Thursday, December 5, 2019
9:00 A.M. – 11:00 A.M.
Phoenix College, Hacienda Room (Building F Room 121)
1202 West Thomas Road, Phoenix, AZ 85013

Members Present
Traci Ayre (Fry’s Food Store), Sarah Beaumont, MD. (Phoenix Children’s Medical Group), Berisha Black (Trinity Opportunity Alliance), Kerwin Brown (K-Vaughn Consulting), Lorenzo Chavez (Arizona State University-Outreach), Elizabeth Cole (Rio Salado), James Collins (Maricopa County Sherriff’s Office), Dr. Kristin Ferguson-Colvin (ASU), Harry Garewal (Trinity and Associates/Tri Caucus), James Hoyt (OFY), Dr. Karen Hoffman Tepper (Terros Health), Dr. Larry Johnson (PCC), Dr. Jonathan Koppell (ASU), Jody McPhearson (Jody Speaks), Ken McKinley (UMOM), Alberto Olivas (Congressman Ed Pastor Center for Politics and Public Service), Kristopher Seydel (College Depot), Ricardo Renteria (MCAT), Alyssa Tarkington (Phoenix Union High School District), Kweilin Waller (City of Phoenix)

Members Present Via Conference Call
Victor Contreras (CPLC), Christopher Dickinson (Grad Solutions), Mary Mezey (Tempe Human Services), Dustin Panoff (YMCA), Tracee Spire (YMCA), Susan Voirol (University of Arizona/Sonoran Center for Excellence in Disabilities)

Guests
Gitika Boddupali (for Wendy Cohen, Experience Matters), Nina Lindsey (for Tina Luke, AZ@WORK Maricopa County), Wallace Hudson (for Nate Rhoton, one-n-ten), Dawn Bogart (Homeless Youth Connection), Michael Colbert (OFY/Experience Matters), Charlie Boyce (AZ Career Pathways), Ralph Thompson (Phoenix College)

OFY Staff Present
Kendelle Brown, Felix Moran, Belinda Escalante, Dr. Robin Hollis, Jeffrey Robinson

Welcome and Introductions
Facilitator: Dean Koppell
- Dean Koppell welcomed everyone and asked them to introduce themselves.
Group Activity: Symbol Test  
Facilitator: Alberto Olivas

- Dean Koppell introduced and welcomed Alberto Olivas, Executive Director for Congressman Ed Pastor Center for Politics and Public Service, who led a team building activity focused on getting to know one another better, creating a sense of cohesion, and building a greater sense of identity and mission.

- The name of this activity is called the Symbol Test. This test quickly determines the type of person one is dealing with. The kind of categorization is useful for evaluating people for job positions or finding out how well people will work together.

- Observations from the activity:
  - The OFY membership was heavy on divergent shapes (circle and squiggle). Which benefit a team with their creativity and innovation. However, the group may benefit from squares and rectangles. These two shapes are more systematic and will carry things until they are finished. Allowing the collective to advance the goals.
  - Feel free to contact Alberto Olivas at alberto.olivas@asu.edu or 602-496-0947 if you have any additional questions about the activity.

