



ISHMENT
BEGINS WITH A DREAM.

CONSORTIUM VIRTUAL MEETING

CareerSource Central Florida | 6/28/24

[CareerSourceCentralFlorida.com](https://www.CareerSourceCentralFlorida.com)



6/28/24 CONSORTIUM VIRTUAL MEETING DETAILS

Meeting Details

Meeting Agenda

Welcome

Roll Call

Public Comment

Consortium Action
Items

Adjournment

What: Consortium Virtual Meeting

When: Friday, June 28, 2024
2:00 p.m. – 2:30 p.m.

Where: Virtual via Zoom:

Link: <https://careersourcecf.zoom.us/j/83744761950?pwd=kmwAZovRCbft6ETEhFo5pwzypo0tG.1>

Dial In: 1 (929) 205-6099 / Meeting ID: 837 4476 1950 / Passcode: 654202

6/28/24 CONSORTIUM VIRTUAL MEETING AGENDA

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Welcome

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Consortium Action Items

Adjournment

Agenda Item #	Topic	Presenter	Action Item
1.	Welcome	Mayor Demings	
2.	Roll Call / Establishment of Quorum	Kaz Kasal	
3.	Public Comment		
4.	Consortium Action Items	Mayor Demings	
	A. Approval of Minutes: 12/11/23 Consortium Meeting		X
	B. Approval of FY 2024-2025 CSCF Budget		X
	C. Approval of Board Appointments		X
	D. Florida Commerce Required Actions:		
	1) Approval of Request for Subsequent Local Workforce Development Area Designation		X
	2) Approval of Request for CSCF to be Direct Provider of Workforce Services		X
5.	Adjournment of Consortium		
	Proposed Meeting Dates:		
	• 12/12/2024 9:00 a.m. to 11:00 a.m.		
	• 6/19/2025 9:00 a.m. to 11:00 a.m.		



Meeting Details

Meeting Agenda

Welcome

Roll Call

Public Comment

**Consortium Action
Items**

Adjournment

WELCOME



Meeting Details

Meeting Agenda

Welcome

▶ Roll Call

Public Comment

Consortium Action
Items

Adjournment

ROLL CALL



Meeting Details

Meeting Agenda

Welcome

Roll Call

▶ **Public Comment**

Consortium Action
Items

Adjournment

PUBLIC COMMENT



Meeting Details

Meeting Agenda

Welcome

Roll Call

Public Comment

**Consortium Action
Items**

Adjournment

CONSORTIUM ACTION ITEMS



**APPROVAL OF MINUTES
FROM
12/11/23 CONSORTIUM MEETING**



DRAFT
Consortium Meeting

Monday, December 11, 2023, 9:00 a.m.

MINUTES

**CONSORTIUM MEMBERS
PRESENT:**

Mayor Jerry Demings, Commissioner Peggy Choudhry, Commissioner Lee Constantine, Commissioner Sean Parks and Commissioner Roberta Ulrich

STAFF PRESENT:

Pam Nabors, Fabia Diaz and Kaz Kasal

Consortium Meeting		
Agenda Item	Topic	Action Item / Follow Up Item
1	Welcome <ul style="list-style-type: none"> • Mayor Demings, Consortium Chair, called meeting to order at 9:01 am and welcomed attendees. 	
2	Roll Call / Establishment of Quorum <ul style="list-style-type: none"> • Ms. Kasal, Executive Coordinator, reported a quorum present. 	
3	Public Comment <ul style="list-style-type: none"> • None offered. 	
4	Consortium Action Items <ul style="list-style-type: none"> • Approval of Minutes <ul style="list-style-type: none"> – Reviewed minutes from 6/22/23 Consortium & Board joint meeting (attachment). • Approval of Board Appointments <ul style="list-style-type: none"> – Reviewed proposed CareerSource Central Florida Board Appointments (CSCF) (attachment). 	<p>Commissioner Constantine made a motion to approve minutes from Consortium & Board joint meeting. Commissioner Ulrich seconded; motion passed unanimously.</p> <p>Commissioner Constantine made a motion to approve CareerSource Central Florida Board Appointments, as presented. Commissioner Parks seconded; motion passed unanimously.</p>
5	Other Business Ms. Nabors, President/CEO of CSCF, provided an overview on current CSCF activities.	
6	Adjournment of Consortium <ul style="list-style-type: none"> • Consortium adjourned at 9:08 am. 	

Respectfully submitted,

Kaz Kasal
Executive Board Coordinator



APPROVAL OF FY 2024-2025 DRAFT BUDGET



APPROVAL OF BOARD APPOINTMENTS

CAREERSOURCE CENTRAL FLORIDA BOARD MEMBERSHIP
(Effective Date: 7/1/2024)

BUSINESS SEATS						
NAME OF RWB MEMBER	Organization/Company	STATUS	County	Appointment Date	Years Served Since 7/1/21	Current Term
Arroyo, Sharon	Duke Energy	NEW	Orange	7/1/2024		7/1/2024 - 6/30/2027
Ruffin, Brinkley	Universal Destinations & Experiences (Universal Orlando Resort)	NEW	Orange	7/1/2024		7/1/2024 - 6/30/2027
Albu, Andrew	Albu & Associates, Inc.	RENEW	Orange	7/1/2018	3	7/1/2024 - 6/30/2027
Sprinkle, David	Veritas Recruiting Group, LLC	RENEW	Seminole	2/22/2018	3	7/1/2024 - 6/30/2027
Walton, Matt	MiGre Engineers, LLC	RENEW	Seminole	7/1/2018	3	7/1/2024 - 6/30/2027
Hindle, Shawn	Hanson, Walter & Associates, Inc.	RENEW	Osceola	7/1/2021	3	7/1/2024 - 6/30/2027
Olson, Sheri	South Lake Hospital	RENEW	Lake	7/1/2013	3	7/1/2024 - 6/30/2027
VACANT			Sumter			

PUBLIC SEATS							
NAME OF RWB MEMBER	Organization/Company	STATUS	AREA(S) OF REPRESENTATION	County	Appointment Date	Years Served Since 7/1/21	Current Term
McManus, Catherine Steck	Habitat for Humanity Greater Orlando & Osceola County	NEW	Community-Based Organization - Housing	Region	7/1/2024		7/1/2024 - 6/30/2027
Kristin Williams	Crummer Graduate School of Business at Rollins College	NEW	Education and Training Provider - Institution for Higher Learning	Region	7/1/2024		7/1/2024 - 6/30/2027
des Anges, Keira	Division of Vocational Rehabilitation / Florida Department of Education	RENEW	Government Representative - Vocational Rehabilitation	Region	2/22/2018	3	7/1/2024 - 6/30/2027
Ushkowitz, Eric	City of Orlando	RENEW	Government Representative Economic Development	Region	10/5/2011	3	7/1/2024 - 6/30/2027
Vazquez, Dr. Maria	Orange County Public Schools	RENEW	Education and Training Provider - Other Providers	Orange	12/16/2021	3	7/1/2024 - 6/30/2027



FLORIDA COMMERCE REQUIRED ACTIONS

ACTION ITEM

TO: Central Florida Area Workforce Development Consortium and
CareerSource Central Florida (CSCF) Board of Directors

FROM: Gina Ronokarijo

DATE: June 26, 2024

RE: Subsequent Local Workforce Development Area Designation

PURPOSE:

The purpose of this memo is to request approval of:

- CareerSource Central Florida's request for subsequent designation as the Local Workforce Development Area for Lake, Osceola, Orange, Seminole and Sumter Counties.

BACKGROUND ACTION ITEM – Subsequent Local Workforce Development Area Designation:

Under the Workforce Innovation and Opportunity Act (WIOA) the Governor must designate local workforce development areas after consultation with the State Workforce Board, local chief elected officials and LWDBs. Local workforce development areas that receive an initial designation shall be granted a subsequent designation if, for the two most recent program years, the local workforce development area performed successfully and sustained fiscal integrity, and in the case of a local workforce development area in a planning region, met the regional planning requirements as described in WIOA Sec. 106(c)(1).

REQUIREMENTS:

Florida Commerce requires the local Chief Elected Officials (Consortium) and the local Board of Directors to affirm CSCF's request for subsequent designation as the Local Workforce Development Area and acknowledge its support through formal board action.

RECOMMENDED ACTION:

CSCF Executive Leadership recommends the Central Florida Area Workforce Development Consortium and CSCF Board of Directors approval of CSCF's request for subsequent designation beginning July 1, 2024, through June 30, 2026, as submitted to Florida Commerce and CareerSource Florida.

ACTION ITEM

TO: Central Florida Area Workforce Development Consortium and CareerSource Central Florida (CSCF) Board of Directors

FROM: Gina Ronokarijo

DATE: June 26, 2024

RE: Approval of CSCF Direct Service Provider Request to Florida Department of Commerce (FC) 2023-2027

PURPOSE:

The purpose of this memo is to request approval of:

- CareerSource Central Florida’s continued designation as a Direct Service Provider for the delivery of services to its career seekers and businesses for the period of three years – July 1, 2024 - June 30, 2027.

BACKGROUND ACTION ITEM – Direct Service Provider:

Local workforce development boards may be designated by the state as a direct provider of basic and individualized career services (also referred to as “workforce services”), with the agreement of the Chief Elected Official in the local area, the local board, and the Governor or designee. CareerSource Central Florida has operated under this designation over the last three years and has again requested this designation from the Florida Department of Commerce (FC) for the program years 2024-2027.

As a provider of services, CSCF can quickly adapt services to meet the talent needs of local businesses and support emerging talent solutions. Additionally, delivering services directly allows CSCF to manage its fiscal resources, performance, and staffing with minimal delays. This service delivery model has been evaluated and has been found to be effective and meets the region’s federal performance goals. CSCF’s request has been sent to Florida Commerce and will be reviewed by the CareerSource Florida Board of Directors. The full document can be found on CSCF’s website:

<https://www.careersourcecentralflorida.com/about-us/how-we-operate/>

REQUIREMENTS:

Florida Commerce requires the local Chief Elected Officials (Consortium) and the local Board of Directors to affirm CSCF’s request to operate as a direct service provider and acknowledge its support for this service delivery model through formal board action.

RECOMMENDED ACTION:

CSCF Executive Leadership recommends the Central Florida Area Workforce Development Consortium and CSCF Board of Directors approval of CSCF’s continued designation as a direct service provider for the next year, beginning July 1, 2024, through June 30, 2027, as submitted to Florida Commerce and CareerSource Florida.

