



**Robin R. King**  
*President & CEO*

**NOTICE OF JOINT LUNCH MEETING  
OF THE  
EXECUTIVE COMMITTEES  
OF  
CAREERSOURCE FLAGLER VOLUSIA  
CAREERSOURCE CENTRAL FLORIDA  
CAREERSOURCE BREVARD**

**TUESDAY  
FEBRUARY 28, 2017  
12:00 Noon**

**Daytona Beach, Florida 32114**

**Meeting Facilitator – Ms. Shelley Lauten, Consultant**

**AGENDA**

- I. Welcome and Introductions  
Ms. Marci Murphy, President  
CareerSource Brevard**
- II. Efforts since 2016 Joint Executive Committee Meeting.  
Ms. Robin King, President & CEO  
CareerSource Flagler Volusia**
- III. Alignment of Talent Development and Attraction for Emerging  
Industries  
Ms. Pam Nabors, President & CEO  
CareerSource Central Florida**

**MINUTES OF THE  
CAREERSOURCE FLAGLER VOLUSIA  
CAREERSOURCE CENTRAL FLORIDA  
CAREERSOURCE BREVARD  
EXECUTIVE COMMITTEE MEETING  
March 14, 2016**

A meeting of the CareerSource Flagler Volusia, CareerSource Central Florida and CareerSource Brevard Executive Committees was called to order in The District Line Restaurant, located in the Washington Hilton Hotel, 1919 Connecticut Avenue, NW, Washington D. C. 20009, at 7:40 a.m. on Monday, March 14, 2016, pursuant to written Notice fixing said time and place; the same being filed and attached to these minutes.

Mr. Eric Jackson chaired the meeting and Ms. Ann Lesizza served as recording secretary.

The following members of the Regional Executive Committees were present:

Ms. Denise Breneman, Fundraising Manager–Special Olympics Florida–Volusia County  
Mr. Derek T. Triplett, Pastor-Hope Fellowship Church  
Mr. John Wanamaker, CCIM – Coldwell Banker Commercial Group  
Dr. Aubrey Long, Vice President of Business & Community Services – Bethune-Cookman University  
Mr. Reginald Williams, Vice President of Human Resources – Neighbor to Family, Inc.  
Mr. Eric Jackson, President/CEO – Total Roof Services Corp.  
Mr. Terry Schrupf, Florida Sports & Spinal Rehabilitation  
Ms. Debbie Clements, Government & Community Relations Manager – Duke Energy

The following guests were also present:

Ms. Robin King, President & CEO – CareerSource Flagler Volusia  
Ms. Lisa Rice, President – CareerSource Brevard  
Ms. Pam Nabors, President & CEO – CareerSource Central Florida  
Ms. Ann Lesizza, Director of Administration – CareerSource Flagler Volusia

Ms. Lisa Rice addressed the meeting and stated this meeting was being held as a continuation of the effort to hold at least two meetings annually of the Regional Executive Committees. The first meeting is held immediately following the Regional Business Summit and the second is held during the National Association of Workforce Boards (NAWB) Forum.

Ms. Rice reported on developments since the last meeting held on October 29, 2015. She stated that they had just finished working on the Tech Hire Grant which will focus on 17 to 29 year olds with barriers to employment and also serves returning military.

CareerSource Central Florida took the lead on the Grant and it will focus on filling needs in the IT area. Ms. Rice reminded the members that this was sector that the three regions had in common. The areas the three regions have in common are Advanced Manufacturing, Healthcare, IT and Construction Logistics. With those areas at the core, the local boards have been trying to write grants together. The grant has been submitted and they are waiting to hear if they are awarded the grant.

The next area they wanted to discuss was the Career Expo. Ms. Robin King reported that the Career Expo was presented by the Florida High Tech Corridor. Forty-eight schools and forty-eight businesses were invited. The event was held at the Orange County Convention Center and the concept was to bring very high tech prestigious schools from east of the Mississippi and businesses with needs for a workforce of very high tech individuals together. One of the successes for us locally was Flagler County Schools, who struggle to get workforce in their rural community, expressed a need for teachers. Local State Colleges indicated that they would like to do something similar that would be regionally focused.

