




BOARD OF COUNTY COMMISSIONERS

Office of Human Resources  
2725 Judge Fran Jamieson Way  
Building B, Room 209  
Viera, Florida 32940

## Inter-Office Memo

**TO:** Frank B. Abbate, County Manager  
**FROM:** Melissa H. Powers, Human Resources Director   
**SUBJ:** Citizen Efficiency and Effectiveness Recommendation #2024005  
**DATE:** 04/01/2024

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CEER #2024005 was received by the County from Mary B. Blakely.

### Citizen Statement:

Not enough help in many County Offices.

### Citizen Recommendation:

When I was in High School during my Senior year I went to school until 10:30 then I went to work. I worked for the County I lived in. Ann Arundel County Maryland.

The school set up the jobs with different businesses throughout the county, we received a small paycheck, and we gained office experience. We had a teacher who kept in contact with the places we were employed. We also received 4 high school credits for this program. I think this could help the County with filling job openings. Some students went to the Animal Shelter, some went to hospitals, some to government offices, some to the police department. In the job I had worked for the public works division. Some of the duties were answering phones, doing the mail, filing, and one thing I did while working for the water department was each month the water department sent someone out to turn off water on citizens that did not pay the bill, my job was to contact the water department driver on radio and send him back to the residences to reconnect the water. We gained experience while making a small paycheck. I have heard that Brevard County has quite a few job openings. If they gave a program like this a try many jobs could be filled. Here in Brevard County a student could work for Housing and Human services, HR, Natural Resources, Survey, Planning and Development. The students could fill in answering phones while staff is at lunch, or when someone is out. they could also learn how to deal with the public. It can be an eye opener for a student who is about to step out into adulthood to see how the County is run, and all of the different things we do. Once they graduate, they could apply for a full-time position with the County.



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### **Staff Analysis:**

Through a strong partnership with Brevard Public Schools' Career Technical Education (CTE) program, we offer paid internships to junior and senior students. This valuable initiative allows students to gain real-world work experience while earning compensation and opportunities to earn service hours for the Bright Futures program. Interns have worked with County Staff in Human Resources, Public Works, Central Services, Planning & Development, Communications/SCGTV, Information Technology, and Solid Waste Management. Students can devote 15-20 hours per week during a semester to delve into the intricacies of the public sector, boosting their knowledge and skills. During their internship, students receive regular evaluations from staff, ensuring that they receive valuable feedback on their performance. Brevard Public Schools CTE Coordinator and school staff also take time to visit the student interns on-site, further enhancing their learning experience. Several Student Interns have in fact secured County employment after their internships.

A partnership between Brevard Schools, Brevard County Fire Rescue, and Eastern Florida State College created the Brevard Public Schools Fire Academy, which began classes in August 2022 at Palm Bay Magnet School. In addition to this program, BCFR's implementation of a sponsorship program to award scholarships to students pursuing studies in Fire Services has resulted in hiring numerous scholarship recipients.

Brevard County BOCC and Brevard Public Schools have joined forces to co-sponsor a student job fair in April 2024. This event, to be held at Viera Regional Community Center, will provide students with a unique opportunity to connect with local businesses and government agencies. The aim is to facilitate meaningful interactions and empower students with the chance to explore potential career paths and establish networking opportunities within the community.

In addition to our commitment to internships, Brevard County established the Brevardians Responding as Volunteers (BRAVE) program, which offers unpaid opportunities for students and other community members to contribute to county government and enhance the quality of services provided. BRAVE offers a platform for individuals to contribute their skills, time, and talents to various roles and projects, thus making a difference in their community. BRAVE has provided a valuable educational



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experience, allowing participants to gain new knowledge, expand their skill sets, establish meaningful connections, while giving back to the community and keeping their resumes current.

### **Staff Recommended Action:**

It is recommended that the Board of County Commissioners reject the recommendation as this has already been implemented.

## Recommendation Details

### Contact Information

Full Name: Mary B Blakely Email Address: blakely\_bern@yahoo.com  
Mailing Address: 842 Belhurst Lane Alt Email Address: blakely\_bern@yahoo.com  
Rockledge fl 32955  
Phone Number 321-877-0013

### Group/Organization

NA

### Recommendation Information

### Recommendation Title:

Work Study Program

### Areas Affected:

Any departments that need help in clerical

### Department:

Not enough help in many County Offices

### Problem Description:

### Recommendation Description

When I was in High School during my Senior year I went to school until 10:30 then I went to work. I worked for the County I lived in. Ann Arundel County Maryland. The school set up the jobs with different businesses through out the county, we received a small pay check and we gained office experience. We had a teacher who kept in contact with the places we were employed. We also received 4 high school credits for this program. I think this could help the County with filling job openings. Some students went to the Animal Shelter, some went to hospitals, some to government offices, some to the police department. In the job I had worked for the public works division. Some of the duties were answering phones, doing the mail, filing, and one thing I did while working for the water department was each month the water department sent someone out to turn off water on citizens that did not pay the bill, my job was to contact the water department driver on radio and send him back to the residences to reconnect the water. We gained experience while making a small paycheck. I have heard that Brevard County has quite a few job openings. If they gave a program like this a try many jobs could be filled. Here in Brevard County a student could work for Housing and Human services, HR, Natural Resources, Survey, Planning and Development. The students could fill in answering phones while staff is at lunch, or when someone is out. they could also learn how to deal with the public. It can be an eye opener for a student who is about to step out into adulthood to see how the County is run, and all of the different things we do. Once they graduate they could apply for a full time position with the County.

### Attachments

There are no attachments for this recommendation.

## Administrative Action

## Evaluation

## Recommendation Timeline

User	Status	Date	Remarks
CEER WebUser	Citizen Submitted	Dec 14, 2023	
Karen Conde	Department Assigned	Dec 20, 2023	HUMAN RESOURCES OFFICE Assigned

Awaiting action from department director