

**NOTES OF THE
CAREERSOURCE FLAGLER VOLUSIA
CAREERSOURCE CENTRAL FLORIDA
CAREERSOURCE BREVARD
EXECUTIVE COMMITTEE MEETING
October 29, 2015**

A meeting of the CareerSource Flagler Volusia, CareerSource Central Florida and CareerSource Brevard Executive Committees was called to order in Salon Three Meeting Room, Florida Hotel and Convention Center, located at 1500 Sand Lake Road, Orlando, Florida 32809, 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, and Ms. Kaz Kasal served as recording secretaries.

The following members of the Regional Executive Committees were present:

- Ms. Denise Breneman: Board Member, CareerSource Flagler Volusia / Fundraising Manager, Special Olympics Florida, Volusia County
- Dr. Kent Sharples: Vice Chair, CareerSource Flagler Volusia / President-CEO, Business Alliance
- Mr. Derek T. Triplett: Chair, CareerSource Flagler Volusia / Pastor-Hope Fellowship Church
- Mr. John Wanamaker: Board Member, CareerSource Flagler Volusia / CCIM – Coldwell Banker Commercial Group
- Mr. Daryl Bishop: Treasurer, CareerSource Brevard / VP Commercial Banker, Seacoast National Bank
- Ms. Patricia Stratton: Board Member, CareerSource Brevard / Vice President/KSC Program Manager - Abacus Technology, LLC
- Mr. Robert Jordan: Vice Chair, CareerSource Brevard / President & CEO – Genesis VII, Inc.
- Mr. Eric Jackson: Chair, CareerSource Central Florida / President/CEO – Total Roof Services Corp.

The following guests were also present:

Mr. Chris Hart, President & CEO – CareerSource Florida
Mr. Randy Berridge, President – The Corridor
Ms. Adriane Grant, Vice President – CareerSource Florida
Ms. Cissy Proctor, Chief of Staff – Florida Department of Economic Opportunity
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. Kaz Kasal, Executive Coordinator - CareerSource Central Florida

Mr. Jacob Stuart, President - Central Florida Partnership

Ms. Lorena F. Clark, Administrative Assistant – Florida Department of Economic Opportunity

Mr. Ted Young, Business Services Manager – CareerSource Flagler Volusia

Mr. Lou Paris, Business Development and Communications Manager – CareerSource Flagler Volusia

Ms. Denise Biondi, Communications Director – CareerSource Brevard

Ms. Stephanie Mosedale, Public Relations Specialist – CareerSource Brevard

Ms. Judy Blanchard, Director of Industry Relations – CareerSource Brevard

Ms. Mimi Coenen, Director of Operations – CareerSource Central Florida

Ms. Tonya Elliott-Moore, Director of Communications – CareerSource Central Florida

Ms. Marci Brilley, Vice President of Operations – CareerSource Brevard

Ms. Ann Beecham, Chief Administrative Officer – CareerSource Central Florida

Mr. Leo Alveraz, Chief Financial Officer – CareerSource Central Florida

Mr. Jim Taylor, Senior Vice President – Careerpartners Florida

Ms. Pam Nabors, President & CEO of CareerSource Central Florida welcomed the attendees to the 2nd Annual Joint Meeting of the Executive Committees of CareerSource Brevard, CareerSource Flagler Volusia and CareerSource Central Florida. After all attendees introduced themselves, Ms. Nabors introduced Mr. Eric Jackson, Board Chair of CareerSource Central Florida. Mr. Jackson greeted the attendees and introduced Mr. Randy Berridge, President of The Corridor and who plays a key part in economic development and messaging across the nation.

Mr. Berridge reviewed his organization's original mission which was to help the 23 counties in this area attract, retain and grow high tech industry. Through partnerships, the mission was modified to include investment in workforce programming. Mr. Berridge extended his thanks to Ms. Robin King, Ms. Lisa Rice and Ms. Pam Nabors for the opportunity to share information about the High Tech Corridor Council. He spent a few minutes discussing the High Tech Council investments in local workforce programs.

