City of Cincinnati

801 Plum Street
Cincinnati, OH 45202

Agenda - Final

Youth & Human Services

Chairperson Anna Albi
Vice Chair Evan Nolan
Councilmember Ryan James
Vice Mayor Jan-Michele Kearney

Tuesday, March 10, 2026 | **12:30 PM** | **Council Chambers, Room 300**

PRESENTATIONS

Hamilton County Job & Family Services Office of Youth

Sarah Gray, Office of Youth Manager

Career Pathways Initiative Update

Kelly Carr, Deputy Director

Youth to Work

Daniel Betts, Director of Recreation

Tim Heyl, Division Manager, Business Services

Brandon Elliot, Y2WK Sr. Administrative Specialist

AGENDA

1. 202601040 **PRESENTATION,** submitted by Councilmember Anna Albi regarding The Hamilton County Job and Family Services Office of Youth

Attachments: HCJFS Office of Youth

2. 202601038 **PRESENTATION** submitted by Sheryl M. M. Long, City Manager, dated 3/10/2026, regarding the Career Pathways Initiative Update.

Sponsors: City Manager

Attachments: Transmittal
Presentation

3. 202601052 **PRESENTATION** submitted by Sheryl M. M. Long, City Manager, dated 3/10/2026, regarding Youth to Work.

Sponsors: City Manager

Attachments: Transmittal
Presentation

ADJOURNMENT

Hamilton County
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Office of Youth

Sarah Gray, Manager

Hamilton County
Job & Family Services

Office of Youth Overview

The Office of Youth works to improve outcomes for young people across Hamilton County by coordinating services, strengthening partnerships, and advancing equitable access to opportunity.

Core Focus Areas:

- ✓ Youth employment & workforce readiness
- ✓ Education & career pathways
- ✓ Cross-system collaboration

Workforce Programs:

- ✓ CCMEP
- ✓ YEP

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Comprehensive Case Management and Employment Program (CCMEP)

What is CCMEP?

CCMEP empowers low-income youth ages 14–24 to build meaningful career pathways, gain employment, and break the cycle of poverty. The program provides comprehensive, individualized services designed to support long-term success.

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Comprehensive Case Management and Employment Program (CCMEP)

Who is eligible for CCMEP?

- ✓ Hamilton County Resident
- ✓ Ages 14-24
- ✓ Low-income
- ✓ Facing barriers to self-sufficiency

Barriers may include:

- Lack of Basic Skills
- Pregnant or parenting
- Court involved
- Housing Instability

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Comprehensive Case Management and Employment Program (CCMEP)

What services are available?

- Comprehensive guidance and counseling
- Dropout recovery services
- Education and workforce preparation activities
- Entrepreneurial skills training
- Financial literacy education
- Career counseling
- Supportive services
- Leadership development opportunities
- Mentoring
- Occupational skills training
- Tutoring or study skills training
- Preparation for post-secondary education and training
- Paid/unpaid work experiences

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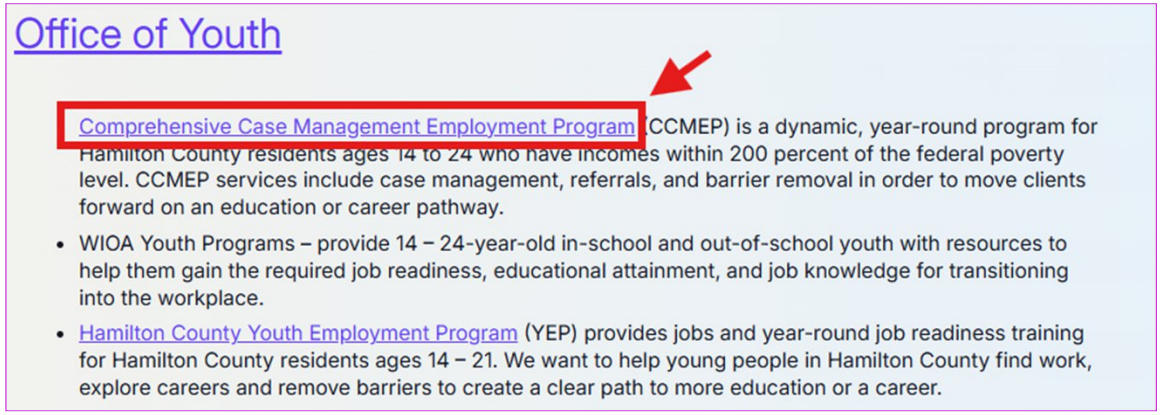
Comprehensive Case Management and Employment Program (CCMEP)

Where can I apply for CCMEP?

