



BOARD OF DIRECTORS MEETING

CareerSource Central Florida | 9/25/25

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ISHMENT
BEGINS WITH A DREAM.



9/25/25 BOARD OF DIRECTORS MEETING DETAILS

Meeting Details

Meeting Agenda

Welcome

Roll Call

Public Comment

Spotlight Story

Board Recognition

Consent Agenda

Information/
Discussion/
Action Items

Insight

Other Business

Adjournment

Appendix

What: CSCF Board of Directors Meeting

When: Thursday, September 25, 2025
9:00 a.m. – 10:30 a.m.

Where: National Training Center (*Orlando Health/South Lake Hospital Campus*)
1935 Don Wickham Drive, Clermont, FL 34711

or

Virtual Option via Zoom:

Link: <https://careersourcecf.zoom.us/j/88500524416?pwd=d4g3QBkObSIImnyWRKbxNuFzKSefbJI.1>

Dial In: 1 (929) 205-6099 / Meeting ID: 885 0052 4416 / Passcode: 556780

	Agenda Item #”	Topic	Presenter	Action Item
Meeting Details	1.	Welcome - Pledge of Allegiance - Host Welcome	Sheri Olson Lance Sewell	
Welcome	2.	Roll Call / Establishment of Quorum	Kaz Kasal	
Roll Call	3.	Public Comment	Sheri Olson	
Public Comment	4.	Spotlight Story	Gina Ronokarijo	
Spotlight Story	5.	Board Recognition	Sheri Olson	
Board Recognition	6.	Consent Agenda A. 6/12/25 Board Meeting – Minutes B. Nonrenewal Seminole Office (Finance) C. Nonrenewal Southeast Orange Office (Finance) D. Budget Adjustment (Finance)	Sheri Olson	X
Consent Agenda	7.	Information / Discussion / Action Items A. Chair’s Report B. President’s Report C. Finance Report D. Committee Reports 1) Executive (<i>met on 9/17/25</i>) 2) Audit (<i>met on 9/3/25 w/ Finance</i>) 3) Facilities Ad Hoc (<i>met on 8/25/25</i>) 4) Career Services (<i>met on 7/24/25 & 9/11/25</i>) a) Procurements: i. Summer Youth Program 2026 (Engage & Explore) ii. Work Transition Program iii. One-Stop Operator 5) Community Engagement Committee (<i>met on 8/28/25</i>)	Sheri Olson Pamela Nabors Eric Ushkowitz Sheri Olson Matt Walton Matt Walton Andrew Albu	 XX X X
Information/ Discussion/ Action Items				
Insight				
Other Business				
Adjournment				
Appendix			Lindsey LeWinter	

9/25/25 BOARD OF DIRECTORS MEETING AGENDA

Meeting Details Meeting Agenda Welcome Roll Call Public Comment Spotlight Story Board Recognition Consent Agenda Information/ Discussion/ Action Items Insight Other Business Adjournment Appendix	Agenda Item #	Topic	Presenter	Action Item
	7.	Committee Reports Continued... 6) Finance (met on 9/3/25 w/Audit) 7) Governance (met on 8/14/25) 8) Revenue Diversity & New Markets (meeting on 10/21/25)	Eric Ushkowitz David Sprinkle John Gill	
	8.	Insight A. Legislative Update	Chris Carmody Shareholder GrayRobinson	
	9.	Other Business		
	10.	Adjournment		
	Upcoming Meetings: 10/21/25 Revenue Diversity & New Markets 3:00 p.m. – 4:30 p.m. 10/29/25 Governance 3:00 p.m. – 4:30 p.m. 11/13/25 Community Engagement 3:00 p.m. – 4:30 p.m. 11/20/25 Career Services 3:00 p.m. - 4:30 p.m. 12/4/25 Executive 2:00 p.m. – 3:30 p.m. 12/11/25 Consortium & Board 3:00 p.m. – 5:00 p.m.			



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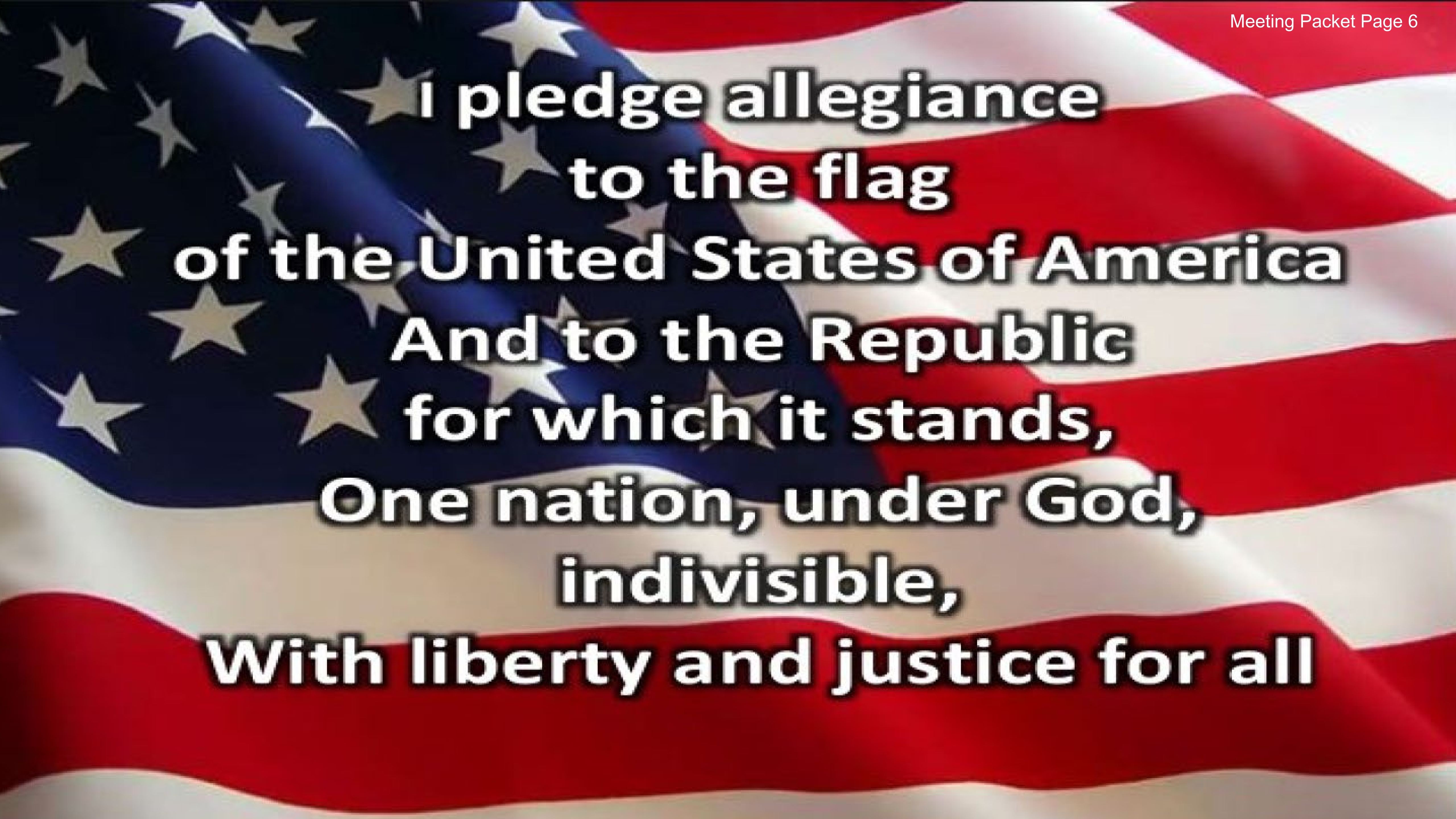
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WELCOME

The background of the image is a close-up, slightly blurred view of the American flag, showing the stars and stripes in a wavy pattern. The text is overlaid on this background.

**I pledge allegiance
to the flag
of the United States of America
And to the Republic
for which it stands,
One nation, under God,
indivisible,
With liberty and justice for all**



SPECIAL THANKS TO OUR HOST

ORLANDO HEALTH®

 **National
Training Center**



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ROLL CALL / ESTABLISHMENT OF QUORUM



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PUBLIC COMMENT



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CSCF SPOTLIGHT STORY





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BOARD RECOGNITION



OUTSTANDING SERVICE RECOGNITION



DR. MARIA VAZQUEZ
CAREERSOURCE CENTRAL FLORIDA
BOARD OF DIRECTORS
12/16/21 - 6/30/25



OUTSTANDING SERVICE RECOGNITION



JOSEPH BATTISTA
CAREERSOURCE CENTRAL FLORIDA
BOARD OF DIRECTORS
7/1/22 - 10/3/25



OUTSTANDING SERVICE RECOGNITION



BEN LARRY
CAREERSOURCE CENTRAL FLORIDA
BOARD OF DIRECTORS
7/1/22 - 9/8/25



**CAREERSOURCE
CENTRAL FLORIDA BOARD
WELCOMES**



**ROBERT BIXLER
CAREERSOURCE CENTRAL FLORIDA
BOARD OF DIRECTORS
7/1/25 - 6/30/28**

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CONSENT AGENDA

- [6/12/25 Board Minutes](#)
- Nonrenewal Seminole (*Finance*)
- Nonrenewal Southeast Orange (*Finance*)
- [Budget Adjustment \(*Finance*\)](#)

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INFORMATION / DISCUSSION / ACTION ITEMS



CHAIR'S REPORT





PRESIDENT'S REPORT

WORKFORCE OPERATIONS

**Career Seeker
Clients**

36,885



**Career Seekers
Receiving Training**

3,384



**Career Seekers
Hired**

3,659



**Career Seekers
Average Wage**

\$20.33



**148%
OF 25K GOAL**

**113%
OF 3K GOAL**

**61%
OF 6K GOAL**

**\$2.33 ABOVE
\$18 GOAL**



Statewide Operational Performance Indicators

Adult Programs: Exceeded goals on 4 out of 5 measures and met 1

Dislocated Workers: Exceeded goals on 3 measures and met 2

Youth: Exceeded goals on 2 measures, met 2, and 1 not met (credential attainment)

Wagner-Peyser: Exceeded goals on all 3 measures

CSCF scored a 95.32 (A) for Q3 of PY 24-25, ranking 4th out of 21 Florida WDBs

REPORT CARD

A

BUSINESSES

**Business
Relationships
4,934**



**123%
OF 4K GOAL**

**Interviewed
To
Hired Ratio**



3:1



BENCHMARK NUMBERS

CUSTOMER SATISFACTION

BASED ON A 10 POINT SCALE

Overall
Satisfaction

8.7

★

Loyalty
Rating

8.8

★

Referral
Rating

8.8

★

RESPONSE VOLUME

6,710

OSCEOLA

27%

WEST

28%

SOUTHEAST

16%

SEMINOLE

15%

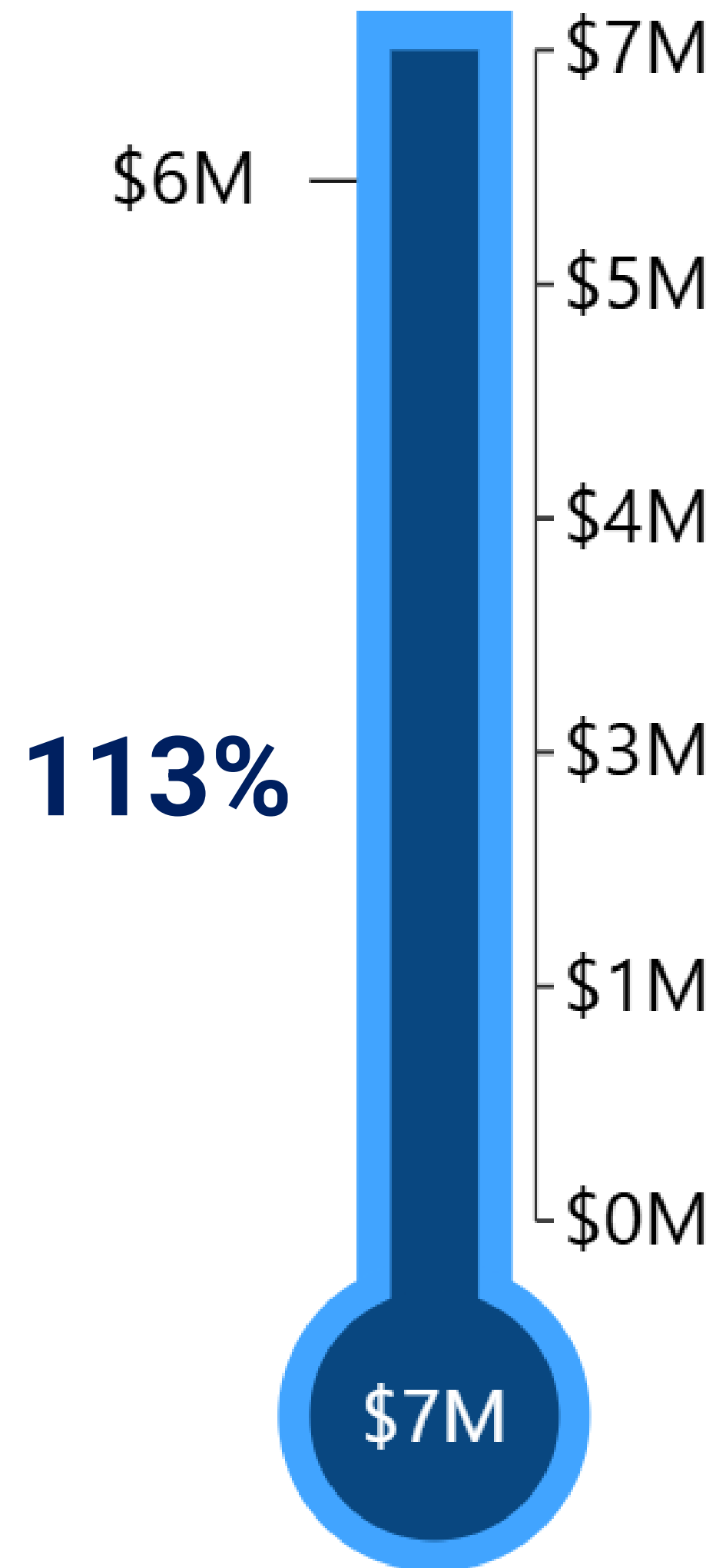
LAKE

12%

All Centers

Note: Center percentages do not total 100%—2% of responses came from outbound calls where center information was not collected.

