



**MINUTES
HUMAN SERVICES ADVISORY
COMMITTEE WINTER MEETING
(VIRTUAL VIA ZOOM)**

Date of Meeting:

October 27, 2021 at 2:00pm

Members Present: Latresha Bigham-Moore, Marilyn Browne, Jay Charboneau, Dianne Clarke, Mellissa Fuller, Lisa James, Lisa Jones, Andrew Maurin, Sara Sabourin, Laurallyn Segur, Donna Sicillian, Shadai Simmons, Joseph Smiley, Giovanna Taylor, Fabre Williams, Jennifer Yagley

Members Excused: Will Atkinson, Douglas Bonar, Monica Brimm, Ladonna Butler, Raul Catuy, Rae Chapman, Kip Corriveau, Rayford Dennis, Lisa Hamilton, Ray Hensley, Mike Jalazo, Lolita Johns, Sean King, and Jonita Lewis.

Call to order: Dr. Dianne Clarke, Advisory Committee Chair and provided for introductions

Approval of Previous Minutes:

Minutes of the May 26, 2021 meeting were unanimously approved.

Dr. Latresha Moore showed the video from Dr. Tonja Williams (SPC's President) "Welcome to SPC Advisory Board Members", which may be found on YouTube at <https://www.youtube.com/watch?v=q7Wg3USoadk>.

Dr. Joseph Smiley, Program Dean, formally introduced the new Program Director, Dr. Latresha Moore by mentioning how she was a top, full-time faculty member from Chipola College with a terminal degree in the field of SBS&HS. She comes with a wide range of experiences of working with Human Services Agencies and is motivated to continue her good work in our area.

Dr. Clarke welcomed Dr. Moore and expressed how much she appreciates the level of work ethic Dr. Moore has already shown and how SPC's students are in good hands with her.

Dr. Smiley also provided an update on the Human Services program.

Program Viability Review. Number of Graduates, Student Success Rates, and Enrollment Count data for 2019 to 2021 were reviewed. There is a positive trend in the number of graduates that will continue during the 2021-2022 academic year. Covid-19 conditions did not significantly, negatively, impact the overall trend. Student success rates for fall 2020 and spring 2021 were relatively stable at 80.5% and 79.6% respectively. Withdrawal rates over the same period were 4.4% and 3.8% respectively. Student enrollment count remained stable. The program held up well during the ongoing negative impact of covid restrictions on the college, in fact, the reports show slightly higher numbers within the HS discipline than the whole college's success average. Face-to-face, Live Online, and Online classes were offered during the fall semester and are being offered this spring semester. SPC has also significantly increased the amount of face-to-face and blended classes within the program, as the state's restrictions continue to allow more flexibility in class modality. Goals to increase and grow the program have been made.

Dr. Moore is pleased to be a new part of the SPC and Tampa Bay community. She also provided the Advisory Committee goals for the 2021 – 2022 Academic Year.

Program Goals. Supports SPC's 3 commitment pillars of (1) community engagement, (2) academic excellence, and (3) economic mobility.

Program Goal 1: Increasing student enrollment within the SBS Human Services Program by 5% (community engagement)

- Develop an assessment metric to identify the advisory board's expectations
- Communicate workforce development opportunities with program is a valuable resource for the local communities HS business partners
- Our addiction certificate is blooming in growth, but other opportunities are available and will be developed

Program Goal 2: Increase student performance throughout the SBS HS Program by 2% (academic excellence)

- Assess current student performance and identify potential learning gaps (tracking student's low grades from past semesters)
- Monitor course sequencing and scheduling trends

Program Goal 3: Increase student placement opportunities (economic mobility)

- Requesting and encouraging advisory board members to participate in at least one 2021-2022 SPC job fair and at least one academic community event.
- Find ways of helping students gain access to their level 2 clearance while working on course work.
- Work to continue to develop new partnerships within the local community to potentially build our SPC resources in support of this advisory committee, our students, and the health of the Tampa Bay area.

Career Outreach Specialist. Sara Sabourin presented on SPC's events.

The Fall 2021 Social/Behavior & Human Services Career Summit was held 9/23/21 went well. As Dr. Moore and 3 panelists from this Advisory Committee discussed current events and opportunities in the SBS&HS arena. Thank you again to Dr. Clarke, Michael Jalazo, and Dee Monje for being our panelists and sharing in this informative discussion with all those who attended. We had 47 attendees (proud of this high number of attendees) that included students, advisory committee members, alumni, faculty/staff, and other members of the public.

SPC Offered a Career Boot Camp Series of Events to help get students informed and organized to build their professional profile and network.

