



CAREER SERVICES COMMITTEE MEETING

CareerSource Central Florida | 2/13/25

CareerSourceCentralFlorida.com

ISHMENT
BEGINS WITH A DREAM.



2/13/25 CAREER SERVICES COMMITTEE MEETING DETAILS

Meeting Details

Meeting Agenda

Welcome

Roll Call

Public Comment

Approval of Minutes

Information/
Discussion/
Action Items

Other Business

Adjournment

What: Career Services Committee Meeting

When: Thursday, February 13, 2025
3:00 p.m. – 4:30 p.m.

Where: CSCF Administration Office
390 N. Orange Ave., Suite 700 (7th Floor)
Orlando, FL 32801

or

Virtual Option via Zoom:

Link: <https://careersourcecf.zoom.us/j/86110859141?pwd=oDDUxmO0XvUVCN5MGnRkdLSBxImb1z.1>

Dial In: 1 (929) 205-6099 / Meeting ID: 861 1085 9141 / Passcode: 840959

2/13/25 CAREER SERVICES COMMITTEE MEETING

- Meeting Details
- ▶ Meeting Agenda
- Welcome
- Roll Call
- Public Comment
- Approval of Minutes
- Information/
Discussion/
Action Items
- Other Business
- Adjournment

Agenda Item #"	Topic	Presenter	Action Item
1.	Welcome A. Introductions	Andrew Abu	
2.	Roll Call / Establishment of Quorum	Kaz Kasal	
3.	Public Comment	Andrew Abu	
4.	Approval of Minutes A. 9/12/24 Career Services Committee Meeting B. 11/14/24 Career Services Committee Meeting	Andrew Abu	X X
5.	Action Items / Discussion / Information A. Action Items 1) Provider Recommendations for Approval (if applicable) B. Discussion Items 1) Discussion Topics ○ CSCF Value Proposition ○ Workforce Strategies 2) Organizational Scorecard – 2nd Quarter 3) Federal Legislation Update ○ A Stronger Workforce for America (ASWA) 4) CSCF Service Delivery Model	Committee Discussion Tadar Muhammad Gina Ronokarijo	

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Agenda Item #"	Topic	Presenter	Action Item
5.	Action Items / Discussion / Information <i>(Continued)</i> C. Information Items <ul style="list-style-type: none"> 1) Workforce Operations <ul style="list-style-type: none"> a) Youth Adult Program Strategy (Summer 2025) b) Program Updates 2) Strategic Initiatives Update <ul style="list-style-type: none"> a) Education & Industry Consortium Update 	Gina Ronokarijo Nilda Blanco	
6.	Other Business A. CSCF Internship Process Reviewed	Andrew Albu	
7.	Adjournment	Andrew Albu	



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WELCOME



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ROLL CALL / ESTABLISHMENT OF QUORUM



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PUBLIC COMMENT



Meeting Details

Meeting Agenda

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APPROVAL OF MINUTES



DRAFT
Career Services Committee Meeting
Thursday, September 12, 2024, 3:00 p.m.

MINUTES

MEMBERS PRESENT: Andrew Albu, Casey Ferguson, Karen Hogans, Molly Kostenbauder, Chris Pascal, Brinkley Ruffin, Jonathan Schaefer and Richard Watford

MEMBERS ABSENT: Sean Donnelly, Mark Havard, Ed James, Ben Larry, Snak Nakagawa, and Maria Vazquez

STAFF PRESENT: Tadar Muhammad, Nilda Blanco, Gina Ronokarijo, Marcela DeFaria, Vince Bruno and Kaz Kasal

GUESTS PRESENT: Kyle Hayes / Commercial Vehicle Training Association (CVTA); Brad Ball, Don Hudson and Catherine Merola / Roadmaster