Partner Spotlight: Phoenix College  
Facilitator: Dr. Larry Johnson

- Dean Koppell introduced and welcomed Larry Johnson, President, of Phoenix College (PC). Larry shared that PC is a Hispanic Serving Institution and are preparing to celebrate 100 years. Additionally, they are transforming how they engage students from the point of on-boarding to when the student leaves. They have adopted a culture of care through equity and how they focus on their students.
  - An initiative that they are working on is called “I Got It Pathways.” By August 2020 students who are being onboarded will select a pathway vs. taking needless classes. They saw students who were graduating with more credits than needed so they are adopting case management advisement who will track their activity until the end of the lifecycle.
  - PC has started what is called the Neighborhood College Program with Phoenix City Hall (https://www.phoenix.gov/nsd/neighborhoodcollege). The idea is that they are re-engaging the workforce community to help its employees develop skills to succeed and ensure that the City of Phoenix has the workforce to meet its needs now and in the future. They are bringing classes directly downtown for the city workers.
  - Maricopa IT Institute has associate programs around (short-term) cyber security careers. They are utilizing a vacant building located in the heart of downtown Phoenix. The institute will prepare students for high-demand careers and help meet labor market demands within the field of information technology.
  - 100 Year Affair- Our Past, Our Future, Celebration will be on November 21, 2020 at the Biltmore Resort. An evening celebration of Phoenix College's history as a pioneering institution of inclusion, equity and access through student and alumni performances and stories.
- Dean Koppel invited Jim to share about OFY’s Value Proposition to Community Partners in order to collect the data and utilize for 2020.
- Jim shared that now with the adoption of the Steering Committee we are prepared to begin our strategic planning for OFY. We now have people from different expertise areas.
  - Jim asked the council members if they’ve experienced value added benefits from working with OFY:
    - **Mark (City of Phoenix)** shared that they are releasing a new request for proposal and are starting the planning process. They are trying to see how they can best work with the youth and take what OFY is doing and merge it with what the City of Phoenix Workforce department is doing. They would like to include the youth voice that may be able to attract other young people to the various programs funded by the City of Phoenix.
    - **Ken (UMOM)** shared that he enjoyed being involved and listening about what is happening. He also appreciates the collaboration and is thankful that Dr. Ferguson is on the Homeless Youth Collaboration. However, what could be helpful is more educational services on career pathways. Ken shared that the youth he’s serving are around 18 and would like to know what opportunities are available to them.
      - Jim replied sharing that OFY’s Educational Momentum (EM) Action team meets on the second Tuesday of every month and anyone is open to attend. This Action Team has picked up momentum and they are focused on education and the various opportunities available. If you’re interested in attending please contact Kendelle Brown at kendelle.brown@asu.edu or Belinda Escalante at Belinda.escalante@asu.edu you can also learn more at https://oppforyouth.org/em-action-team.
    - **E (Rio Salado)** shared that all of the 10 community colleges know about Opportunities for Youth (OFY) and Estrella Mountain is coming on board. Additionally, OFY along with Phoenix College and Chandler Gilbert Community College have successfully launched a pilot around a service learning program. E shared that the youth don’t necessarily understand workforce. She thinks that working with someone like Felix brings cohesion around groups. This will help everyone accomplish effective events and attract youth to engage.
    - **Traci (Fry’s Food store)** shared that they are excited about the cross-collaboration that is occurring. Traci is the new OFY Co-Chair of Career Connections and recently became a member of the Maricopa Workforce Board. They are excited to share their model around frontline interviewing of
foster care youth and they are willing to share their approach with other employers.

- **Dawn (Youth Homeless Connection – YHC)** shared that she, along with Dr. Ferguson have been attending the Continuum of Care meetings and this is how the OFY connection was made. She is now connected to Berisha, and recently met with Traci because they had noticed that shared that 80% of the youth they work with graduate high school and go on to post-secondary education or the military. However, the other 20% go into the career force. YHC began asking themselves what are they doing to prepare the youth for the workforce? They want to identify different corporations to work with and now this has been accomplished through Berisha and Traci.

- **James Collins (Maricopa County Sheriffs Office)** is trying to build partnerships and pathways to justice. The sheriffs office is available and dedicated to help young people. Through a recent Shop with a Sheriff, they helped the children who had just lost their parents and who were temporarily living with their grandparents in Sun City.

- Please see slide 8 in the PowerPoint for more information.
- Additionally, we are asking all Leadership Council members to submit your feedback via the Google Form link at [https://forms.gle/aiV6EsPbBfBpaRQ16](https://forms.gle/aiV6EsPbBfBpaRQ16).

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### Action Team Updates

**Facilitator: Action Team Co-Chairs**

- Dean Koppel shared that Opportunities for Youth has four Action Teams with goals that help advance addressing the opportunity youths’ needs and reduce barriers.

- Kendelle reported out for the **Reengagement Center (RC) Action Team**:
  - The majority of all partners (16) have completed the Quality Standards Assessments and now they are evaluating the process to see if any improvements need to be made.
  - Kendelle shared that they had partnered with Arizona Department of Education Adult Education to provide an Economic Empowerment Citizen Seminar called Train the Trainer Training which they had around 50+ attendees. The training is a customizable, 6-hour Economic Empowerment Citizen Seminar. The curriculum is designed for adults with limited education and income to learn basic economics (1 hour), personal finance (3 hours), and entrepreneurship (2 hours) knowledge and skills.
  - Kendelle shared that the RCAT is now focusing on their priorities for 2020.

