incentives are offered to employers who hire ex-offenders or what incentives could be offered -

Enterprise/Empowerment Zone incentives.

- 4) Request Nat Glover to speak to the sub-committee about the Jacksonville Commitment as a program for intervention.
- 5) Request representatives from Winn Dixie (Peter Lynch, recommended), Publix (Dwayne Stephens, recommended), McDonald's, Burger King or Firehouse Subs to speak to the sub-committee regarding recruiting and their ability to hire youth under the age of 18. What obstacles or issues (like transportation) do these employers face when trying to hire youth? Statistics say that youth that have a job are more likely to stay out of trouble.
- 6) Vocational schools are great for training youth with job skills but lack other programs available in standard schools. Contact Charlie Rutledge with the Duval County Public Schools to speak to the sub-committee regarding vocational school and their programs. What success has the School Board had with career academies? What are some of the obstacles or handicaps they face?
- 7) Ask John Heymann with Communities In Schools to present to the sub-committee what their programs offer to help kids stay in school and prepare for life. Look to the Education sub-committee to see if they have had any discussions - could gather information from them.
- 8) Contact Linda Lanier with the Jacksonville Children's Commission to gather an inventory list on intervention/prevention programs available in the community to young people.
- 9) Contact the Sherriff's Office and the State Attorney's office to get their inventory list of re-entry programs currently available. Need to learn more about PAL programs.
- 10) Have staff develop matrix of all community service programs currently available in city for committee to review and study.

Mr. Reid commented that a key focus must be on the prevention of the next generation - work with state attorney's office to

determine if one needs to be labeled a felon for minor offenses. Question was raised if Worksource could work with the Juvenile Justice System and pool their resources together? Sometimes, money is not always the answer but spending quality time is.

Director Daniels reminded the committee that these ideas would be presented at the next committee meeting on Monday, February 25, 2008 at 2:30 p.m. at the Ed Ball Bldg, 8<sup>th</sup> Floor, in Room 851. Chairman Daniels adjourned the meeting at approximately 11:10 a.m.

**Adjournment.** The meeting ended at 11:10 a.m.