

URBAN
DEVELOPMENT
CHANGE
REQUEST
DOCUMENTS



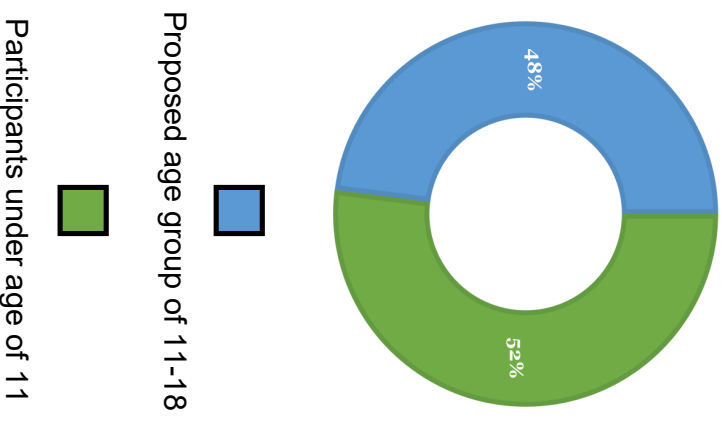
The Urban Development Center

SAMIS Report for YouthFirst Century Program Change Request

SAMIS Fiscal Report

Line Item Expense	Budget	YTD Request	Balance	% Spent
Personnel Expenses	\$149,700.00	\$59,828.65	\$89,871.35	40%
Staff Travel	\$6,771.00	\$6,212.02	\$558.98	91.7%
Freight and Postage	\$500.00	\$0	\$500.00	0%
Printing and Binding	\$16,375.00	\$0	\$16,375.00	0%
Advertising and Marketing	\$6,000.00	\$2,693.20	\$3,306.80	44.9%
Professional Development	\$1,000.00	\$0	\$1,000.00	0%
Food and Snacks	\$1,000.00	\$347.86	\$652.14	34.8%
Program Supplies	\$46,350.00	\$37,042.99	\$9,307.01	79.9%
Field Trips	\$1,500.00	\$1,291.62	\$208.38	86.1%
Sub-grants to Partners	\$136,400.00	\$59,219.49	\$77,180.51	43.4%
Other Professional Services	\$28,800.00	\$21,900.01	\$6,899.99	76%
Utilities	\$2,160.00	\$720.86	\$1,439.14	33.4%
Liability Insurance	\$1,000.00	\$0	\$1,000.00	0%
Expense Total	\$397,556.00	\$189,256.70	\$208,299.30	47.6%

Percentage of Enrolled Participants Who Meet the Proposed Age Group vs Those Who Are Underage (n=56)



* Information provided by SAMIS fiscal and program reports with a date range of 4/3/2023 to 11/7/2023

Contracted Scope of Services – Change Request RFP #2022-03 / Out-of-School-Time Program

- Proposed **new number** of Escambia County children and youth to be served by the organization during the grant period (Year 1):
- Proposed **new participant age range** (Year 1):
- Proposed **new amount and budget** requested Year 1): **(see form attached)**

Explanation of change – describe in detail why this change is being requested.

The Urban Development Center, Inc (The UDC), hereby formally request the age range for our program participation and target age group be expanded from ages 11 to 18, to ages 5 to 18. Although we recognized the need for assistance for all age groups, our survey of community stakeholders and community partners led us to place emphasis on middle school to high school aged children and youth. In the 8 months that we have operated our program in Century, we have found several fact-based influences and community narratives that have provided cause for reconsideration:

- We underestimated the need and desire for children outside of our proposed program age range to want to play an active role in the center activities.
- We underestimated the challenge that the children and youth of The Town of Century faced by not having a community-based school culture, which creates proximity and family participation issues.
- We overestimated the desire for youth in our proposed program age range to participate in program activities initially and consistently.
- We overestimated the commitment of parents to actively pursue out of school time (OST) and summer program educational activities for their children and youth.

Impact statement – describe the impact or result this change will have on your ability to execute the goals, outcomes and performance measures included in your contract.

The above stated explanations for age range expansion will effectively allow our program to reach its children and youth served objectives. We expect for our weekly program participation to increase from 45-50 to 75-80. It is our expectation to achieve our expanded program goals and performance measures. We intend to continue to teach, train, educate, motivate, inspire, and cultivate towards a brighter future for the children and youth of Century. We understand more importantly that The Town of Century is not just a geographic area or neighborhood; it is a town which brings into consideration socio-political and historical elements which impact families, which ultimately impact its children and youth. It is our continued goal to reach our expanded objectives as proposed while simultaneously growing in understanding and impact.

