

# GOODWILL INDUSTRIES OF NORTH FLORIDA, INC. – Summer Youth Works Program

## FY 2025-2026 City Grant Proposal Term Sheet

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**Grant Recipient:** Goodwill Industries of North Florida, Inc. (“Goodwill” or “Recipient”)

**Program Name:** Summer Youth Works Program (the “Program”)

**City Funding Request:** \$75,000

**Contract/Grant Term:** June 1, 2026 – September 30, 2026

**Any substantial change to this FY 26 City Grant Proposal Term Sheet (the “Term Sheet”) or the attached Program budget will require City Council approval.**

### **PROGRAM OVERVIEW:**

For over 85 years, Goodwill Industries of North Florida, Inc. has remained committed to its mission of removing employment barriers and fostering self-sufficiency through education and workforce development. Rooted in a 120-year global legacy, the organization supports more than 10,000 individuals annually across its 20 retail stores and 26 donation centers. Goodwill specifically empowers high-risk populations, including low-income youth and returning citizens, with the tools necessary to navigate the modern job market.

Goodwill is uniquely qualified to lead a workforce development internship program, having successfully managed an internship program for five years, filling nearly 3,000 internship placements across North Florida. This extensive experience has allowed Goodwill to refine a reliable model for youth engagement and soft-skill development while leveraging a robust infrastructure of HR, finance, and leadership support. By combining proven recruitment pipelines with deep employer partnerships, Goodwill stands ready to build on this foundation to ensure long-term workplace success for Jacksonville’s youth in Duval County.

### **PROGRAM SCOPE OF WORK AND DELIVERABLES:**

#### **Program Goal:**

Goodwill will provide job and hands-on training opportunities to twenty-five (25) young adults aged 16-24 within Duval County. This initiative is designed to bridge the gap between education and employment by equipping Jacksonville’s youth with practical experience and essential workplace skills.

#### **Program Objectives:**

##### **Recruit students to participate and onboard**

Goodwill will recruit eligible youth through multiple coordinated pipelines, including existing school-based partnerships, community youth-serving organizations, and internal workforce development programs. By leveraging established outreach practices and proven recruitment strategies, Goodwill ensures that these channels can be immediately activated to identify and enroll motivated candidates from the local community.

Our approach focuses on reaching youth where they are, utilizing a network of trusted partners to ensure broad accessibility. This systematic recruitment process is designed to streamline enrollment and connect participants with meaningful internship opportunities that align with their career goals.

## **Placement and Mentorship**

Goodwill is committed to matching each Program participant with a strategic work site that aligns with their interests and career goals. Once placed, each student/participant will work closely with a dedicated Job Coach throughout the 8-week internship period. This sustained partnership ensures that youth receive consistent mentorship, helping them navigate the transition into the professional environment while mastering essential workplace competencies.

Throughout the two-month engagement, Job Coaches facilitate regular performance evaluations and one-on-one feedback sessions to bridge the gap between classroom learning and real-world application. By providing this hands-on guidance, Goodwill ensures that every Program participant has the personalized support necessary to complete their placement successfully and build a foundation for future employment.

## **Monitoring and Performance Management**

Goodwill utilizes structured systems for tracking attendance and performance, including automated payroll and timekeeping tools, routine Job Coach check-ins, and consistent employer communication. These systems allow for the early identification of potential challenges, enabling staff to intervene quickly and provide the necessary support to ensure participant retention and Program success.

By adhering to rigorous documentation protocols, Goodwill maintains high standards of accountability and development for each Program participant. This proactive monitoring approach ensures that youth receive continuous feedback and guidance, helping them translate their internship experience into lasting professional growth.

To implement this framework, Goodwill has been identified as the agency to receive \$75,000.

## **PROGRAM COSTS/PAYMENT TERMS:**

City funds will be expensed in accordance with the approved budget and shall be used for the sole benefit of Duval County Residents. Goodwill will be paid on a reimbursement basis upon the City's receipt and approval of required documentation including but not limited to paid invoices, 3rd party payroll ledgers, cleared checks and/or bank statements.

Goodwill proposes utilizing City funds in the amount of \$75,000 during the contract term following execution of an agreement with the City.

Goodwill Industries of North Florida, Direct Client Services: \$70,000 as follows:

- Student Base Pay \$14.00 an hour
- Taxes and Benefits per student \$3.50 an hour
- Total Cost/Hour \$17.50
- (25) students @ 8 weeks for (20) hours a week = 4,000 hours X \$17.50 = \$70,000

Admin Staff Support: \$5,000 as follows:

- Admin oversight - Flat rate: \$5,000

## **PROGRAM IMPACT & REPORTING:**

The impact of this Program extends beyond temporary employment; it provides the participants with a transformative pathway toward economic independence and professional confidence. By immersing participants in real-world work environments, we are cultivating a skilled local workforce and reducing long-term barriers to entry in the Jacksonville job market.

To ensure full transparency and alignment with community goals, Goodwill will provide the City with a comprehensive report upon conclusion of the Grant Term. This report will detail progress toward achieving established objectives, track key performance indicators, and offer data-driven insights into how the program is successfully moving the needle for our young adults.

## **ADDITIONAL GRANT REQUIREMENTS AND CONDITIONS:**

Recipient's expenditure of City funds for the Program and the provision of services shall be subject to the terms and conditions of any contract entered into between the City and Recipient, as well as all applicable regulations deemed appropriate by the Kids Hope Alliance, including but not limited to, Chapters 77 and 126 of the Jacksonville Ordinance Code. Recipient shall use the City funds for the Program in accordance with the City Council-approved Term Sheet and Program budget. KHA may work with Recipient to amend this Term Sheet or the approved Program budget consistent with the Program's needs, provided that any substantial change to the scope or intent of the Program shall require City Council approval.