Agenda Item	Topic	Action Item / Follow Up Item
1	Welcome <ul style="list-style-type: none"> • Mr. Albu, Committee Chair, called the meeting to order at 3:02 p.m. and welcomed new committee members, Mr. Pascal, Mr. Ruffin and Mr. Watford, who introduced themselves. • Mr. Albu informed that Dr. Kostenbauder would be Vice Chair of this Committee. • Committee and staff engaged in an ice breaker activity to learn about each other. 	
2	Roll Call / Establishment of Quorum Ms. Kasal reported a quorum present.	
3	Public Comment None offered.	
4	Approval of Minutes <ul style="list-style-type: none"> • Reviewed draft minutes from 5/23/24 Career Services Committee meeting (attachment). 	Mr. Schaefer made a motion to approve the minutes from the 5/23/24 Career Services Committee meeting. Ms. Hogans seconded; motion passed unanimously.
5	Action Items / Discussion / Information <u>Action Items</u> <ul style="list-style-type: none"> • <u>MOU with Ironworkers Local Union 808 Joint Apprenticeship Trust</u> <ul style="list-style-type: none"> - Reviewed the MOU (Memorandum of Understanding) between CSCF and Ironworkers Local Union 808 Joint Apprenticeship Trust to support training of apprentices who qualify for workforce funds (attachment). 	Dr. Kostenbauder made a motion to approve for Board's final approval the agreement between CSCF and Ironworkers Local Union 808 Joint Apprenticeship Trust Fund to support up to 46 apprenticeships based on the funding availability and program requirements. Ms. Hogans seconded, with Mr. Watford abstaining; motion passed unanimously.



<p><u>Discussion Items:</u></p> <ul style="list-style-type: none"> • <u>Career Services Committee Charter:</u> <ul style="list-style-type: none"> - Reviewed the Charter which has been modified for clarity, as well as to make sure responsibilities and metrics are properly aligned (attachment). <p><u>Information Items:</u></p> <ul style="list-style-type: none"> • <u>Workforce Operations:</u> <ul style="list-style-type: none"> - <u>End of Year Scorecard for PY 2023-2024:</u> <ul style="list-style-type: none"> o Reviewed final results of PY 23-24 scorecard (attachment). - <u>PY 2024-2025 Performance Targets:</u> <ul style="list-style-type: none"> o Reviewed Performance Targets for PY 2024-2025 (attachment). - <u>Eligible Training Provider List (ETPL) Infrastructure Occupations Review</u> <ul style="list-style-type: none"> o Staff currently reviewing the occupational clusters to include a deeper dive with infrastructure occupations. At an upcoming meeting, staff will provide recommendations on how to serve more individuals with limited funds. - <u>Update – One Stop Operator Agreement:</u> <ul style="list-style-type: none"> o New contract has been approved with Thomas P. Miller & Associate, LLC at a substantial cost savings. • <u>Strategic Initiatives Review:</u> <ul style="list-style-type: none"> - <u>Education & Industry Consortium Update:</u> <ul style="list-style-type: none"> o Received following updates: <ul style="list-style-type: none"> ➢ Education & Industry Consortium met in June 2024 and topic was the impact of AI (Artificial Intelligence) in job market and how students are learning. Conversations around AI to continue at next meeting ➢ Next Education & Industry Consortium meeting is on 10/22/24. Workgroups will meet prior to this date to gather information on generational differences with regard to each generation's views and perspectives in the workplace. 	<p>Mr. Schaefer made a motion to approve for Board's final approval the modified Charter, as presented. Mr. Ferguson seconded; motion passed unanimously.</p>
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	<ul style="list-style-type: none"> - <u>Grant Updates:</u> <ul style="list-style-type: none"> • Reviewed updates on current activities with grants. 	
6	<u>Other Business</u> <ul style="list-style-type: none"> • None provided. 	
7	Adjournment Meeting adjourned at 4:06 p.m.	