A. Abstract

In response to the Request for Proposals regarding Out-Of-School Time Programs, The Urban Development Center, Incorporated (*also known as The UDC*) is pleased to provide the following program proposal to be titled, *YouthFirst Century*. Further, we welcome the opportunity to present evidence-based youth development programs to the Town of Century located in Escambia County, Florida. To provide the most comprehensive proposal possible, The Urban Development Center, Inc. has partnered with The Town of Century through Memorandum of Agreement. It is our intent to propose programs and initiatives that support children and youth in the Town of Century. In furtherance of our proposal, The UDC has extended its partnerships to include local organizations and companies with the pertinent knowledge, skills, and abilities to ensure every effort is made to reach, teach, guide, and improve the quality of life for youth to places of academic, social, emotional, physical, and psychological health.

The primary goal of The Urban Development Center, Incorporated's (The UDC's) proposal is to help prepare children and youth for success in school, college, career, and life.

The 7 Key Elements of The UDC's proposal include:

- Workforce Readiness and Preparedness Training to include the tenets of emotional intelligence and transition services
- Work-Based Experience,
- Internships, Apprenticeships, Metrix Learning, and On-the-Job Training Opportunities,
- Life Skills include Home Economics, Mental Healthcare, CPR Certification, and Experiential Learning to inform Critical Thinking and Problem Solving, and
- Technology Training to Include Introduction to, and Certificate-Based Training
- Entrepreneurship: The Young Entrepreneurs Workshop (The YEW)
- Tutoring

The UDC's program design is youth focused and guided by The UDC's team considerable expertise and experience in providing training and education services to its community's most underserved and vulnerable children and youth. We understand the objectives indicated in the Request for Proposal (RFP) and we have given substantial thought to laying out a roadmap that exceeds the Escambia Children's Trust (ECT) expectations. The UDC understands the unique needs of children and youth that exist in underserved environments. We have developed culturally responsive programming that seeks to make education, training, experience, and exposure (ETEE) relevant, engaging, and interactive.

The UDC and the Town of Century are excited to present in collaboration our response and look forward to our future work to make possibilities a reality for all children and youth residing in the Town of Century.

B. Program Design and Proposed Services

The Town of Century sits at the most northern point of Escambia County, Florida. The town is often referred to as “*the forgotten city*”, by its residents. It is presently home to some 2,000 citizens. Between 2019 and 2020, the population of Century grew by 13.9%. Conversely, the median income decreased by 9.08% from \$34,178 to \$31,075. According to the most recent statistical data provided by Data USA, it is 67% urban and 37% rural. The children and youth that reside in the Town of Century presently attend Bratt Elementary School, Byrne Elementary School, Earnest Ward Middle School, and Northview High School.

There are key leading economic indicators that speak to the overall economic condition of the Town of Century, such as:

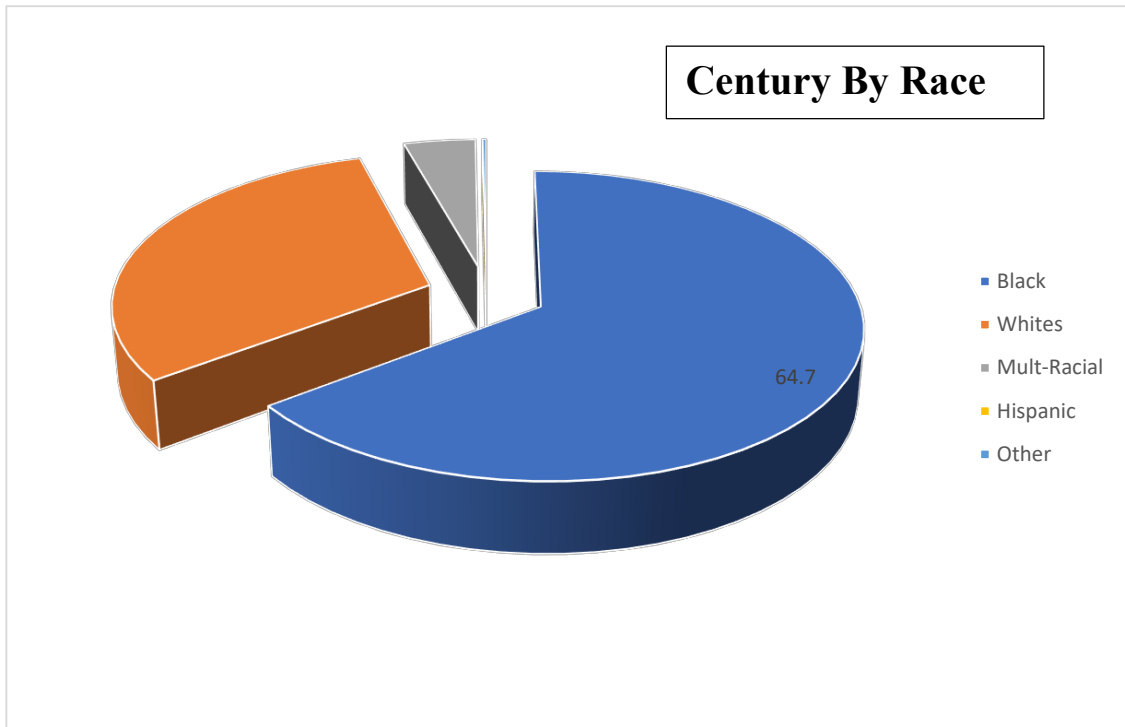


- As of 2019, the most recent data indicated the median Town of Century income of \$35,669 was approximately \$23,558 less than the State of Florida average and \$20,530 less than the neighboring City of Pensacola.
- The median home value of \$70,329 is \$174,771 less than the median state average of \$245,000 and \$74,671 less than the neighboring City of Pensacola.

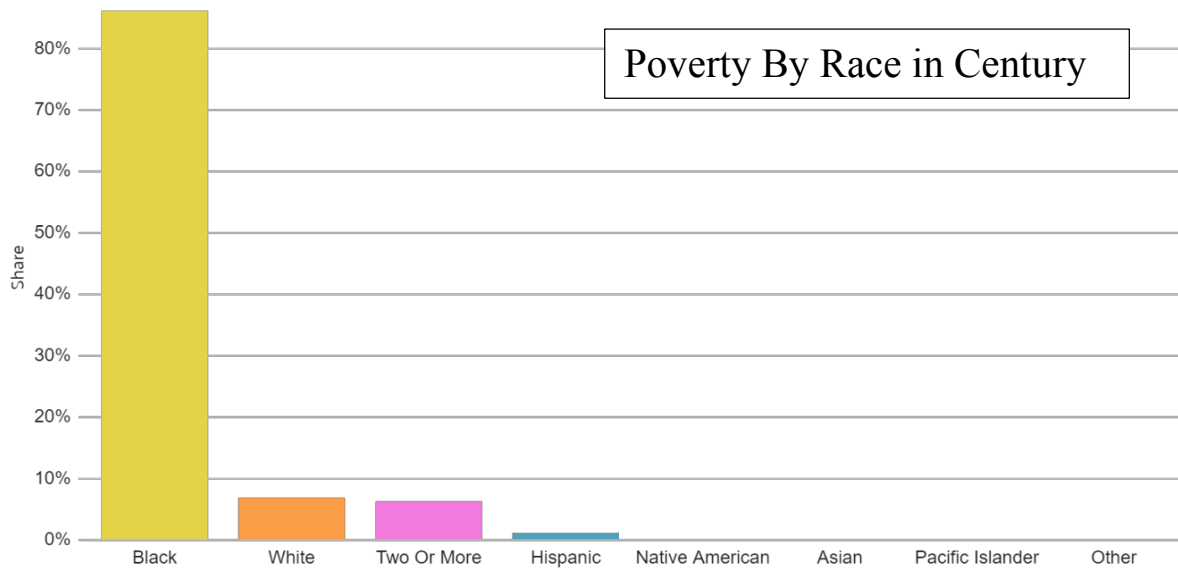
The poverty numbers provide an even deeper insight into the community dynamics:

25.4% of Century, FL residents had an income below the poverty level in 2019, which was 50.2% greater than the poverty level of 12.7% across the entire state of Florida. Taking account residents not living in families, 40.2% of high school graduates and 53.3% of non-high school graduates live in poverty.

When consideration is given to Race and Poverty



Blacks represent 86.1% of residents living in poverty. Whites represent 6.77% of residents living in poverty.



The needs are many as the town itself is considered impoverished and without adequate facilities and community infrastructures to substantively support economic and social development. Children and youth for the most part is left to their own devices and without adequate means to turn the corner on poverty and its consequences. There are limited to no community activity centers or facilities available for children and youth in the Town of Century to congregate or develop positive interests or skills. The town is presently seeking to renovate Century (Carver) Community Center to support future activities, but no timeline exists on completion.



There presently is no computer lab in the Town of Century and thereby no real connection for children and youth in out of school time to connect to technology, training, and education services via the internet. Although these facts exist, the continued deficits need not be.