REVENUE DEVELOPMENT GOAL



\$6,754,158

ATTAINMENT

\$10,425,408

REQUESTED

20

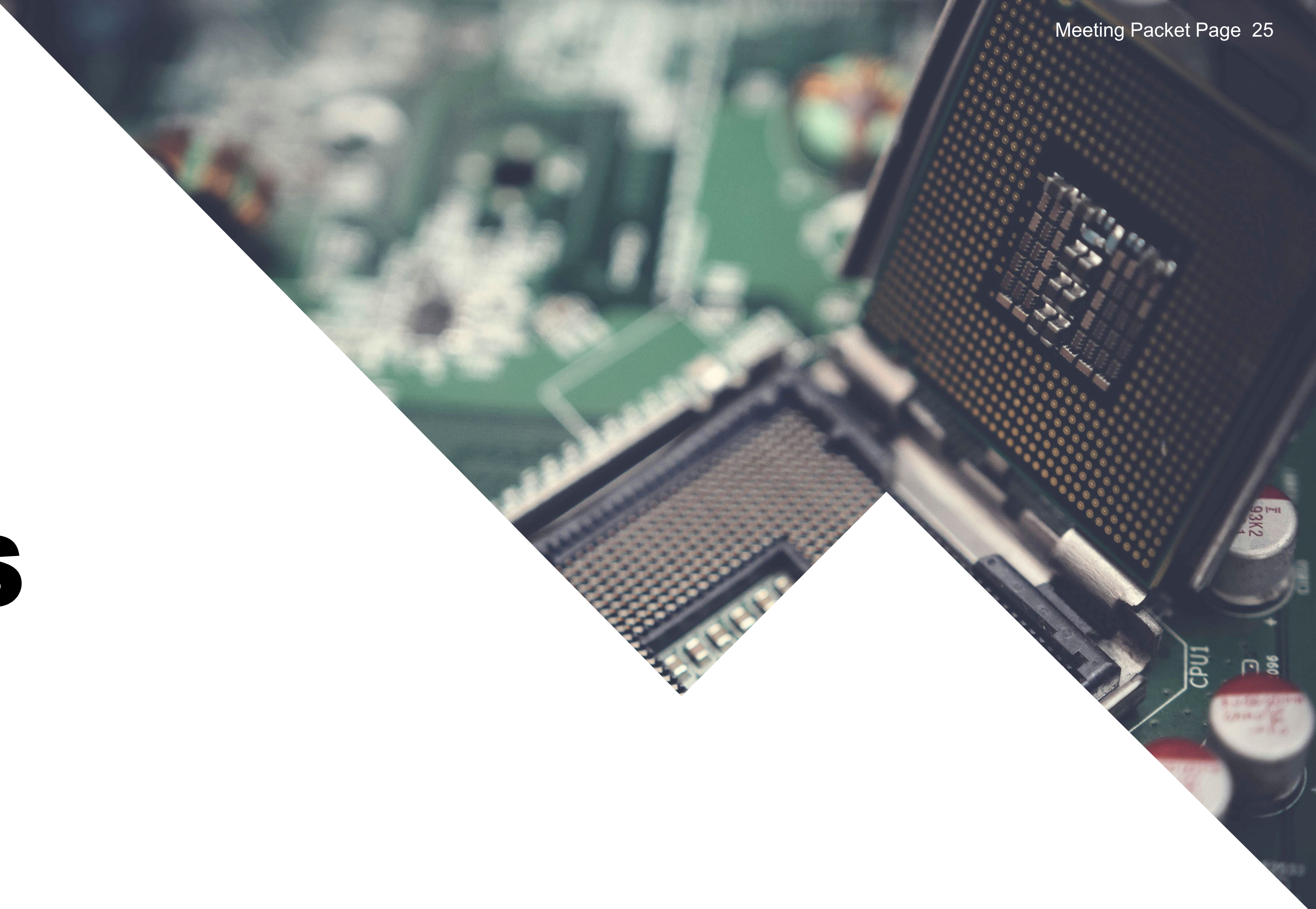
FUNDERS

35

SOLICITATIONS



UPDATES



CSCF Board and Staff Achievements & Recognition

- Seminole County Commission recognized Richard Sweat with proclamation for service on CSCF Board and leadership in workforce development
- Nidra McCall honored as CSCF Region 12's Workforce Champion at 2025 Workforce Summit awards luncheon for her dedication and leadership in workforce development
- Leadership Osceola Class of 2025 Graduate Earnest Alston
- Program Manager, Angela Hunter nominated and accepted to serve on the Board of Directors for the National Employment Network Association.



RISE & THRIVE

CELEBRATING WORKFORCE SUCCESS



Strong Attendance & Engagement

- Over 200 business and community leaders

Fundraising Success

- Raised over \$54,000

Recognition of Partners & Career Seekers

- Community Impact Award (Orange County)
- Aspire Award (Jayden Graham, Marvin Mondesir)

High-Profile Program Elements

- Keynote delivered by Brad Turner-Little





Legislative Update

Where is advocacy currently needed?

- America's Talent Strategy: Equipping American Workers for the Golden Age
- PY26 Federal Funding
- House vs. Senate Workforce Funding Levels
- Alignment between US DOL, ED, Commerce, HHS





Media Highlights

- CSCF-Goodwill Partnership
 - Orlando Sentinel front page, Sept 9
- Summer Youth Program
 - Spectrum 13, Aug 26
- Op-ed from Richard Sweat
 - Orlando Sentinel, Aug 26
- Seminole County Public Sector Academy
 - Sanford Herald, Aug 13
- Summer Youth Program, Fairwinds Foundation
 - Orlando Business Journal, Aug 12



Initiative offers moms help, training, path to independence

By Michael Cuglietta
Orlando Sentinel

Niada Crespo searched for jobs for six months but the single mother was never hired. She was living with her uncle, but he planned to move out of state, making her feel increasingly desperate about her efforts to start a life for herself and her son in Central Florida.

Then, after applying for public assistance, she learned of a new program that would pay for on-the-job training and subsidize childcare so she could take part in the get-off-welfare initiative. "It was life changing because I was on the edge, ready to give up and losing hope. And having a kid made it very hard," Crespo said. The new initiative, launched in April by Goodwill and CareerSource Central Florida, allows people on public assistance to do paid, 12-week stints at a Goodwill Retail and Donation Center. Participants get help with childcare and transportation and are assigned a job coach. Upon completion, they can stay at Goodwill as an employee, get help applying for a job elsewhere, or use a scholarship to attend local schools like Valencia College and Seminole State College. CareerSource, already focused on helping residents get off public assistance, hopes its new, more intensive services will produce better results. "We're trying to figure out in this pilot program, if people were supported in their first 12 weeks of work with literally a job coach,

Turn to Moms, Page 2



Seminole County Students Celebrate Completion of Inaugural Public Sector Academy

August 13, 2025 - 22:55 Posted in: NEWS

A four-week career exploration program by CareerSource Central Florida and Seminole County Government empowering high school students to explore careers in the public sector

Orlando Sentinel OPINION

GUEST COLUMNIST

Connecting people with stable careers builds communities

When Nathan left the U.S. Army after years working as a helicopter mechanic, he had valuable skills — but finding a civilian job wasn't easy. The applications went out, but the interviews didn't come. The transition felt uncertain, and the idea of a stable career seemed just out of reach.

That changed when he connected with CareerSource Central Florida's veterans team. They helped him translate his military experience into civilian terms, polish his resume, and practice for interviews. Soon after, Nathan landed a technician job at one of Central Florida's major theme parks. For him, that paycheck wasn't just income — it was a source of pride, proof that he could build a future for himself after service.

Nathan's journey is one of thousands happening quietly in our community every



Richard Sweat

year. CareerSource Central Florida helps people find jobs, gain new skills, and connect with employers who need their talents. Last year alone, the organization served more than 36,000 people whose skills and wages boosted the local economy by over \$157 million.

That success is built on strong community connections and a deep understanding of the local job market. The organization works with real businesses, real workers, and real opportunities — not just numbers on a chart.

Just as important, they open doors for the next generation. Take Jayden, a local high school student who joined the popular Summer Youth Program and landed an internship at NeoCity, the center of our region's growing semiconductor industry. That hands-on experience showed him that high-tech careers were within reach right in

his own backyard. It sparked a passion that helped him earn admission to MIT.

For Jayden, the program meant more than just exposure to an industry — it was his first paycheck, a moment of independence and accomplishment. For the business hosting him, it was a chance to meet and mentor a future employee. Programs like these give students real-world skills, show them opportunities close to home, and connect employers with the talent they'll need tomorrow.

Stories like Nathan's and Jayden's prove what's at stake. CareerSource Central Florida's programs are lifelines that help veterans restart, students aim higher, and businesses grow. Every dollar spent means we have fewer families in crisis, more people earning steady paychecks, and stronger communities all around.

We need to continue to prioritize programs that create new skills and oppor-

tunities. Without support, fewer veterans will get that bridge to civilian careers, fewer students will discover opportunities, and fewer adults will have access to jobs and wages that support their families.

That's why we call on our leaders to act: policymakers must protect and expand workforce funding, and businesses must invest in and partner with programs that connect them to the employees of tomorrow. It's one of the smartest, most impactful investments we can make. Nathan and Jayden are proof of what's possible. If we want a stronger, more resilient community tomorrow, now is the time for leaders in our community to invest in people.

Richard Sweat is founder and president and CEO of .decimal, a medical device manufacturer based in Sanford. He is the immediate past board chair for CareerSource Central Florida.



UPCOMING DATES

- EARLIEST CONVENIENCE – STATE MANDATED REFRESHER BOARD TRAINING
- OCTOBER 21 – REVENUE DIVERSITY & NEW MARKETS COMMITTEE
- OCTOBER 29 – GOVERNANCE COMMITTEE
- NOVEMBER 13 – COMMUNITY ENGAGEMENT
- NOVEMBER 20 – CAREER SERVICES
- DECEMBER 4 - EXECUTIVE
- DECEMBER 11 – NEXT BOARD MEETING