FY 2026 City Grant Application  
Proposed Funding Period: FY 2025-2026

FY 2026 City Grant - Complete Program Budget Detail

Lead Agency: Goodwill Industries of North Florida, Inc.

Program Name: District 8 Summer Youth Works Program

Agency Fiscal Year: Jan1 - Dec 31

Categories and Line Items	BUDGET							
	Prior Year Prg Funding FY 2023-2024	Current Year Prg Budget FY 2024-2025	Total Est. Cost of Program FY 2025-2026	Agency Provided Funding	All Other Program Revenues	City of Jacksonville (City Grant)	Funding Partners Federal/ State & Other Funding	Private Foundation Funding
<b>I. Employee Compensation</b>								
<b>Personnel - 01201 (list Job Title or Positions no names)</b>	\$0.00							
Student Wages	\$0.00	\$0.00	\$56,000.00	\$0.00	\$0.00	\$56,000.00	\$0.00	\$0.00
Administrative Staff	\$0.00	\$0.00	\$5,000.00	\$0.00	\$0.00	\$5,000.00	\$0.00	\$0.00
3	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
4	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
5	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
6	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
7	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
8	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
9	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
10	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
11	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
12	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
13	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
14	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
15	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
16	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
17	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
18	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
19	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
20	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
21	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
22	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
23	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
24	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
25	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
26	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
27	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
28	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
29	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
30	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Subtotal Employee Compensation</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$61,000.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$61,000.00</b>	<b>\$0.00</b>	<b>\$0.00</b>
<b>Fringe Benefits</b>								
Payroll Taxes - FICA & Med Tax - 02101	\$0.00	\$0.00	\$14,000.00	\$0.00	\$0.00	\$14,000.00	\$0.00	\$0.00
Health Insurance - 02304	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Retirement - 02201	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Dental - 02301	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Life Insurance - 02303	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Workers Compensation - 02401	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Unemployment Taxes - 02501	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Other Benefits - (Please describe)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Subtotal Taxes and Benefits</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$14,000.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$14,000.00</b>	<b>\$0.00</b>	<b>\$0.00</b>
<b>Total Employee Compensation</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$75,000.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$75,000.00</b>	<b>\$0.00</b>	<b>\$0.00</b>
<b>II. Operating Expenses</b>								
<b>Occupancy Expenses</b>								
Rent - Occupancy-04408	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Telephone - 04181	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Utilities - 04301	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Maintenance and Repairs - 04603	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Insurance Property & General Liability - 04502	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Other - (Please describe)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Office Expenses</b>								
Office and Other Supplies - 05101	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Postage - 04101	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Printing and Advertising - 04801	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Publications - 05216	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Staff Training - 05401	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Directors & Officers - Insurance - 04501	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Professional Fees & Services (not audit) - 03410	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Background Screening - 04938	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Other - Equipment under \$1,000 - 06403	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Other - (Please describe)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Travel Expenses</b>								
Local Mileage - 04021	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Parking & Tools - 04028	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Equipment Expenses</b>								
Rental & Leases - Equipment - 04402	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Vehicle Fuel and Maintenance - 04216	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Vehicle Insurance -04502	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Other - (Please describe)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Direct Client Expenses - 08301</b>								
Client Rent	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Client Utilities	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Client Food	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Client Medical	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Client Educational	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Client Personal	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Client Other (Please describe)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Client Other (Please describe)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Total Operating Expenses</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>
<b>III. Operating Capital Outlay (OVER \$1,000)</b>								
Machinery & Equipment - 06402	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Computers & Software - 06427	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Other - (Please describe)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Total Capital Outlay</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>
<b>Direct Expenses Total</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$75,000.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$75,000.00</b>	<b>\$0.00</b>	<b>\$0.00</b>
<b>Percent of Budget</b>	-	-	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%

Last Modified: 06/16/2025

All City Grant Items listed must be included in the narrative section of the budget.

**Budget Narrative for Selected Items of Cost  
FY 2026 City Grant Application  
Program Budget Narrative (Max. 2 Pages)  
Proposed Funding Period: FY 2025-2026  
COJ Funding Only**

**Agency:** Goodwill Industries of North Florida

**Program Name:** District 8 Summer Youth Works

**EXPENSES:** Please provide narrative description for all categories listed below for which you are seeking **City Funding Only**.

We have included those required elements in the spaces below. See instructions when listing personnel expenses.

Please feel free to add additional lines as necessary to provide explanations using the line insert feature.

**I. Employee Compensation** - (not related to costs of the office of the governor of a state or the chief executive of a political subdivision)

**Salary & Wages**

Goodwill will recruit eligible youth through multiple coordinated pipelines, including existing school-based partnerships, community youth-serving organizations, and internal workforce development programs.

\$56,000 (25 participants, ages 16-24 years old for 8 weeks)

Grant funds will support Program administrative staff necessary to operate the Program.

\$5,000

**Payroll Taxes & Benefits**

14,000 (payroll taxes to cover 25 participants)

**II. Operating Expenses**

**Occupancy Expenses**

N/A

**Office Expenses**

N/A

**Travel Expenses - not related to entertainment expenses**

N/A

**Equipment Expenses**

N/A

**Direct Client Expenses**

**III. Operating Capital Outlay:**