- Many events were held within the date range of 9/15 to 10/13 with these multi-campus and virtual workshops.
- A Career Fair was held 9/30 (CL) 12 – 4pm
- A STEAM Career Fair was held 10/21 (SPG) 1-5pm
- A Virtual Career Fair was held 11/3 11am-2pm

More events like this to come in the Spring.

Hire SPC Titan's platform (Powered by Handshake) is available to aid in connecting employers to potential employees within the SPC community. Handshake is used by more than 500 institutions and offers a simplified recruiting experience, including convenient mobile capability. Register your business today, by [clicking here](#).

Additional Contact Information:

<p>Sara Sabourin Career Outreach Specialist Sabourin.Sara@SPCollege.edu 727-341-4722</p>	<p>Fabre' Williams Employment & Internship Coordinator Williams.Fabre@SPCollege.edu 727-341-4254</p>
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Giovanna Taylor requested a copy of these slides with active links, and they were subsequently sent out 10/27/21 @ 4:46pm. (Let us know if you did not receive them for any reason so we can update all of our email lists, note most of the live links are provided in this document above.)

Employment and Internship Coordinator. Also new to the team, Fabre William, reinforced Sara's information above and reminded everyone of our program requirements. If you and/or your employer are interested in being a part of the programs 'Co-op' group that provides internship opportunities to students, please contact her, Sara Sabourin or Dr. Moore to get started.

Bachelor's Degree. Progress continues to be made in preparing to start the new Human Services B.S. Degree. The program is under review by the state, but in preparation of the degree's future availability classes that may be applicable for the degree are being offered this Spring through SPC's Health Services Bachelor's program.

Industry Updates:

HealthCare. Giovanna Taylor reported on HS employees in the HealthCare field. Currently we have a significant number of employees looking for opportunities outside of direct patient contact path, or are taking early retirements, if they have been in the industry long enough to leave. Currently, this does not fare well when the area is already has an employee shortage and paired with the enacted pandemic restrictions. Vaccination mandates also cause many employees to leave the industry, but we are seeing these employees begin to get vaccinated and return to the field, and more employees are anticipated to return. Other shifting trends include moving away from a 12 hour shifts as employees are requesting the opportunity to work remotely whenever possible. Wages have increased, hospitals and healthcare providers are hiring people at a high rate and expected to stay high as employees across the board are demanding for more mental health support in and outside of the Human Services field. These demands are a direct result of the pandemic.

Jennifer Yagley, representing a population of people without health care and are in need acquiring their medications, supports Giovanna's sentiments. There has been a significant (40%) increase in patients seeking health care services support. Additionally, their food bank (the largest in Pinellas County) has seen an increase of 3 times the amount of people requesting help feeding their family. Our status is believed to be a directly caused by the long-term economic impact of inflation and the pandemic. Childcare costs have risen 87%, the cost of groceries has risen 15%, and currently the cost of a one-bedroom apartment in St. Petersburg is \$1600.00 a month. Pay increases are not keeping up with the drastic inflation in the cost of living. It is important to promote awareness around the fact that there is a dire need in our local community for basic living requirements for many – food, healthcare, housing.

Giovanna Taylor agreed with Jennifer, and notes that the lines between healthcare, social services and higher-education has been blurred and continues to be blurred since the beginning of the pandemic. With this understanding, Giovanna aided in enacting a partnership service between SPC and the family health

care association. Now there are healthcare navigators on SPC campus to aid in supporting those in our population who have a lack of healthcare, etc..., and need help getting more help. These individuals may now conveniently access a health services liaison right there on campus (starting at the Clearwater campus). As an advisory group we can work to find new opportunities by asking the hard questions and taking calculated risks.

Childcare. Laurallyn Segur in reference to social services for child welfare, we are in a critical state. We subcontract with Lutheran Services, ECK, and to Youth and Family in Pasco. Virtual visits are mainly the way we work now, this change in process has limited and slowed procedures. Things are just beginning to open back up again. We have 3,536 children in our system of care. We have a net increase of 330 more youths since July of 2021. Currently, it is difficult to contain the number of children placed in our system of care and more support is needed for those children exiting our system. We need foster families. Our case managers have been so overwhelmed that it is difficult to retain these employees. Our CBC is the lowest funded agency in the state of Florida, so we are always in a deficit. Our saving grace is that our local community is a big support but does not meet all our children's need. At the end of the day, the main reasons for child removal from a home continues to be substance abuse, domestic violence, and mental health. Since the beginning of covid lock downs we have seen an increase in physical abuse which has not been shown to be as much of an issue in the past. Physical abuse can also be a gateway behavior into substance abuse. We are having anywhere from 70 to 80 removals of children a month in Pinellas and Pasco County. We are still focused on promoting prevention to aid in spreading our funds as far as they will go. Many kids are angry and refusing to be placed in a new home and the case managers who are very caring, but spread thin, are being spread even thinner, when they must keep these children with them in their offices overnight. We are a system that cannot afford to fail, and even though this work is tough. I like to remind others that our work has problems, but our work has also saved thousands of lives. Since this work has the potential to have a lot of dark days, it is difficult to find people who could even potentially apply do this type of work, let alone follow through with the workload. If you know of anyone who could be a foster parent please spread our information, we really need foster parents! Yet, we want to share our status in hopes of motivating and open up the hearts of our future students for wanting to make a difference and do good work within our organization. We are saving lives on a constant basis.