The Urban Development Center, Incorporated (The UDC) envisions a program that include 7 key elements with particular outcome measures:

- Workforce Readiness and Preparedness Training to include the tenets of emotional intelligence and transition services
- Work-Based Experience,
- Internships, Apprenticeships, Metrix Learning, and OJT Opportunities,
- Life Skills to include Home Economics, Mental & Physical Healthcare, Cardiopulmonary Resuscitation (CPR) Certification, and Experiential Learning to inform Critical Thinking and Problem Solving, and
- Technology Training to Include Introduction to Certificate-Based Training
- Entrepreneurship: The Young Entrepreneurs Workshop (The YEW)

- Tutoring

Program Locations

The UDC has identified three proposed locations for its programs. Transportation will be provided by one of our local partners in Century, Metro Rapid Transportation.

- The Century Business Center, located at 150 E Pond St., Escambia County, FL will host The Town of Century's very first computer lab dedicated to the children and youth of Century.
- The Century Ag Building, located at 6001A Hwy 4, Escambia County, FL.
- Century Public Center, 7921 N Century Blvd. Century, FL.

Workforce Development for Pre and Post Employment Readiness and Preparedness

The UDC proposes an after-school and summer program that targets at risk youth ages 5-18 living in underrepresented and underserved communities in the Town of Century Florida. Each student receives a YouthFirst Employment Workbook, developed by The UDC. According to recent data, "young people must be called to develop adaptable competencies, upskill (i.e., learning additional skills) reskill (i.e., learning an entirely new set of skills), and flexibility anticipate their continued adjustment." (Vargas & Zaff, 2017) Participants receive workforce training in areas that promote an understanding of essential soft skills that support employment, academic, social and life success. Courses are delivered in a manner that is culturally appropriate with tools and worksheets that are practical and relatable in nature. Areas of focus are inclusive of, but not limited to courses such as, Introduction to Emotional Intelligence for Youth, Listening Skills, Positive Thinking and A Winning Attitude and Goal Setting. Classes will be made available daily for 40 weeks from 2:00 pm to 6:00 pm, Monday through Friday in both physical and virtual forums. Students receive a minimum of 4 contact hours per week. This contact continuum assists with the Positive Youth

Perspective (PYP) associated with The UDC's program objectives. The core values of The UDC are augmented by our adoption of the Positive Youth Perspective (PYP) which underscores and necessitates both our collaborative and comprehensive approaches. The six features of the Positive Youth Perspective include: 1. All youth have the potential for positive development, 2. Positive developmental trajectories are more likely when youth are embedded in nurturing environments, 3. Positive results are more likely when engaging in multiple nutrient rich environments, 4. All youth, across socio-demographic identities (e.g., race, gender, socio-economic status), benefit from nurturing environments that offer key developmental assets (e.g., support, empowerment) However, PYP strategies may vary as a function according to location., 5. Communities (e.g., neighborhoods, individuals, formal programs) are critical delivery systems for PYP, and 6. Youth are agents in their own development and untapped resources for cultivating relationships and environments that facilitate PYP (Benson, Scales, & Syvertsen, 2006).

It is important for youth to have a collection of skills required by workers to maintain a competitive advantage for the 21st century global economy as it continues to evolve (Vargas & Zaff, 2017).

The YouthFirst Century Program consists of more than thirty courses that will be calendar and schedule based. Curriculum and course outlay are age and grade appropriate and delivered in a manner consistent with our experience with underserved and under-represented communities. Moreover, courses are made available multiple times per calendar year. These program components extend into a camp-based program that is operated during the summer months when school is out of session. Students can attend sessions at multiple locations and be presented with hands-on practical applications and training. Learning materials are provided in each session. Program calendars are web and paper based. Additional information will be shared with schools,

community-based organizations, and churches along with frequently held information sessions to ensure awareness and knowledge of available programs offered afterschool and during the summer. Information sessions will be held frequently in community related settings, churches, etc. Workforce development courses offered are inclusive of, but not limited to: Anger Management, Career and Job Hunting, Communication Skills, Conflict Resolution, Critical Thinking & Problem Solving, Decision Making, Dress for Success, Emotional Intelligence, Goal/SMART Goal Setting, Listening Skills, Positive Thinking & Winning Attitude, Resume Writing, Stress Management, and Time Management.