RETURN TO AGENDA



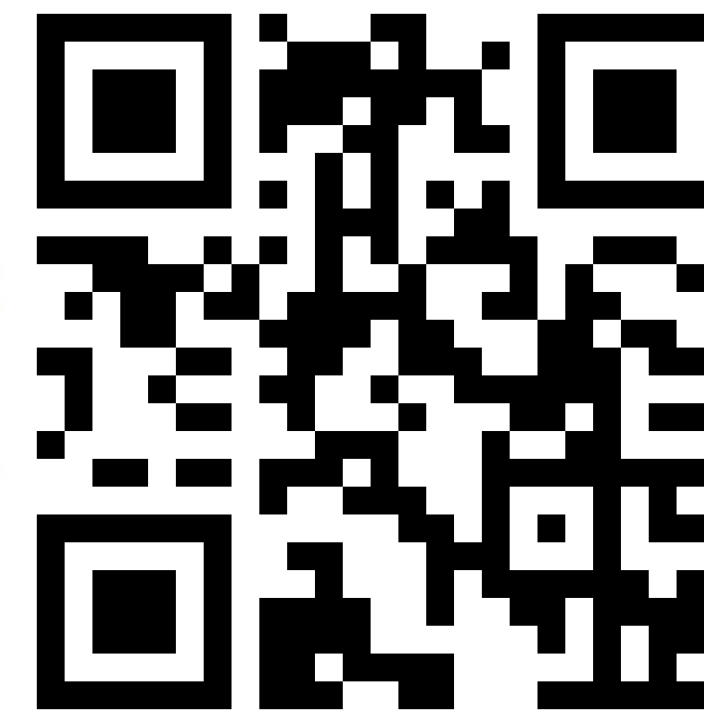
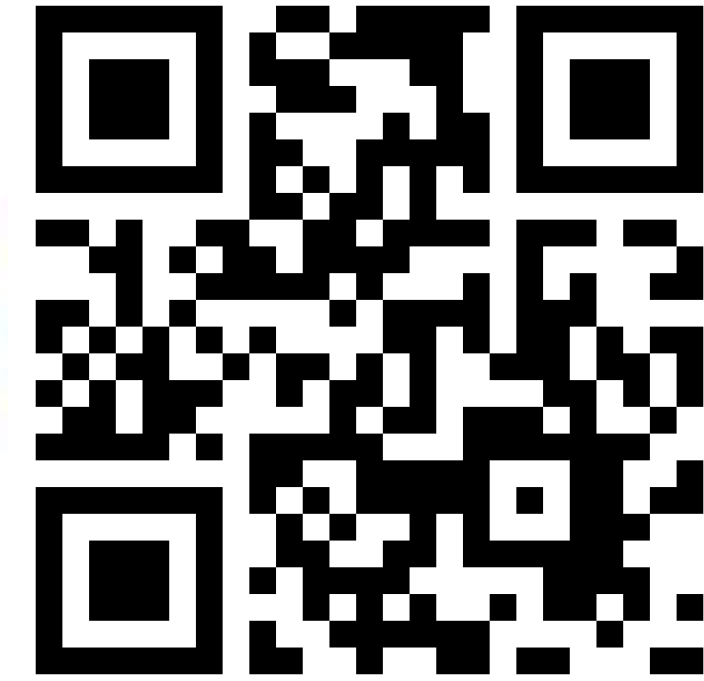
PROPOSED CONSORTIUM MEETING DATES:

(JOINT MEETING DATES WITH CSCF BOARD)

- 12/12/2024 (THU) 9:00 A.M. TO 11:00 A.M.**
- 6/19/2025 (THU) 9:00 A.M. TO 11:00 A.M.**



CONNECT WITH US



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



Meeting Details

Meeting Agenda

Welcome

Spotlight Story

Roll Call

Public Comment

Consent Agenda

**Information/
Discussion/
Action Items**

Insight

Other Business

Adjournment

ADJOURNMENT



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online



THANK YOU

www.CareerSourceCentralFlorida.com

800.757.4598



ATTACHMENT FOR AGENDA ITEM 4B FY 2024-2025 DRAFT BUDGET

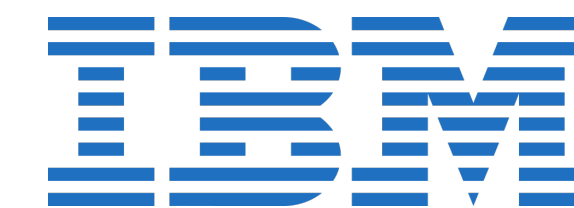


FY 2024 – 2025 BUDGET

EMPOWERING CAREERS
TRANSFORMING LIVES



What is happening in your industry or company?

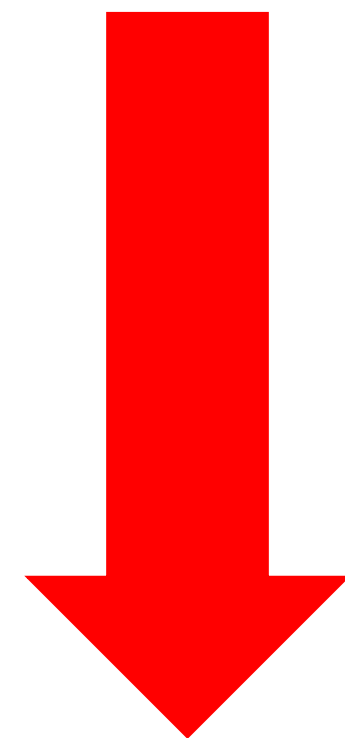


1.	REVENUE & FTE HISTORY
2.	BUDGET PROJECTIONS
3.	BUDGET REDUCTIONS, MODIFICATIONS & EFFICIENCIES
4.	STRATEGIC PRIORITIES & INVESTMENT STRATEGIES
5.	BUDGET ALLOCATIONS & COMPARISONS
6.	FINANCIAL MEASURES OF SUCCESS & SUMMARY