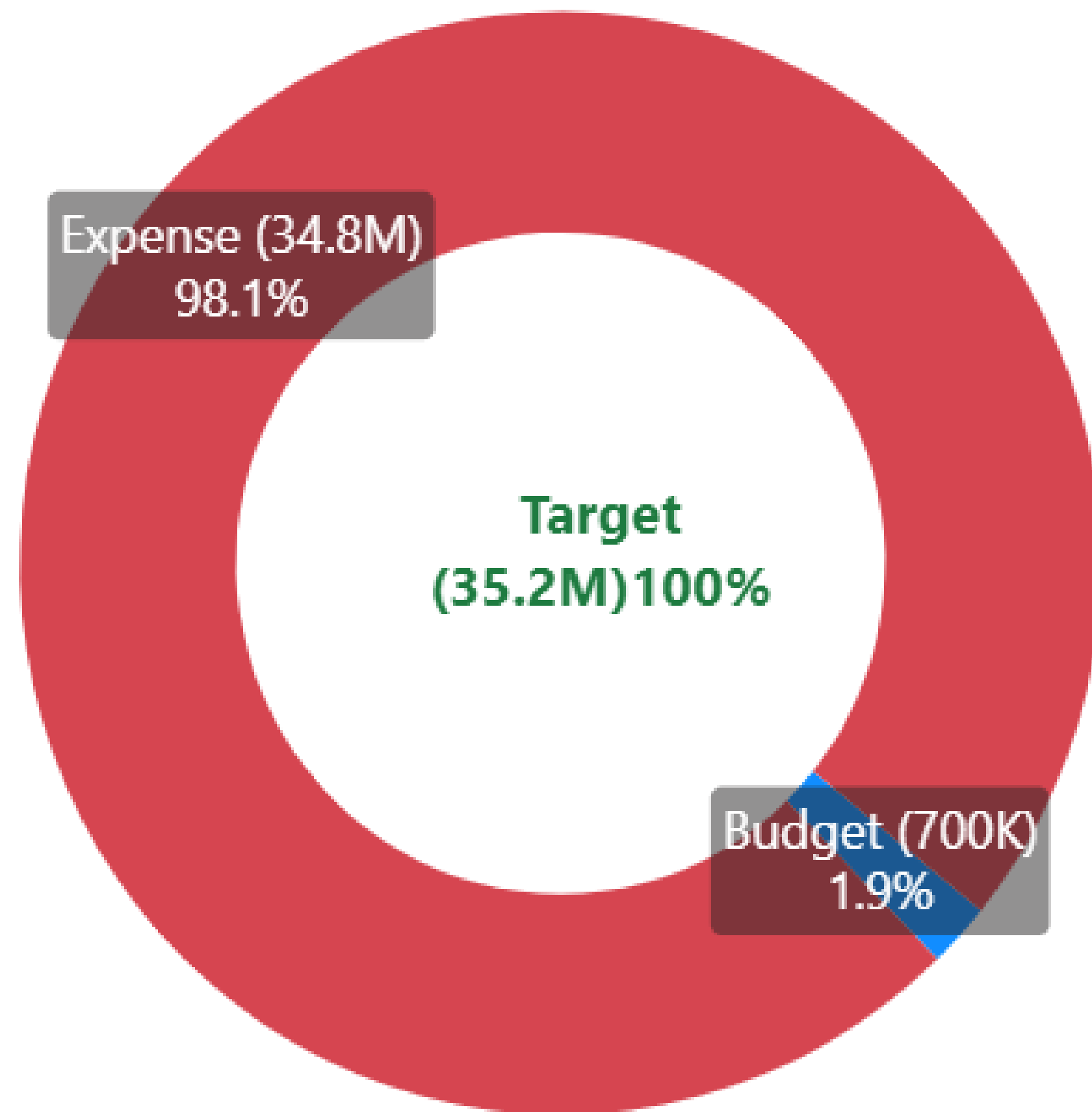
FINANCE REPORT

YEAR-END RESULTS

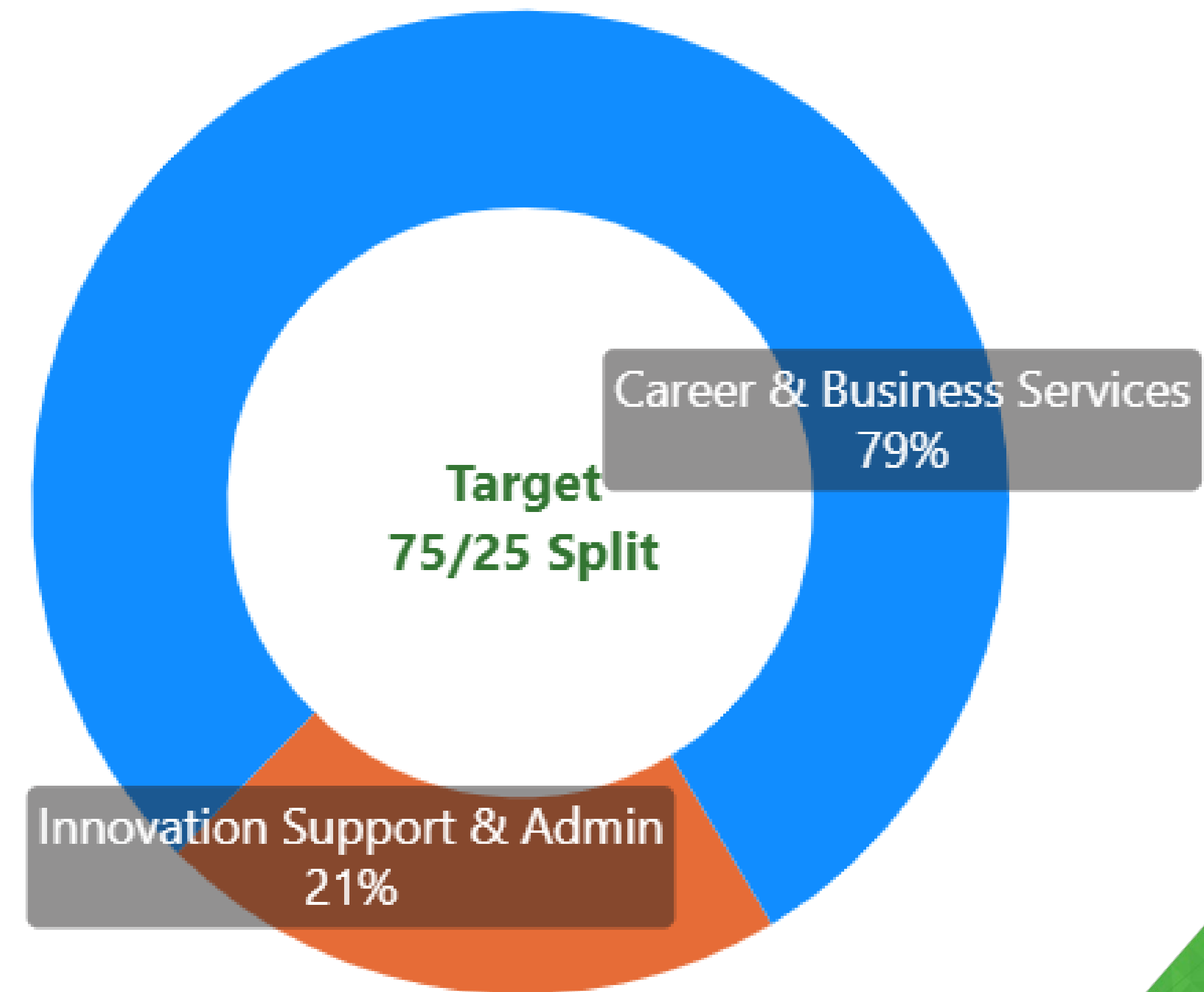
FY 7/1/24 THRU 6/30/25

BUDGET VS ACTUAL

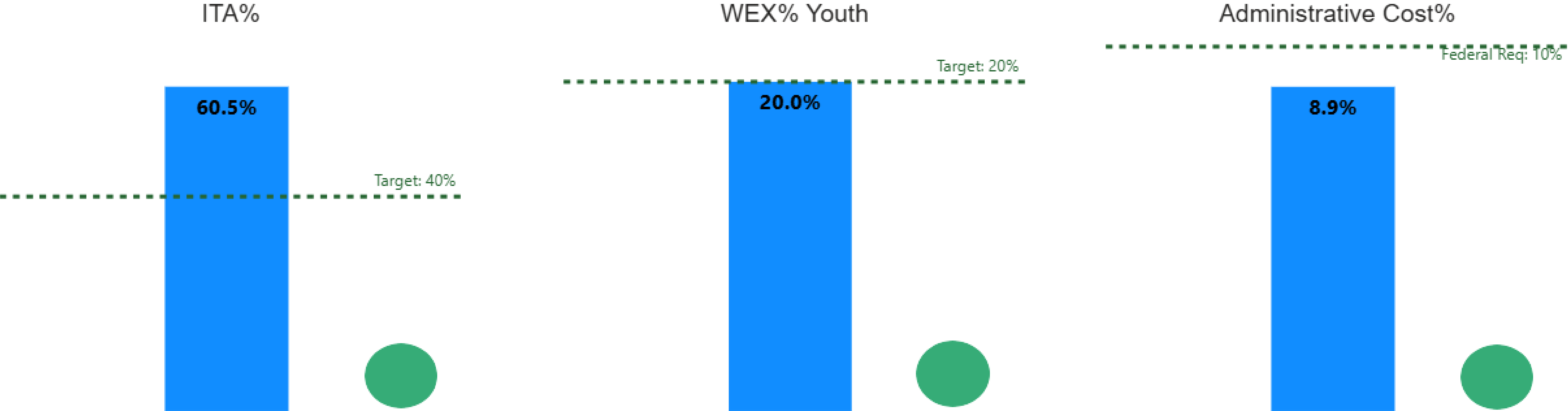
BUDGET VS ACTUAL EXPENSES



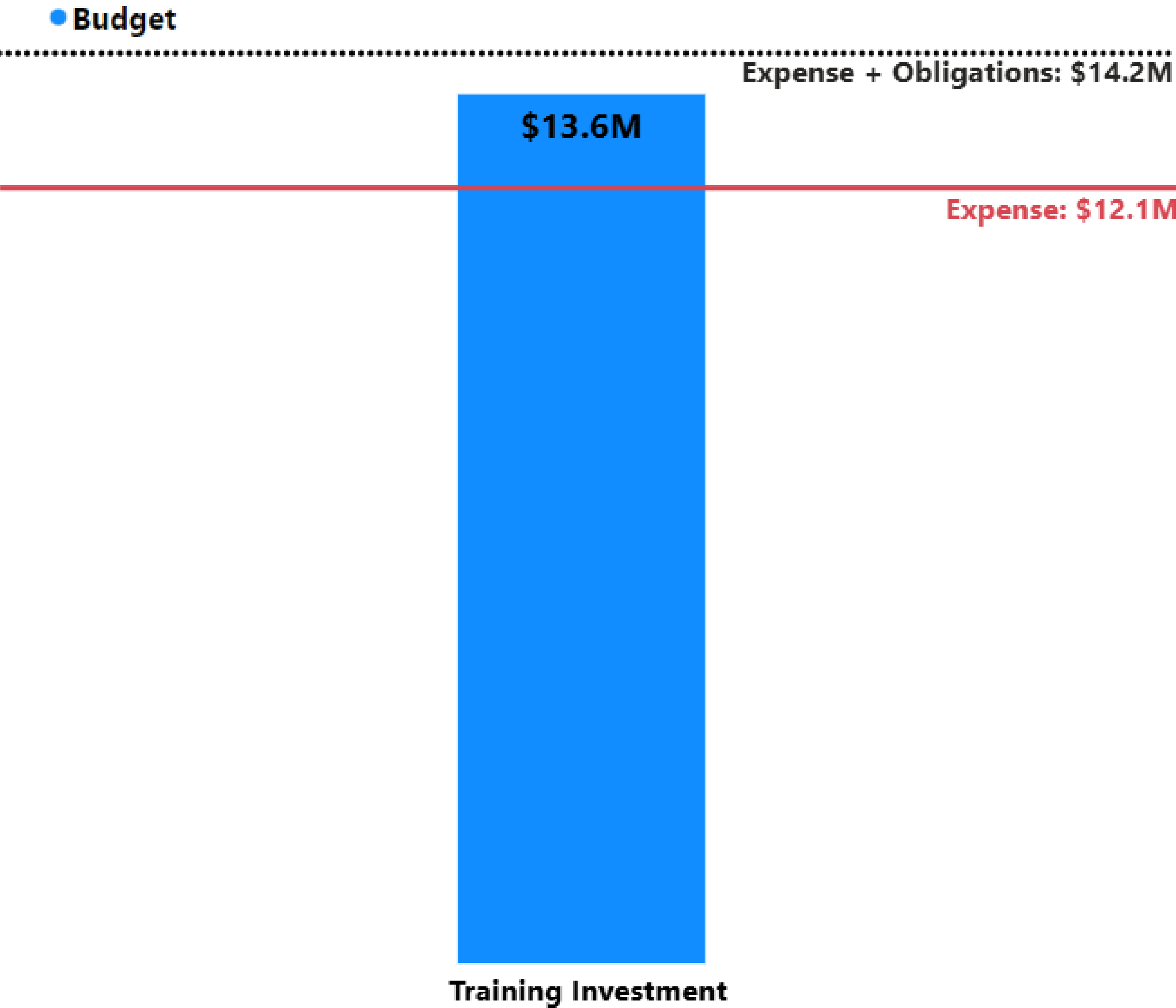
BUDGET OPERATIONS/SUPPORT



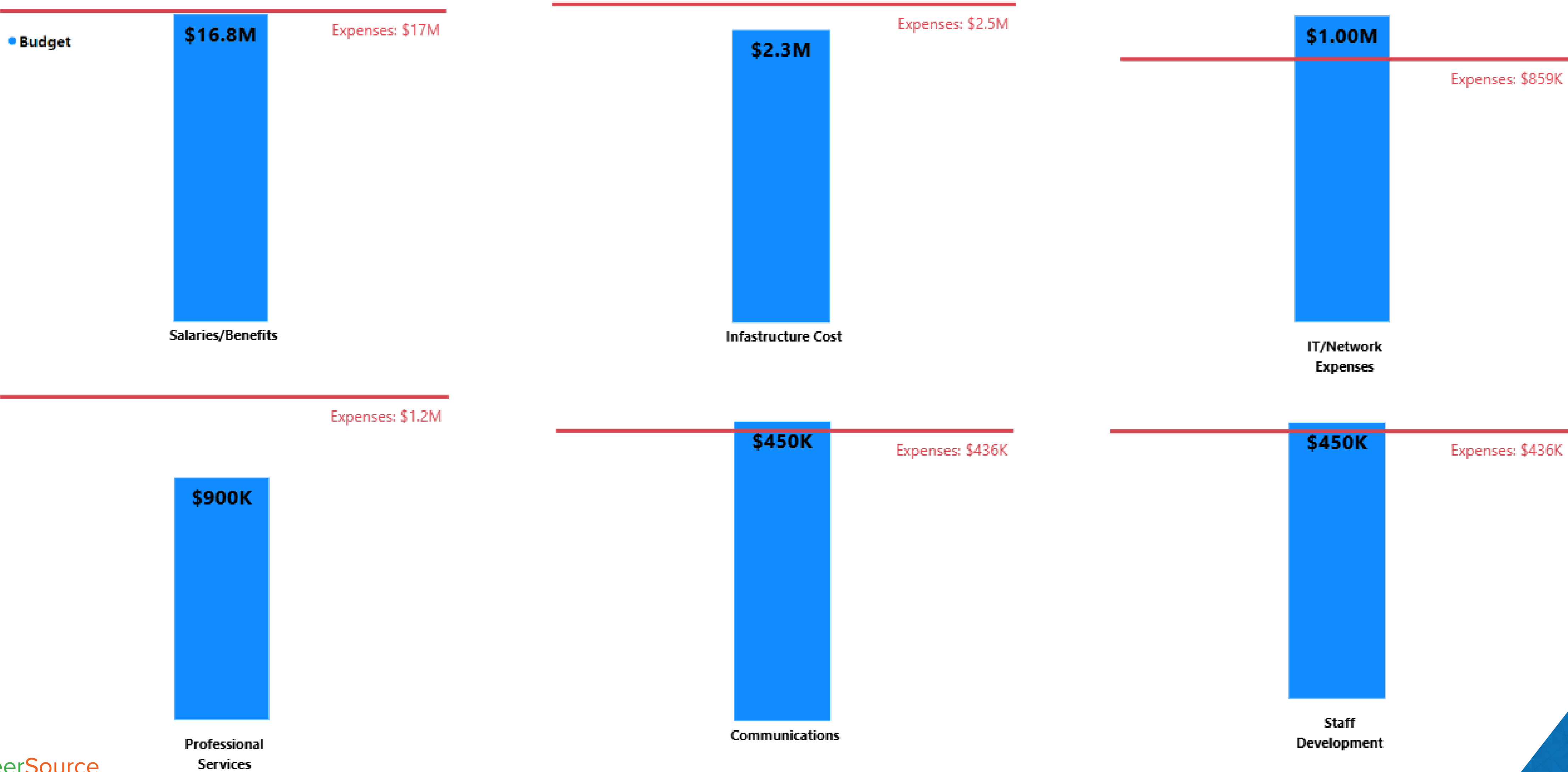
BUDGET FEDERAL/STATE REQUIREMENTS



BUDGET VS ACTUAL BY EXPENDITURE CATEGORY



BUDGET VS ACTUAL BY EXPENDITURE CATEGORY



CareerSource Central Florida
Current Year Budget and 2 yr Expenditure Comparison
As of 06/30/25

Funding Sources	CY	PY	\$	%
	Revenue	Revenue	Difference	Difference
Carry In Funds From FY 2023- 24	11,955,576	16,960,163	(5,004,587)	
FY 24 - 25 Award	31,798,944	30,039,920	1,759,024	
Award Total - Available Funds	43,754,520	47,000,083	(3,245,563)	
LESS planned Carryover For FY 25 - 26	(8,279,520)	(10,525,083)	2,245,563	
Total Available Funds Budgeted	35,475,000	36,475,000	(1,000,000)	-2.7%

	Budget	CY Expenditures	PY Expenditures	\$ Difference	% Difference
Salaries/Benefits	16,815,000	17,018,539	19,540,560	(2,522,021)	-12.9%
Career & Youth Services	13,560,000	12,132,620	11,154,277	978,343	8.8%
Professional Fees	900,000	1,270,736	1,043,061	227,675	21.8%
Outreach	450,000	435,782	324,919	110,863	34.1%
Infastructure/Maintenance & Related Cost	2,300,000	2,559,008	2,487,276	71,732	2.9%
IT Cost/Network Expenses	1,000,000	859,140	1,254,794	(395,654)	-31.5%
Staff Development & Capacity Building	450,000	540,296	512,456	27,840	5.4%
TOTAL EXPENDITURES	35,475,000	34,816,122	36,317,343	(1,501,220)	-4.1%

	BUDGET	CY ACTUAL	PY ACTUAL
ITA % (Adult DW)	40.0%	60.5%	42.7%
ITA% (Youth)	20.0%	20.0%	19.0%
ADMINISTRATIVE COST %	10.0%	8.9%	10.0%

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REPORTS BY COMMITTEE CHAIR

Executive

Sheri Olson

Audit

Matt Walton

Facilities Ad Hoc

Matt Walton

Career Services

Andrew Albu

Community Engagement

Lindsey LeWinter

Finance

Eric Ushkowitz

Governance

David Sprinkle

Revenue Diversity & New Markets

John Gill

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MEMORANDUM

To: CareerSource Central Florida Board of Directions
From: Career Services Committee
Date: September 25, 2025
Subject: 2026 Summer Youth Programs RFP – Engage Program Recommendation

CareerSource Central Florida (CSCF) issued a Request for Proposal (RFP) to secure partners for delivery of the **2026 Summer Youth Program** across Sumter, Lake, Orange, Osceola, and Seminole counties. The Engage Program leverages summer break to provide youth with career experiences in high-demand industries.