Ms. King, President & CEO of CareerSource Flagler Volusia introduced Mr. Chris Hart, President of CareerSource Florida and thanked him for visiting and meeting staff at CareerSource Flagler Volusia, the day prior, in a "town hall" type format, answering questions from staff related to the Workforce Innovation and Opportunity Act (WIOA).

Mr. Hart addressed the attendees and commented that this year's Regional Business Summit was a great learning event. He quoted Henry Ford: "Coming together is a beginning, keeping together is progress and working together is success," Mr. Hart stated that the true emphasis of what we accomplish is working together collaboratively, pursuing the vision and mission of our communities. He discussed regional planning. There are the WIOA mandates; however, it is the collaborative effort of economic development, educators, businesses, and government entities working together to develop a common shared vision and mission. We are not a system, but a powerful network, which develops locally and benefits from a shared vision. Mr. Hart extended

his thanks for the work the regions are about to do – this is the most exciting time in workforce history.

Next, Ms. Lisa Rice, President of CareerSource Brevard introduced Ms. Cissy Proctor, Chief of Staff for the Florida Department of Economic Opportunity (DEO.) Ms. Rice stated that Ms. Proctor understands the task of blending economic development, workforce, and community activity together and do we accomplish that to attract more businesses and build strength in our businesses. Ms. Proctor stated that the current DEO focus is addressing the fraudulent re-employment assistance claims (identity theft) currently taking place. DEO is focused on stopping this from continuing to occur and is working to enhance the system to better detect fraudulent activity and to better identify trends and patterns. DEO is also proceeding to prosecute people committing these frauds and is working with the Florida Department of Law Enforcement (FDLE) and the Office of the Inspector General to prosecute offenders. DEO is also informing the public of this fraud in outreach to employers, the community and press releases.

Mr. Eric Jackson address the meeting again and stated that every day Central Florida moves closer to achieving its full potential of being a globally recognized high performing economy. Mr. Jackson introduced Mr. Jacob Stuart, President of the Central Florida Partnership – who is a key instrumental leader and convener of conversations with business development, community and economic development leaders across Florida. Mr. Stuart stated that the nine counties in his region make up the 19th largest economy in the US and Tampa is the 18th largest, putting these two areas together it becomes the 10th largest economy (larger than Miami and Atlanta.) This super region is the 36th largest economy in the world – we need to start seeing ourselves with that kind of force and power. Mr. Stuart commended Ms. Nabors, Ms. King and Ms. Rice for collaborating and sharing a vision for this super region.

Ms. Lisa Rice addressed the meeting and provided an overview of progress made since last year's meeting. The three areas of focus: 1) Operational Alignment, 2) Talent Gap and 3) Obtaining Resources

Operational Alignment

- Salesforce – this is a communications mechanism/tool that is shared across the three regions – when working with businesses on what they are doing – see and share information especially with regional efforts with grants. This will become more important as we look at regional efforts around some of the grants.
- Job Development Grant – for long term unemployed or unemplyed that focuses on healthcare and manufacturing – Flagler Volusia and Brevard working together on this grant.
- Business Services – they plan to reinstitute the tri-regional businesses services meetings. Ms. Judy Blanchard is heading this up in order to share best practices on methods to reach out to businesses.

- Regular Executive Director Meetings – Ms. Rice, Ms. Nabors and Ms. King will plan to meet three times a year.

Talent Gap Survey

- Sector Strategy - from last year's Joint Executive Committee's meeting it was concurred to focus on advanced manufacturing, IT and healthcare as top three. Then they could add tourism and hospitality efforts and construction. Ms. Rice mentioned the Sector Strategy Partnership Grant. Ms. Rice and Ms. Nabors are working together on the Sector Strategy Partnership Grant.
- Pipeline in High School – how to coordinate better and provide more information to the schools. An example was to provide more information about advanced manufacturing to the schools.