2023



\$12M



2024



\$6M



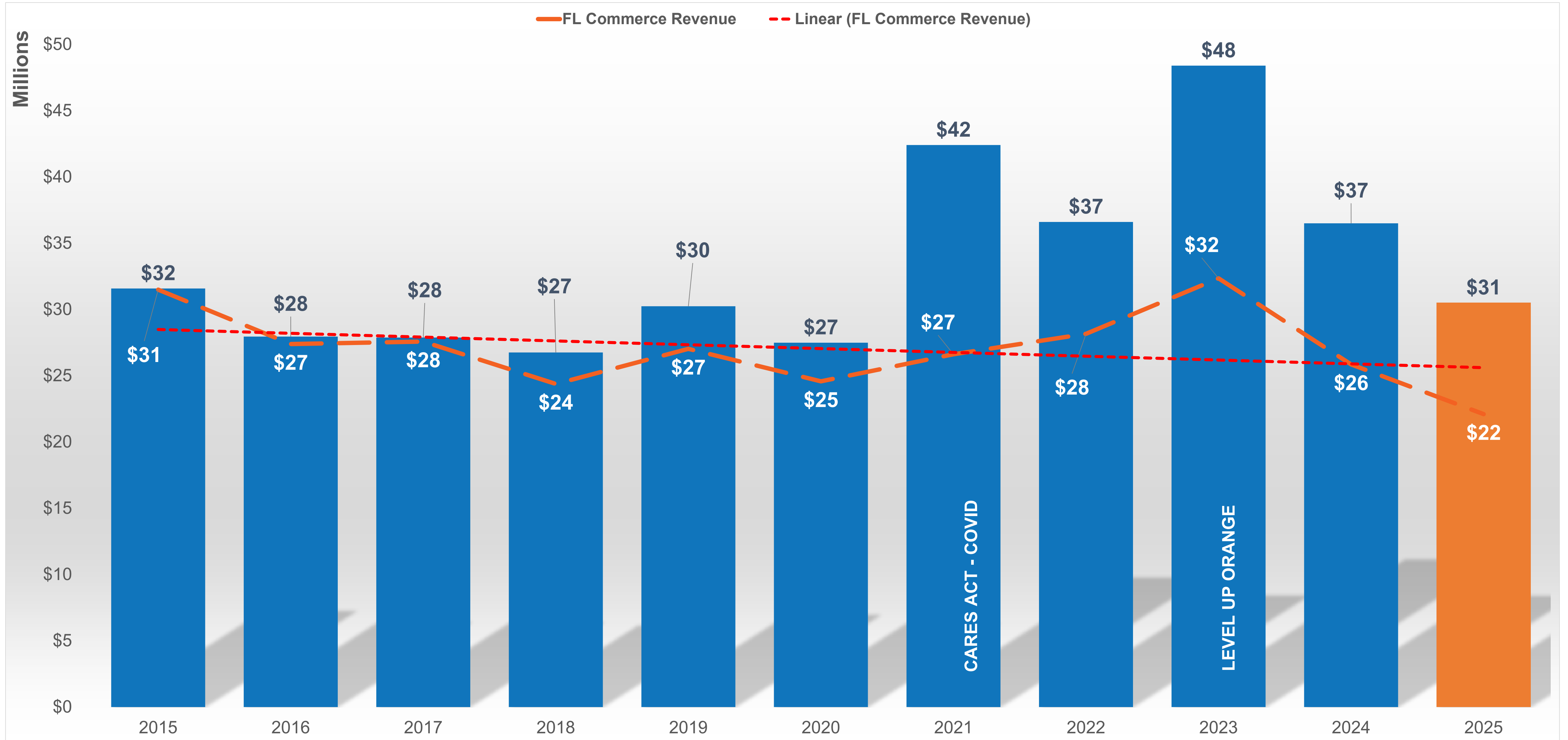
2025



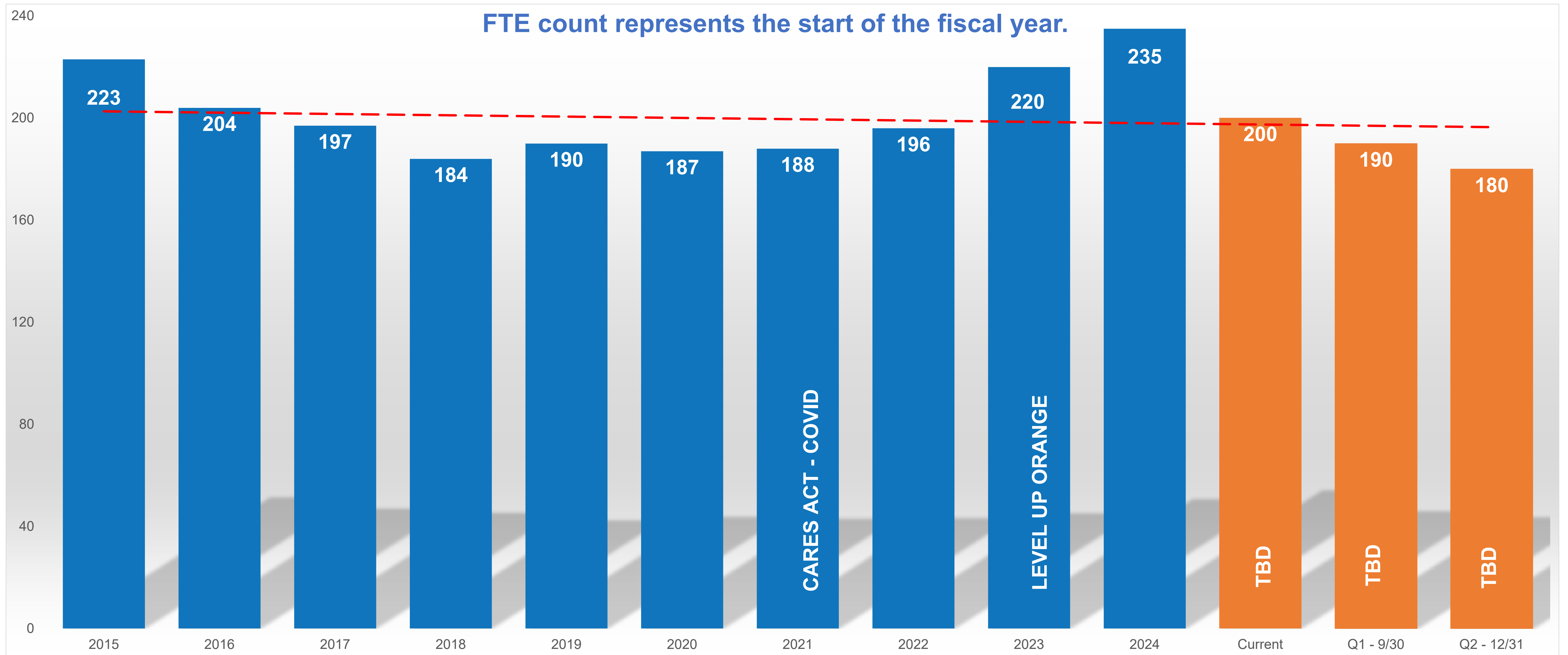
Allocation Reduction: \$2 Million
Sunset Projects: \$10 Million

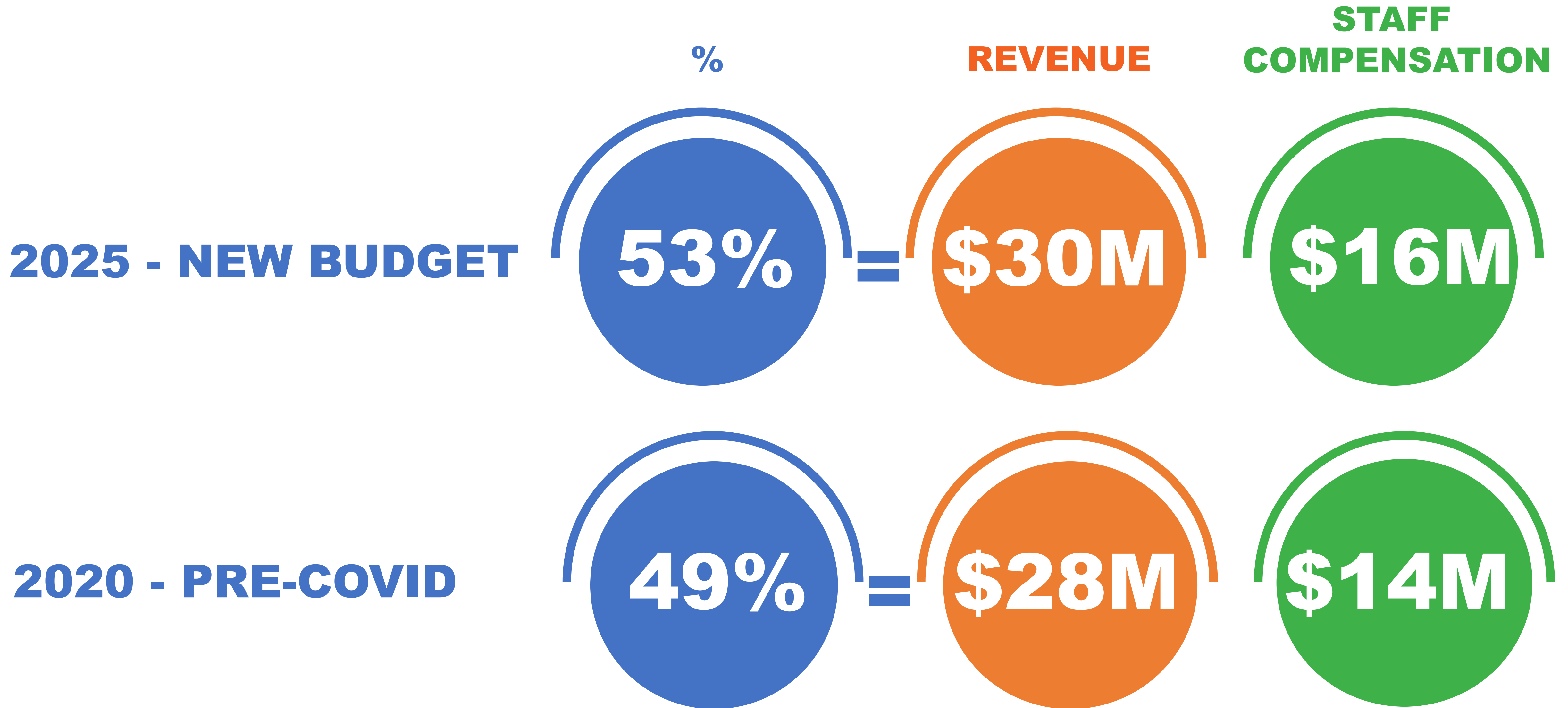
Allocation Reduction: \$4 Million
Sunset Projects: \$2 Million