Program Highlights

- Serve no fewer than **1,500 participants** in 2026
- Supported by a **\$700,000 budget** for Engage Program activities
- Three age- and interest-based tracks for flexible career exploration

RFP Process

- **Nine proposals** were received; eight qualified for scoring
- Evaluation conducted by Review Team with averaged scores and rankings

Top Proposers by Score

1. Central Florida Urban League – 88.0
2. Valencia College – 83.3
3. Renacer en Vida Nueva, Inc. – 81.3
4. Tech Sassy Girlz – 81.0
5. Seminole State College – 80.7
6. Osceola Technical College – 75.7
7. My True Prosperity – 75.3

Action:

The Career Services Committee recommends for CSCF Board to approve authorizing staff to negotiate with the **top seven proposers** listed above to ensure robust delivery of the 2026 Engage Program, budget of up to \$700K.

Approved:
Career Services Committee: 9/11/25



MEMORANDUM

To: CareerSource Central Florida Board of Directions
From: Career Services Committee
Date: September 25, 2025
Subject: 2026 Summer Youth Programs RFP – Explore Program Recommendation

CareerSource Central Florida (CSCF) issued a Request for Proposal (RFP) to identify partners for delivery of the **2026 Summer Youth Program – Explore Track** across Sumter, Lake, Orange, Osceola, and Seminole counties. The Explore Program provides career exploration experiences to inspire and prepare youth, particularly those facing barriers, while also developing a future talent pipeline for local employers.

Program Overview

- Serve no fewer than **1,500 youth participants** in 2026
- Supported by a **\$700,000 budget for Explore programming**
- Focus on career awareness and exploration activities

RFP Process

- **6 proposals received** from Valencia College, Lake Technical College, University of Central Florida, Seminole State College, Orange County Public Schools, and Osceola Technical College
- All proposals were evaluated, scored, and ranked by the Review Team

Evaluation Results (Top Scores):

- University of Central Florida – 94.0 (Rank #1)
- Valencia College – 91.7 (Rank #2)
- Orange County Public Schools – 90.0 (Rank #3)
- Lake Technical College – 83.7 (Rank #4)
- Seminole State College – 82.7 (Rank #5)
- Osceola Technical College – 82.3 (Rank #6)

Action

The Career Services Committee recommends the CSCF Board to approve authorizing staff to negotiate with **all six proposers** to deliver the 2026 Explore Program, budget of up to \$700K.

Approved:
Career Services Committee: 9/11/25



MEMORANDUM

To: CareerSource Central Florida Board of Directors
From: Career Services Committee
Date: 9/25/2025
Subject: Request for Approval to Negotiate – Welfare Transition Program RFP (PY26-WTP-RFP)

CareerSource Central Florida (CSCF) recently issued a Request for Proposal (RFP) to solicit proposals from qualified organizations capable of delivering comprehensive employment and support services under the Welfare Transition Program (WTP). This initiative is designed to assist individuals facing barriers to employment in achieving long-term self-sufficiency through structured work opportunities, individualized coaching, and skill-building resources.

Advance notification of the RFP was provided to six (6) organizations identified as capable WTP providers, and the opportunity was also posted on the CSCF website. Two proposals were received:

1. **Goodwill Industries of Central Florida**
2. **Central Florida Urban League**

The Review Team conducted a thorough evaluation of both proposals, with each member submitting individual scores that were averaged to determine final rankings. The results are as follows:

Proposer	Average Points	Rank
Goodwill Industries of Central Florida	91.7	1
Central Florida Urban League	71.0	2

Based on the scoring and team review, the Review Team has recommended entering into negotiations with **Goodwill Industries of Central Florida**, the top-ranked proposer.

Action:

The Career Services Committee recommends the CSCF Board to approve authorizing staff to negotiate with Goodwill Industries of Central Florida to deliver the PY26 Welfare Transition Program, budget of up to \$750K.

Approved:
Career Services Committee: 9/11/25



MEMORANDUM

To: CareerSource Central Florida Board of Directors
From: Career Services Committee
Date: 9/25/25
Subject: Action Required – Designation of CareerSource Central Florida as One-Stop Operator

Background

In accordance with the Workforce Innovation and Opportunity Act (WIOA) Sec. 121(d)(2)(A), each Local Workforce Development Board (LWDB) must competitively procure and designate a One-Stop Operator (OSO). Florida Commerce and CareerSource Florida policies reinforce this requirement to ensure compliance, transparency, and effective coordination of the local career center system.

CareerSource Central Florida (CSCF), through CareerSource Research Coast (CSRC) acting as procurement agent, issued a Request for Proposal (RFP) for One-Stop Operator services. The RFP was distributed to five organizations and publicly posted. CSRC received one proposal—submitted by CSCF itself.

The CSRC Review Team evaluated the proposal against established criteria. CSCF's submission received an average score of **91/100**, ranking as the top (and only) respondent. CSRC has formally recommended CSCF to serve as its own One-Stop Operator, with a proposed budget of **\$20,000**.

State Policy Compliance

Florida Commerce and CareerSource Florida policy allow an LWDB to serve as its own OSO if:

- A competitive procurement process is documented.
 - The LWDB formally approves the designation.
 - Oversight and service delivery duties remain clearly separated.
 - The OSO is reviewed annually for performance and compliance.
-



Action

The Career Services Committee recommends the CSCF Board approve to endorse CSCF’s designation as its own One-Stop Operator with a budget not to exceed \$20,000.

Next Steps

Upon CSCF Board approval, CSCF will notify Florida Commerce and CareerSource Florida of the designation and maintain compliance documentation for monitoring purposes.

Attachments:

- CSRC Recommendation Letter (August 28, 2025)
- Internal RFP Evaluation Memo (September 2, 2025)

Approved:
Career Services Committee: 9/11/25



careersourcerc.com

August 28, 2025

Dear Proposer:

The Workforce Development Board of Treasure Coast, Inc. d/b/a CareerSource Research Coast (CSRC) has reviewed your proposal for a One-Stop Operator (OSO) in accordance with the Workforce Innovation and Opportunity Act (WIOA) sec. 121 (d) (2) (a), which requires the Local Workforce Development Board (LWDB) to competitively select a "one-stop operator" to support the implementation of services with the career center system locally. The One-Stop Operator may be a single entity or multiple entities working together to form a consortium operator.

CareerSource Central Florida (CSCFL) and your proposal passed technical review and was the only proposal received. Based on this review, CSRC is making the recommendation to the Board of Directors to have CSCFL serve as the OSO for the Local Workforce Development Area and LWDB12.

This recommendation does not oblige CSCFL or its Board of Directors to award a contract, or contracts, nor will the CSRC pay any costs incurred in the preparation of proposals. All required backup documentation is available upon request.

Sincerely,

A handwritten signature in blue ink, appearing to read "B. K. Bauer".

Brian K. Bauer
President/CEO

Administrative Office
584 NW University Boulevard, Suite 100 | Port Saint Lucie, FL 34986
p: 866.482.4473 | f: 866.314.6580





INTERNAL MEMORANDUM

To: Leo Alvarez, Chief Financial Officer - Gina Ronokarijo, Vice President of Workforce Operations
From: Peter Puterbaugh, Senior Manager of Procurement & Contracts
Subject: REQUEST FOR PROPOSAL FOR CAREERSOURCE CENTRAL FLORIDA – ONE-STOP OPERATOR -
RFP NUMBER RFP-CSCF-25-OSO-01- Review Team Results and Recommendation
Date: 9/2/2025

Background

In accordance with the Workforce Innovation and Opportunity Act (WIOA), CareerSource Central Florida (CSCF) initiated a procurement process to secure One-Stop Operator Services. WIOA envisions a workforce development system that is comprehensive, integrated, and streamlined to better align with the needs of business and to support local economic growth.

To fulfill this requirement, CareerSource Research Coast (CSRC), acting on behalf of CSCF, developed and released a Request for Proposal (RFP). The RFP was disseminated directly to five (5) organizations identified as capable providers of One-Stop Operator services and was also posted publicly on the CSCF website.

Proposal Received

CSRC received one (1) proposal in response to the RFP:

1. **CareerSource Central Florida**

Evaluation Process

The CSRC Review Team conducted a comprehensive evaluation of the submitted proposal. Each member independently scored the proposal based on established evaluation criteria. The team then convened to review and discuss the results.

The individual scores were averaged to produce the final recommended ratings and rankings. The results of this evaluation are summarized in the attached scoring matrix.

SUMMARY OF EVALUATED AVERAGE POINTS & RANK BY PROPOSER	
<i>Proposer Name</i>	
CareerSource Central Florida	
91	
1	

The CSRC Review Team is recommending to the CSCF Board of Directors that CSCF serve as the CSCF One-Stop Operator with a budget of \$20K.



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INSIGHT



Today's Presenter

Chris Carmody

Shareholder

chris.carmody@gray-robinson.com

The Players

The Florida Legislature is a bicameral body comprising the Florida House of Representatives and the Florida Senate. It convenes annually to pass laws, set the state budget, and shape policies affecting Floridians.

- 120-member House and 40-member Senate
- Senate: 27 Republicans; 10 Democrats; 1 NPA; 2 Open Seats
- House: 86 Republicans; 33 Democrats; 1 Open Seat

- Both chambers controlled by Republican supermajorities, facilitating the consideration of legislation aligned with conservative priorities.

Office of the Governor

The
Cabinet



Ron DeSantis
GOVERNOR



Jay Collins
LIEUTENANT GOVERNOR



Wilton Simpson
COMMISSIONER OF AGRICULTURE



James Uthmeier
ATTORNEY GENERAL



**Mary Clare
Hubbard**
LEGISLATIVE AFFAIRS DIRECTOR



Jason Weida
CHIEF OF STAFF



Leda Kelly
DIRECTOR, OFFICE OF
POLICY AND BUDGET



Blaise Ingoglia
CHIEF FINANCIAL OFFICER

The Florida House



Daniel Perez
SPEAKER OF THE HOUSE



Lawrence McClure
BUDGET CHAIR



Tyler Sirois
MAJORITY LEADER



Wyman Duggan
SPEAKER *PRO TEMPORE*



Sam Garrison
RULES CHAIR AND
SPEAKER DESIGNATE



Fentrice Driskell
MINORITY LEADER

The Florida Senate



Ben Albritton
SENATE PRESIDENT



Ed Hooper
BUDGET CHAIR



Jim Boyd
MAJORITY LEADER



Jason Brodeur
PRESIDENT *PRO TEMPORE*



Kathleen Passidomo
RULES CHAIR



Lori Berman
MINORITY LEADER

Future Leaders



Sam Garrison

FLORIDA HOUSE
SPEAKER-DESIGNATE
2026-2028



Jennifer Canady

FLORIDA HOUSE
SPEAKER-DESIGNATE
2028-2030



Mike Redondo

FLORIDA HOUSE
PRESIDENT-DESIGNATE
2030-2032



Jim Boyd

FLORIDA SENATE
PRESIDENT-DESIGNATE
2026-2028



Jay Trumbull

FLORIDA SENATE
PRESIDENT-DESIGNATE
2028-2030

Special Sessions & Building Tensions

Gov. Ron DeSantis called Special Session 2025-A in mid-January to cover:

- Illegal Immigration
- Condominium Law Reform
- Hurricane Relief
- Election/Petition Initiative Reform

House and Senate leaders called the special session “unnecessary” and “premature,” convening and - nearly immediately - adjourning.

Legislature convened its own special session (2025-B) focused only on illegal immigration. There, they passed a bill that the Governor subsequently threatened to veto.

Following two weeks of deadlock between the Legislature and Governor, consensus was reached and a third special session was called (2025-C) to pass a bill that the Governor signed into law shortly after.

Despite consensus reached on immigration, tension between the Legislature and Executive Office continued on a number of different topics.



1959

Total Bills Filed

269

Total Bills Passed

246

Bills Signed by Governor

11

Bills Vetoed by Governor

0

Bills Awaiting Presentation

3

Bills Allowed to Become Law
Without Signature

By the Numbers

A snapshot of activity; key stats from
the 2025 Legislative Session.



Total House Appropriations Filed

2598



Total Senate Appropriations Filed

2554

Priority Issues

The elected leaders' political and policy goals. Typically align with pressing party platforms, fiscal responsibilities, and/or current socio-economic challenges.

- Ensure a sustainable state budget while addressing revenue needs and controlling spending.
- Promoting tax and regulatory reforms to foster business investment and infrastructure projects.

- Advance measures to enhance law enforcement efforts, including stricter immigration policies.
- Invest in education reforms and workforce training to prepare Floridians for future opportunities.



Ron DeSantis, Florida Governor

Property Tax Relief

The Governor called for a constitutional amendment to significantly reduce (and potentially eliminate) property taxes in Florida. He also proposed a \$1,000 property tax rebate to all Florida homestead property owners as part of the budget/tax cut plan. The Legislature has not provided either of these.

State Engagement in Combatting Illegal Immigration

Addressed in special session(s).

"Continuing to Lead"

The Governor's State of the State Address, which kicked session off in March, focused heavily on Florida leading the way in policymaking and setting a conservative agenda.

Cementing (and Defending) Legacy

As session wore on, much of the Governor's focus turned toward efforts to solidify his base of support around the state and defend his administration from mounting criticism in the legislature.



Ben Albritton, Senate President

Rural Renaissance

One of the very first bills passed by the Florida Senate during session, the bill makes substantial policy changes and financial investments into Florida's rural counties. Transportation, broadband, educational, health care, and economic investments were all central to the omnibus bill.