Respectfully submitted,

Kaz Kasal
 Executive Coordinator



FORM 8B MEMORANDUM OF VOTING CONFLICT FOR COUNTY, MUNICIPAL, AND OTHER LOCAL PUBLIC OFFICERS	
LAST NAME—FIRST NAME—MIDDLE NAME Watford, Richard	NAME OF BOARD, COUNCIL, COMMISSION, AUTHORITY, OR COMMITTEE CareerSource Central Florida / Career Services Committee
MAILING ADDRESS Ironworkers Local 808, 200 E. Landstreet Rd.	THE BOARD, COUNCIL, COMMISSION, AUTHORITY OR COMMITTEE ON WHICH I SERVE IS A UNIT OF: <input type="checkbox"/> CITY <input type="checkbox"/> COUNTY <input checked="" type="checkbox"/> OTHER LOCAL AGENCY
CITY Orlando	COUNTY Orange
DATE ON WHICH VOTE OCCURRED 9/12/24	NAME OF POLITICAL SUBDIVISION: MY POSITION IS: <input type="checkbox"/> ELECTIVE <input checked="" type="checkbox"/> APPOINTIVE

WHO MUST FILE FORM 8B

This form is for use by any person serving at the county, city, or other local level of government on an appointed or elected board, council, commission, authority, or committee. It applies to members of advisory and non-advisory bodies who are presented with a voting conflict of interest under Section 112.3143, Florida Statutes.

Your responsibilities under the law when faced with voting on a measure in which you have a conflict of interest will vary greatly depending on whether you hold an elective or appointive position. For this reason, please pay close attention to the instructions on this form before completing and filing the form.

INSTRUCTIONS FOR COMPLIANCE WITH SECTION 112.3143, FLORIDA STATUTES

A person holding elective or appointive county, municipal, or other local public office MUST ABSTAIN from voting on a measure which would inure to his or her special private gain or loss. Each elected or appointed local officer also MUST ABSTAIN from knowingly voting on a measure which would inure to the special gain or loss of a principal (other than a government agency) by whom he or she is retained (including the parent, subsidiary, or sibling organization of a principal by which he or she is retained); to the special private gain or loss of a relative; or to the special private gain or loss of a business associate. Commissioners of community redevelopment agencies (CRAs) under Sec. 163.356 or 163.357, F.S., and officers of independent special tax districts elected on a one-acre, one-vote basis are not prohibited from voting in that capacity.

For purposes of this law, a "relative" includes only the officer's father, mother, son, daughter, husband, wife, brother, sister, father-in-law, mother-in-law, son-in-law, and daughter-in-law. A "business associate" means any person or entity engaged in or carrying on a business enterprise with the officer as a partner, joint venturer, coowner of property, or corporate shareholder (where the shares of the corporation are not listed on any national or regional stock exchange).

* * * * *

ELECTED OFFICERS:

In addition to abstaining from voting in the situations described above, you must disclose the conflict:

PRIOR TO THE VOTE BEING TAKEN by publicly stating to the assembly the nature of your interest in the measure on which you are abstaining from voting; *and*

WITHIN 15 DAYS AFTER THE VOTE OCCURS by completing and filing this form with the person responsible for recording the minutes of the meeting, who should incorporate the form in the minutes.

* * * * *

APPOINTED OFFICERS:

Although you must abstain from voting in the situations described above, you are not prohibited by Section 112.3143 from otherwise participating in these matters. However, you must disclose the nature of the conflict before making any attempt to influence the decision, whether orally or in writing and whether made by you or at your direction.

IF YOU INTEND TO MAKE ANY ATTEMPT TO INFLUENCE THE DECISION PRIOR TO THE MEETING AT WHICH THE VOTE WILL BE TAKEN:

- You must complete and file this form (before making any attempt to influence the decision) with the person responsible for recording the minutes of the meeting, who will incorporate the form in the minutes. (Continued on page 2)



APPOINTED OFFICERS (continued)

- A copy of the form must be provided immediately to the other members of the agency.
 - The form must be read publicly at the next meeting after the form is filed.
- IF YOU MAKE NO ATTEMPT TO INFLUENCE THE DECISION EXCEPT BY DISCUSSION AT THE MEETING:
- You must disclose orally the nature of your conflict in the measure before participating.
 - You must complete the form and file it within 15 days after the vote occurs with the person responsible for recording the minutes of the meeting, who must incorporate the form in the minutes. A copy of the form must be provided immediately to the other members of the agency, and the form must be read publicly at the next meeting after the form is filed.