- ✓ www.hcjfs.org/services/workforce_development
- ✓ Click on the Comprehensive Case Management Employment Program Link



Office of Youth

Comprehensive Case Management Employment Program (CCMEP) is a dynamic, year-round program for Hamilton County residents ages 14 to 24 who have incomes within 200 percent of the federal poverty level. CCMEP services include case management, referrals, and barrier removal in order to move clients forward on an education or career pathway.

- WIOA Youth Programs – provide 14 – 24-year-old in-school and out-of-school youth with resources to help them gain the required job readiness, educational attainment, and job knowledge for transitioning into the workplace.
- Hamilton County Youth Employment Program (YEP) provides jobs and year-round job readiness training for Hamilton County residents ages 14 – 21. We want to help young people in Hamilton County find work, explore careers and remove barriers to create a clear path to more education or a career.

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Hamilton County Youth Employment Program (YEP)

What is YEP?

The Hamilton County Youth Employment Program (YEP) provides Hamilton County youth with meaningful paid work experiences designed to build workforce skills and prepare them for long-term career success. Through hands-on employment opportunities, participants gain practical experience, develop professional skills, and strengthen their readiness for future education and career pathways.

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Hamilton County Youth Employment Program (YEP)

Who is eligible for YEP?

- ✓ Hamilton County Resident
- ✓ Ages 14-21
- ✓ Low-income

  -OR-
- ✓ Facing barriers to self-sufficiency

Barriers may include:

- Lack of Basic Skills
- Pregnant or parenting
- Court involved
- Housing Instability

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Hamilton County Youth Employment Program (YEP)

What services are available?

- ✓ In-Person or Remote Employment Experiences
  - Opportunities focused on skill building, job shadowing, and career exploration.
- ✓ Job Readiness Training
  - Career exploration, résumé development, and interview preparation.
- ✓ Employment Experience
  - Subsidized paid work experience (up to 160 hours at $13/hour) across a variety of sectors, including public agencies, nonprofits, and local businesses.

Referrals are available for wraparound support services.

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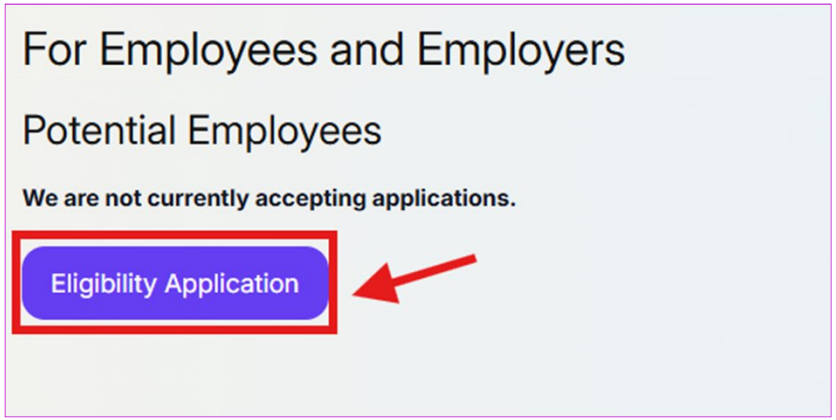
Hamilton County Youth Employment Program (YEP)

Where can I apply for YEP?

- ✓ www.hcjfs.org/youthemployment
- ✓ Click on the Eligibility Application Button



We Empowered Futures!

Hamilton County
Job & Family
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Youth Employment Kick Off 2026

Date: Saturday, April 11th, 2026

Time: 10:00A – 2:00P

Location: Jerriel Baptist Church
1018 Wesley Avenue
Cincinnati, Ohio 45203

For more information: https://513relief.org/bus/

Hamilton County
Office
of Youth

Questions or Referrals?