Florida Citrus

A citrus grower himself, the Senate President made it clear that the decline of the industry would not continue on his watch, and significant investment was proposed to uplift farmers, respond to diseases, plant more trees, and market Florida's product.

Empowering Members

The President sought to lead a Senate that encouraged members to think and vote freely, allowing for independence of committee process.



Daniel Perez, House Speaker

Sales Tax Reduction

The House, early in session, proposed a permanent reduction in the state sales tax – from 6% to 5.25%.

Spending Cuts

Perez, consistent from his first day as speaker, has called for significant cuts in spending to reduce Florida's state budget. This was reflected in the House's budget proposal, which had \$5 billion less in total spending than that of the Florida Senate.

Targeted Repeal of Tort Reform

In 2023, the Legislature passed, and the Governor signed into law, major tort reform legislation. The House moved several bills during the 2025 session that, if passed, would have unwound some of these reforms.

The Budget

Florida's annual budget is a comprehensive financial plan crafted during each legislative session in Tallahassee. It is the one constitutionally mandated piece of legislation that the House and Senate must pass. The new fiscal year began July 1, 2025.

- Florida law mandates expenditures not exceed revenue.
- Includes education, healthcare, transportation, public safety, and environmental initiatives.

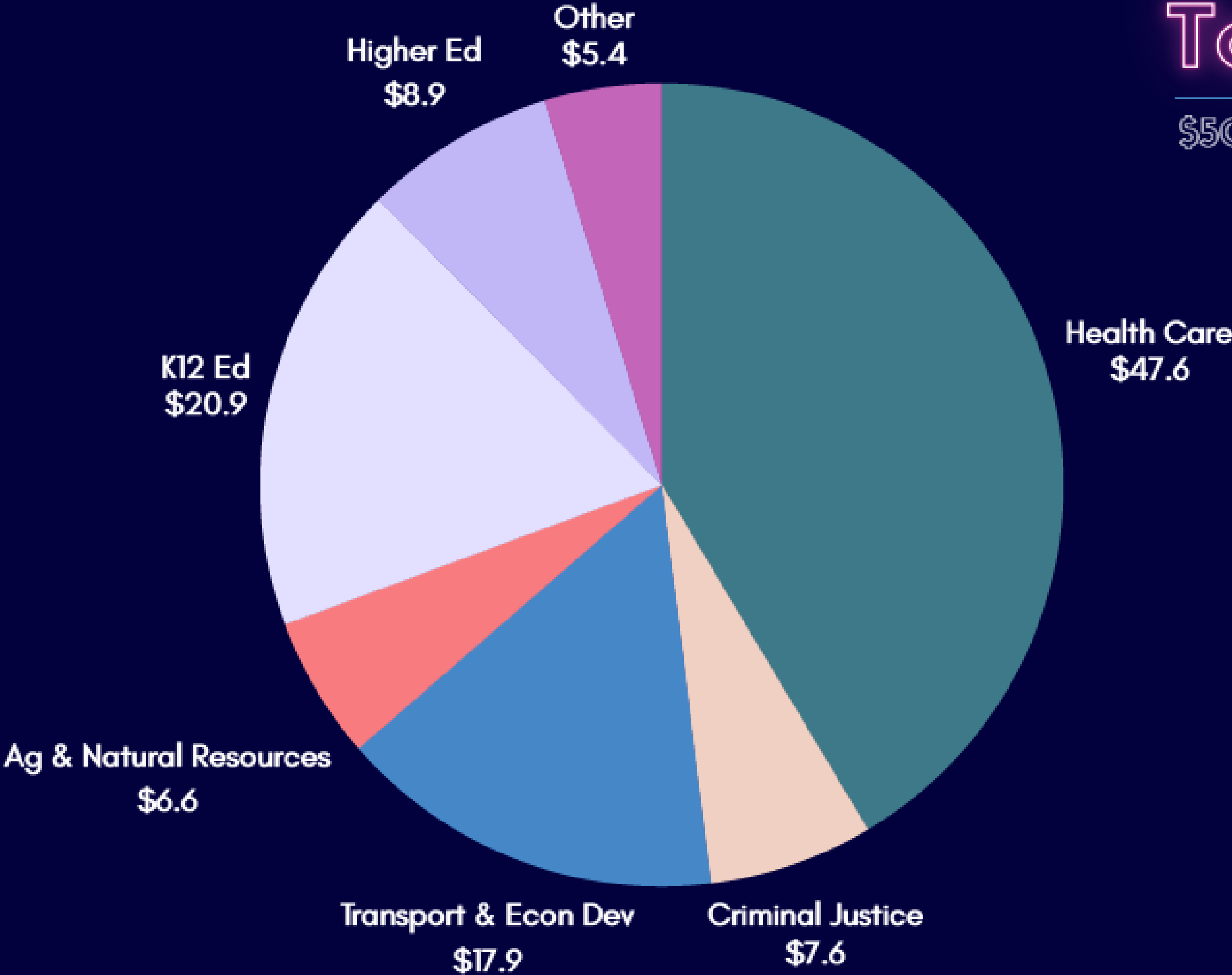
- Lawmakers negotiate allocations and may amend funding levels.
- Governor can approve or use veto power to remove specific appropriations.

The Budget

LOADING...

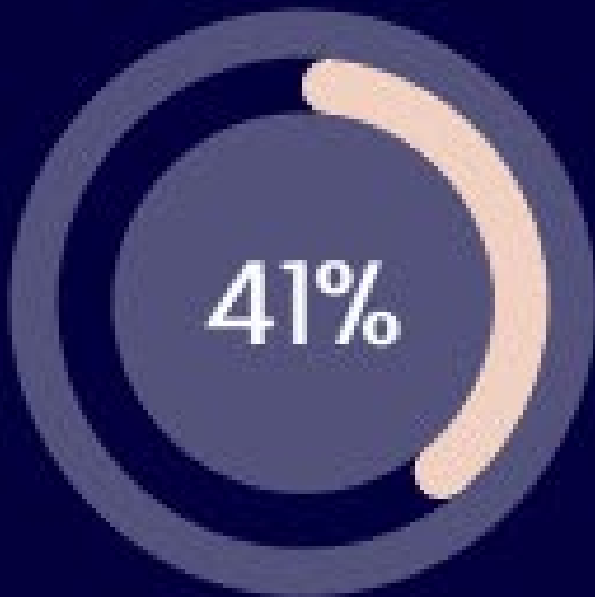
Total: \$115.1 billion

\$50.6 BILLION IN GENERAL REVENUE



Breakdown

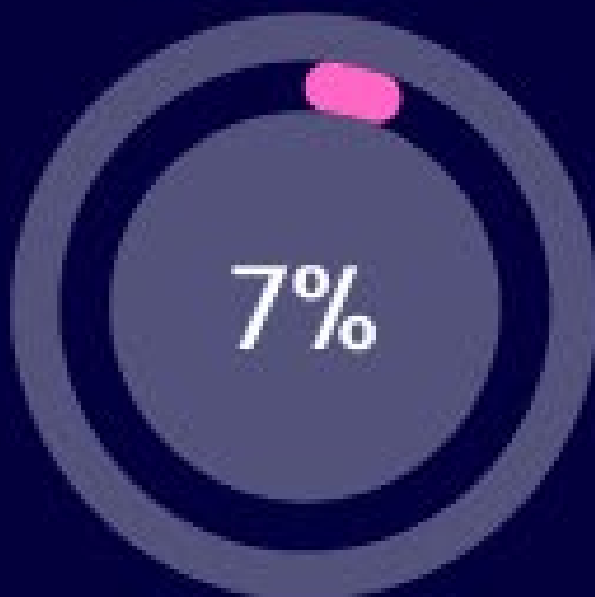
Total: \$115.1 billion



Health Care



Transportation and
Economic Development



Criminal and Civil
Justice



Other



K12 Education



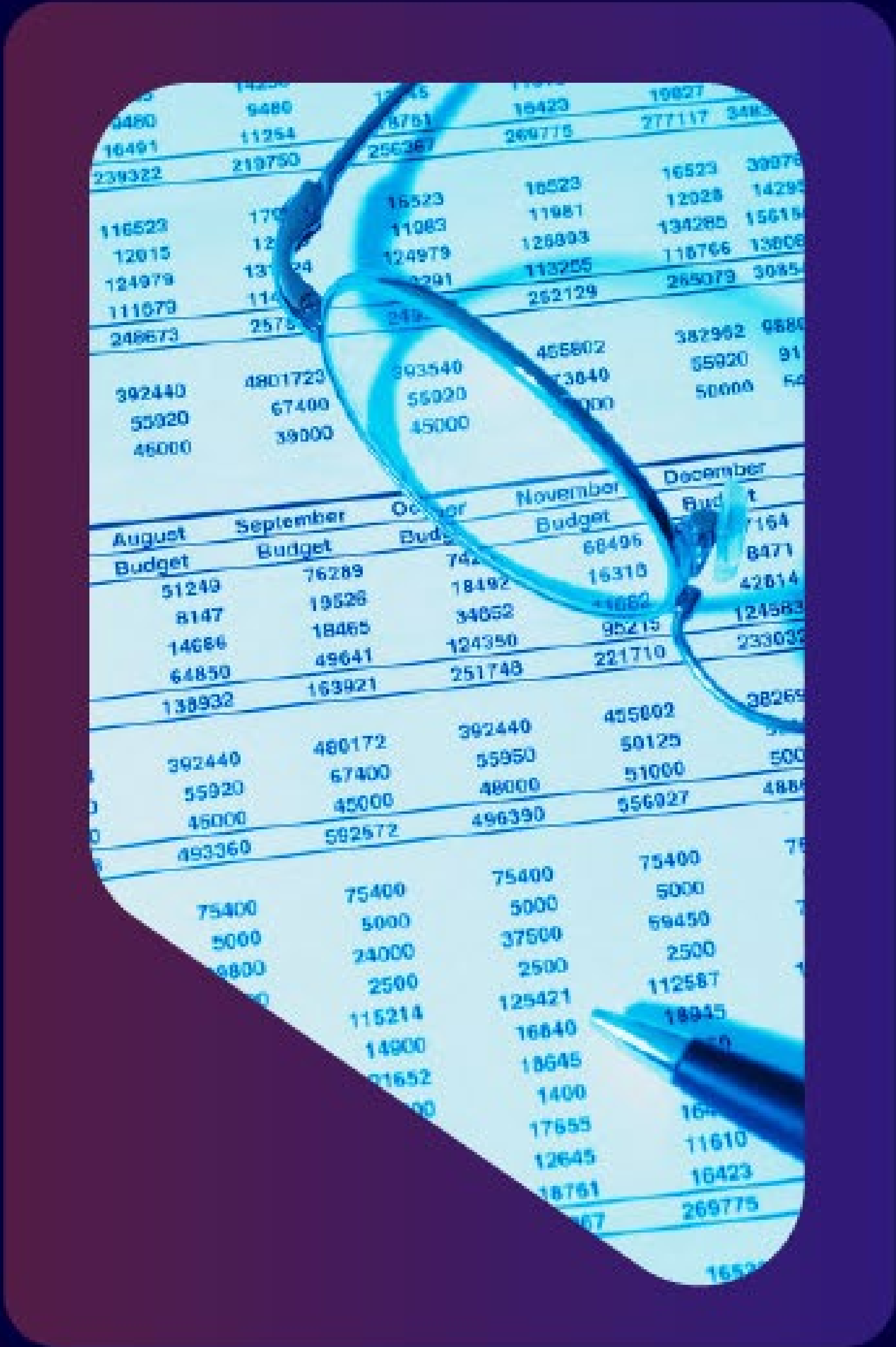
Higher Education



Ag and Natural
Resources

Budget Highlights

- FEFP per-student spending up 1.59%.
- 2% across-the-board pay raise for state employees (law enforcement and fire will receive between 8 and 13%).
- 2,200 vacant state jobs eliminated.
- Fully funds FDOT work plan.
- Fully funds Sadowski Trust Funds for affordable housing.
 - \$163.8 million for SHIP and \$221.2 million for SAIL.
- \$800 million for Everglades restoration and related environmental spending.
- 3.2% (\$3.8 billion) less in total spending than FY 2024-2025.



Big Ticket Items

\$80 million for Visit Florida.

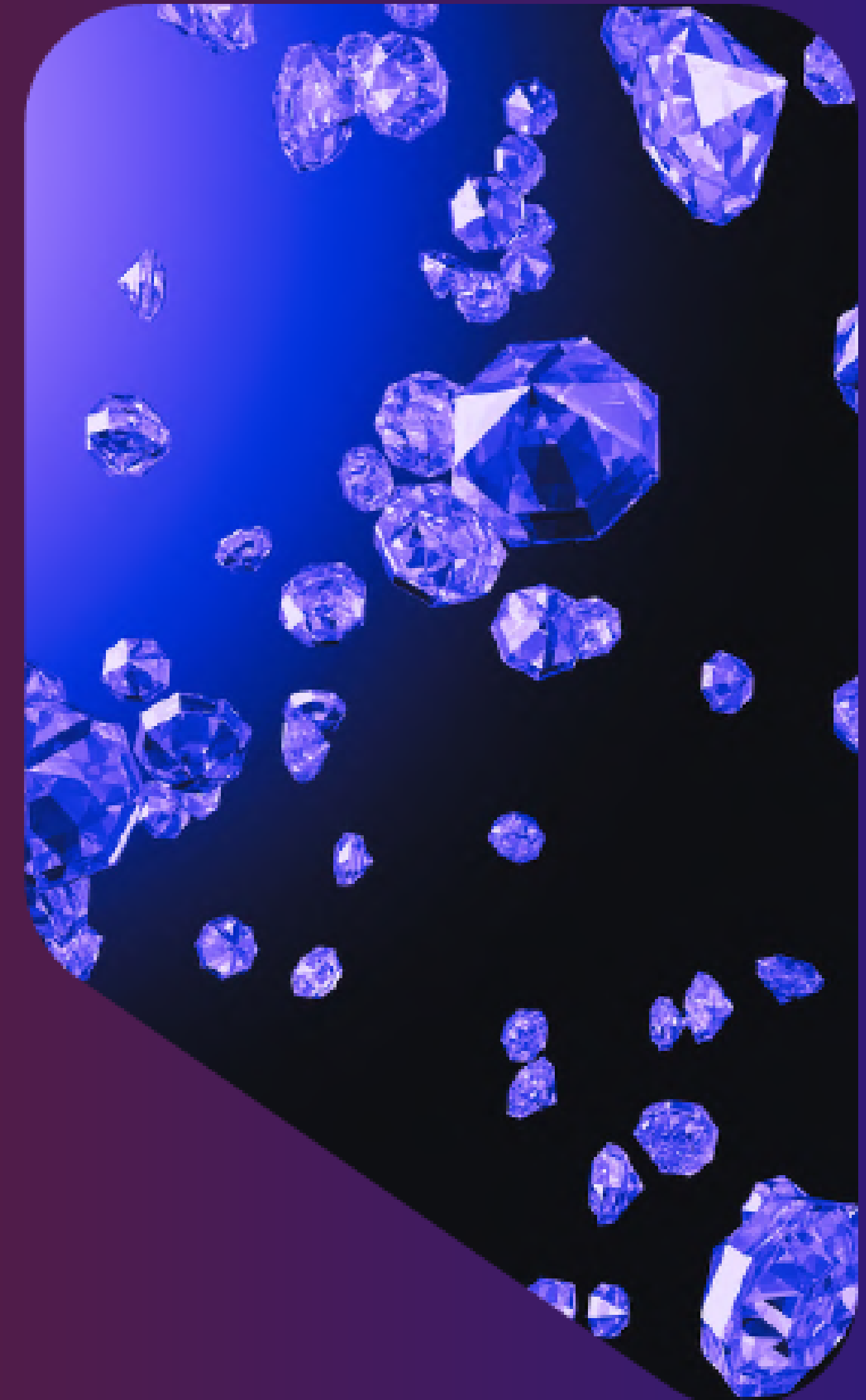
\$250 million for Rural and Family Lands Protection Program.