DISCLOSURE OF LOCAL OFFICER'S INTEREST

I, Richard Watford, hereby disclose that on September 12, 20 24 :

(a) A measure came or will come before my agency which (check one or more)

- inured to my special private gain or loss;
- inured to the special gain or loss of my business associate, _____;
- inured to the special gain or loss of my relative, _____;
- inured to the special gain or loss of Ironworkers Local 808, by whom I am retained; or
- inured to the special gain or loss of _____, which is the parent subsidiary, or sibling organization or subsidiary of a principal which has retained me.

(b) The measure before my agency and the nature of my conflicting interest in the measure is as follows:

The Career Services Committee voted to approve "MOU with Ironworkers Local Union 808 Joint Apprenticeship Trust [Agenda Item 5A 1]". As Director of Ironworkers Local 808, I would not benefit personally but my employer, Ironworkers Local 808, could benefit, pending CSCF Board approval.

If disclosure of specific information would violate confidentiality or privilege pursuant to law or rules governing attorneys, a public officer, who is also an attorney, may comply with the disclosure requirements of this section by disclosing the nature of the interest in such a way as to provide the public with notice of the conflict.

9/12/2024
Date Filed

Signature

NOTICE: UNDER PROVISIONS OF FLORIDA STATUTES §112.317, A FAILURE TO MAKE ANY REQUIRED DISCLOSURE CONSTITUTES GROUNDS FOR AND MAY BE PUNISHED BY ONE OR MORE OF THE FOLLOWING: IMPEACHMENT, REMOVAL OR SUSPENSION FROM OFFICE OR EMPLOYMENT, DEMOTION, REDUCTION IN SALARY, REPRIMAND, OR A CIVIL PENALTY NOT TO EXCEED \$10,000.

[RETURN TO AGENDA](#)



DRAFT
 Career Services Committee Meeting
 Thursday, November 14, 2024, 3:00 p.m.

MINUTES

MEMBERS PRESENT: Andrew Abu, Sean Donnelly, Karen Hogans, Molly Kostenbauder, Brinkley Ruffin, and Jonathan Schaefer

MEMBERS ABSENT: Casey Ferguson, Mark Havard, Ed James, Ben Larry, Chris Pascal, Maria Vazquez and Richard Watford

STAFF PRESENT: Tadar Muhammad, Nilda Blanco, Gina Ronokarijo, Marcela DeFaria, Sean Masherella, Vince Bruno and Kaz Kasal

GUESTS PRESENT: Zenaida Ramos / International Union of Painters and Allied Trades D.C./Florida Finishing Trades

Agenda Item	Topic	Action Item / Follow Up Item
1	Welcome <ul style="list-style-type: none"> Mr. Abu, Committee Chair, called the meeting to order at 3:00 p.m. 	
2	Roll Call / Establishment of Quorum Ms. Kasal reported a quorum was not present.	
3	Public Comment None offered.	
4	Approval of Minutes <ul style="list-style-type: none"> With no quorum present, the draft minutes from the 9/12/24 Career Services Committee meeting (attachment) will be deferred to the next meeting. 	
5	Action Items / Discussion / Information <u>Discussion Items:</u> <ul style="list-style-type: none"> CSCF Scorecard PY 2024-2025 Q1 <ul style="list-style-type: none"> Reviewed results of 1st Quarter scorecard of PY 24-25 vs. 1st Quarter of PY 23-24 (attachment). <ul style="list-style-type: none"> To note: <u>number</u> of individuals receiving training are lower 1st quarter this year vs. 1st quarter last year due to: <ul style="list-style-type: none"> change in staffing and processes new assessments provided budget adjustment of additional funding occurring after beginning of this program year. To date: Training enrollments have increased after <u>1st</u> quarter, and now only about 10% behind vs. last November. Scorecard will be modified for more clarity on goals vs. actual, with performance and expenditures to help make better assessments. Level Up Orange: reviewed <u>current status</u> on Goal vs. Actual (attachment) 	