Shadai Simmons, works with an organization called Ready for Life which helps our foster children aging out of the system, ages 15 to 26. Many of our services cannot be done remotely, which has been a large obstacle to carry out, during tight covid restrictions. Such services as our food pantry, our clothes closet, our washer and dryer, and our mentoring program (like Opportunity Passport) must be done in person. So we are working on opening up for more face-to-face services, so people may receive more help. As a reminder, the industry (as you are all aware) continues to bare extra stressors with covid restrictions, but so have some of our students. Thus, we are all taking it moment by moment and keep showing up as we get through every challenge and recognize how stress is affecting us from all sides.

Andrew Maurin would like to piggy-back on what Laurallyn says... Pinellas and Pasco County HS services are underfunded by the state. To paint a more complete picture, we have the most kids in our care in the entire state but receive less funding than the state average. The organization Andrew is with, Voices, is working to be an advocate for the social services in our area at the state legislature level as well as offers support for the day-to-day needs of our foster children. In 2020, Voices received the highest number of requests for services in our 17-year history. We often support local sheriff's office to help place children in family homes in hopes of keeping them outside of the foster system. We provide physical needs items like beds, etc. We also provide practical life training skills for individuals aging out of the system (Opportunity Passport as previously mentioned by Shadai). We have been approved for our first paid internship for the

Spring (very exciting). We are looking to donate more lockers for group homes, we are expanding these services to group homes outside of our area and we hope to have an SPC student to aid in planning and implementing the logistics it will take to accomplish this task. These lockers provide a private place for young people to store their belongings more securely.

Donna Sicilian, LCSW, we are experiencing a shortage across the board. This is the first time we went with third-party agencies to supplement the number of nurses we need. We have nursing school every day to keep up the pandemic. We have vacancies for our social workers, psychologists, school counselors, and teachers like never before seen. By the way, those who have enough education to substitute, this is a great way for students to gain experience working with children or youth. Spending 6 hours a day with a group of kids can be a very enlightening for individuals looking for gain the skills to work with groups of children. Because of our county's need for teachers, I volunteer to substitute in a classroom once a month. The rate for substitute teachers has increased and could be a good way for SPC students to gain some income while finishing up their degrees.

Substance Use Disorders. Dr. Clarke (in Pinellas County) we meet with many organizations, and they are working hard to support one another as we strive to meet the drastically increasing needs of our families coming through the system. Fentanyl has invaded our community causing the overdose death rates to increase, not to mention the system changes due to covid have slowed the system.

On a positive note, in Tallahassee for our trade association meeting I requested that higher education institutions be able to sponsor an individual (student) to be able aid them in obtaining their level 2 background clearance which requires fingerprinting. Thus, newly graduated students can have an advantage of having completed this onerous step of getting fingerprinted for level 2 clearance, will be before applying for job positions and/or internships. These sponsors are usually provided by an employer or the Florida certification board. Yet, if someone has a problematic background, they are trying to move past, and they are denied clearance while applying for a job. The Individual can then engage in the waiver process, which can take a lot of time; in the meantime, they have lost a potential job have no means of earning income in the interim. If higher-education could be the sponsor the student could get this all cleared-up while working on their course work for the degree, allowing for a more fluid move into the workforce, who needs them. This would not only help the social services sector, but any sector that requires a level-two background clearance (e.g. K-12 school teachers). This would be positive for students and the entities that support their educational internships. This ability to obtain level 2 security clearance for our students would do a lot to break down many barriers.

Juvenal Justice. The Juvenile Assessment Center Department is in the same setting, they need employees, working with extra stressors due to the pandemic.

Students have their choice of jobs at this time, as the demand for employees is high.

First-ever SPC advisory committee recognition event. A red-carpet event on May 20th. More information to come, but save the date now, as we look forward to recognizing our valuable Advisory Committee Members.

Spring CAC week dates. February 21-25, 2022

Adjournment: Meeting adjourned at 3:26pm

Next Meeting Scheduled: Wednesday, March 23, 2022 at 2pm