REVENUE & FTE HISTORY



REVENUE & FTE HISTORY





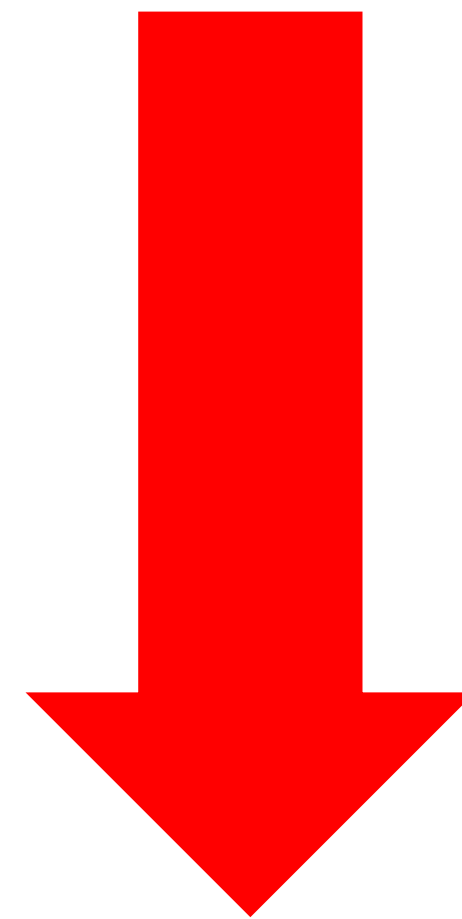
2024



2025

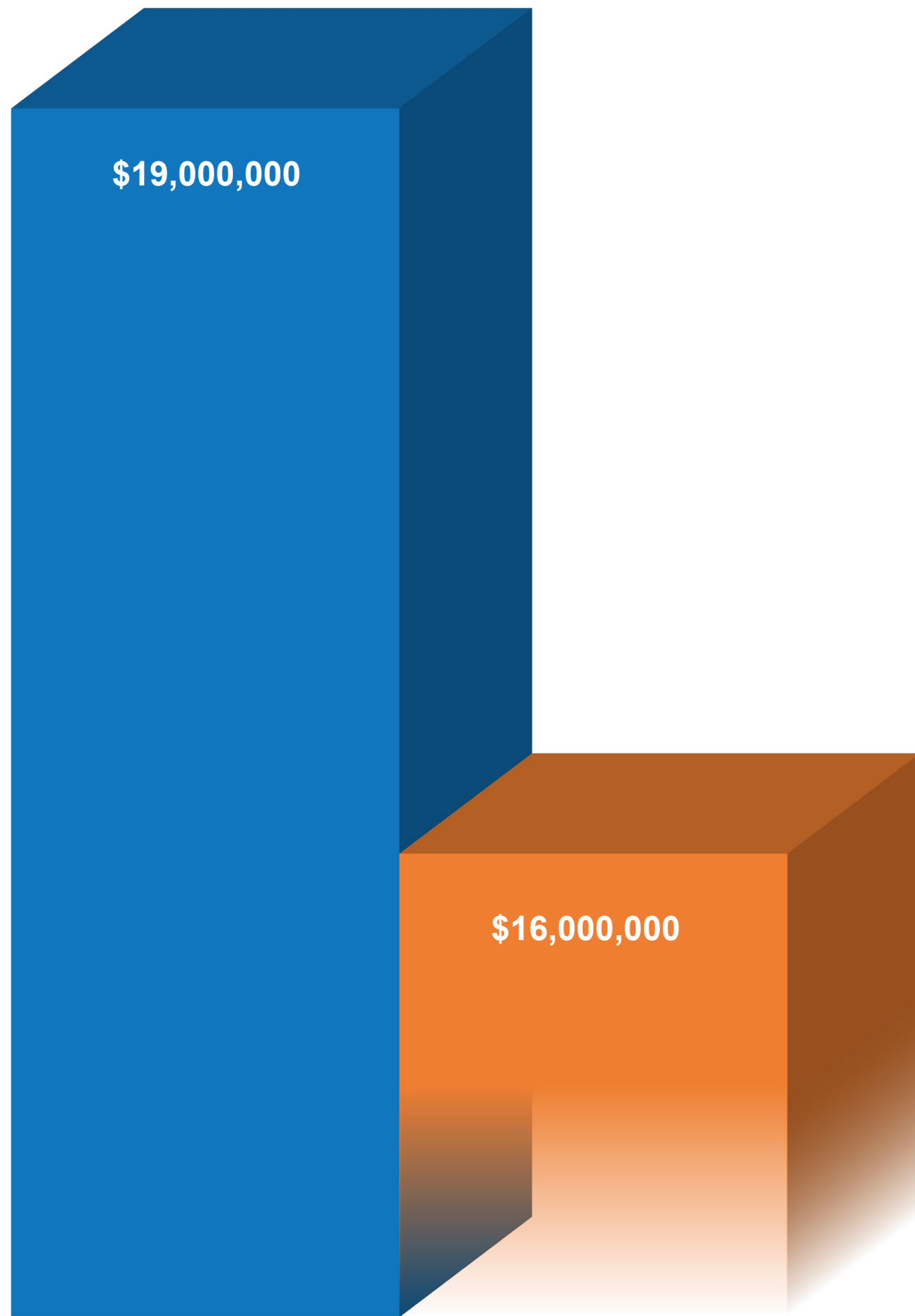


\$6M



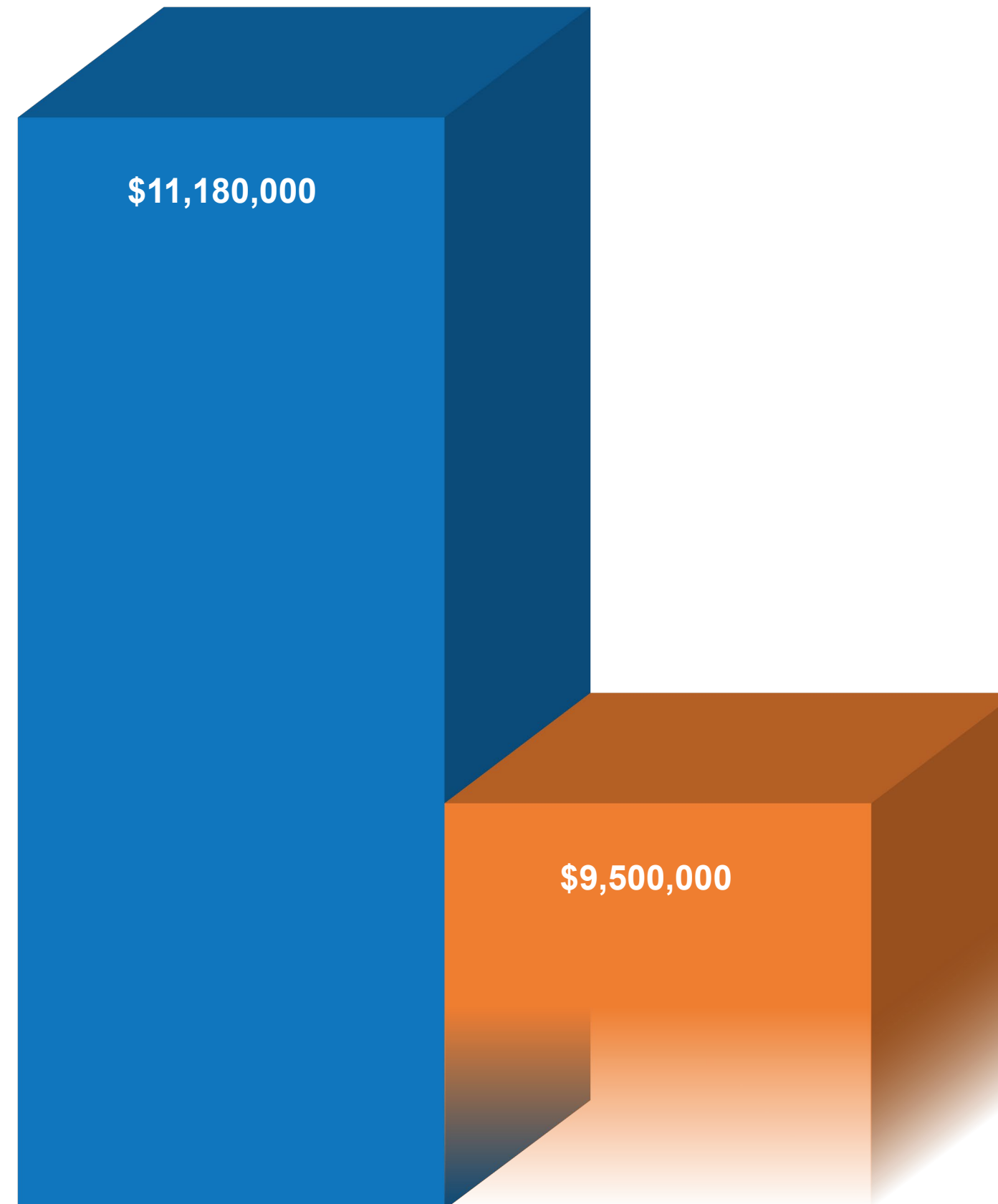
Allocation Reduction: \$4 Million
Sunset Projects: \$2 Million