	<ul style="list-style-type: none"> - Temporary Assistance for Needy Families (TANF) Program: reviewed an overview of the Welfare Transition (WT) Program, scorecard from PY 2023-2024, and next steps (attachment). <u>Committee Input:</u> <ul style="list-style-type: none"> o Is CSCF providing the right message when WT individuals come to CSCF orientation? Does message motivate them to go to work? o Get WT population to understand the value of gainful employment. o WT candidates should be asked: <i>Do you want to work?</i> vs. <i>What is your <u>need</u>?</i> o Provide options with more incentives vs. current activities o How to get those being sanctioned to see the value of getting work ready and attaining a job that is self-sustaining (gainful employment). o Concurred with connecting with partners for more effective job placements (maybe they include training piece); and do this at the beginning so WT individuals get jobs quicker. o Maybe other organizations can do this WT piece instead of CSCF doing in-house. • <u>New Projects Update</u> <ul style="list-style-type: none"> - Reviewed new projects coming up. Highlighted in blue are from Florida Commerce (attachment). <p><u>Information Items:</u></p> <ul style="list-style-type: none"> • <u>Workforce Operations:</u> <ul style="list-style-type: none"> - <u>Eligible Training Provider List (ETPL) Infrastructure Occupations Update</u> <ul style="list-style-type: none"> o While CSCF will continue <u>a focus</u> on Trade & Logistics, there will be an emphasized focus with other growing industry sectors, <u>in order to</u> expand opportunities and meet demands of other industries (attachment). • <u>Strategic Initiatives Review:</u> <ul style="list-style-type: none"> - <u>Education & Industry Consortium Update:</u> <ul style="list-style-type: none"> o Education & Industry Consortium to meet on Friday, 11/22/24. Ms. Kasal will send out an <u>invite</u> to the Committee; please RSVP if you are able to attend. 	
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6	<p>Other Business</p> <ul style="list-style-type: none"> • As a homework assignment, Committee will think about the below question and come prepared to <u>discuss</u> at the next meeting: <ul style="list-style-type: none"> - <i>How do we get larger companies to support and help with workforce issues?</i> • Committee reviewed proposed dates for upcoming meetings. (<i>attachment</i>). Calendar invites will be sent out. 	
7	<p>Adjournment Meeting adjourned at 4:26 p.m.</p>	

Respectfully submitted,

Kaz Kasal
Executive Coordinator



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Meeting Agenda

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ACTION / DISCUSSION / INFORMATION ITEMS



ACTION ITEMS:

N/A



DISCUSSION ITEMS:

VALUE PROPOSITION REVIEW & DISCUSSION





CareerSource Central Florida
Value Proposition

“We deliver personalized career support and skill development to bridge success between people and business.”

Regardless of where you are on your career journey, we care enough to customize a solution that meets your needs and delivers talent to businesses. We are driven by your journey not ours... any community employer and any workplace.



QUESTION

How do we get larger companies to support and help with workforce issues?