Obtaining Resources

- Tech Hire Grant (IT) – share resources – each region take turns on who writes grants.
- Professionally Develop Staff – facilitate an all-staff event between three regions – info sharing between the frontline staff and teaching needed skills.
- Industry Advisory Council - Info – shared efforts across regions – ensure connectivity.
- Job Development Apprenticeship Models – how to get more apprenticeships through the State's antiquated and cumbersome system? Shed old ways – review new apprenticeship models, including IT and healthcare.

Ms. Nabors commented that this tri-regional is ahead with regard to workforce development nationally. She commented about the critical need for professional development of the leadership in workforce development and this area is at the forefront. Ms. King extended her thanks to Mr. Berridge for his organization's investment in professional development in these three regions. Mr. Berridge commented that it is important to bring economic development into the conversation.

Mr. Jackson commented that the new legislation requires focused attention to businesses and regionalism by providing service delivery to businesses that span more than one local workforce development area. As businesses don't see the boundaries between workforce regions, we need to continue to make the service delivery seamless.

Next, Ms. Robin King addressed the attendees and called attention to the "worksheet" in their meeting packet which was used to facilitate a discussion on regional planning.

Ms. King stated that the recommendations coming from CareerSource Florida at this time is that the three CareerSource boards will be their own local areas. Statewide will remain 24 local areas, the 24 local board will be maintained and for the next two years there will be 24 local planning areas. She explained that we need to define now what we will look like in two years. The questions that need to be answered are:

1. What does regionalism mean for CareerSource Flagler Volusia, CareerSource Brevard, and CareerSource Central Florida?
2. Looking back, how do we evaluate our success?
3. Moving forward, what are our marching orders?

Attendees created two breakout groups to answer the questions on the worksheet. When the guests reconvened the following were the responses:

1. What does regionalism mean for CareerSource Brevard, CareerSource Central Florida and CareerSource Flagler Volusia?

Group 1

- Sharing best practices and lesson learned
- Sharing resource database and shared connections
- Group plan for purchasing
- Capacity - scale
- Evaluate strengths and weaknesses and leverage strengths
- “Regional SWOT” – address key areas together and drive regional potential
- Acknowledge competition – work together
- Need economic development buy-in with collaboration with workforce
- Culture of cooperation
- Work together to promote beyond ourselves/regions
- “Walk a day” in each other’s shoes (economic development organizations)
= swap regions for a.... month
- Rethink current standards in education and..... \$\$\$.....

Group 2

- Region is a marketplace – plan to impact business needs
- Create fluidity across our three regions
- Articulate economic benefit to customers

2. Looking back, how do we evaluate our success?

Group 1

- Acquiring grants = stronger regionally
- EDC's can't live without us – identify the “value magnet” to the EDC's (author Tonya)
- Educate – show our value to partners / our regional “assets” (talent maps) – resources and connections
- Culture change – shift to sharing best practices on a regular basis

Group 2

- How are we infiltrating target sectors
- Business convened and have action plan for workforce and EDO for regional party
- Document planning effort with every County

Ms. King mentioned that she read recently that a 6.5% growth rate in jobs is expected over the next five years in the three local areas. That would be 100,000 jobs. Mr. Berridge stated that over the next 20 years 6 million will move to Florida, with 2 million moving to this super region. We need to have the kinds of jobs that move the needle up or people will move to other regions. Ms. Nabors added that hospitality and customer service jobs will grow organically, but we will need other industry sectors that help effectively grow and secure a prosperous economy.

3. Moving forward, what are our marching orders?

Group 1

- Conduct SWOT analysis (prior to March 12) – regional
- Quarterly meetings – Business Services and others
- Convene EDC party (have conversations with economic development organizations)

Group 2

- Joint Executive Committee Meeting (6 Months)
- Alignment with Central Florida Partnership (+)
- Regional Planning in our local plans

There being no other business, the meeting was adjourned.

Recording Secretary