STAFF COMPENSATION



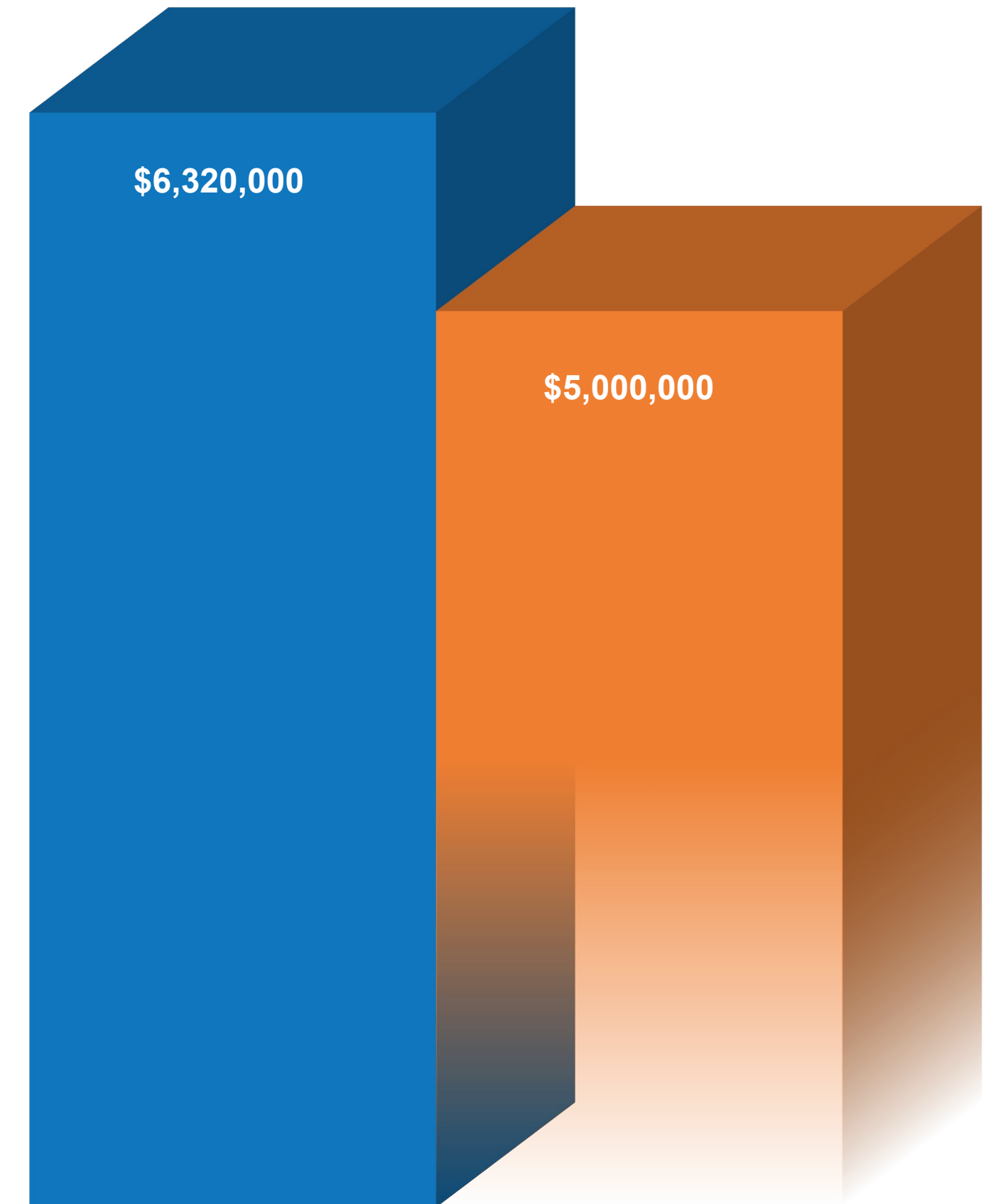
■ 2024 ■ 2025

TRAINING INVESTMENTS

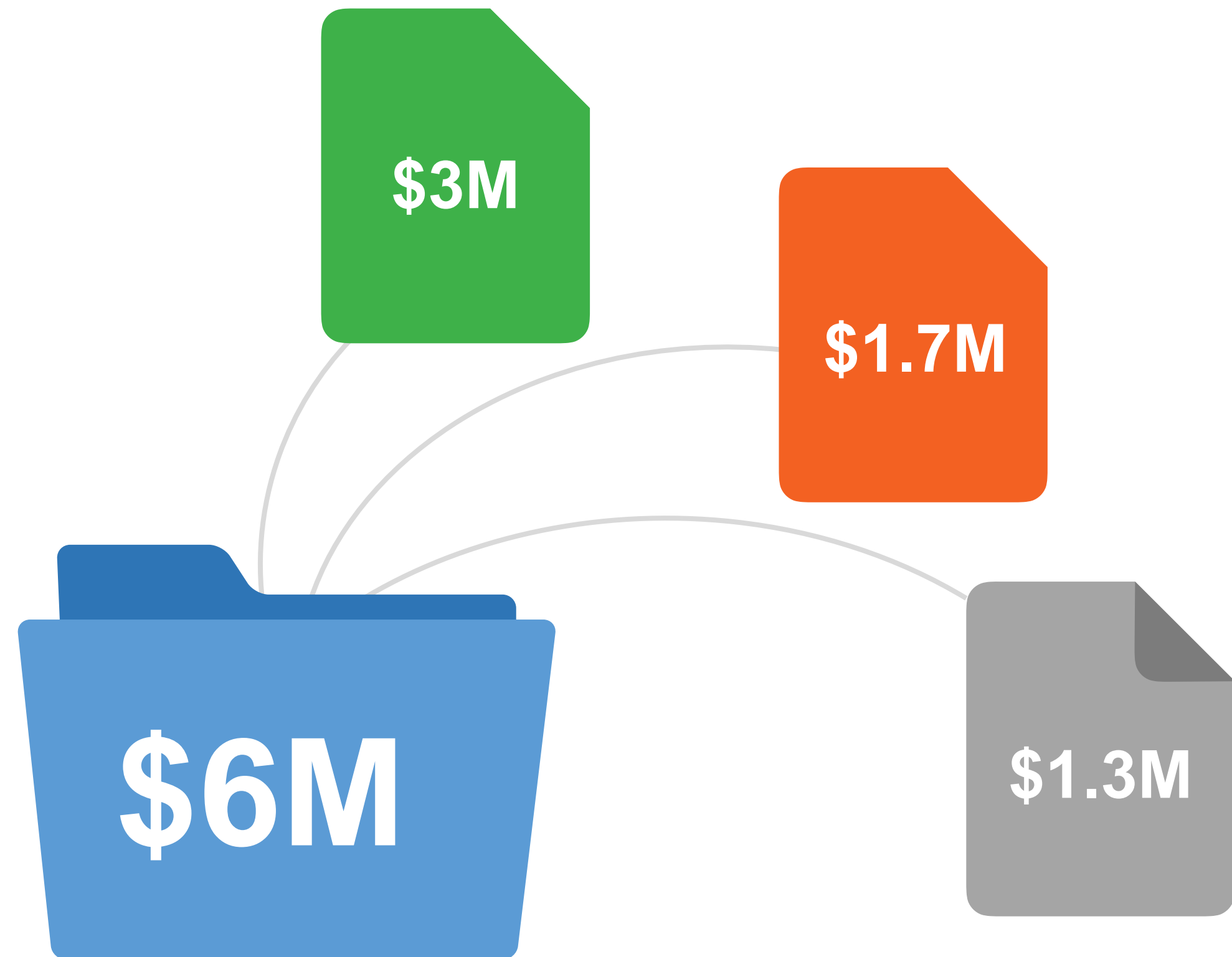


■ 2024 ■ 2025

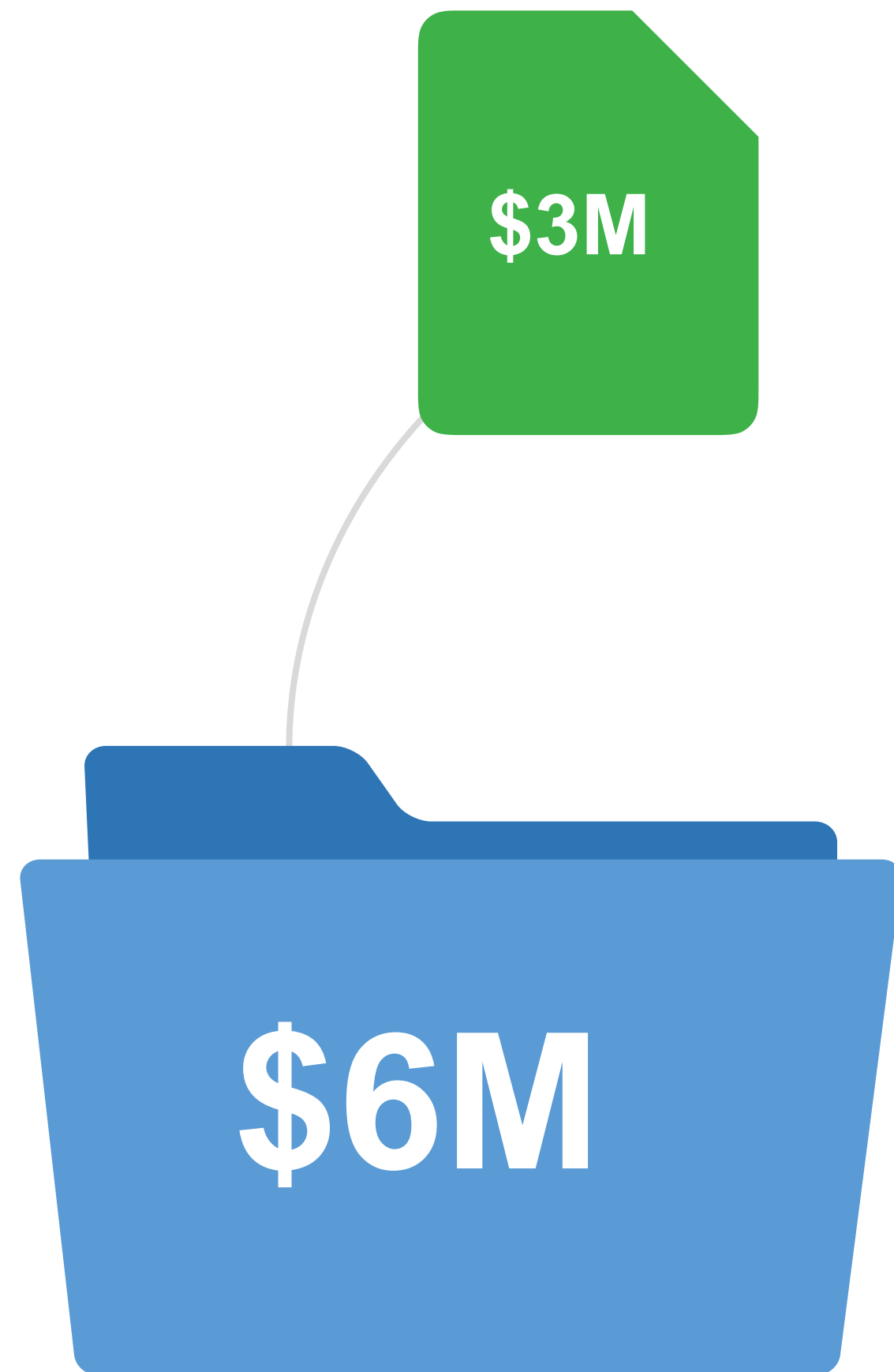
SUPPORT DEPARTMENTS



■ 2024 ■ 2025

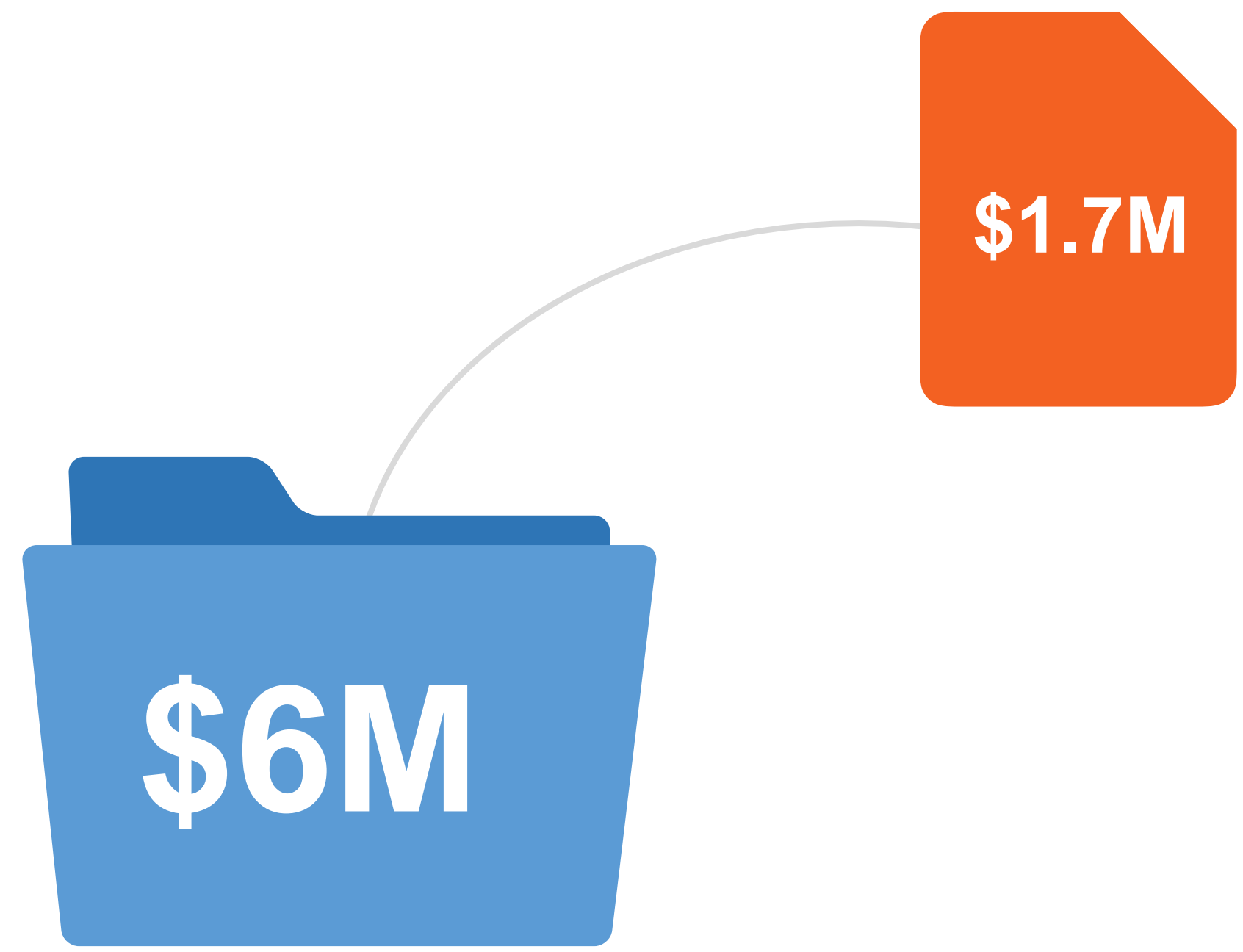


- ◆ **STAFF COMPENSATION**
- ◆ **TRAINING INVESTMENTS**
- ◆ **SUPPORT DEPARTMENTS**



◆ STAFF COMPENSATION

- \$2.1M - Staff Reduction of 25 FTE's
- \$600K - Restructure Open Positions (7 FTE's)
- \$300K - Performance Based Adjustments



◆ **TRAINING REDUCTIONS***

- \$11.2M - 2024 Training Investment
- \$9.5M - 2025 Training Investment

\$1.7M Reduction Represents a Decrease in 500 - 600 Individuals Trained.



◆ SUPPORT DEPARTMENTS

- \$432K - IT Cost/Network Expenses
- \$295K - Facilities & Related Costs
- \$283K - Communications/Outreach
- \$170K - Professional Fees/Consulting
- \$114K - Staff Training & Development

We have a \$6M shortfall and in discussions with Department of Commerce to provide a projected \$2M to prevent staffing reductions. This change could result in additional adjustments to the budget below based on a \$4M shortfall.

