

**CLEARWATER BAR ASSOCIATION
YOUNG LAWYERS DIVISION
2010 AFFILIATE OUTREACH CONFERENCE
PROJECT GRANT APPLICATION**

“INTERVIEWING FOR SUCCESS”

**Presented by:
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I. SIZE OF AFFILIATE

The Young Lawyers Division of the Clearwater Bar Association is comprised of approximately one hundred thirty (130) total members, twenty (20) of whom are active members. Although we are a relatively small affiliate, we diligently work to make a difference in our community.

II. ATTENDANCE AT PAST AFFILIATE OUTREACH CONFERENCES

The Clearwater Bar YLD attends the Affiliate Outreach Conference (hereinafter “AOC”) each year and utilizes the awarded grant monies to implement programs that positively impact our community. Due to the generosity of the Florida Bar Foundation last year, we provided approximately one hundred-fifty (150) duffle bags to Raising Hope, Inc., an organization that provides duffle bags filled with clothing, toiletries and school supplies to children transitioning into the foster care system.

III. SPONSORSHIP

The Clearwater Bar YLD is not being sponsored to attend the 2010 AOC.

IV. SUMMARY

This year the Clearwater Bar YLD is “Interviewing for Success.” This project assists at-risk young adults transitioning from school into the workforce. Interviewing for Success will help young people transition into the workforce by hosting a series of interview workshops. In the workshops, young lawyers provide the following services: (1) administer mock interviews; (2) critique and provide constructive criticism; (3) provide other potential interview questions and sample answers; (4) assist in resume writing; (5) assist in completing job applications; and (6) give advice on appropriate interview attire.

“Interviewing for Success” will provide participants with the materials necessary to present themselves in a professional manner to potential employers, including resume paper, envelopes, stamps, and appropriate clothing for interviewing for the particular job. In addition, our young lawyers will help students identify jobs that meet their skill set, create resumes, complete job applications, and choose appropriate attire for interviews. It is our hope that with proper preparation through participation in the “Interviewing for Success” program, participants will rise to the top of the many job applicants in the current economy. We also believe that the

program will help participants develop mentoring relationships with young lawyers assisting in the non-tangibles of successfully finding and keeping jobs.

We have identified two groups of young adults to target for our program. The first, are the older teenage residents of Pinellas County's only Florida Sheriff's Youth Ranch. This Youth Ranch site is in Safety Harbor, Pinellas County, Florida. The Safety Harbor location was founded in 1975 and is a co-ed residential facility and houses approximately thirty (30) ranchers. Most residents are in middle or high school. The Mission of the Florida Sheriffs Youth Ranch is to prevent delinquency and develop strong, lawful, resilient, and productive citizens who will make a positive contribution to our communities for years to come. The ranchers have the opportunity to improve their academic skills, get counseling, and get out of abusive environments. The children are often either in the foster care system or are unable to live at home. Some of the children end up being reunited with their families and others simply reach the age of maturity at the Ranch. If the children remain in the program through high school graduation they typically attend college.

The second group is Ready for Life. Ready for Life is an organization that assists Pinellas County Youth to transition successfully from the foster care system to adulthood. At the age of eighteen, youth in the foster care system "age out" of the system. This transition occurs on their eighteenth birthday without regard to any other outside considerations. On their eighteenth birthday, most of these young people are still in high school or trying to obtain their GED, have limited life skills, and no clear plan for housing or employment. Yet, they are expected to be ready to live as an independent adult on the day they turn eighteen. A successful transition to self-sufficiency requires a strong safety net of support services. Ready for Life was established to provide this safety net for the foster care youth of Pinellas County.

V. PROJECT OBJECTIVES

The primary objective of our project is to provide at-risk young adults in our community the skills necessary to successfully find, obtain, and keep a job, through a mock interview process and reviewing sample interview questions. We recognize that the downturn in the economy is impacting the ability of people of all ages and abilities to find jobs. We hope that with the proper skills and support, participants will not only find jobs, but successfully advance in their chosen career.

VI. PROJECT DESCRIPTION

To what groups will the project provide service?

Interviewing for Success will benefit teenagers currently served by the Florida Sheriff's Youth Ranch and Ready for Life. Members of the Clearwater Bar YLD who participate in this project will also benefit from sharing their experience and knowledge with teenagers needing practical guidance with job hunting, interviewing, and transitioning from being a student to a self-sufficient young adult.

How many people will the project service?

Our goal is to reach at least seventy (70) teenagers in foster homes and/or alternative living facilities like the Florida Sherriff's Youth Ranch, but the project has the potential to benefit many more.

What other projects in the area have attempted to provide similar services to the same group? When and with what success? How is your project different?

We are not aware of any other interviewing skills workshop in our community that specifically targets at-risk young adults. In fact, we have chosen to partner with the Florida Sheriff's Youth Ranch and Ready for Life because both organizations lack the resources to properly prepare young adults for the workforce.

How will the public benefit from the project?

The public will benefit from our project when the participants become financially independent and no longer rely on governmental resources or public aide for financial support.

What impact will the project have in the community?

Interviewing for Success will impact our community by benefiting participants from the Florida Sheriff's Youth Ranch and Ready for Life by providing a skill set that will help them throughout their career. It will also increase the exposure of the Clearwater Bar YLD to our community and potentially create other volunteer opportunities.

Will the materials, if any, be sold or provided to the participants?