ORGANIZATIONAL QUARTERLY SCORECARD PY24-25 Q2





WORKFORCE OPERATIONS



SCORECARD

**CAREER
SEEKERS
CLIENTS**

10,742

LAST PROGRAM YEAR

17,441

38.41% DECREASE

**CAREER
SEEKERS
RECEIVING
TRAINING**

882

LAST PROGRAM YEAR

1,780

50.45% DECREASE

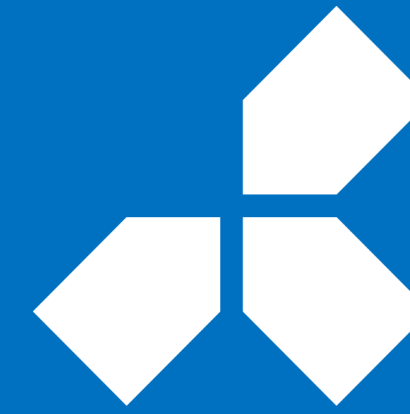
1,966

CAREER SEEKERS HIRED

LAST PROGRAM YEAR

4,007

50.94% DECREASE



CareerSource
CENTRAL FLORIDA

CAREER SEEKERS AVERAGE WAGE

\$20.58

LAST PROGRAM YEAR

\$18.41

12.58% INCREASE

(+\$2.17)

SCORECARD

BUSINESS RELATIONSHIPS

4,618

LAST PROGRAM YEAR

1,884

145.12% INCREASE



INDIVIDUALS INTERVIEWED VS HIRED



LAST PROGRAM YEAR

392

53.83% INCREASE

LAST PROGRAM YEAR

971

68.8% INCREASE

[RETURN TO AGENDA](#)





FEDERAL LEGISLATION UPDATE

A Stronger Workforce for America (ASWA)



CSCF SERVICE DELIVERY MODEL

4-E's



SOLUTION

Introducing the 4-E Service Delivery Model:

A New Approach to Empowering Careers and Transforming Lives

Why the 4-E Service Delivery Model?

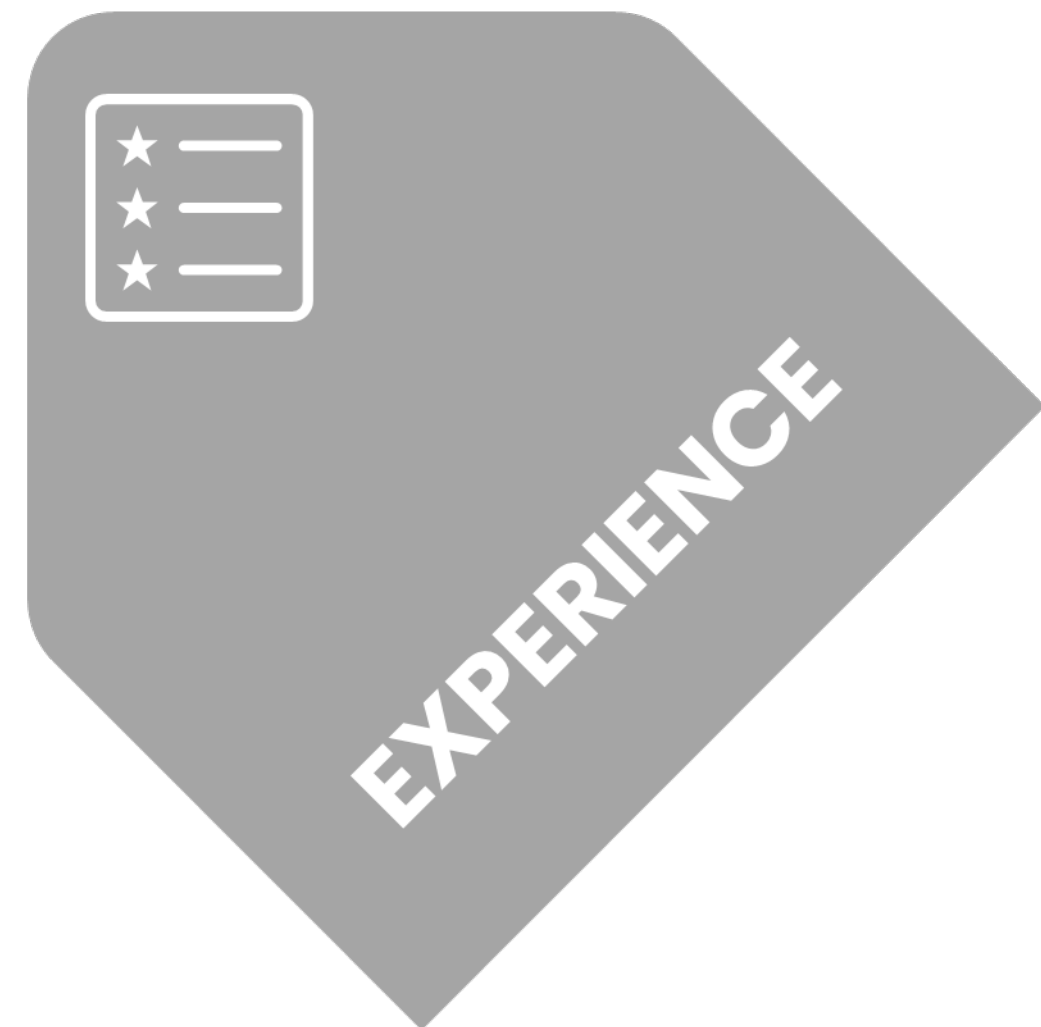
The 4-E Service Delivery Model represents a dynamic, step-by-step journey that equips our customers with the tools they need to thrive in today's competitive job market.