CURRENT STATE	COMMERCE INVESTMENT	COMMERCE MODIFICATION
\$3M - Compensation	\$0.8M - Compensation thru 12/31/24	\$2.2M - Compensation
\$1.7M - Training Investments	\$1.2M - Training Investment	\$500K - Training Investments
\$1.3M - Support Departments	Unchanged	\$1.3M - Support Departments
\$6.0M	\$2.0M	\$4.0M



CSCF Strategic Priorities



Diversify revenue streams to create resiliency.



36

Identify and deliver talent solutions for businesses and address labor market demands.



Deliver career solutions to central Florida residents to ignite their potential.



Optimize workforce innovations to maximize organizational value.

Sector strategies are:

- Regional, industry-focused approaches to building a **skilled workforce**.
- Align public and private resources.
- Partnerships, workforce collaboratives or regional skills alliances led by business.
- Focus on critical industry clusters working collaboratively with workforce development, education and training, economic development, labor, and community organizations.



Proposed Clusters for Investment:

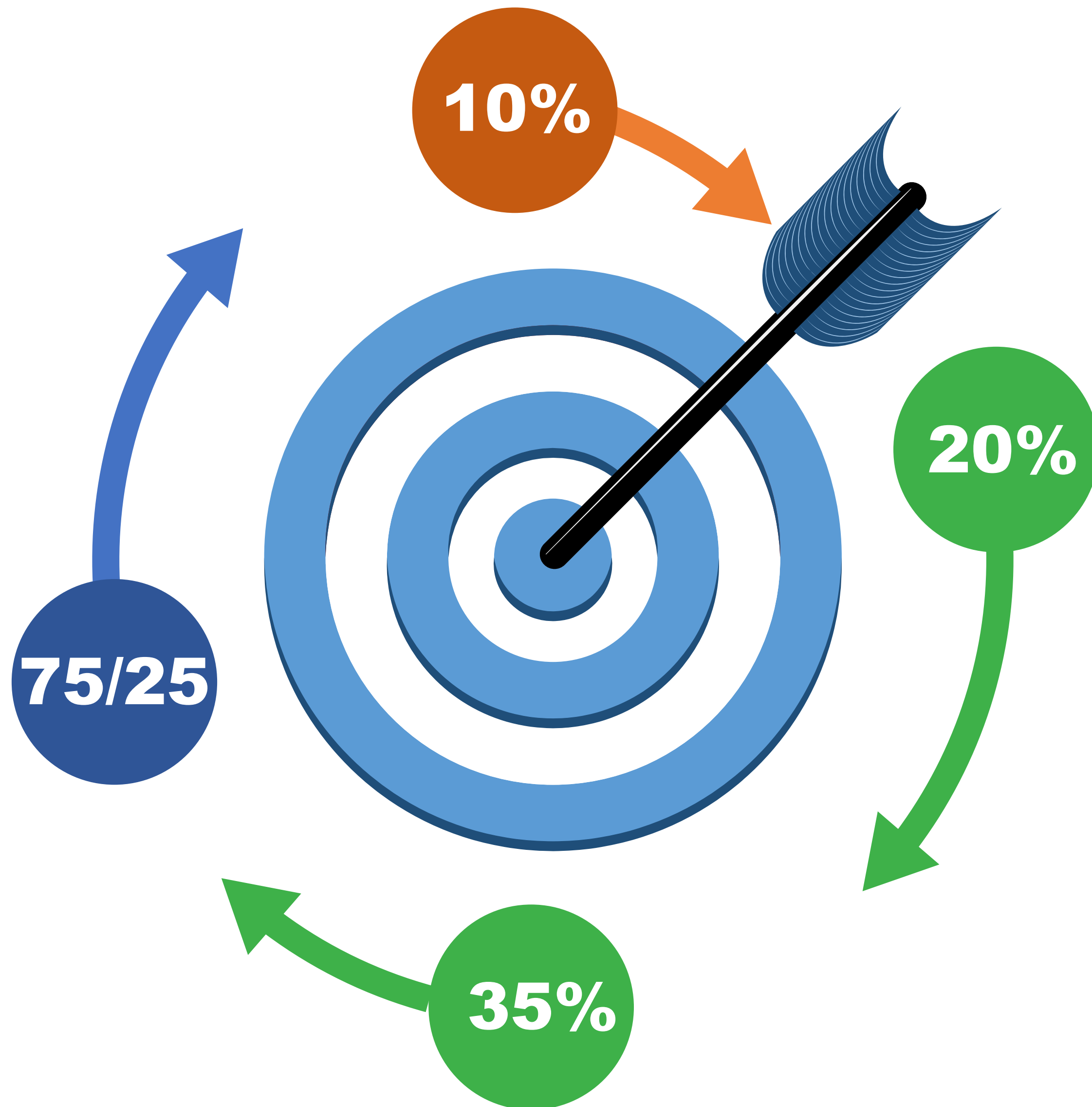
- **STEM Occupations**
 - Advanced Manufacturing
 - IT
- **Care Occupations**
 - Public Safety
 - Healthcare
 - Education
- **Trades and Infrastructure Occupations**



IMPACT	FY 2022 - 2023	CURRENT TARGET	FY 2024 – 2025*
SERVED	38,325	20,000	16,000*
TRAINED	3,078	3,000	2,400*
EMPLOYED	7,379	6,000	4,800*

PROJECTION* = 20% REDUCTION (4,000 CUSTOMERS IMPACTED)

<u>Budget Allocations</u>	<u>FY 2024/25</u>	<u>FY 2023/24</u>	<u>DIFFERENCE</u>
Career and Business Services			
Career Consultants	\$ 9,779,967	\$ 12,051,746	\$ (2,271,779)
Business Consultants	\$ 1,427,275	\$ 2,424,445	\$ (997,170)
Temporary Staffing	\$ 200,000	\$ 300,000	\$ (100,000)
Training Investment	\$ 9,500,000	\$ 11,180,000	\$ (1,680,000)
Staff Development (CareerSourcers)	\$ 184,000	\$ 249,000	\$ (65,000)
Facilities, Maintenance & Related Cost	\$ 2,200,000	\$ 2,358,000	\$ (158,000)
Program Professional Services	\$ 200,000	\$ 345,000	\$ (145,000)
Total Career and Business Services	\$23,491,242	\$28,908,191	\$(5,416,949)
Innovation Support and Administration			
Staff Supporting Operations	\$ 4,792,758	\$ 4,524,809	\$ 267,949
Strategic Communications	\$ 355,000	\$ 638,000	\$ (283,000)
Staff Development (Executive/Leadership Development)	\$ 136,000	\$ 185,000	\$ (49,000)
IT Cost/Network Expenses	\$ 1,000,000	\$ 1,432,000	\$ (432,000)
Facilities, Maintenance & Related Cost	\$ 225,000	\$ 287,001	\$ (62,001)
G&A Professional Services	\$ 500,000	\$ 525,000	\$ (25,000)
Total Innovation and Administration	\$7,008,758	\$7,591,810	\$(583,052)



FEDERAL METRIC

- 10% - Administrative Costs Target

STATE METRICS

- 20% - Young Adults Internship Target
- 35% - Training Investment Target (40% CSCF Projection)

LOCAL BOARD METRIC

- 75% - Career & Business Services
- 25% - Innovation Support & Administration

CareerSource Florida requires 50% of funds to be used for training investments. A waiver can be submitted to CareerSource Florida by September 1 with board approval to lower the percentage requirement.



**MAXIMIZE
TRAINING
INVESTMENT**



**DECREASE
STAFF
COMPENSATION
&
OVERHEAD**

- **FISCAL RESPONSIBILITY**

- Total Projected Revenue \$30.5M; Year-over-Year \$6M or 16.2% decrease
- 75% Earmarked for Career and Business Services; 25% in Innovation Support and Administration
- The proposed budget for salaries reflects a 3% merit increase for all staff that meet or exceed annual performance goals.
- Employee health benefits reflects an increase of 15% of current cost based on previous year plan performance and escalating market rates. Plan structure changes and adjustments to employer/employee cost share ratios were made to reduce impact to 10%.
- The total amount budgeted for administrative cost will be to not exceed the state allowable cap of 10%.



Thank you!