Work Based Experience and Project Based Learning

The children and youth of Century must have a means of expanded experience and exposure. The YouthFirst Century program combines the most substantive components of Work-Based Experience and the practical value of Project-Based Learning. Work-based experience allows students to gain experience and exposure to careers that aggregate the training and education courses and modules presented in the classroom. Project-Based Learning extends the value of workforce development strategies. Project-Based Learning has been shown to support workforce development (Sullivan, Nyoto, & Romlie, 2021). Seeing is believing and understanding the unique possibilities offered to each of the students engaged can be instilled in each learner through access. Project-Based Learning is “an inquiry based instructional method that engages learners in knowledge construction by having them accomplish meaningful projects and develop real world products” (Musa, Mufti, Latiff, Amin, 2012). Students are offered the opportunity to gain value added knowledge of the many career opportunities for both college and vocational tracks. Consistent positive reinforcement (CPR) emphasizing the importance of academic success is anchored in purpose and goal-oriented objectives that children and youth must learn

early. For youth that have not achieved a work ready age, this segment of YouthFirst Century program allows students to be inspired about living a productive and positive life during and after school as well as understand the importance of sharing about their career aspirations. Students participate in field trips and have the opportunity to explore the world beyond their hometown. Students engage with employers to learn about a variety of work experiences and actively participate Career/Interest Assessments, Learning and Preparation Activities, Hands-on-Learning, Self Esteem and Confidence Building, and ongoing support from the program staff. The UDC uses evidence-based practices to assist students to create projects derived directly from their work-based experience.

Internships, Apprenticeships and On-The-Job Training

The UDC is an experienced provider of On-The-Job-Training (OJT) opportunities. We have partnered with CareerSource Escarosa to provide expanded opportunities for work experience through Internships and Apprenticeships. The Town of Century has minimal industry opportunities and youth have traditionally been limited in their access to work experience in trade and skill-based environments. Accordingly, CareerSource has looked to expand the utilization of its Metrix system which provides 120+ Skill Tracks. CareerSource Escarosa has additionally committed to providing additional attention to connecting the approved 8 apprenticeship programs in Home Health Care, HVAC and electrical to eligible students, Introduction to work experience supported by the training and education components of YouthFirst Century will greatly expand the knowledge-based experience of program participants. Through our partnership with CareerSource Escarosa and its participating companies, we anticipate 30 students per year having the opportunity to gain work experience through internships, apprenticeships, or on the job training (OJT).

Life Skills

Life Skills is separate and apart from workforce skills training. Although life skills and soft skills have been used interchangeably, primarily within the context of work readiness, our experience has taught us to teach directly to the subject that supports the outcome. The lack of practical life skills manifest itself as limited soft skills and vice-versa. However, the way we address practical issues of self-esteem and emotional intelligence is through specific courses and conversations that require specific culturally based discussions. The UDC training team teaches life skills based on emotional intelligence development and its 5 pillars, which are self-awareness, self-regulation, internal motivation, empathy, and social skills development. Our understanding starts with not pre-supposing knowledges and understandings exist when they do not. Additionally, Home economics is one of the paths toward a larger sphere of conversations and applications that extend the possibilities of student success. Practical knowledge, such as banking, household bills, mental and physical hygiene are a few of the areas exposed during these courses. We propose a schedule and calendar-based set of courses that is curriculum based with specific outcomes to be achieved. Students are surveyed in a pre-test manner and receive a post-test to qualify their expanded understanding of subject matters. Courses are meant to increase critical thinking and problem-solving capacities as it pertains to the practical knowledge of self-care and home making skills. The UDC and JetFuel will collaborate to teach and train students. Additionally, The UDC has partnered with Favored Hearts to provide CPR Certifications to 100 students. CPR certification will serve as a “Practical Asset”. Experiential learning, which is the process of giving students hands-on learning opportunities beyond lab-created scenarios, provides tangible proof to students that learning the theory is more than academic rhetoric (Kolb, D. A., Boyatzis, R., & Mainemelis, 2000).

Technology

Of the many infrastructural challenges faced by the children and youth living in the Town of Century, the ever-widening technology gap is most egregious. The Town of Century presently does not have a community computer lab for learning and enrichment to serve its children and youth population. This reality has left the youth of Century in a precarious place. The future for many students starts with a healthy introduction to technology and the unlocking and exposure to the world. We propose the implementation of a computer lab and training center complete with peripherals and software necessary to provide a comprehensive introduction to the wonders of the world and the universe. In 2019, PEW Research Center conducted a survey where nearly half the students reported that they were prevented from completing a homework assignment because they lacked access of the internet and a computer. To be prepared for careers in the 21st century marketplace, students must learn to be digital users of digital content. In YouthFirst Century's technology program, students will learn how to use technology for interactive learning, use informal learning experiences to support formal learning, promote digital citizenship and responsibility, and empower students to safely navigate digital learning platforms.