Ms. Pam Nabors addressed the meeting and stated that another outcome was that businesses were exposed to an opportunity to craft a relationship with the school's career director so that the career director better understood what the opportunities were here in Central Florida. This is a different approach to priming the pipeline for our future workforce.

Ms. Lisa Rice reported that her Business Services team attended the Career Expo and visited each of the businesses and schools that attended and obtained business cards in order to share their "Talent Attraction" video. The universities will be adding the video to their pages. She briefly explained that the talent attraction video was developed at the request of Northrup Grumman to help attract some of the younger professionals to the area. A result of the discussions about the video was that we might try to develop this tool as a regional video, which would strengthen the product for those universities. Ms. Rice reported that the three presidents met and will approach Florida High Tech Corridor to see if they can help with producing this video, which would be a regional talent attraction and focus on the key regional industries.

Ms. Rice reminded the members that they had asked that we walk a day in each other's shoes in order to better understand each board's focus. She advised that they have been trying to attend each other's board meetings. Ms. Rice stated that she and Ms. King have attended CareerSource Central Florida's Board Meeting and Ms. King attended the Board Retreat for CareerSource Brevard. Ms. Nabors and Ms. Rice are planning to attend CareerSource Flagler Volusia's May 27<sup>th</sup> Board Meeting. This helps to gain a better regional perspective and observe best practices.

Ms. Rice reported that the meeting of Business Services teams will be taking place this week and they will be looking at what each other is currently trying to accomplish. In Brevard, 70% of their Business Service allocations are being used for On-The-Job Training (OJT.) They would like to discuss how we share across borders. If there is a need in Brevard for a certain position and there is more of that talent in the Orlando area, how can we share that type talent and maybe even share the OJT?

Ms. Nabors discussed how to better engage the University of Central Florida since it sits in all three areas. The University is a talent pipeline and we should discuss how to leverage that connection across all three regions.

Ms. King reported that a request from all of the Executive Committee members was that they bring together all of the EDCs, and she stated that they are having a little difficulty fulfilling the request. She explained that the Central Florida Partnership does not cover all of our eight counties and does cover one that is not part of the regional group. She explained that we are a part of the conversations regarding the talent pipeline that are being held but bringing the EDCs together is challenging. Ms. King indicated that there is a possibility, at the State level, to fund assistance with the regionalism piece, a third party to facilitate a session to determine what we look like as a region. They discussed having board members drive the conversations.

Ms. King asked who else should be invited into the conversations, in addition to the EDCs? During the last meeting, chambers and cities were noted along with the counties. They discussed various economic development efforts and how to incorporate them into the regional planning.

Ms. Nabors mentioned that last year, the members had requested that we look at a way to ensure that all three regions had similar processes for businesses. For example, an OJT agreement should be the same in all the regions because there are businesses with locations in each region. Ms. King stated that it might now be easier to accomplish since they are all now on Salesforce.

Mr. Eric Jackson commented that he was pleased with the accomplishments that have been made. He stated that this progress was not happening anywhere else and it is recognized at the state level. Ms. Rice indicated that she felt, because the efforts are being recognized, there are technical assistance funds under the Innovation and Opportunity Act that might help with gathering the entities such as the EDCs and help with the talent attraction.

Ms. King reported that plans are underway for the Third Annual Business Summit. She stated that we do not have a date yet, but it will be sometime in September or October.

The plan is to hold it at the Daytona International Speedway. She mentioned that they have had conversations with Mr. Randy Barrige about a sponsorship and he indicated that there is a possibility to have a speaker who was the head of HR for SunTrust Banks nationwide. It was suggested that we put together a sponsorship marketing package and give it to all the Board members to raise more funds. Ms. Rice stated that New Horizons has requested to be the premier sponsor again this year. The members discussed different ideas to keep the event fresh.

There was a brief discussion regarding the 24 local boards being 24 regions and that was in legislation until 2017. The legislation will be opened again and there is a possibility that the regions could change. This next year will be pivotal in determining how the workforce system goes forward.

Ms. Breneman discussed the desire to leverage our regional efforts with Vocational Rehabilitation to serve special needs. Ms. Rice stated that we need to bring the Vocational Rehabilitation people together and each region needed to talk about what each was doing locally. They discussed the fact that Vocational Rehabilitation serves the most disabled population and there are other local entities that serve higher functioning individuals that need to be brought into the talent pool.