- E reported out for the **Educational Momentum (EM) Action Team**:
  - E shared that the EMAT partnered with Playa Group’s Show & Shine Car Show for a community event in November at the Playa Margarita Park. They were appreciative of the new collaborative relationship with OFY, however, they expected more attendees who would be engaged and visit the education partners tables. The EMAT will work on how to improve our visibility next year.
  - E shared that students under the Service Learning Model visited various OFY Reengagement Centers like ACYR and Year Up, to learn how they serve the
Opportunity Youth in the community. OFY is hoping that the Service Learning Model will create a sustainable model for students to get connected to social work and non-profit work. Additionally, this is a pipeline to OFY receiving interns and having the ability to build capacity for partners. The goal is to create this model at all Maricopa Community Colleges and ASU.

- Kendelle shared that the EMAT had several youth focus groups and the youth were asked about barriers. From the findings of the focus groups, the team has developed a Transportation Safety Subcommittee to address the concerns that youth expressed. The Transportation Subcommittee members are currently scheduling a meeting with Valley Metro to learn more about safety policies and procedures for the light rail and bus routes. They will also continue the youth focus groups to learn why the students don’t feel safe and what can be done to help them feel safe.

- Robin reported out for the Career Connection (CC) Action Team:
  o Robin introduced Traci with Fry’s Food Store as the new Co-Chair and will lead along with Jayson Edwards from Starbucks.
  o Robin introduced Michael Colbert, who will be working with the CCAT as an Experience Matters Americorps member.
  o Career Connections had a relaunch earlier this year and have had several job fair events since. They are currently exploring a virtual meeting platform that will enhance greater employer participation.

- Mark and Jody reported out for the Youth Leadership & Development (YLD) Action Team:
  o Mark shared that the Youth Leadership and Development (YLD) Action Team had their most recent meeting at the Boys and Girls Club (BGC) in November 19, 2019. They learned about the AZ YouthForce which is a workforce development (paid internships and careers pathways) program through the BGC.
  o The Starbucks with a Cadet event was successful and was geared to improve trust and build relationships with our law enforcement agencies. They had around 60 young people attend.
  o Jody shared they are working on having “youth voice” help determine how the YLDAT will help them. They are looking at how to implement this in 2020 and how the youth can help organize and facilitate the events. They would like to focus on at least three priorities. Bringing the youth can be the first priority so they are considering making some adjustments to their meetings on Saturday).

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**OFY Leadership Council Guidelines and Responsibilities**

**Facilitators: James Hoyt**

- Jim shared that the Action Team Co-Chairs reviewed the nominations for the Council Chair and Incoming Chair positions. The Council will vote on the candidates for these two positions which take effect in January 2020.
- The two candidates are Victor Contreras for Chair and Elizabeth “E” Cole for Incoming Chair.
- Harry recommended that by acclimation the council could approve the slate of the two candidates (E and Victor).
  o Harry made an official motion to approve the slate and Berisha seconded and everyone approved.
E and Victor both abstained from voting.
  - E is now the OFY Incoming Co-Chair and Victor is now the OFY Chair.
- Jim shared that the new Chair would be leading the next Co-Chair meeting which will now be the Steering Committee/Action Team Co-Chair meeting. This meeting is the 3rd Thursday of the month and opposite of the Leadership Council meeting.
- Dean Koppel shared that this is the ultimate success of having a Chair and Co-Chair voted in. He expressed and stressed that ASU is still invested in OFY, as stated in the by-laws and ensuring that OFY is fiscally healthy to continue its work.
- Please contact Jim if you have any additional questions or comments at jehoyt@asu.edu.