Entrepreneurship

The Young Entrepreneurs Workshop (The YEW) *pronounced "The You"* is a business training platform designed to teach startup courses to youth ages 5-18. The youth of Century must be given the tools to succeed and what better way to celebrate the evolution of self than to own your own business. The YEW, developed by The Urban Development Center, Incorporated will introduce the students to the fundamentals of business from the know-how of starting a business to the key elements of running one. Students are introduced to business ideas and approaches

used to introduce their product or service to the world of technology. Students are taught these elements: a) Ways to help start a business and learn about life, b) Understanding creativity and brainstorming; Choosing a type of business; c) Developing SMART (Specific, Measurable, Attainable, Realistic, & Time driven goals), d) Discussions on STEM+ disciplines (Science, Technology, Engineering, and Mathematics, and Emotional Intelligence), and e) Understanding the legal requirements of a business. Students will be asked to complete a business project as an extension of our project-based learning strategies.

The YEW allows and encourage students to be creative and think outside of the box, allowing them to dream and see possibilities that they never thought of before, envisioning success that they can create on their own with structured guidance, one-on-one mentoring, and support. The YEW courses will be taught by The Urban Development Center, Inc. with the support of The Century Chamber and The Gulf Coast Minority Chamber.

List of data the YouthFirst Century Program will collect are a) school attendance, b) program attendance, c) behavior in school, d) behavior in program, e) school grades, f) school retention and on time grad promotion to the next grade, g) data relating to social and emotional learning (SEL) skills and wellbeing, h) Youth/Family experiences and satisfaction, and i) program staff and or volunteer experiences and satisfaction.

C. Capacity to Provide Required Services

History

The Urban Development Center, Incorporated (The UDC), founded in 2013, is a 501 (c)(3) not for profit agency dedicated to the development of training and education curriculums and programs for low-income and underserved children, youth, and adults in Escambia County and across the State of Florida.

The UDC began its relationship with the Town of Century with its founding of WorkConnect Youth Job Fairs, held in conjunction with CareerSource Escarosa. For the past four years, we have held annual youth workshops and seminars in conjunction with our job fairs to not only prepare youth for work but to provide a direct connection for employment opportunities. For the first time this year, The UDC held its first annual job fair in the Town of Century, Florida. Most recently, we were responsible for facilitating relationships between employers, students, and community stakeholders with reference to the Summer Employment Program provided by Escambia County and CareerSource Escarosa. Our WorkConnect job fairs and subsequent outreach efforts have been directly responsible for placing more than one hundred youth into jobs, careers, and internships. The relationships and networks created through community engagement on the behalf of our youth is what has prepared our team for the submission of this program proposal.

The UDC is also a recognized Employment Services Provider for Florida Department of Education Division of Vocational Rehabilitation since 2015 and has been providing youth Pre-Employment Training Services (pre-ETS) to our communities' most vulnerable populations. Within the scope of The UDC's services, we provide pre-ETS to include Workforce Readiness and Preparedness, Employment Placement, Self-Advocacy, Work Based Learning, and On-the-Job Training (OJT). All staff are Level 2 Background approved and certified to facilitate self-advocacy training. All of our implemented programs are research-based out of school activities, and we provide a unique experience-based perspective on qualitative instruction, training, and mentorship activities. Research shows when students participate in constant afterschool programs, lower dropout rates occur, educational outcomes are improved, along with school

attendance, emotional and social learning (2020). The UDC's community-based after school programs offers research-driven academic and enrichment activities consistently year-round.

The UDC trains more than 200 youth per year and continues to provide additional services such as the WorkConnect Youth Job Fair, where CareerSource Escarosa has been our valued community partner.

Additionally, The Urban Development Center, Incorporated is responsible for the development of multiple programs and projects such The Young Entrepreneurs Workshop and Ngenyus, a Science, Technology, Engineering, and Mathematics+ (STEM+) program. The UDC has developed 100+ research-based courses for youth and adults that help to maximize potential and produce outcomes results. We specialize in pre-teen and teenager levels of interaction.

The Urban Development Center, Incorporated utilizes the framework of emotional intelligence development as the key functional asset to improve the social, cognitive, and intellectual outcomes for youth engaged in The UDC's courses and programs. Additionally, as a research-based development team, we understand the holistic approaches that is necessary to engage and inform parents and guardians about the essential ingredients to any successful implementation of children and youth development programs. To this end, we are guided by the practical understanding of the unique characteristics of the Town and Century to help every child and youth evolve to the most optimal level to achieve success. Informed by this knowledge, The UDC team has worked directly with children and youth in Escambia County since its inception and has developed a comprehensive history of curriculums, programs, community partners, and events that underscore its continued commitment to the advancement of our children, youth, families, and the communities in which we reside.