The 4-E Service Delivery Model integrates career and business services to promote seamless collaboration and consistent support across all stages of the workforce journey, delivering a streamlined experience for job seekers and employers through unified leadership.

Let's Take A Closer Look...



CAREER JOURNEY



❖ Explore Phase - involves assessments and industry exposure for career seekers.

❖ Engage Phase - focuses on Individual Development Plans and job readiness workshops.

❖ Experience Phase - provides hands-on skill-building through training and learning.

❖ Employment Phase - aims for job placement and career advancement support.

FRAMEWORK



4-E SERVICE DELIVERY MODEL



EXPLORE



The journey begins with **Explore**. This is where we will focus on helping customers uncover their hidden talents, passions, and strengths.

Through tailored assessments, interactive sessions, and insightful data on emerging job markets, we will guide our customers to understand the opportunities that best align with their unique skills.

EXPLORE: UNCOVERING POTENTIAL



4-E SERVICE DELIVERY MODEL

Next, we move to **Engage**. In this phase, our goal is to help customers build vital connections that will propel their careers forward.

We will facilitate immersive workshops, networking events, and personalized coaching sessions, where customers will not only develop essential skills but also create a clear, actionable career plan.



ENGAGE



ENGAGE: BUILDING ESSENTIAL CONNECTIONS



4-E SERVICE DELIVERY MODEL

