

Title: Youth Employment Services - Orlando Community and Youth Trust (OCYT)**Meeting Date:** February 9, 2026**Section:** Families, Parks and Recreation**Contact:** Abraham Morris**District:** 2,5,6**Fiscal Impact:** Fiscal Impact Statement Attached

Summary: Payroll and employer tax filing for the Families, Parks and Recreation Department's Youth Employment Program (YEP) is administered via a longstanding contract that the Orlando Community & Youth Trust (OCYT) has with ADP Services. As a result, the City provides meaningful workforce development opportunities to an estimated 500 City youth ages, 14 to 24, who reside in Orlando Kidz Zones, each year.

YEP is a multi-phase initiative designed to prepare young residents for future employment and entrepreneurship through structured training, paid work experience, and entrepreneurship education. Program components include:

- Workforce Readiness Training (4 weeks): Participants engage in a comprehensive curriculum covering effective communication, financial literacy, résumé building, career exploration, goal setting, interview preparation, and guidance on establishing bank accounts.
- Paid Internship Experience (8 weeks): Youth are placed in internships aligned with their career interests, gaining hands-on experience in professional settings. Interns receive bi-weekly paychecks administered through ADP as payment for their work.
- Entrepreneurship Program – Black Bee Honey (10 weeks): Participants may also opt into the Black Bee Honey (BBH) initiative, a youth-led entrepreneurship program founded in 2017. BBH teaches the fundamentals of business ownership through the full cycle of honey production—from harvesting and bottling to branding and national sales—emphasizing creativity, teamwork, and real-world business insight.

Continuing this contract with OCYT will ensure proper management of payroll and employer tax filing via ADP, and ensure timely, secure compensation for youth



participants. The YEP initiative reflects the City's commitment to youth empowerment, economic mobility, and community innovation

Recommended Action: Approve Youth Employment Services - Orlando Community and Youth Trust (OCYT) and authorize Mayor or Mayor Pro Tem and City Clerk to execute the same, subject to review and approval by the City Attorney's Office.