\$750 million into the Budget Stabilization Fund.

- Forthcoming constitutional amendment on 2026 ballot.
-

\$580 million to pay down state debt.

\$50 million for Hometown Heroes downpayment assistance program.



Tax Package

Estimated \$2.04 billion in tax cuts, including:

Permanent, full repeal of Florida's Business Rent Tax.

Permanent, month-long Back-to-School Sales Tax Holiday every August.

Repeal of Florida's aviation fuel tax.

Expanded Tourist Development Tax (TDT) uses:

- Fiscally constrained Gulf Coast counties may use TDT to fund infrastructure projects.
- All coastal counties may use TDT to fund lifeguard services.

Permanent sales tax exemption for disaster prep and outdoor safety items (e.g., sunscreen, insect repellent, bike helmets, life jackets).

Creates a sales tax holiday for hunting and fishing supplies.

Eliminates sales tax on:

- Admission to Florida state parks.
- Tickets to NASCAR races at Homestead-Miami Speedway.



Line Item Vetos

Total: \$1.35 billion

Includes veto of \$750 million for transfer of General Revenue to the Budget Stabilization Fund and roughly \$567 million in line items.

Final budget (after vetos) is only \$10 million more than the Governor's original recommended budget from January, and less than the FY 24-25 budget.



Tort Reform

PIP Repeal – Dead

Phantom Damages – Dead

“Free Kill” – Vetoed by governor on May 29



Hope Florida

Unexpectedly, but very quickly, became a central theme of the 2025 session.

The House Health Care Budget Subcommittee, led by Rep. Alex Andrade (R-Pensacola) launched a wide-ranging investigation into the Hope Florida Foundation focused on allegations of potential misuse of state funds for political purposes.

Involved in the House's inquiry (which we expect to continue in the months ahead) are the Governor, the First Lady, the Attorney General, the Hope Florida Foundation Board, the Agency for Health Care Administration, the Department of Children and Families, the Florida Chamber of Commerce, and others.



Department of Management Services

The state agency responsible for state purchasing, facility management, vehicle fleet, and a wide array of other activities also came under significant scrutiny from the Florida House.

The State Administration Budget Subcommittee, chaired by Rep. Vicki Lopez (R-Miami), raised concerns about agency leadership activity (including taxpayer-funded travel), improper procurement activities, delays in critical state programming implementation, and the “loss” of many hundreds of state vehicles, among others.

Contentious committee hearings on these topics contributed to the ever-rising political tension this year in Tallahassee and are likely to continue as the committee continues its work.



Workforce Development

HB 1145/SB 742: Workforce Education

Sponsors: Shoaf, Simon

Expands eligibility for workforce grants to charter schools, increases the number of programs requiring money-back guarantees, and enhances reporting and tuition reimbursement criteria.

- Makes charter schools eligible for the Workforce Development Capitalization Incentive Grant Program.
- Requires school districts and Florida College System institutions to offer money-back guarantees on three additional programs by July 1, 2026 and report these programs to the State Board of Education.
- Sets additional requirements for student eligibility to receive tuition reimbursement under the money-back guarantee, limiting work search requirements to those specified under s. 443.091.
- Directs the Department of Education to include eligibility criteria for tuition reimbursement in its annual performance results report.



HB 827: Statewide Study on Automation and Workforce Impact

Sponsor: Spencer

Vetoed

Requires the Department of Commerce to study and report on the economic impact of automation, particularly AI and robotics, on the state workforce.

- Defines the term “artificial intelligence” as a machine-based system that can make predictions, recommendations, or decisions for a human-defined objective.
- Directs the Bureau of Workforce Statistics and Economic Research to study job losses and gains due to AI, automation, and robotics.
- Requires analysis of industries, regions, and demographics most impacted, as well as wages, job quality, and economic benefits.
- Allows consultation with business representatives, academic institutions, local councils, and other groups for the study.
- Mandates a report of findings and recommendations by December 1, 2025, and every three years thereafter.



HB 681: Apprenticeship Funding

Sponsor: Melo



Strengthen apprenticeship program partnerships with local educational agencies, establish a standard model contract, revise reporting deadlines, and enhance funding oversight.

- Change the annual apprenticeship report publication date from September 1 to November 30 and expand the data it must include, such as detailed cost allocations, administrative hours, and wage progression.
- Require training providers and local educational agencies to determine an equitable split of apprenticeship funding and formalize their partnerships in written agreements, preventing additional fees or withheld funds beyond the agreed amount.
- Direct the Department of Education to develop a standard model contract template detailing the parties' responsibilities, funding division, and compliance requirements for apprenticeship and preapprenticeship programs.
- Mandate creation of an apprenticeship funding transparency tool by July 1, 2026, displaying historical funding amounts for apprenticeship programs by funding source and institution.
- Establish public notice and participation requirements for District Workforce Education Funding Steering Committee meetings, permit the use of communications media technology, and require timely submission of the workforce education funding model to the Legislature.

HB 561: Manufacturing

Sponsors: Cobb, Truenow

Died on Floor

Establish a Chief Manufacturing Officer within the Department of Commerce and create a promotional campaign to support and expand manufacturing across Florida.

- Adds a new duty for the Department of Commerce to encourage and oversee manufacturing efforts in coordination with the Chief Manufacturing Officer.
- Creates the Chief Manufacturing Officer position among senior leadership within the department, responsible for promoting and coordinating statewide manufacturing projects.
- Directs state and local governmental entities to assist the Chief Manufacturing Officer and requires a biennial report on manufacturing efforts.
- Creates the Florida Manufacturing Promotional Campaign to enhance consumer awareness and marketing of manufactured products in the state.
- Establishes registration requirements and rulemaking authority for participating persons, logos, product identifiers, and promotional activities.



Notable Bills



Notable Bills that Passed

- Constitutional Amendment Reform
- Fluoride Ban
- State Parks
- Condo Law Reform
- School Start Time Repeal
- DOH Package (vaccine bans)
- Brownfields



Notable Bills that Failed

- Property Insurance
- Hemp regulation
- E-verify
- College/University Presidential Searches
- Gun law changes
- CRA
- DBPR De-Regulation
- Sovereign Immunity