The UDC offers a range of high quality, evidenced based education and training programs for low-income and underserved families. The background and demonstrated capacities of The Urban Development Center, Incorporated are in direct alignment with the requested needs of Escambia Children's Trust (ECT). We are experienced in culturally appropriate program development innovation, specializing in unique designs for education, also utilizing and understanding the importance of also using the Universal Design for Learning (UDL) to include all learners in every possible learning environment. UDL is an educational framework based on research in the learning sciences, including cognitive neuroscience, that guides the progress of adaptable and agile learning and learning environments. The UDC amalgamates each of these components to promote positive relationships between students and adults, as well as increase student access to quality academic and extracurricular programs. Collectively, these components provide assistance to every learner, giving experience and exposure to specific people and resources to support their needs.

Staff Experience and Leadership

Jessica A. Griffen, Ed.D. - Dr. Jessica A. Griffen brings far more than 30 years of experience in business development, systems development, education, training, and entrepreneurship to her role as the Chairwoman & Chief Executive Officer of The Urban Development Center, Incorporated, Chief Operating Officer of The Soft Skills Training Institute of Florida and President and President & Co-founder of Eduocity, L.L.C. These entities serve as a manifestation of her commitment to the development of education and training programs and education technology for urban communities. Dr. Griffen brings vitality, character, professionalism, warmth, and a mindset of service and advocacy to her work with and underserved children and youth along with existing and emerging businesspersons and owners in urban communities locally and across the country. Dr. Griffen served as Assistant Principal for Life Skills in Pensacola Florida. Dr. Griffen is the co-

developer of Positive Transitions, a program dedicated to Re- Entry, Vocational Rehabilitation and Pre-Trial and Probation training services. Dr. Griffen co-developed Ngenuaty™ and the Young Entrepreneur's Workshop (The YEW), two business development training platforms dedicated to entrepreneurship innovation within underrepresented and underserved communities. Dr. Griffen is the co-developer of the early childhood education platform, WeLearnWeGrow at welearnbettertogether.com.

John A. Rigsby - John is the President and Co-Founder of The Urban Development Center, Inc. John has for twenty-plus years developed and participated in the development of both for-profit and not-for profit ventures around the country. John began consulting with the formation of J. A. Rigsby & Associates, a public and community relations firm, that worked primarily with public institutions in the areas of multicultural marketing. John is presently the Founder/CEO of The Training Company, John is the CEO and Co-Founder of eduocity, a Florida-based education technology firm. In 2011, John co-developed Higher Heights Escambia (HHE), a capacity building program for under-represented communities, funded by the Rockefeller Foundation through Catholic Charities. HHE continues to serve a legacy program promoting, training, and educating communities. Under The UDC, John is the co-developer of Positive Transitions, a program dedicated to Re- Entry, Vocational Rehabilitation and Pre-Trial and Probation training services. In an effort to promote sustainable self-sufficiency, John co-developed Ngenuaty™ and the Young Entrepreneur's Workshop, two business development training platforms dedicated to entrepreneurship innovation within underrepresented and underserved communities.

Gregory Clay is state approved employment services provider and Escambia County teacher.

Ronnie Gaines is a lead-trainer and state-approved employment services provider.

Reggie Sanders is a state approved employment services provider and Escambia County teacher.

Instructors have the opportunity to participate in 7 professional development tools designed for after school professionals. These afterschool tools consist of webinars, earned credit certificates designed specifically for after school care professional. Topics range from crisis communication to computer basics to job success. Care courses are also available for our staff to teach them the elements of a quality program, positive discipline techniques, and how to effectively support children's development. We will also offer an After School Training Toolkit to each of our staff professionals. The toolkit is designed to give program directors and staff the resources they need to teach and engage students with fun, innovative and academically enriching activities.

Reference List

1. **Dr. Marcus McBride, Executive Director**, CareerSource Escarosa (850) 607-8700

CareerSource Escarosa is a nonprofit organization committed to support the workforce needs of Escambia and Santa Rosa Counties. They provide employment and training resources for area job seeks and employers.

2. **Tawana Gilbert, Area 1 Director**, Vocational Rehabilitation, (850) 494-7152

The Florida Division of Vocational Rehabilitation (VR) is a federal-state program that helps people who have disabilities get or keep a job. VR is committed to helping people with disabilities find meaningful career opportunities.

3. **Dr. LuSharon Wiley, VP of Corporate Culture**, Innisfree Hotels, (850) 934-3609

Proposal Partners

- **The Town of Century** serves as our lead proposal partner. The partnership is supported by Memorandum of Agreement. The YouthFirst Century program will utilize facilities owned and operated by the town in its development and staging efforts.

