

Career Services Committee Meeting
Thursday, January 25, 2018
3:00 p.m.

MINUTES

MEMBERS PRESENT: Kathleen Plinske, Wendy Brandon, Michael Armbruster, Paul Bough, Dorothy Nevitt, and Larry Walter

MEMBERS ABSENT: William D’Aiuto, Jim Sullivan, Richard Sweat and Al Trombetta

STAFF PRESENT: Mimi Coenen, Leo Alvarez, Nilda Blanco, Bradley Collor and Kaz Kasal

Agenda Item	Topic	Action Item / Follow Up Item
1	Welcome Dr. Plinske called the meeting to order at 3:02 pm and welcomed those in attendance.	
2	Roll Call / Establishment of Quorum Ms. Kasal reported that there was a quorum present.	
3	Public Comment None Offered.	
4	Approval of Minutes 11/9/17 Career Services Committee Meeting	Mr. Bough made a motion to approve the minutes from the 11/9/17 Career Services Committee meeting. Dr. Armbruster seconded; motion passed unanimously.
5	<p>Information/Discussion/Action Items The following was reviewed in the PowerPoint presentation (attachment):</p> <p><u>Operations Report</u> Ms. Coenen and Mr. Collor reviewed the performance data: Four of the nine measures were exceeding goal and two measures on track to meet goal. Further discussion took place for the remaining three measures that were behind.</p> <p><u>Budget Challenges Update</u> Ms. Coenen provided an update on budget challenges with ITAs, Internships and OJTs. Ms. Coenen commented that efforts to increase OJTs will continue, but may need to realign dollars to training and internships – will monitor and revisit this.</p> <p><u>Irma Update - Project Restore</u> Ms. Blanco provided updates on Project Restore for Hurricane Irma. CSCF received 1.6M in funds, which put 199 people to work in temporary jobs to help non-profit and public entities affected by Irma. 16 participants gained full time employment and staff are working to</p>	

transition other participants to additional programs and jobs.

New Grant Awards

Ms. Coenen stated the Governor awarded CSCF \$502,000, which will be applied towards the needs for Hurricane Maria evacuees. Initial efforts include working with community partners to assess and validate those needs.

One-Stop Operator

Ms. Blanco provided an update with CSCF's one-stop operator, Education Solutions International (ESI). ESI's main function is managing relationships with CSCF's required partners (Adult & Literacy, Vocational Rehabilitation, and Division of Blind Services). In December, CSCF realigned ESI's focus toward more strategic and direct oversight. Staff will report on how this progresses at the next Committee meeting.

Youth Navigator RFQ

Mr. Bough referenced the action item memo with regard to the Youth Navigator RFQ recommendations (attachment). Mr. Bough stated that the RFQ was posted on 11/20/17 and closed on 12/31/17. CSCF received eleven (11) responses. Mr. Bough stated that a review team consisting of himself and CSCF staff reviewed and rated the responses. Based on their review, the top three scoring organizations were Center for Independent Living (serves the disabled), Impower (serves foster youth, homeless and intellectually disabled) and Central Florida Urban League (serves African-American and other underserved minorities, low income and criminal justice attached youth). Ms. Coenen added the purpose of the RFQ is to further expand the reach to youth in targeted populations of foster care, homeless, disabled and connected to juvenile justice system.

Mr. Walter noted that Central Florida Urban League only served Orange county and asked how outreach to African-American and other underserved minorities would be accomplished for the other counties in this region. Mr. Bradley replied that the two existing youth navigators, Community Based Care of Central Florida and Home Builders Institute cover gaps and CSCF's in-house provide overall services in all areas. Ms. Coenen stated that staff can aggregate youth data, review youth demographics in each county and identify if there any additional gaps; this information will be presented at the next Committee meeting.

Mr. Walter made a motion to forward to the Executive Committee the recommendation to approve and allow contract negotiations to begin with Center for Independent Living, Impower and Central Florida Urban League. Dr. Armbruster seconded, motion passed unanimously.

In readiness for next Committee meeting, staff to aggregate youth data, review youth demographics in each county and identify if there any additional gaps.

The Committee concurred to move the action item to full Board for approval, but will review data at the next Committee meeting to make sure there are no gaps in service to youth.

High Growth Industry Dialogue

Ms. Blanco reviewed the following:

At the 2018 Orange County Economic Summit, Dr. Sean Snaith confirmed that the construction, finance and business/professional services industries are projected for the most growth in 2018. Hospitality will be strong and steady.

Ms. Blanco reviewed the data from 15-16 and 16-17 program years related to training completers and specific jobs attained by industry and average industry wage. Ms. Blanco also posited four key questions to consider around strategies.

The Committee provided the following feedback:

Ms. Nevitt noted that the average wage earned hospitality seems low. Perhaps CSCF should focus on attracting higher paying employers.

Dr. Armbruster noted that credentialing is becoming more and more important – businesses are looking for skills vs. degree. To build a career path, the individual should attain credential/skills and then build on this to help move them to the middle. Industries need to see and understand this.

Ms. Brandon stated she serves on the Orlando Economic Partnership Board and they had a debrief on reasons why Amazon decided not to select Orlando for their headquarters. The take-away was that Orlando lacked technical talent. How can we position ourselves so we are better prepared and meet the needs of the next opportunity? We need to develop the right skillset to grow jobs that align with the community's needs.

The Committee concurred on following strategies:

- Narrow the focus to maximize resources and make the biggest impact
- Intentionally attract higher paying employers to help bring average wage up (i.e. hospitality)
- Focus on short term training
- Get certification to validate skills

	<ul style="list-style-type: none"> - Certification is desired by businesses – look for jobs that can lead to a pathway/growth to higher jobs and wages so individuals can move towards the middle - What programs guarantee pathway/wage - Industry buy-in on the importance of career pathway / upward mobility <p>Dr. Plinske suggested forming business advisory committees that meet annually with business representatives from across the region. Members of the Career Services Committee could each be on the committee consisting of businesses of their industry sector and lead the discussion to attain feedback on who businesses would hire, and with what credentials and skill sets. Also, secure their buy-in to provide jobs that lead to a career path of further growth. Get them to understand that this helps with job retention; and by developing their employees with higher skills that result in job growth, a career path and higher pay will keep their businesses competitive, which improves and grows the overall economy and expands the opportunities in the community. Mr. Bough added that formalizing an industry advisory system, especially in the HGI areas, would be a good focus.</p>	
7	<p>Other Business</p> <p>Ms. Coenen stated that, in response to the news articles from the Tampa Tribune regarding CareerSource Tampa and CareerSource Pinellas, and their CEO Mr. Ed Peachey, Ms. Nabors provided a message to the Board, committee members and CSCF partners explaining that CSCF, as with the other regional workforce boards, operates independently. The message reviewed CSCF’s history and, under a new Board and CEO, how the organization transformed from high-risk status to a reliable and compliant workforce asset, receiving the highest possible score of compliance over the last four years. Ms. Coenen stated that if the Committee had any questions to please contact Ms. Nabors or herself.</p>	
8	<p>Adjournment</p> <p>There being no other business, the meeting adjourned at 4:23 pm.</p>	

Respectfully submitted,

Kaz Kasal
 Executive Coordinator