Contact: Sarah Gray
Office of Youth Manager
sarah.gray@jfs.ohio.gov
513-946-0400
513-946-0418

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Interdepartment Correspondence Sheet

March 10, 2026

To: Members of City Council Youth and Human Services Committee

From: Sheryl MM Long, City Manager

202601038

Subject: Career Pathway Initiative Update

This presentation details updates provided by the Department of Human Resources relative to the Career Pathways Initiative.

Career Pathways Initiative Update

CY2025 | FY26

Deputy Director Kelly Carr
Department of Human Resources

Building Cincinnati's Future Workforce

Historical Context

While City Youth Employment has long provided young people with meaningful summer job opportunities, the community called for a stronger focus on long-term career development. Community members emphasized the need for a stable, City-managed approach that connects early youth employment to real career pathways. In response, CPI was launched in 2022 to create a clear, consistent pathway from youth jobs into City careers, and in 2023 CPI transferred to Human Resources to support and manage this expanded workforce development vision.

CPI's Core Vision

- Positioning the City of Cincinnati as an employer of choice and creating pathways that launch youth into long-term City careers.

Role & Influence

- Recruitment
- Fund Management
- Long-term Workforce Development

How CPI and CRC Youth to Work (Y2WK) Work Together

Youth to Work (Y2WK) provides hundreds of young people with meaningful summer employment, serving as the City's primary early-exposure entry point.

Career Pathways Initiative (CPI) strengthens and expands this pipeline through:

- **Recruitment:** promoting Y2WK, co-ops, internships, job shadowing, and entry- to mid-level City careers in schools, colleges, community events, and City facilities.
- **Fund Management:** supporting key youth-development components such as financial literacy, social-emotional learning, and career-readiness training.
- **Workforce Development:** building year-round pathways that show young people how their interests (IT, law, trades, marketing, public safety, business, videography, etc.) connect to City careers.

Citywide Engagement: CPI partners with departments across the City, bringing employees into classrooms and bringing students into City facilities, helping youth understand how local government works and the wide variety of career paths available.

Expanding Opportunities: CPI supports co-op cohorts, the Seasongood Internship Program, Miami University J-Term experienceships, vocational school job shadowing, and placements through workforce development partners e.g. CYC Worksite placements at CHD.

Pipeline Vision: Together, Y2WK and CPI create a coordinated system where early work exposure can lead to deeper training experiences and ultimately **long-term City careers**.

Recruitment

Schools & Outreach 2025-2026 School YR

- 55 High Schools
- 12 colleges, universities, and tech schools
- 7 workforce development organizations
- 7 business advisory councils

Overview of the City-Signature Program 2025

15 sessions (City Hall/Area Schools)
Est. 500+ Students Reached

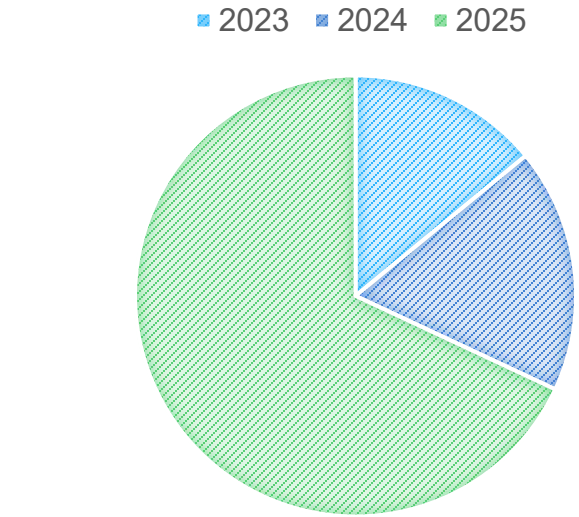
Recruiting for Y2WK, School to work, Co-op/Internships, Post Graduate Entry Points into the City.