- ***JetFuel*** (Subcontractor) is a Century based business that provide technology training and services. JetFuel provides technology and workforce support training to the children and youth of Century.
- ***CareerSource Escarosa*** has operated as a partner to The Urban Development Center, Incorporated for many years. CareerSource utilizes its extensive relationships and workforce development capacities to assist the youth of Century with connections to apprenticeships, internships, and employment opportunities.
- ***Feeding The Gulf Coast Food Bank*** (Community Partner) works through member organizations and special programs to provide nutritious food to meet the challenging of feeding people who are hungry as a result of systemic poverty, personal crisis, or disaster.
- ***Metro Rapid Transportation*** (Subcontractor) is a Century based transportation company. Metro Rapid operates as the transportation partner to the YouthFirst Century program and is responsible for ensuring children and youth will not be prohibited from participation due to transportation challenges.
- ***Century Chamber of Commerce*** is the local chamber organization and has agreed to partner with the Gulf Coast Minority Chamber of Commerce of Pensacola Florida to provide Entrepreneurship introductions and opportunities to eligible youth of Century.
- ***Gulf Coast Minority Chamber of Commerce*** has utilized its extensive experience and exposure to local businesses to partner and support the program to train and educate youth in the basics of entrepreneurship.
- ***Favored Hearts, LLC*** is a healthcare related training company. Favored Hearts is responsible for certifying the participating youth of Century with Cardiopulmonary Resuscitation (CPR) certification.

- ***Reality Check Counseling Services*** (Subcontractor) is a Pensacola based mental health counseling agency. Reality Check will provide services to support the ongoing need for psychological and emotional health.
- ***Tutor4U*** (Subcontractor) is an afterschool tutoring program that focuses on providing assistance in Mathematics for K-12 students.
- ***Locklin Accounting & Tax Services*** (Subcontractor) is an accounting and tax service that will help with bookkeeping, and monitoring and tracking.

D. Program Measures

The UDC will measure the success in the YouthFirst Century after school and Summer Enrichment Programs by setting and tracking goals. Data collection and evaluation, and skilled based assessment. To track success, The UDC will use tools like digital badges or apps such as AdotMe, which keep records of student achievement and milestones and data collection methods such as surveys and questionnaires to focus groups and in-depth interviews. SchoolPass tracking software will be used for daily attendance and dismissal, BEHCA Tracker for behavior, Along for connecting with students and parents regarding school retention and on time grade promotion and youth/family, program staff and volunteer experiences. Data relating to social and emotional learning (SEL) and well-being will be tracked through questionnaires, observations, performance assessments, report, and interviews.

E. Budget and Cost Effectiveness

The Urban Development Center, Incorporated budget and budget justification is based on the activities outline in the project narrative. This budget is the financial expression of the YouthFirst Century program and accurately reflects the costs of the proposed project to support the Escambia Children's Trust Out of School Time Program. The budget justification provides

ECT reviewers of the program are able to understand why costs are programmatically necessary and how they are calculated. Reviewers are able to analyze the financial data to determine if our proposed costs are allocable to the YouthFirst Century programs.

The YouthFirst Century program leadership team developed a budget and a financial management system that is designed to fulfill and exceed the programmatic requirements of the program. The objective of financial management systems is to generate complete, reliable, consistent, and timely information, to include standard financial statements, and specific reports to be responsive to requests regarding financial and performance management.

The YouthFirst Century financial management system will be comprised of automated and manual processes; the interfaced and integrated applications; procedures, controls, data hardware, software, and support personnel dedicated to the operation; and the maintenance of the total system. It also includes other applications that are necessary to meet defined data and processing requirements. Locklin Accounting and Tax Services is the responsible party for financial management oversight and tracking for the YouthFirst Century programs.

Since our founding in 2013, The UDC's mission has been to ensure we have the pertinent knowledge, skills, and abilities we need to successfully service our constituents and fulfill the mission of our organization. Additionally, we provide training programs to help build the fiscal and other administrative management capacities for profit and not for profit organizations.

Summary

In summary, we are reminded that Frederick Douglas once opined, "It is easier to prepare a strong child than it is to repair a broken man". The YouthFirst Century proposal represents our evidence-based results-oriented formula for preparing our children and youth. The Town of Century, although challenged, has a bright future and is in the midst of a resurgence. The

children and youth represent no better place to start building and growing that future. The Urban Development Center, Inc. and its partnership with The Town of Century represents a new and innovative approach to supporting the academic, social, psychological, and emotional health of the children and youth of Century. The experience and exposure of The Urban Development Center, Inc. and its partner organizations is meant to provide the most comprehensive approach to ensuring the goals and outcomes of The Escambia Children's Trust are realized. Additionally, it is the effort of The Town of Century and The Urban Development Center, Inc. to build strong Children and prepare them for the brightest future possible.