SUPPLEMENTAL MATERIALS

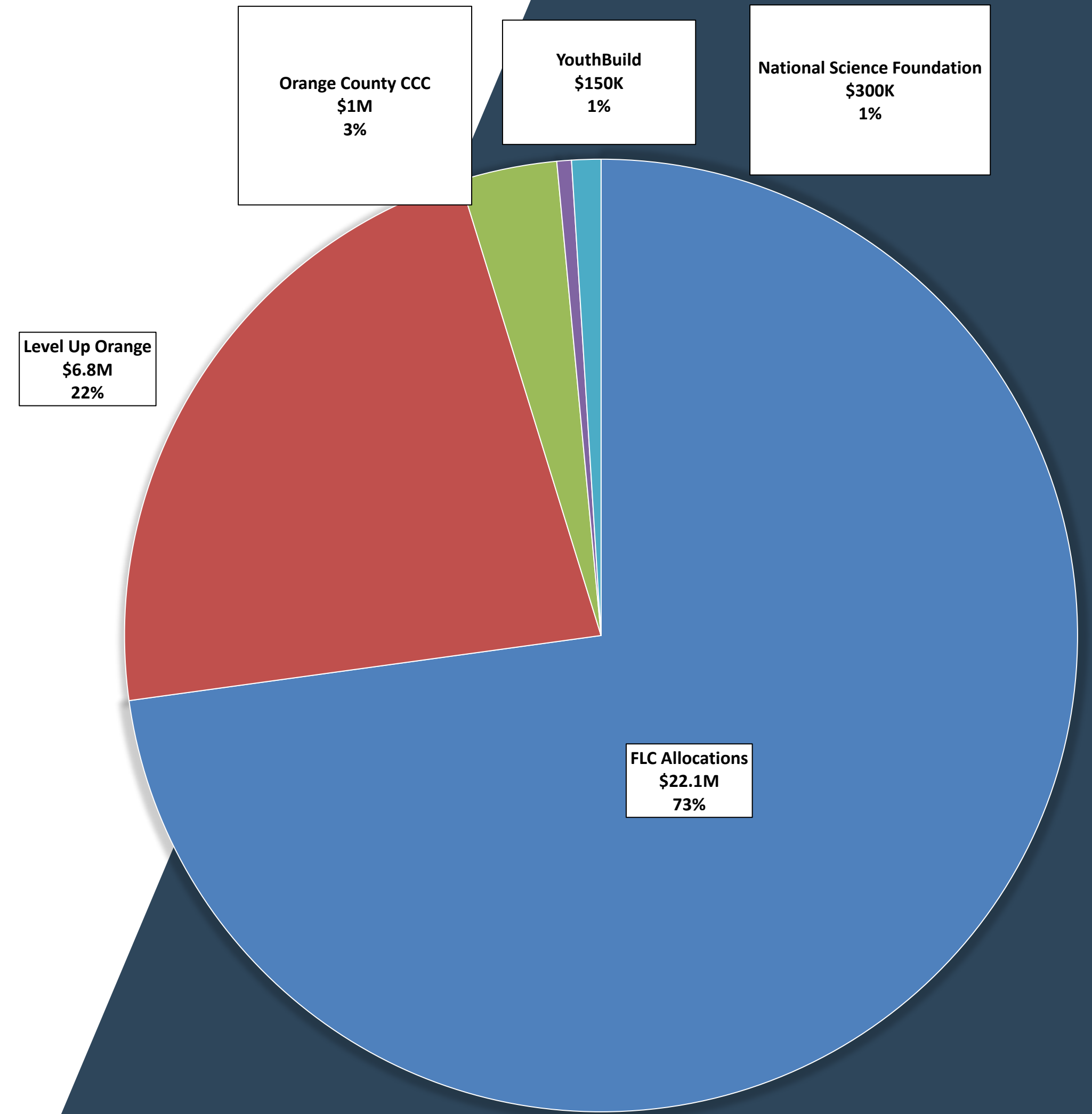
BUDGET OVERVIEW

	<u>FY 2024-25</u>	<u>FY 2023-24</u>	<u>\$ Difference</u>	<u>% Difference</u>
Reserves From Prior Year	\$10,694,979	\$16,960,163	(\$6,326,983)	
Current Year Funding Allocation – FLC	\$21,807,042	\$25,852,420	(\$4,045,378)	
Current Year Funding Awards - Non-FLC	\$8,150,000	\$4,187,500	\$3,962,000	
Award Total - Available Funds	\$40,590,222	\$47,000,083	(\$6,409,861)	
LESS planned Carryover For FY 25 - 26	(\$10,090,222)	(\$10,500,083)	\$434,861	
Total Available Funds Budgeted	<u>\$30,500,000</u>	<u>\$36,500,000</u>	<u>(\$6,000,000)</u>	<u>-16.4%</u>

REVENUE SOURCES

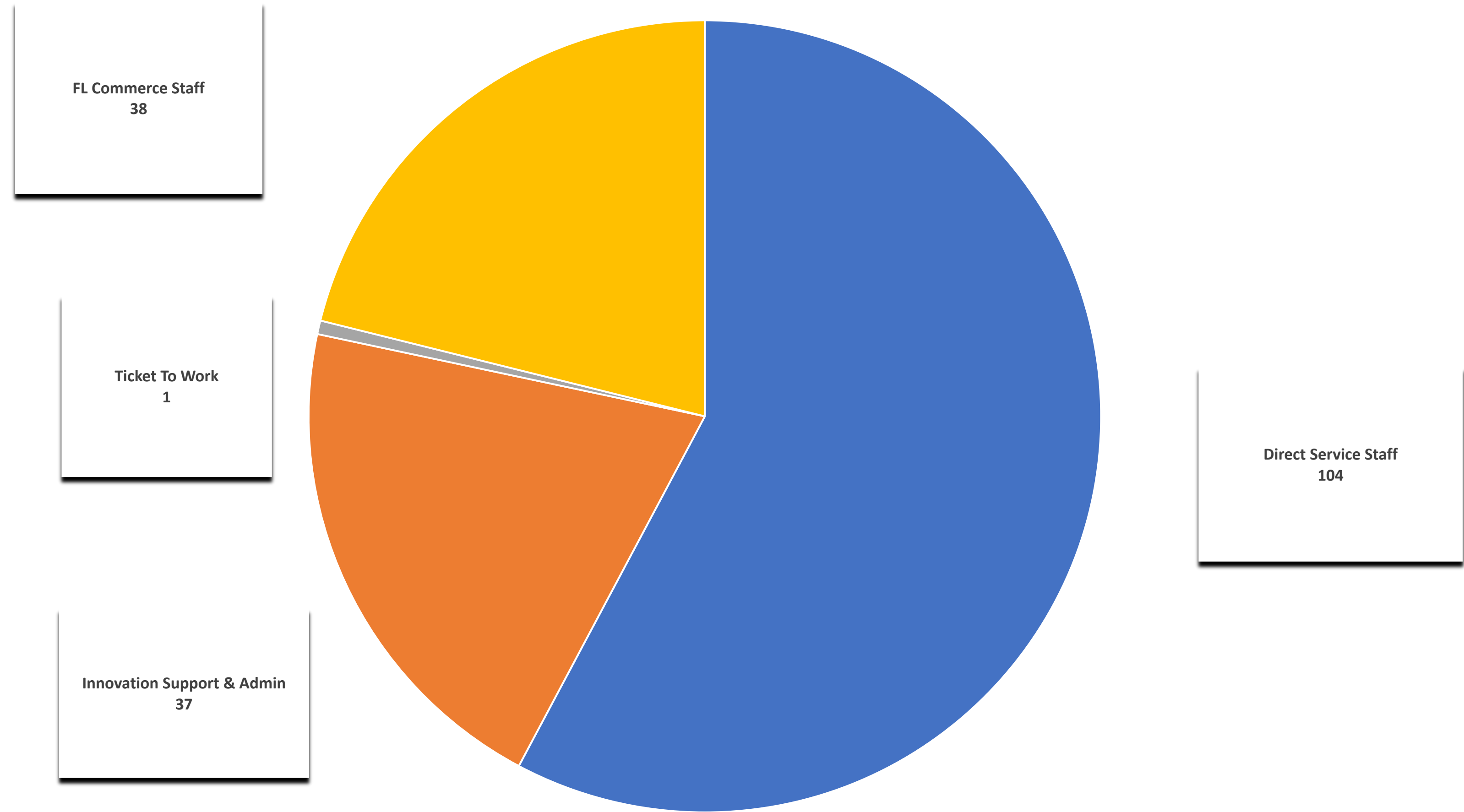
\$30.5 M

<u>REVENUE SOURCE</u>	<u>\$</u>	<u>%</u>
FL Commerce	\$22,100,000	72%
Non-FL Commerce	\$8,400,000	28%
Total Revenue	\$30,500,000	100%



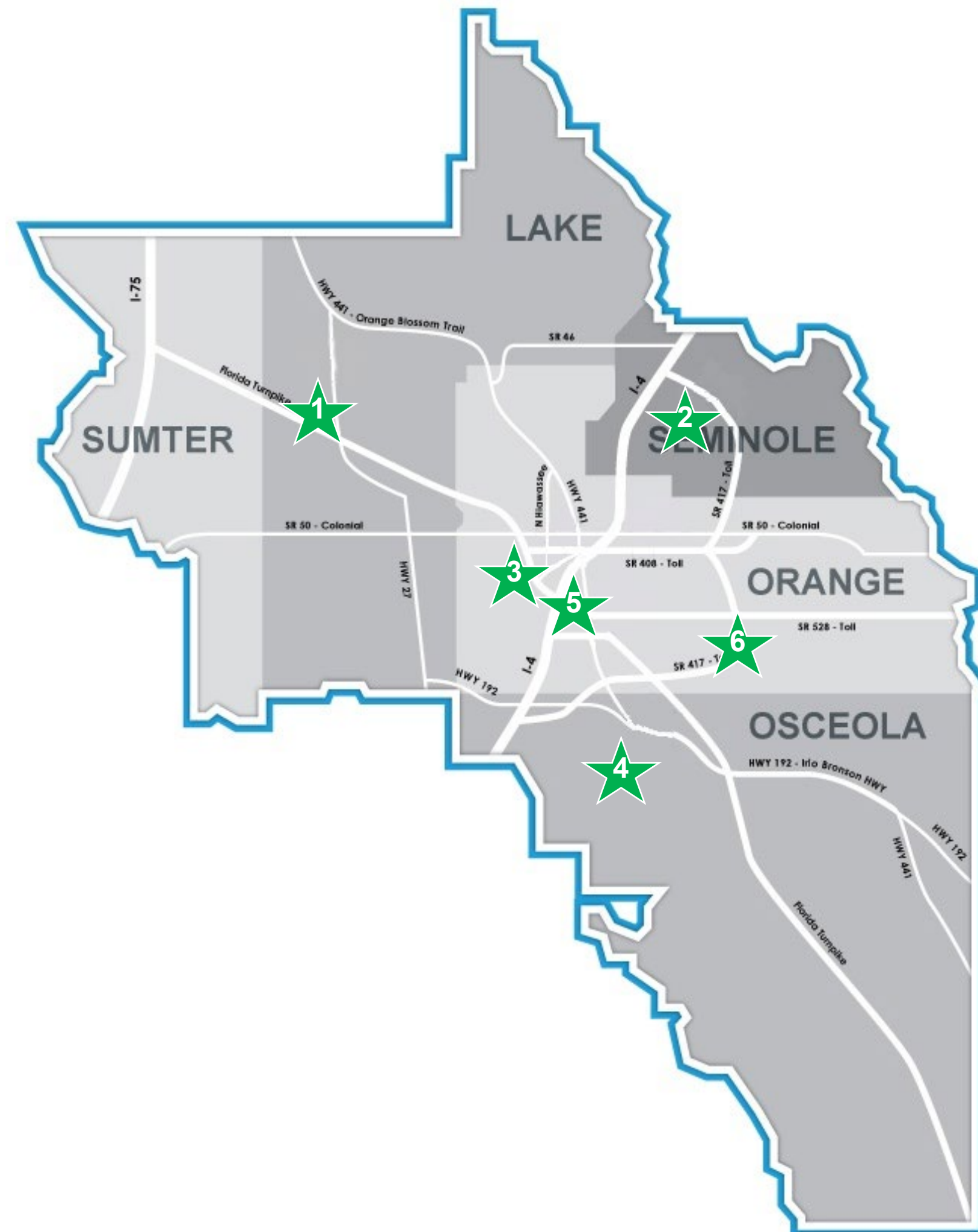
CSCF STAFF BREAKDOWN

\$16M TOTAL COMPENSATION



- Proposed Budget for Salaries Reflects an Average 3% Merit Increase
- Total Compensation Includes Salaries, Taxes, and Benefits

FACILITIES



(1) Lake (Lake Sumter SC)	
Total Square Foot	10,525
Annual Rental Cost	\$178,925
Expiration Date	1/23/2025

(2) Seminole	
Total Square Foot	10,031
Annual Rental Cost	\$179,230
Expiration Date	6/30/2026

(3) West Orange	
Total Square Foot	12,041
Annual Rental Cost	\$326,160
Expiration Date	07/31/2026

(4) Osceola	
Total Square Foot	12,731
Annual Rental Cost	\$190,965
Expiration Date	12/31/2024

(5) Administration	
Total Square Foot	11,792
Annual Rental Cost	\$363,549
Expiration Date	7/31/2026

(6) Southeast Orange	
Total Square Foot	12,363
Annual Rental Cost	\$227,196
Expiration Date	9/30/2026

Rent / Related cost for maintaining locations represents approximately \$1.5M or 5% of Budget



**ATTACHMENT FOR AGENDA ITEM 4C
BOARD NOMINATION &
APPOINTMENT LETTERS**

June 28, 2024

Central Florida Area Workforce Development Consortium (“Consortium”)
c/o CareerSource Central Florida
390 N. Orange Ave., Suite 700
Orlando, FL 32801

Dear Consortium Members:

Below is the list of appointments to the CareerSource Central Florida Board of Directors, in terms described, for consideration by the Consortium for approval. All individuals listed have agreed to serve.