2026 Issues

Redistricting

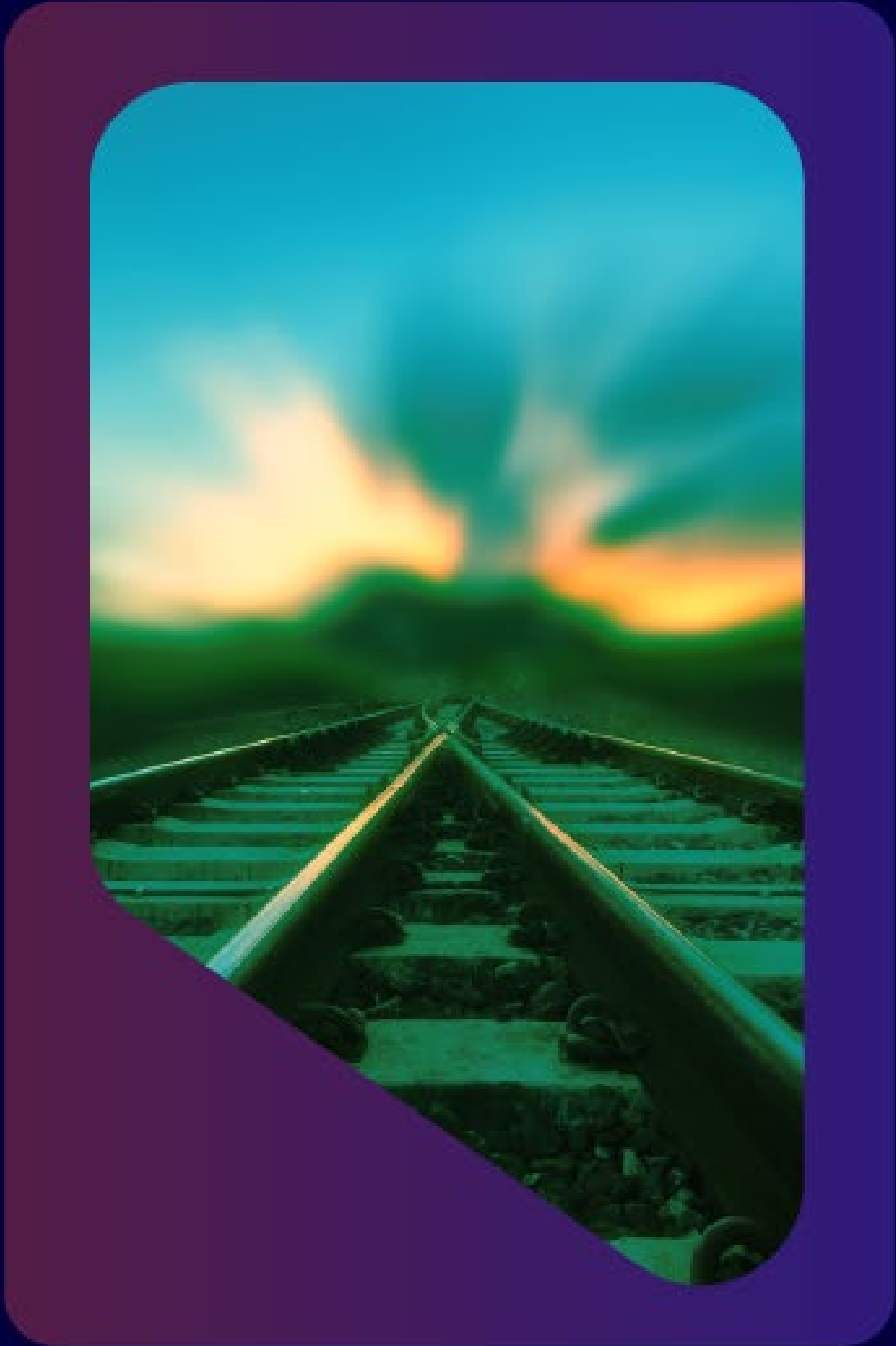
Vaccines

Property Tax

Social Media

Rural Renaissance

Tort Reform Issues

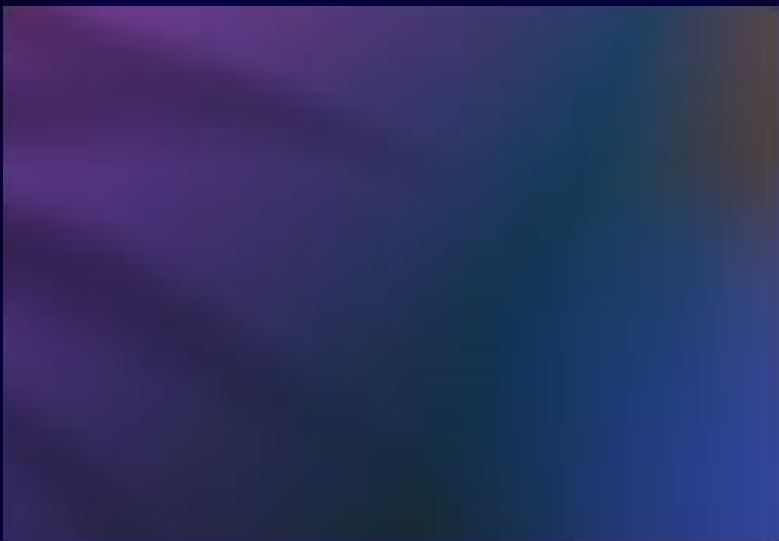
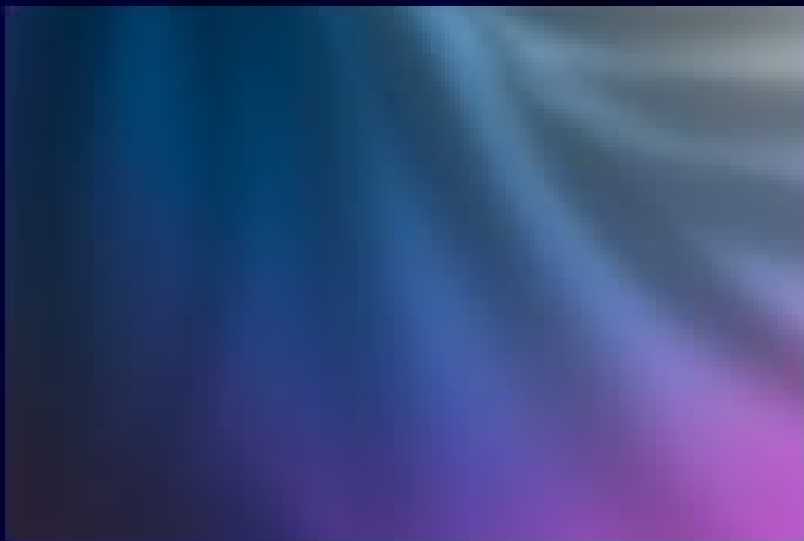
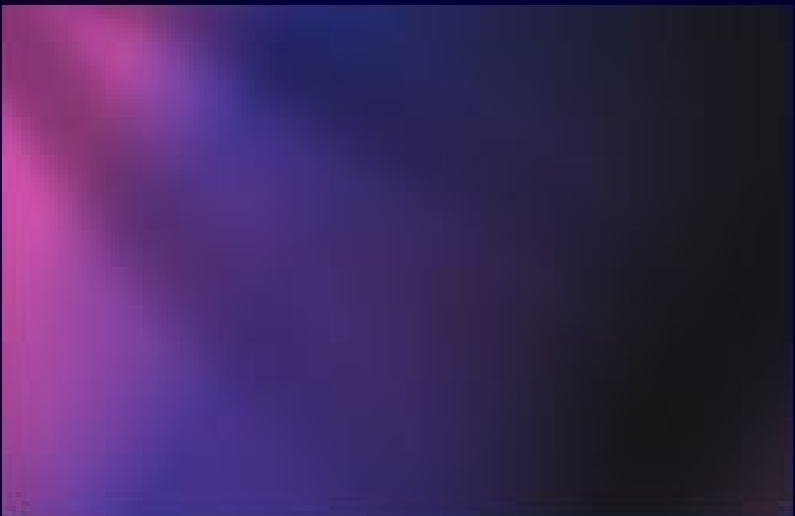
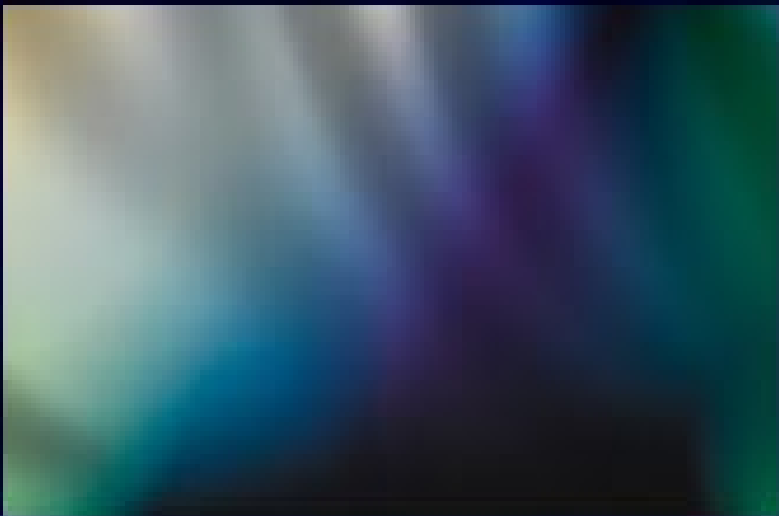
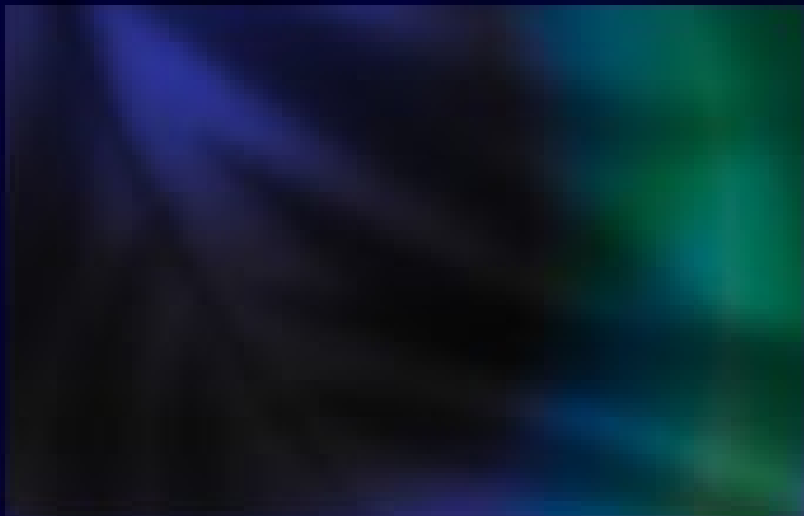
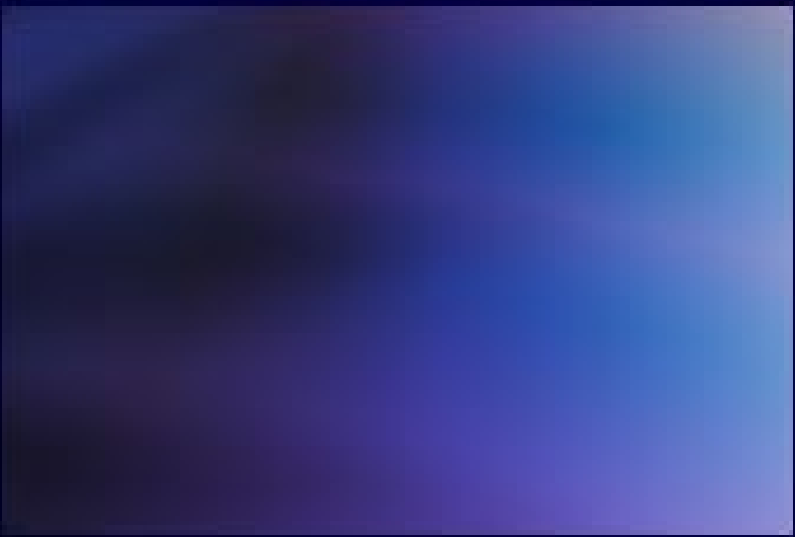


2026 Legislative Session

- Committee Week 1 – October 6-10
- Committee Week 2 – October 13-17
- Committee Week 3 – November 3-7
- Committee Week 4 – November 17-21
- Committee Week 5 – December 1-5
- Committee Week 6 – December 8-12
- First Day of Session – January 13, 2026
- Last Day of Session – March 13, 2026

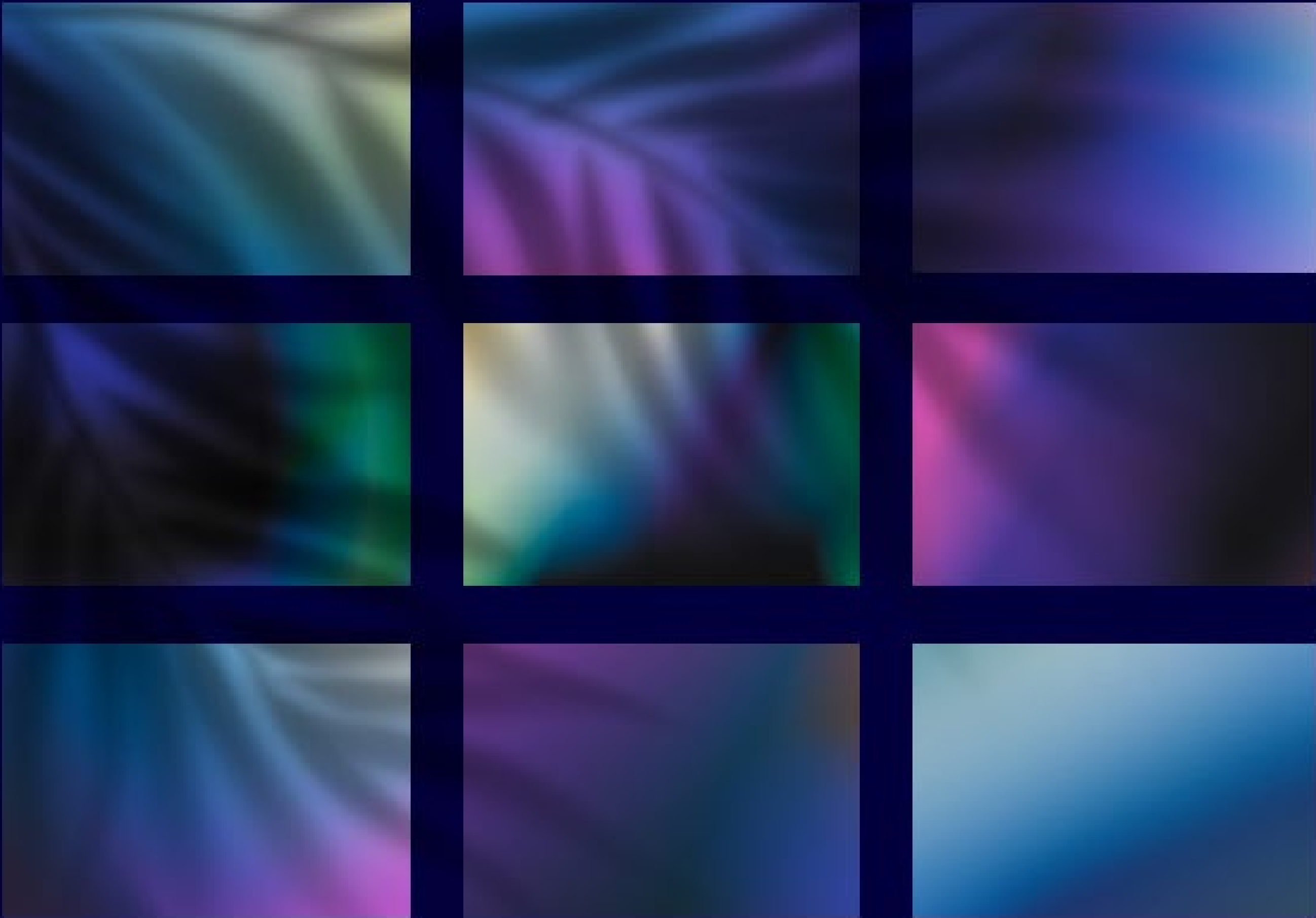


Questions



Thank You

GRAYROBINSON



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OTHER BUSINESS



REMINDER:

NEXT BOARD MEETING SCHEDULED FOR:

THURSDAY, DECEMBER 11, 2025

AT

TO BE DETERMINED

UPDATED CALENDAR INVITE WILL BE SENT OUT



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ADJOURNMENT



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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

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APPENDIX

- A. 6/12/25 BOARD MEETING MINUTES *(CONSENT AGENDA ITEM)***
- B. NONRENEWAL SEMINOLE *(CONSENT AGENDA ITEM)***
- C. NONRENEWAL SOUTHEAST ORANGE *(CONSENT AGENDA ITEM)***
- D. BUDGET ADJUSTMENT *(CONSENT AGENDA ITEM)***



DRAFT
Board of Directors Meeting
Thursday, June 12, 2025 9:00 a.m.
MINUTES

MEMBERS PRESENT: Sheri Olson, Joe Battista, Wendy Brandon, Gui Cunha, Sean Donnelly, Casey Ferguson, Wendy Ford, Tanisha Nunn Gary, John Gill, Mark Havard, Jeff Hayward, Shawn Hindle, Lindsey LeWinter, Nicole Martz, Catherine McManus, Snak Nakagawa, Gaby Ortigoni, Chris Pascal, Brinkley Ruffin, Amy Santorelli, Jonathan Schaefer, Trey Simpkins, Stella Siracuza, Michelle Sperzel, Eric Ushkowitz, Matt Walton, and Richard Watford

MEMBERS ABSENT: Andrew Albu, Sharon Arroyo, Kristin Gray, Molly Kostenbauder, Ben Larry, David Sprinkle, Richard Sweat, DeAnna Thomas, Maria Vazquez, and Kristin Williams

STAFF PRESENT: Pam Nabors, Tadar Muhammad, Leo Alvarez, Dyana Burke, Steven Nguyen, Gina Ronokarijo, Kristi Vilardi, Geo Morales, Brian Sparhawk, Sean Masherella, Vince Bruno, Carla Sosa, Vanessa Nogueira, and Kaz Kasal

GUESTS PRESENT: Commissioner Peggy Choudhry / Osceola County; Adrienne Johnston / CareerSource Florida; Nate Barnes / CSCF Participant; Kenneth Boggs / Veterans Services Office, Seminole County / Heather Ramos / GrayRobinson; Rachael Kobb, Sharon Smoley / Central Florida Public Affairs

Agenda Item	Topic	Action Item / Follow Up Item
1.	Welcome - Ms. Olson, Board Vice Chair on behalf of Richard Sweat, Board Chair, called meeting to order at 9:00 am and welcomed attendees. Roll Call / Establishment of Quorum - Ms. Kasal, Executive Board Coordinator, reported a quorum present. Public Comment - None offered. Host Welcome - Mr. Ruffin, CSCF Board Member and Vice President of Talent Acquisition, Universal Orlando, welcomed attendees. Mr. Ruffin provided the internal culture of Universal Orlando and its key values of engagement, enthusiasm and evolvment, as well as the importance cultivating staff and career growth for the long term.	
2.	Central and East Coast Florida Innovation Alliance (Virtual Connection) CSCF Board connected virtually with the CareerSource Brevard Flagler Volusia Board, to receive an overview on the alliance of these two regional workforce boards. Ms. Adrienne Johnston, President/CEO of CareerSource Florida stated that, as part of the REACH Act, signed by Governor DeSantis, regional workforce boards (RWBs) across the state are to work with a neighboring RWB to share services, reduce barriers, enhance efficiency and maintain local flexibility to improve service delivery to job seekers and businesses.	



	Ms. Marci Murphy, Executive Director, CareerSource Brevard, Flagler Volusia relayed this partnership will provide ability to consistently share processes and strategically plan with shared sectors, i.e. healthcare, advanced manufacturing, construction, hospitality to better service job seeker and business clients. Ms. Pamela Nabors, President/CEO, CSCF, added the advanced manufacturing / semiconductor industry in Neo City, Osceola County, and aerospace industry in Brevard County is a natural alignment which benefits both RWBs with shared talent and tech skills opportunities.	
3.	CSCF Spotlight Story Mr. Muhammad, Chief Operating Officer, introduced CSCF Participant, Nate, and CSCF's Veterans' Career Counselor Mr. Brian Sparhawk. Nate, veteran, was a helicopter mechanic in the US Army. After recently leaving the military, he struggled to find a civilian career and was homeless with a wife and two small children. Fortunately, Nate connected with Kenneth Boggs at the Seminole County Veterans Services Office. Mr. Boggs then connected Nate to Mr. Brian Sparhawk, CSCF. Through AI technology Mr. Sparhawk was able to match Nate's mechanical experience from the military to a job at Universal Orlando. Nate now works as a Ride Technician at Universal Orlando with great pay. Nate thanked CSCF and Mr. Sparhawk for his assistance in finding a good paying job that is providing for his family. He ended saying "CSCF does make a big difference in people's lives."	
4.	Consent Agenda - Ms. Olson asked the Board if any items on consent agenda, as listed below (attachments), should be moved off for further discussion: - Draft Minutes of 4/15/25 Board Meeting - Proposed 2025-2026 Board Meeting Schedule - Finance Committee Charter (<i>Finance</i>) - Unrestricted Investment Account Broker (<i>Finance</i>) - Transfer Authority of WIOA Adult/DW Funding (<i>Finance</i>) - Waiver Request of ITA Training Requirements (<i>Finance</i>) - Training Provider Recommendations to ETPL List (<i>Career Services</i>)	Mr. Hayward made a motion to approve all items on the consent agenda. Mr. Walton seconded; motion passed unanimously.