There being no further business to come before the meeting, it was adjourned.

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Recording Secretary



# Agenda

**7:15 AM - 12:00 PM**

- 1 **Registration and breakfast**
- 2 **Welcome and Introductory remarks**
- 3 **Workshop 1: Whatever Happened to Nine to Five? How will Overtime Rules change your Workplace?**  
  
Do I have to pay overtime if my staff are salaried? If so, when does overtime start? What if my staff are hourly, but there's just too much work and not enough time to get it done? If these questions keep you up at night, you may be due overtime pay. Seriously, what are the new rules concerning overtime pay, and how can you use them to help your business be more efficient and actually keep costs down?
- 4 **Workshop 2: Why Are You Not Hiring the Right Way?**  
  
Just hiring and managing your team of employees can be a full-time job. This may add costs you're not willing or able to pay, which begs the question, "Isn't there another way?" Well, there is another way, and it might surprise you just how easy and effective it is.
- 5 **Vendor showcase/Networking break**
- 6 **Talent for the 21st Century**  
  
Are you interested in knowing what the future workforce in the region looks like? We have a report that describes the profile of the employees who are coming your way.
- 7 **Elevate Daytona presenters**
- 8 **Workshop 3: Is Time the New Currency?**  
  
If you find you have more time at the end of your money, why not give it away? Companies are finding that it may actually cost them less in the long run to offer employees flex schedules and "comp time" than paying overtime. We'll show you how you can make this new option work and actually make your employers happier. If time really is money, just think of the possibilities!
- 9 **Keynote speaker**



## The Details:

**When:** October 5, 2016

**Where:** Daytona International Speedway

**Cost:** \$50.00 (includes breakfast)

**Time:** Registration begins at 7:15 a.m., event starts at 8:15 a.m. and ends at 12:00 p.m.



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## Meet Our Keynote Speaker



**RICHARD FINNEGAN**

Dick Finnegan is the author of *The Power of Stay Interviews for Engagement and Retention* which is the

Total Talent Solutions  
September 8, 2016  
Deltona City Hall

Welcome – Robin King, President & CEO, CareerSource Flagler Volusia

CareerSource Florida – FloridaFlex

- Jayne Burgess, Senior Director of Business and Workforce Development, CareerSource Florida
- Carmen Mims, Director of Business and Workforce Development, CareerSource Florida

The Role of your Fiscal Agent

- Frank Mercer, Director, The Center for Business & Industry, Daytona State College

CareerSource: Recruiting, Hiring and Workforce Development

- Robert Quinlan, Director of Business and Professional Services, CareerSource Central Florida
- Judy Blanchard, Vice President of Industry Relations, CareerSource Brevard
- Bill O'Conner, Lead Business Service Representative, CareerSource Flagler Volusia

Break

Workforce Development Solutions

CareerSource Central Florida – Supply vs. Demand, A Study of Credentialed & Technical Talent in Central Florida a pipeline for the 21<sup>st</sup> Century, study highlights presented by Susan Carey, Economic Development Liaison, CareerSource Central Florida.”

CareerSource Flagler Volusia – Career Community Portal: connecting high school students to work-based learning opportunities presented by Robin King, President/CEO CareerSource Flagler Volusia

CareerSource Brevard – Developing a Total Talent Solution - Northrop Grumman Project presented by Judy Blanchard, Vice President of Industry Relations, CareerSource Brevard

Regional initiatives among EDOs

M.E.D.O.

- Jerry Mayes, Economic Development Manager, City of Deltona
- Bob Turk, Director Economic Development Director, City of Sanford

The Changing Landscape: Staying Competitive Through Partnerships - The New Model for Central Florida