Recruitment

CPI Impact
E.g., Inspector 1

2023: 140 Applicants
2024: 179 Applicants
2025: 679 Applicants

385% increase since 2023

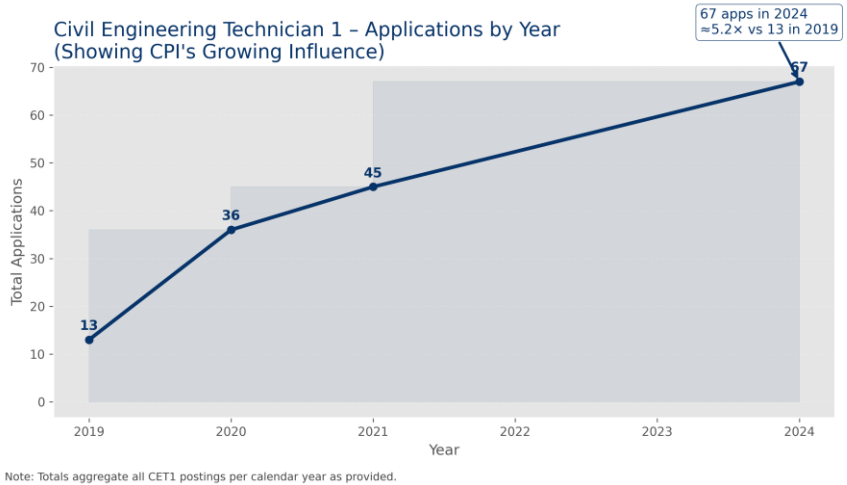


Recruitment

CPI Impact
E.g., Civil Engineering Tech 1

2019: 13 Applicants
2020: 36 Applicants
2021: 45 Applicants
2024: 67 Applicants

415% Increase since 2019

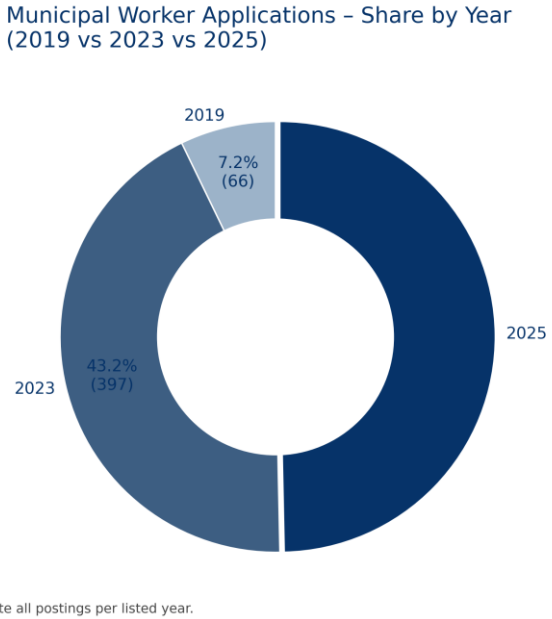


Recruitment

CPI Impact
E.g., Municipal Worker

2019: 66 Applicants
2023: 397 Applicants
2025: 457 Applicants

592% percentage increase since 2019



FUND MANAGEMENT

CPI Manages City Restricted Fund 308 which supports

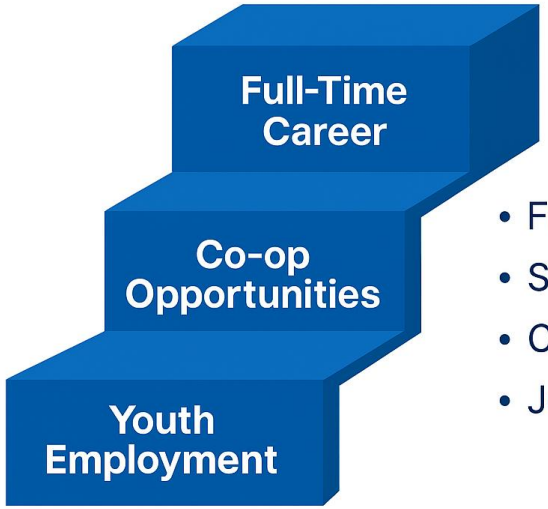
- Y2WK, Co-op, CPI Salaries
- Training Costs
- Recruitment Costs