5.	Information / Discussion / Action Items <u>Chair's Report:</u> • Ms. Olson relayed the following: – Be sure to read new Board Source issue coming out this afternoon. There are a few activities listed in the issue that board members can attend and earn participation hours. Reach out to Ms. Kasal if interested in attending. – Welcome to also attend Launch Pad: STEM Edition occurring this evening in partnership with J.P. Morgan Chase to raise awareness about STEM careers. Reach out to Ms. Kasal if interested in attending. – Reminded the Board to electronically submit their annual Form 1 by 7/1/25. – Ms. Olson recognized Mr. Sweat's great service as Board Chair this program year and the previous program year. A special recognition award will be provided to him. <u>President's Report (attachment)</u> • Ms. Nabors, President/CEO, provided following highlights from the President's Report (attachment). – CSCF's Scorecard thru 3rd quarter: 7/1/2024 thru 3/31/2025. – Level Up Orange program updates. – Customer Satisfaction – overall satisfaction received: 9 out of 10 (with 10 being the highest). – Kicked off partnership with Goodwill on a pilot project with Welfare Transition recipients to make this population aware they can make more money working vs receiving TANF (Temporary Assistance to Needy Families). – CSCF received 10+ years of clean audits, no finding from external auditors. – CSCF received A+ rating from CareerSource Florida for achieving multiple performance measures. – Legislative Update: "Make American Skilled Again" – state legislators reviewing. Stay tuned for further updates. – Reviewed various CSCF Board and staff achievements. – Update on 2025 Summer Youth Program. <u>Finance Report</u> • Mr. Alvarez, CFO, reviewed highlights through 3rd quarter, 7/1/24 – 3/31/25 (attachment). On track through 3rd quarter with expenditures overall at 7055%; expecting to close the year on track.	
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	<u>Committee Reports</u> <u>Executive:</u> • Ms. Olson, on behalf of Richard Sweat, Executive Committee Chair, reported Committee met on 5/29/25 and reviewed: - Chair, President and Committee reports. - President & CEO Performance Review – Committee concurred Ms. Nabors’ end of year compensation adjustments of 4% merit, 10% discretionary incentive and a 5% 457 retirement plan discretionary incentive contribution. - Reviewed Board agenda. <u>Audit</u> • Mr. Walton, Audit Committee Chair, stated the FY 2023-2024 990 Report draft was reviewed by Audit and Executive Committees, then approved and filed to IRS, and sent to CSCF Board as an info item. <u>Facilities Ad Hoc</u> • Mr. Walton, Facilities Ad Hoc Committee Chair, stated Committee met on 3/7/25 and reviewed the following: - Reviewed lease schedules of all CSCF locations. - Reviewed lease updates on: - o Administration office – reducing space. - o Community Hubs complete and located inside Valencia College’s East campus and Seminole State College’s main campus. - o Lake-Career Center located at Lake Sumter State College – reducing 20-30% of space. - CSCF will continue to reduce overhead costs while strategically reaching those specifically seeking career support and upskilling by continuing to search for organizations, like the “Community Hubs” within colleges, that attract career seekers; where CSCF can co-locate to provide career support. <u>Career Services</u> • Mr. Muhammad, on behalf of Career Services Committee Chair, Andrew Albu, stated Career Services Committee met on 4/22/25 and reviewed following: - New training providers added to local Eligible Training Provider List, which Board approved on Consent Agenda for today’s 6/12/25 board meeting. - Internship process, outcomes and impact. Committee provided feedback.	
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	- Young adult programs: Summer Youth, Year-Round Youth, and High School Career Express. Reviewed outcomes and impact and Committee provided feedback. - Scorecard through 3rd quarter (7/1/24 thru 3/31/25). - Customer satisfaction for period 7/1/24 thru 4/4/25: received an overall satisfaction rating of 9 (based on 1 out of 10 scale). - Focus on the growing STEM and hospitality careers and encourage career seekers to those occupations. - Highlights with Summer Youth program, community hubs and CSCF & Goodwill pilot. <u>Community Engagement</u> • Ms. LeWinter, on behalf of Community Engagement Chair, Mr. Sprinkle, stated committee met on 6/2/25 and reviewed the following: - Potential legislative impact that could affect funding, training programs and reduction in support. - Website refresh updates; launched Donations page. Currently refining site map. - Upcoming priorities to include: rollout of BOLD initiative and strategic communication goals for 2025-2026. <u>Committee feedback:</u> - CSCF should showcase to CareerSource Florida and Florida Commerce the great audits and savings on fixed costs – monetize this. <u>Finance Committee</u> • Mr. Ushkowitz, Finance Committee Chair, reported the Budget Workshop occurred on 5/22/25 where the Board reviewed budget priorities for FY 2025-2026. The Finance Committee met on 6/4/25 and went over the following: - Approved the following items for Board's final approval: - o Approved the draft budget for FY 2025-2026.	Mr. Hayward made a motion to approve the 2025-2026 Budget. Mr. Walton seconded; motion passed unanimously.
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	○ Community Hub Lease: Seminole State College ○ Community Hub Lease: Valencia College Related Party Contracts: - Mr. Battista, Valencia College, indicated before the meeting that he had a conflict of interest and needed to abstain from discussion and voting. Staff presented a Related Party Contract with CareerSource Central Florida and Valencia College in the amount of \$10,875 annually. - Mr. Hindle, Hanson, Walter & Associates, Inc., indicated before the meeting that he had a conflict of interest and needed to abstain from discussion and voting. Staff presented a Related Party Contract with CareerSource Central Florida and Valencia College in the amount of \$10,875 annually. - A copy of the Board meeting and committee meeting minutes that documents the discussion and approval of the Related Party Contract (including the name of the contractor and the value of the contract) will be forwarded to Florida Commerce. - Approved the following items which Board approved under Consent Agenda earlier in this meeting: ○ Finance Charter ○ Unrestricted Investment Account Broker ○ Transfer Authority of WIOA Adult/DW Funding ○ Waiver Request of ITA Training Requirements - Reviewed financials thru 3/31/25	Mr. Hayward made a motion for the Board to approve the execution of lease agreement with Seminole State College. Mr. Walton seconded; motion passed. Mr. Hayward made a motion for the Board to approve the related party contract with CareerSource Central Florida and Valencia College in the amount not to exceed \$10,875 annually. Mr. Nakagawa seconded, with Mr. Battista and Mr. Hindle abstaining; motion passed. The related party contract will be sent to Florida Commerce for approval Yeas: 25 Nays: 0 Abstentions: 2
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	<u>Governance</u> - Ms. Olson, Governance Committee Chair, stated Committee met on 5/14/25 and: - Reviewed proposed Board Roster for FY 2025-2026. All Board Member whose seats expire on 6/30/25 have agreed to renew for another 3-year term. Dr. Vazquez with OCPS will be replaced by Mr. Robert Bixler with OCPS. - Approved a proposed Slate of Officers for Board's final approval (attachment): - Chair: Sheri Olson - Vice Chair: David Sprinkle - Treasurer: Eric Ushkowitz - Secretary: Jeff Hayward - Reviewed Board Engagement through 4/30/25 (attachment). To date (through 6/12/25): - Participation: 81% (Annual Goal is 90%) - Demonstration: 100% (Annual Goal is 80%) - Contribution: 92% (Annual Goal is 70%) <u>Revenue Diversity and New Markets</u> - Mr. Gill, Revenue Diversity and New Markets Committee Chair, stated the Committee met on 5/28/25 and reviewed the following: - Grant details and funding results 7/1/24 thru 5/28/25. Currently exceeding annual \$6M by 111% (\$6.7M). "Pouring with a Purpose" event occurring on 4/16/25 was a success and helped increase board participation and contributions. - Ticket To Work challenges requiring staff to maintain reaching customers, but cases get dropped if staff can't reach after 90 days. Staff looking for ways to resolve this issue. - Reviewed donor cycle map and areas of focus within the map. Committee provided feedback. - Reviewed FY 2025-2026 development goals. - Signature breakfast planning on 9/16/25.	Mr. Walton made a motion to approve Slate of Officers, as presented. Mr. Battista seconded; motion passed unanimously.
9	Other Business None offered.	
10	Adjournment Meeting adjourned at 10:30 am.	

Respectfully submitted,

Kaz Kasal
Executive Board Coordinator

ACTION MEMO

TO: CareerSource Central Florida Board of Directors
From: CSCF Finance Committee
Subject: Facilities Update
Date: 09/25/2025

Background: The Facilities Ad-Hoc Committee convened to review key updates regarding CareerSource Central Florida's (CSCF) leased facilities. This memo provides a summary of current lease amendments, hub launches, and proposed actions for consideration.

Administration Office (Downtown Orlando)

- **Contraction of Space:** CSCF will return approx. 5,000 sq. ft. on the east side of the building within 60 days of lease amendment execution. This portion represents a prime leasing area for the landlord.
- **Lease Term & Rate:**
 - Savings of approx. **\$92,965** in base rent due to early give-back (original lease end date July 31, 2026).
 - Lease extended 62 months, new expiration **September 30, 2031**, with 3% annual escalations.
- **Parking:** 40 unreserved spaces at \$125/space.
- **Tenant Improvements:** \$5/sq. ft. allowance for paint and carpet refresh; landlord covers demising costs (savings of **\$35,130**).
- **Free Rent:** 2 months (Jan–Feb 2026), representing **\$39,814** in savings.
- **Market Data:** Comparable rental rates for downtown Orlando (4,000–6,000 sq. ft.) range from \$29–\$38 per sq. ft. CSCF will pay \$34 sq. ft. ([Full Service](#) Lease).

Valencia Hub (Launched 4/10/25)

- Staffing: 2–3 staff onsite, Mon–Thurs, 8 a.m.–5 p.m.
- Space: 725 sq. ft. for training, testing, and one-on-ones.
- Lease Terms:
 - Year 1 waived (CAM only).
 - Years 1–5: \$15/GSF (\$10,875 annually).
 - Renewal options Years 6–10: \$16/GSF; Years 11–15: \$17/GSF.
- Furniture and technology sourced internally; IT/communications cost [estimate](#) \$10K.

Seminole Hub (Launched 4/28/25)

- Staffing: 2–3 staff onsite, Mon–Thurs, 8 a.m.–5 p.m.
- Space: 588 sq. ft. for testing and one-on-ones.
- Lease Terms (pending final facility use agreement):
 - \$18/GSF (\$10,875 annually).
 - Shared large meeting space: \$11,240 annually.
- Furniture sourced internally.

Lake-Sumter Office

- Reduction of 1,980 sq. ft. effective July 1, 2025.
- New footprint: 8,465 sq. ft. at \$17/GSF (\$143,905 annually).
- Savings: \$33,660 annually.

Financial Impact at a Glance

Center Lease Information	Expires	Current Year Cost	Next Year Cost	Difference	Comments
CSCF (Sumter/Lake) 9909 US Highway 441, Building M29, Leesburg, FL 34748	1/25/2025	\$185,407	\$150,387	(\$35,387)	Decrease represents 20% give back of space.
CSCF (Seminole) 1209 West Airport Boulevard, Sanford, FL 32773	6/30/2026	\$245,864	\$0	(\$245,864)	Not Renewing Lease
CSCF (West Orange) 9401 West Colonial Drive, Suite 403, Ocoee, Florida 34761	7/31/2026	\$368,673	\$204,697	(\$163,976)	Decrease represents TI Cost fully paid off.
CSCF (Osceola) 1800 Denn John Lane Bldg. CIT Suite 300 Kissimmee, FL 34744	12/31/2029	\$322,671	\$329,124	\$6,453	Increase represents 2% annual rent escalation
CSCF (Administration) 390 N Orange Avenue, Suite 700 Orlando, FL 32801	7/31/2026	\$398,916	\$238,884	(\$160,032)	Decrease represents 40% give back of space
CSCF (Southeast Orange) 5784 S. Semoran Boulevard, Orlando, FL 32822	9/30/2026	\$306,862	\$78,641	(\$228,221)	Not Renewing Lease. Cost represents 3 months of lease cost.
TOTALS		\$1,828,393	\$1,001,733	(\$826,660)	Represents Approx Decrease of 45.2% in rental expense

Next Steps: As we look ahead to the new fiscal year, CSCF will continue advancing its three-year strategy to reduce fixed lease costs. The Facilities Ad-Hoc Committee recommends notifying the Seminole and Southeast office landlords of CSCF's intent not to renew leases beyond their current terms. To ensure customer service is not disrupted, CSCF will strengthen its Virtual Services Department and expand its network of Community Hubs across the five-county region. CSCF currently operates two hubs and plans to open an additional four by June 2026.

Action Item 1: Finance Committee recommends that the CSCF Board approve to allow staff to notify the Seminole office landlord of CSCF's intent to not renew the leases beyond the current term.

Action Item 2: Finance Committee recommends that the CSCF Board approve to allow staff to notify the Southeast office landlord of CSCF's intent to not renew the leases beyond the current term.

Approved:

Facilities Ad Hoc Committee: 8/25/25

Finance Committee: 9/3/25

Fiscal Year 2025/26 Budget Adjustment

Funding Sources			Original Revenue		Adjusted Revenue		
Carry In Funds From FY24 - 25			10,185,123		10,549,677		
FY25 - 26 Award			23,289,598		22,839,598		
Award Total - Available Funds			33,474,721		33,389,275		
LESS planned Carryover For FY26 - 27			(3,474,721)		(3,389,275)		
Total Available Funds Budgeted			30,000,000		30,000,000	\$ 0	0.0%
			Current		Proposed Revised		
Expenditure Category			Budget		Budget		
Salaries/Benefits			14,400,000		14,900,000	500,000	
Training Investment			11,000,000		10,500,000	(500,000)	
Professional Services			1,000,000		1,000,000	-	
Outreach			350,000		350,000	-	
Infrastructure/Maintenance & Related Cost			2,000,000		2,000,000	-	
IT Cost/Network Expenses			900,000		900,000	-	
Staff Development & Capacity Building			350,000		350,000	-	
EXPENDITURES			30,000,000		30,000,000	-	0.0%

[RETURN TO APPENDIX](#)

[RETURN TO AGENDA](#)