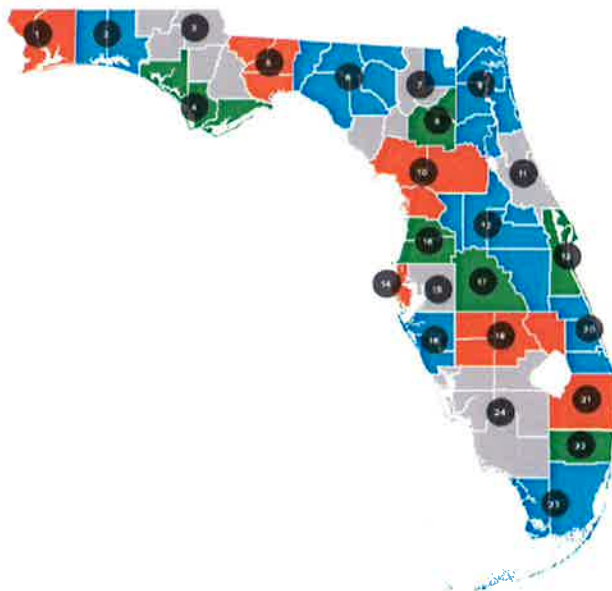
- Holly Wiedman, Executive Vice President, Orlando Economic Development Commission

# CareerSource Florida Network

## Update on Regional Planning and Activities


Bruce Ferguson, Jr.  
Florida Workforce Development Association

### Florida's Local Areas





## What is the purpose of a region?

- **Align workforce development activities and resources**
  - **Ensure coordinated and efficient services to businesses and job seekers**
  - **Lower costs and increase the effectiveness of service delivery**
- 

## Regional Activities

WIOA calls for 3 primary regional activities

- **Planning**
  - **Information sharing**
  - **Coordination of services**
- 

## Planning

- **CareerSource: Flagler-Volusia, Central Florida, and Brevard**
  - Joint executive committee meetings, semiannually
  - Talent Gap survey (included CareerSource Polk)
  - Talent Supply survey
    - Inventory of all education programs in the 3 areas

## Planning

### **CareerSource: North Florida, Florida Crown, North Central Florida, and Citrus-Levy-Marion**

- Regional apprenticeship discussions
- Regional approach to CNC training needs
- Commuting pattern study

### **CareerSource: Polk, Suncoast, Heartland, and Southwest Florida**

- Regional meetings began in April '15 to develop five-year strategic plans

## Planning

### CareerSource: Tampa Bay, Pinellas, Pasco-Hernando

- Convened local workforce boards, education providers, economic development organizations, labor organizations and employers to align common sector strategy priorities, career pathway programs and leverage limited resources

### CareerSource: Palm Beach, Treasure Coast

- Aligning initiatives and strategies with the Treasure Coast Regional Planning Council

## Information Sharing

### CareerSource: Tampa Bay, Pinellas and Pasco-Hernando

- Developed common reporting formats and results on common measures, budgets, expenditures, strategic plans, training vendor performance, etc.

### CareerSource: Flagler-Volusia, Central Florida, and Brevard

- Cross-training of business services teams
- Joint grant research and applications

## Information Sharing

### CareerSource: Escarosa, Okaloosa-Walton, Chipola, and Gulf Coast

- Regional economic development data sharing for projects
- Joint workforce presentations for prospects
- Shared application for grants as a region that encompasses the four local areas

## Coordination of Services

### CareerSource: Tampa Bay, Pinellas, Pasco-Hernando

- Jointly deliver administrative services such as internal monitoring, HR, planning, outreach efforts, audit management, etc.
- Develop OJT grants with local employers to hire and train entry level workers

### CareerSource: Suncoast, Southwest Florida

- Joint hiring events given the shared commuting patterns in Sarasota / Charlotte counties

## Coordination of Services

### CareerSource: Broward, South Florida

- Coordinated services to Veterans during TAP held in Dade County
- Share employer inquiries from employers in both areas

### CareerSource: Broward, Palm Beach

- Joint training for implementation of the Ticket to Work program serving the disabled

## Multi-State Efforts

### CareerSource Chipola and SE Alabama

- Newly forming partnership
- Sharing labor market information
- Joint employee recruitment, screening & assessment
- Joint support of the Florida-Alabama Mega-Site

### CareerSource: Capitol Region, North Florida, and South Georgia

- Created the Florida-Georgia Workforce Alliance

## Other Partnerships

### CareerSource: Citrus-Levy-Marion, North Florida

- CLM provides all HR and finance services for CareerSource North Florida

### CareerSource: Northeast, Okaloosa-Walton

- CSNEFL provides remote network management and support
- Cost savings of at least 30% for CSOW

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