Appointments (*see attached nomination letters*):

Public Sector Seats representing Central Florida Region:

- **Habitat for Humanity Greater Orlando and Osceola County nominating:**
Ms. Catherine McManus, President & CEO, Habitat for Humanity Greater Orlando and Osceola County, to serve in the public seat representing Workforce Community Based Organization - Housing). **Term: 7/1/2024 – 6/30/2027**
- **Rollins College nominating:**
Ms. Kristin Williams, Director of Student Success, Rollins Crummer Graduate School of Business, to serve in the public seat representing Education and Training Provider – Institution of Higher Education (ETPC) **Term: 7/1/2024 – 6/30/2027**

Private Sector Seats:

- **Orlando Economic Partnership nominating:**
 - Mr. Brinkley Ruffin, Vice President, Talent Acquisition, Universal Destinations & Experiences (Universal Orlando Resort), to serve in the business seat representing Orange County. **Term: 7/1/2024 – 6/30/2027**
 - Ms. Sharon Arroyo, Vice President, Government & Community Relations, Duke Energy Central Florida region, to serve in the business seat representing Orange County. **Term: 7/1/2024 – 6/30/2027**

Re-Appointments (*nomination letters not required*):

Public Sector Seats

- Ms. Keira des Anjes, Vocational Rehabilitation Area Supervisor, Division of Vocational Rehabilitation / Florida Department of Education, to serve in the public seat representing Government Representative – Vocational Rehabilitation (GRVRD). **Term: 7/1/2024 – 6/30/2027**
- Mr. Eric Ushkowitz, Business Development Division Manager, City of Orlando, to serve in the public seat representing Government Representative – Economic Development (GRED). **Term: 7/1/2024 – 6/30/2027**


Private Sector Seats

- Mr. Andrew Albu, Co-Chairman, Albu & Associates, Inc., to serve in the business seat representing Orange County. **Term: 7/1/2024 – 6/30/2027**
- Mr. David Sprinkle, Managing Partner, Veritas Recruiting Group, LLC, to serve in the business seat representing Seminole County. **Term: 7/1/2024 – 6/30/2027**
- Mr. Matt Walton, Principal, VP & Chief Financial Officer, MiGre Engineers, LLC, to serve in the business seat representing Seminole County. **Term: 7/1/2024 – 6/30/2027**
- Mr. Shawn Hindle, President, Hanson, Walter & Associates, Inc., to serve in the business seat representing Osceola County. **Term: 7/1/2024 – 6/30/2027**
- Ms. Sheri Olson, Director, Foundation, Government & Guest Relations, South Lake Hospital Foundation/Orlando Health South Lake Hospital, to serve in the business seat representing Lake County. **Term: 7/1/2024 – 6/30/2027**

With regard to reappointments, according to Section II, B of the *Central Florida Area Workforce Investment Consortium Interlocal Agreement...* "Reappointment for one additional three-year term and one additional two year shall be automatic so long as the duly appointed board member is in good standing, the seat on the Board continues to exist, and the Board member wishes to serve another term."

If appointments are approved at the 6/28/2024 Consortium Meeting, their terms shall be effective as described above.

Regards,



Pamela Nabors
President/CEO



**FACE THE
HOUSING CRISIS™**

February 15, 2024

The Honorable Mayor Jerry Demings &
Chair, Central Florida Area Workforce Development Consortium
Orange County Government
201 South Rosalind Ave., 5th Floor
Orlando, FL 32801

Dear Mayor Demings:

Habitat for Humanity Greater Orlando & Osceola County is honored to put forth the nomination of Catherine Steck McManus to serve in the public seat representing the Workforce Community Based Organization on the CareerSource Central Florida Board of Directors.

Catherine Steck McManus, a distinguished executive, leads Habitat for Humanity Greater Orlando & Osceola County, uniting communities to build homes and foster hope. With 25 years of nonprofit experience, she champions equitable housing policies, driven by the belief in access to secure homes for all.

In recommending Catherine for this significant role, we are not only recognizing her exceptional leadership within our organization but also underscoring her capacity to bring innovative perspectives and strategic insights to the Board. Her dedication to empowering individuals and strengthening communities makes her an invaluable asset to any leadership body.

Having served as Chair of the Board of Directors for the past four years, I have had the privilege of personally witnessing Catherine's exemplary leadership, unwavering commitment, and steadfast dedication to advancing Habitat's mission. It is with utmost confidence and pride that I along with all of us at Habitat for Humanity Greater Orlando & Osceola County wholeheartedly recommend Catherine for consideration.

I welcome any inquiries or requests for additional information regarding Catherine's qualifications and suitability for this position.

Sincerely,

A handwritten signature in cursive script that reads "Peter C. Barr, Jr.".

Peter C. Barr, Jr. Chair
Habitat for Humanity Greater Orlando & Osceola County

Cc: Jeffrey Newton, Orange County Attorney
Pamela Nabors, President/CEO, CareerSource Central Florida

May 29, 2024

Central Florida Area Workforce Development Consortium
c/o CareerSource Central Florida
390 N. Orange Ave., Suite 700
Orlando, FL 32801

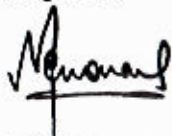
Dear Consortium Members:

Rollins College is pleased to nominate Kristin Williams to serve in the public seat representing Education and Training Provider – Institution of Higher Education (ETPC) on the CareerSource Central Florida Board of Directors.

Kristin serves as Director of Student Success for Rollins Crummer Graduate School of Business. We are proud to recommend this individual for consideration.

Please let me know if you have any questions or need further information.

Regards,



Anil Menon
Dean

Cc: Pamela Nabors, President/CEO, CareerSource Central Florida



ORANGE COUNTY MAYOR

Jerry L. Demings

P.O. BOX 1393, 201 SOUTH ROSALIND AVENUE, ORLANDO, FL 32802-1393
PHONE: 407-836-7370 • FAX: 407-836-7360 • EMAIL: MAYOR@OCFL.NET

March 19, 2024

Central Florida Area Workforce Development Consortium
c/o CareerSource Central Florida
390 N. Orange Ave., Suite 700
Orlando, FL 32801

Dear Consortium:

I am pleased to approve the appointment of the individual listed below to serve in the business seat on the CareerSource Central Florida Board for the term 7/1/23 through 6/30/27.

Business Sector Seat representing Orange County:

Appointment (see attached nomination letter):

- Mr. Brinkley Ruffin, Vice President, Talent Acquisition, Universal Destinations & Experiences (Universal Orlando Resort), to serve in business seat representing Orange County term 7/1/24 through 6/30/27.

Sincerely,

Jerry L. Demings
Orange County Mayor

cc: Pamela Nabors, President/CEO, CareerSource Central Florida

March 14th, 2024

The Honorable Mayor Demings
Chair, Central Florida Area Workforce
Development Consortium
Orange County Government
201 South Rosalind Ave., 5th Floor
Orlando, FL 32801

Dear Mayor Demings,

On behalf of the Orlando Economic Partnership (“the Partnership”), we strongly support the nomination of Mr. Brinkley Ruffin to serve in the business seat representing Orange County on the CareerSource Central Florida Board of Directors.

Mr. Ruffin serves as Vice President, Talent Acquisition, Universal Destinations & Experiences (Universal Orlando Resort) and we are proud to recommend this individual for consideration.

Please let me know if you have any questions or need further information.

Sincerely,



Tim Giuliani
President and
CEO
Orlando Economic Partnership





ORANGE COUNTY MAYOR

Jerry L. Demings

P.O. BOX 1393, 201 SOUTH ROSALIND AVENUE, ORLANDO, FL 32802-1393
PHONE: 407-836-7370 • FAX: 407-836-7360 • EMAIL: MAYOR@OCFL.NET

May 10, 2024

Central Florida Area Workforce Development Consortium
c/o CareerSource Central Florida
390 N. Orange Ave., Suite 700
Orlando, FL 32801

Dear Consortium:

I am pleased to approve the appointment of the individual listed below to serve in the business seat on the CareerSource Central Florida Board for the term 7/1/24 thru 6/30/27.

Private Sector Seat representing Orange County:

Appointment (see attached nomination letter):

- Ms. Sharon Arroyo, Vice President, Government & Community Relations – Central Florida area, Duke Energy.

Sincerely,

Jerry L. Demings
Orange County Mayor

Cc: Pamela Nabors, President/CEO, CareerSource Central Florida

April 29, 2024

The Honorable Mayor Demings
Chair, Central Florida Area Workforce Development Consortium
Orange County Government
201 S. Rosalind Ave., 5th Floor
Orlando, FL 32801

Dear Mayor Demings,

The Orlando Economic Partnership is pleased to nominate Ms. Sharon Arroyo to serve in the business seat representing Orange County on the CareerSource Central Florida Board of Directors.

Ms. Arroyo serves as Vice President, Government & Community Relations - Central Florida area, Duke Energy, and we are proud to recommend this individual for consideration.

Thank you for the opportunity to express the Partnership's support. Please let us know if you need any further information.

Sincerely,



Tim Giuliani
President and CEO
Orlando Economic Partnership