Fund 308 Balance as of 1.31.2026	**$1,430,434.20**
CRC Y2WK FY26	($347,000.00)
CFD Cadets (FY YTD Spent $82,560.31)	($48,375.74)
CPD Cadets (YTD $45,374.45)	($116,257.81)
CPD Understudy Program (YTD $52,000)	($68,000.00)
Youth at the Center (last year)	($100,000.00)
Financial Literacy Training (3yr NTE)	($75,000.00)
SEL & Career Readiness Training (3yr NTE)	($105,000.00)
FY26 anticipated balance	$570,800.65
FY27 anticipated allocation	$533,290.00
Total available funds for Fy27	**$1,104,090.65**
CRC Y2WK FY27	($415,000.00)
CPD Understudy Program	($120,000.00)
CPD Cadets (wk w/PD on reduction exercise)	($85,000.00)
CFD Cadets (wk w/FD on reduction exercise)	($85,000.00)
Legal Fellowship Program	($147,000.00)
Referral Bonus Program (3 yr NTE)	($20,000.00)
Recruitment Registration Costs	($3,000.00)
CPI HR Salary Reimbursement	($150,000.00)
Balance	**$79,090.65**

Workforce Development

CPI – through its recruitment efforts, fund management, and the programs it supports – create clear, supported pathways that prepare young people to move confidently from early work opportunities into long-term, full-time City careers.

Career Pathways Model



- Financial Literacy
- Social Emotional Learning
- Career Readiness Training
- Job Shadowing

Milestones & Wins

Momentum builds confidence.

- Record number of fire recruits (averaging 2,000)
- Wait lists for Municipal Workers
- Expanded financial literacy (Cities for Financial Empowerment grant)
- Promotion of and Highest attended Mayor's Career Expo
- City of Cincinnati CPI Nominated for 2026 Greater Cincinnati Business Advisory Council – **Business Partner of the Year Award**

Thank you + Questions

Thank you for your support of the Career Pathways Initiative.
For additional information or partnership opportunities, please contact:
Jude Johnson, CPI Divisional Manager; or,
John Brown, CPI Admin Tech at
(513) 352-6239
Careers@cincinnati-oh.gov

Let's continue building Cincinnati's future workforce together

city of CINCINNATI

Interdepartment Correspondence Sheet

March 10, 2026

To: Members of the Youth & Human Services Committee

From: Sheryl M. M. Long, City Manager

Subject: **Presentation – Youth to Work**

Attached is the presentation regarding Youth to Work.

Cc: Daniel Betts, Director of Recreation
Tim Heyl, Division Manager, Business Services
Brandon Elliott, Y2WK Sr. Administrative Specialist

Youth To Work

Cincinnati Recreation Commission

Presented By:
Daniel Betts, Director of Recreation
Tim Heyl, Division Manager, Business Services
Brandon Elliott, Y2WK Sr. Administrative Specialist

Agenda

- Mission & Vision
- Why Youth Employment is Important
- Program Overview & Outcomes
- Demand vs. Capacity
- Funding
- Outlook for 2026
- Y2WK Partners
- Participant Success Story
- Timeline and Funding Challenges

Mission

To connect Cincinnati youth with paid work experiences, career exploration, and workforce readiness training that build financial literacy, develop life skills, and prepare them for long-term success in the workforce.

Vision

To ensure every young person in Cincinnati has access to meaningful work experience, financial literacy, and career pathways that prepare them to become productive members of the workforce and leaders in their community.

Why Youth Employment is Important?

- Youth employment reduces juvenile crime.
- Early work experience increases lifetime earnings.
- Youth with summer jobs are more likely to graduate high school.
- Workforce exposure helps fill local talent pipelines.
- Youth employees become fulltime City employees and start their careers.

Program Overview & Outcomes

When fully funded, Y2WK is designed to support:

- CRC: 165 teens placed at rec centers, pools, and with city and community partners
- CPD: 45 teens hired in the cadet program
- CFD: 40 teens hired in the cadet program

In 2025:

- 199 Teens Employed
- Over 40,000 Total Hours Worked
- Over $530,000 paid directly to Cincinnati youth
- The City's Training Vendor (Catalyst Training) provided: Financial Literacy training, Social Emotional Learning (SEL) training
- Departments provided industry-specific training and onboarding for incoming youth.