Opportunities for Youth Common Agenda
- Dr. Ferguson recognized the work the collective has been able to accomplish and that many organizations who were involved are still at the table. Opportunities for Youth’s Common Agenda in 2015 was to reduce the rate of OY to 11% by 2020. The current OY rate is at 11.9% entering the 2020 year (with a higher rate in the City of Phoenix of 14.1% and likely higher rates in other cities).
- The Leadership Council agreed to use a collective impact approach and was able to accomplish this together.
  - The impact approach, which consists of:
    - common agenda, shared measurement, mutually reinforcing activities, continuous communication and backbone team.
- Dr. Ferguson asked if we needed to update this common agenda? Are there other strategic priorities that should be identified, tracked and reported on regularly? For the February OFY LC meeting, we would like to begin identifying these priorities.
  - Dean Koppel shared that one of OFY’s big accomplishment is our data collection and OFY couldn’t have accomplished this without everyone involved and the OFY backbone team. Additionally, he wanted to share that there has not been an economic recovery for a significant amount of people since 2008. There has been no economy recovery for the level of having a high school education. He’s excited that this back-bone and this city we are trying to help young people find their full potential.
  - Ken shared that it’s also important to help increase youth’s social capital and their ability to volunteer and contribute to the community.
  - Traci shared that it’s a win for them if someone stays with them for a few years. If they’re able to get their education and be committed to Fry’s for those 3-5 years, that’s great. If they can stay and grow that’s amazing but they want people to grow and prosper, even if that means leaving Fry’s.
  - E shared that this is the time to change the narrative on Opportunity Youth because employers need employees during this economy.
  - Harry recommended that we look back at our history and see what are we doing to help prevent the continuing cycle from occurring again. Could we address issues early?
- Please see slides 11-23 for more information.

Open Floor and Partner Announcements
- Harry shared that the Fiesta Bowl often times have free seats for young people and he’d like to direct that to Jim so he can distribute.
## Adjourn Meeting
Dismissal by Dr. Kristin Ferguson

Meeting adjourned at 11:03 A.M.

Next Meeting
Thursday, February 20, 2020 TBD
9:00 A.M. - 11:00 A.M.

### 2020 Upcoming Leadership Council Meeting Dates:
- April 16 - TBD
- June 18 - TBD
- August 20 - TBD
- October 15 - TBD
- December 3 - TBD

9:00 AM – 11:00 AM
Meeting Agenda

9:00 A.M. – 9:10 A.M. Welcome and Introductions
9:10 A.M. – 9:30 A.M. Group Activity
9:30 A.M. – 9:40 A.M. Partner Spotlight: Phoenix College
9:40 A.M. – 10:05 A.M. OFY’s “Value Proposition” to our Community Partners
10:05 A.M. – 10:25 A.M. Action Team Updates
10:25 A.M. – 10:35 A.M. OFY Leadership Council Chair & Incoming Chair Nomination
10:35 A.M. – 10:50 A.M. OFY Common Agenda
10:50 A.M. Open Floor, Partner Announcements, and Adjournment
Welcome and Introductions
Symbol Test

Group Activity
Partner Spotlight:
Phoenix College
OFY’s “Value Proposition” to our Community Partners
Value Propositions

• What is an example of an accomplishment you were able to achieve for your organization with the support of the resources, partners, and/or technical assistance of the OFY Initiative, which would have been more difficult to achieve solely by your organization?

• What is an example of an accomplishment that the OFY Initiative as a whole has been able to achieve that your individual organization would have had a hard time achieving by itself?
Action Team Updates
OFY Leadership Council Chair & Incoming Chair Nomination

Go to www.menti.com and the code to vote will be given during the meeting.
OFY Leadership Council’s Common Agenda
Approach to Establishing Countywide Opportunity Youth Goal

• Halve the 2015 18% opportunity youth rate in Maricopa County by 2030
Maricopa County’s Opportunity Youth Proposed Goal from 2015

It is recommended that the Board adopt the following goals:

- Achieve 11% opportunity youth rate in Maricopa County by 2020.
- Achieve 8% opportunity youth rate in Maricopa County by 2030.
Possible Goals and Targets

Projected Disconnected Youth with Interventions in Maricopa County

Source: Maricopa County Education Service Agency (MCESA)
Data source: Census Bureau's Population Projections
Possible Goals and Targets

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Source: Maricopa County Education Service Agency (MCESA)
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OFY Leadership Council’s Strategic Priorities
Expanding Reach to Maricopa County’s OY
## Connecting OY to Career/Educational Pathways

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<th>2018 (14 centers; N=3,299)</th>
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Other Strategic Priorities?
Open Floor, Partner Announcements, and Adjournment
Future Leadership Council Meeting Dates

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April 16th – TBD
June 18th – TBD
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