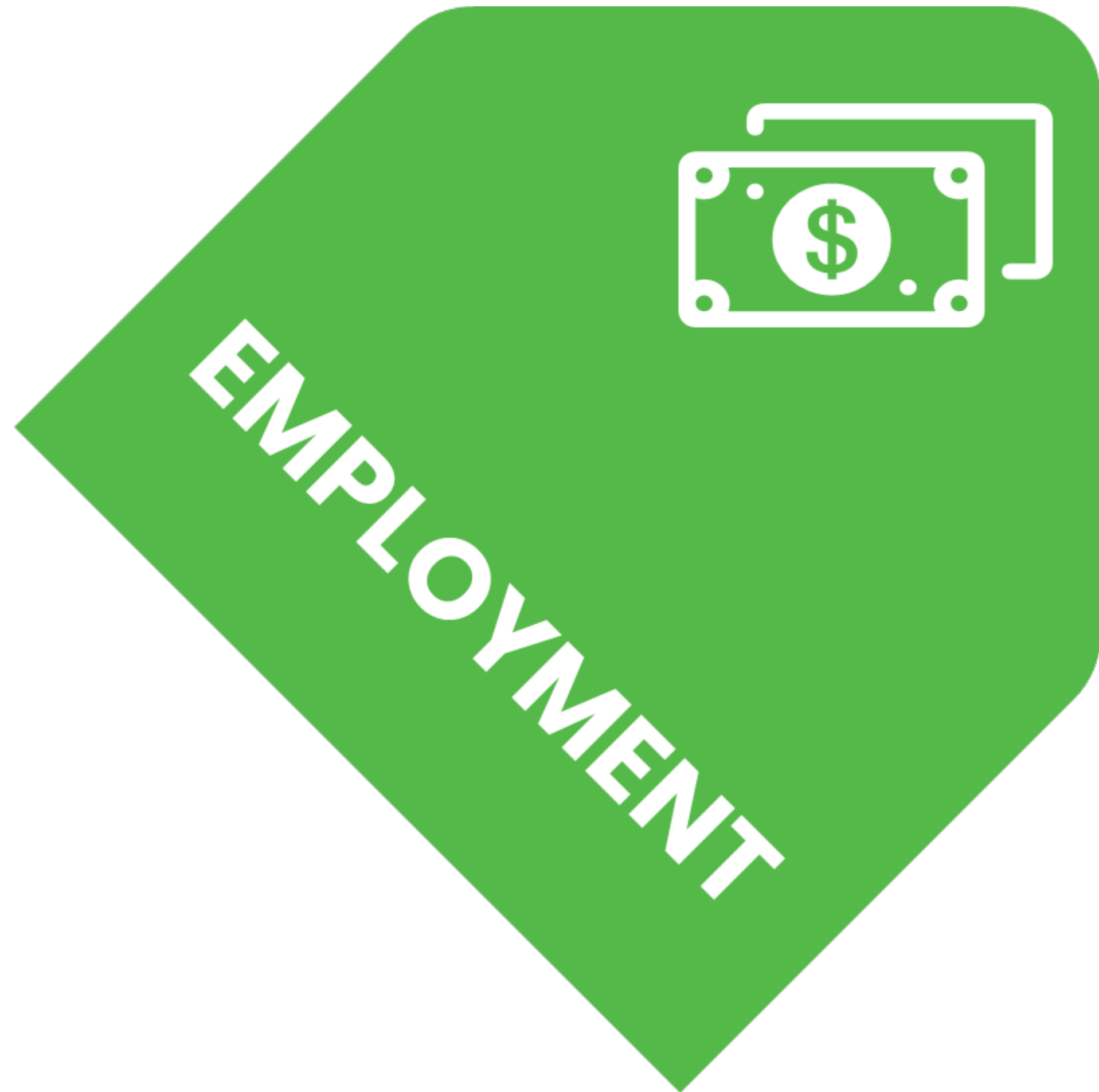
In the Experience phase, we bring learning to life by providing customers with real-world opportunities.

This is where our role becomes crucial in connecting them with internships, work experience and scholarships in collaboration with our partners. These experiences are designed to build confidence and prepare customers for the demands of their chosen careers.

EXPERIENCE: BRINGING LEARNING TO LIFE



4-E SERVICE DELIVERY MODEL



Finally, we reach **Employment**, the phase where aspirations turn into reality.

Here, we will continue to support our customers as they secure career opportunities, prepare for interviews, and advance their professional growth. Our guidance will help them obtain roles that align with their goals, leading them to start fulfilling careers with confidence.

[RETURN TO AGENDA](#)

EMPLOYMENT: TURNING ASPIRATIONS INTO REALITY



INFORMATION ITEMS:



WORKFORCE OPERATIONS UPDATE

Program Updates



STRATEGIC INITIATIVES

Education & Industry Consortium Update





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OTHER BUSINESS



UPCOMING CAREER SERVICES COMMITTEE MEETINGS:

- **4/10/25 (Thu): 3:00 p.m. to 4:30 p.m.**
- **5/22/25 (Thu): 9:00 a.m. to 10:00 a.m.**
(Pending Budget Workshop Date in May)



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▶ **Adjournment**

ADJOURNMENT



CONNECT WITH US



or in person by appointment, in your place of business or at one of our Career Centers.



THANK YOU

Phone: 800.757.4598

Website: www.CareerSourceCentralFlorida.com