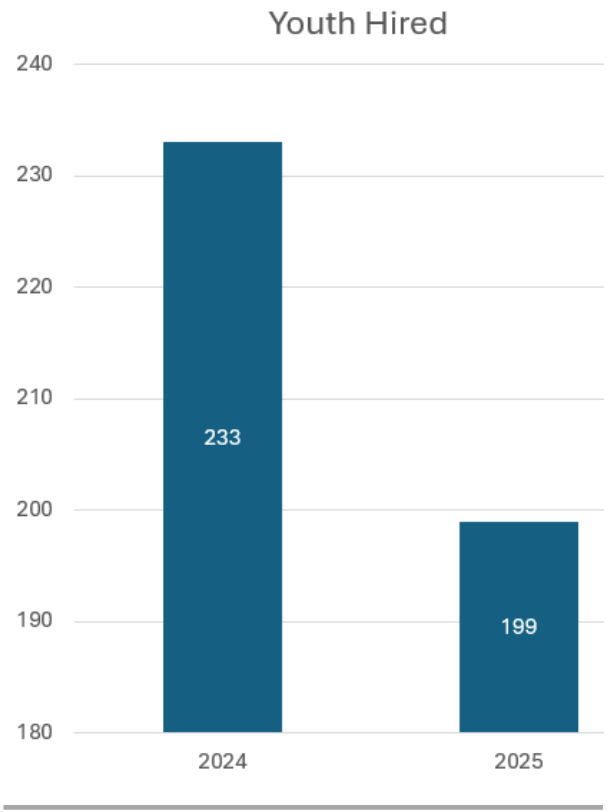
Demand Vs. Capacity

Only 6% of applicants received a job in 2025

CRC applicants:
- 708 youth applied
- 123 youth hired
- 585 youth not hired

CFD applicants:
- 289 applicants
- 40 youth hired
- 244 not hired

CPD applicants:
- 215 applicants
- 36 youth hired
- 179 not hired



Past Funding

Federal Funds (CDBG):

- 2024: $410,250.00
- 2025: $550,000.00

City Funds (CPI):

- 2024: $66,754.00
- 2025: $15,142.42

**2025 CDBG Funds not received until the program conclusion*

Outlook for 2026

2026 Program Plan:

9 weeks, 25 hours per week

Teens earn $13.33/hour

**Average cost to employ a teen for the summer is $4800/teen*

Funding:

- CDBG from FY25 - $550,000
- City/CPI funding - $762,000

Hiring Goals:

- CRC – 165 teens
- CPD – 45 teens
- CFD – 40 teens

Council has expressed interest in expanding summer job opportunities for youth.

Y2WK Partners

- Cincinnati Public Schools
- City Departments
- Cincinnati Police and Fire
- CincySHRM
- Cincinnati Recreation Foundation
- Cincinnati Museum Center
- ARTE
- Voice of Your Customer
- Lord's Gym
- Ozie Davis & Associates
- FC Cincinnati

Y2WK and CPI Program Connection Example: Hunter Grace Career Pathway

- Began with the Cincinnati Recreation Commission in 2016 as a youth lifeguard at Hirsch Pool.
- Advanced through aquatics leadership roles, including Head Guard and Pool Manager at Oakley and Evanston Pools.
- Transitioned into recreation center operations at Clifton Recreation Center, supporting youth and senior programming.
- Returned during COVID and advanced from Recreation Leader to Recreation Specialist, overseeing school-age programming.
- Later became Community Center Director at Mt. Washington Recreation Center, leading afterschool, summer camp, and teen programs.
- Now serves as Community Center Director of Special Events, creating citywide experiences for Cincinnati residents.

Full-circle journey: What started as a summer job at 17 grew into a **13-year career serving Cincinnati's communities.**

Program Timeline & Funding Stability

- Program planning begins in January with applications opening the first week of the year, followed by recruitment at the Mayor's Career Expo in February and youth interviews in March.
- Stable funding is essential to effectively plan and deliver the program each summer.
- Uncertainty around ongoing CDBG funding makes it more difficult to plan and consistently deliver a high-quality program each summer.

THANK YOU!

Questions