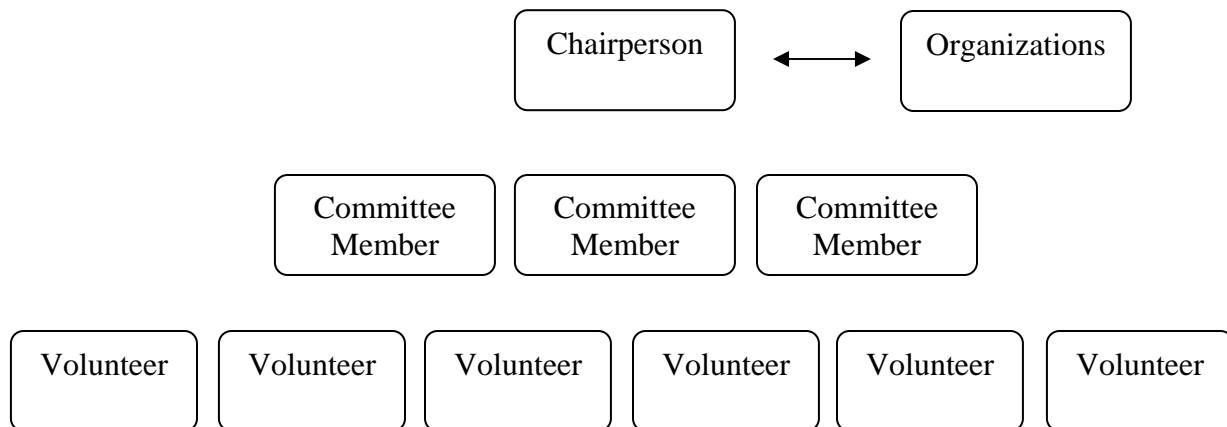
The material used to implement this program will be purchased with the funds sought in this application and provided to participants.

Is this an easy project for other Young Lawyers Sections to duplicate?

Yes, this project would be easy for other affiliates to duplicate. The only major contribution of the Young Lawyers Division is the time of its members, the clothing, and the resume supplies.

VII. ORGANIZATION AND STRUCTURE

One Clearwater YLD member will serve as chairperson of the project. The chairperson will work closely with the organizations involved. Additionally, a committee made up of other Clearwater Bar YLD members will be formed to assist the chairperson with implementing the project and coordinating volunteers. Volunteers will come from both Clearwater Bar Association and our Young Lawyers Division. [See organization chart on following page.]



VIII. EVALUATION

The success of our project will be determined by the number of eligible teenagers participating in the program and the number of attorneys volunteering. At the end of each stage (e.g., mock interviews, presentations) we will distribute evaluations. We will also follow up with questionnaires three (3) months after the workshops to determine the real-world impact it had on each participant.

IX. FUNDING CAPABILITY

The success of our project depends on the amount of funds received. While the Clearwater Bar YLD is able to volunteer its time by providing mock interviews, giving constructive feedback on interviewing skills, and working with participants to create resumes and locate potential jobs, the grant moneys are necessary to purchase resume supplies and appropriate clothing for job interviews. If our Young Lawyers Division is unable to meet its goal, we can seek donations from attorneys in the Clearwater Bar Association. The Clearwater Bar Association is fortunate to have many generous members that are willing to support a good cause either with their time or money.

With regard to continuation of the project, our Young Lawyers Division can easily replicate this project in the coming years. Hosting the interview workshop is virtually free and requires only volunteer time. Our members can coordinate a sponsorship drive to purchase the resume supplies and clothing for participants.

X. BUDGET

We are seeking \$4,254.00 in funding for our project. We anticipate \$4,254.00 will provide sufficient funding to assist seventy (70) teens in foster care or alternative housing with the knowledge, resume supplies, and clothing to professionally interview with potential employers. The entire amount we are seeking would be spent according to the chart below. Our project will not require any of the funds to be applied to other costs, such as organizational,

administration or transportation costs. Please note that the clothing will be purchased at second-hand clothing stores in our community that sell gently used professional attire.

Description	Cost
Appropriate interview attire for 70 Pinellas County Teens at an average cost of \$55.00 per teen. (Males include: button-down shirt or collared shirt, dress pants and dress shoes. Females include: skirt or dress pants, blouse and dress shoes.)	\$3,850.00
500 Sheets of resume paper	\$30.00
500 Envelopes	\$54.00
500 Stamps at \$0.44 per stamp	\$220.00
Office Supplies to prepare Interview packets for teens including interviewing tips, typical questions, and sample answers.	\$100.00
TOTAL COST	\$4,254.00

XI. TIMETABLE

February – May 2010: Elect project leaders and appoint committee. Begin correspondence with Ready for Life and Florida Sheriffs Youth Ranch, Pinellas Branch, to inform them of our project and plans for organizing an interview clinic. Conduct monthly meetings to prepare mock interview questions, mock interview critique form, sample interview answers, interviewing tips, and critique form.

June 2010: Hold interview clinic at Ready for Life.

July 2010: Committee meeting to revise mock interview questions, mock interview critique form, sample interview answers, and interviewing tips.

August 2010: Hold interview clinic at Florida Sheriffs Youth Ranch.

September 2010: Committee meeting to revise mock interview questions, mock interview critique form, sample interview answers, and interviewing tips. Administer three (3) month follow-up questionnaire to Ready for Life, Interviewing for Success participants.

November 2010: Administer three (3) month follow-up questionnaire to Florida Sheriffs Youth Ranch.

December 2010: Follow up meeting with Ready for Life and Florida Sheriffs Youth Ranch to receive their input on success of program and constructive feedback.

XII. EXHIBITS

None.