

CareerSource Brevard

Career Center Committee

January 24, 2023

Minutes

The meeting was held in person and virtually using Microsoft Teams.

Members in Attendance: Nancy Heller Chair, Shawn Beal, Lorri Benjamin, Robert Gramolini, Brian Jaskiewicz, Leslie Jones, Karen Locke, Nuno Mana, Theodore Pobst, Pamela Reed, Monica Shah and Holly Tanner

Members Absent: Laura Koursaris, Jimmy Lane and Travis Mack

Staff in Attendance: Marci Murphy, Jana Bauer, Thomas LaFlore, Joy Bartlett, Denise Biondi, Amberstar Bush, Erma Shaver, Marina Stone and James Watson

C2 Staff in Attendance: Chakib Chehadi, Caroline Joseph-Paul, Ahmanee Collins-Bandoo, John Bonsignore, Marvetta Gordon, Linda Hadley and Taciana Raders of CareerSource Brevard (CSB) Career Centers

Guests in Attendance: There were no guests in attendance.

Call to Order:

Nancy Heller, Chair called the meeting to order at 8:30am at CareerSource Brevard (CSB). Introductions were made.

Public Comment:

There was no public comment.

Spotlight Presentations:

Show Me The Money

A presentation was shared highlighting new grants and funding opportunities. An overview of the funding source, award, duration, target and purpose for the Workforce Recovery Training Program, Get There Faster Program, AARP Foundation Back to Work 50+ Skills Accelerator and PY2023-2024 Programs, Florida Atlantic Workforce Alliance (FAWA) Grant, Non-Custodial Parent Employment Program were shared along with the Hurricane 2022 anticipated grant. Lorri Benjamin asked for numbers of those that wanted wrap around services from BPS with the Get There Faster Salesforce Academy Grant. The committee wanted to know if there are any benefits to an employer for hiring an AARP Foundation Back To Work 50+ graduate.

Monica Shah joined the meeting.

Action Items:

Approval of Career Center Committee Minutes of October 25, 2022

Motion to approve the Minutes from the October 25, 2022, meeting was made by Shawn Beal. Pamela Reed seconded the motion. The motion passed unanimously.

Guidelines for Formula Funding Usage PY 22-23

The guidelines for formula funding usage are reviewed every year to ensure that CSB is focusing on programs that are most effective for businesses and job seekers. Staff recommended 30% Work-based Training (OJT)s, Work Experience, Employed Worker) and 70% Individual Training Accounts (ITA's) for the Training Mix PY 2022-23: Staff also recommended the Job Seeker Customer Mix for

2022-23 of 35% on unemployed workers, 50% on the underemployed and 15% on employed worker training. Guidelines were originally approved at the October 25, 2022, meeting, however the Job Seeker Customer Mix did not appropriately reflect the customer mix seeking services. Based on an ongoing low unemployment rate, the customer mix was modified to reflect more emphasis on the underemployed individuals. Motion to approve staff recommendation guidelines for PY 2022-23 and to move this item to the CSB Board of Director's consent agenda was made by Robert Gramolini. Holly Tanner seconded the motion. The motion passed unanimously.

President's Report:

Marci Murphy shared information focusing on the Labor Market in Brevard County from Florida's Labor Market Estimating Conference which met in October 2022 and the 2022 Talent Attraction Scorecard by Lightcast. Health First was also congratulated for recently receiving approval for the LPN Registered Apprenticeship program. Brevard County has ranked 22nd of 609 nationwide counties in talent attraction. Talent attraction is both an engine for growth and a stabilizer during downturns such as a pandemic. Housing has quickly risen to the levels of workforce as a top concern for economic developers. The unemployment rate in Brevard is at 2.2%. Regarding the FAWA grant, there is an added benefit to Brevard County in that the US Government, Space Florida and the National Space Council are all talking and the goal is to build the talent pipeline in Aerospace. CSB is on the Space Florida workgroup and CSB is a major part of the outcomes from this group.

Discussion/Information Items:

Q2 Career Center Efforts Presentation

During the second quarter of PY22-23, C2 GPS shared a presentation on enrollment, employment and program highlights, hiring events, job seeker workshops, community partner engagement, and customer satisfaction feedback results. A committee/board member shared that he had hired a few people from the Paychecks for Patriots job fair in November 2022.

CAPE Industry Certification List

The Florida Career and Professional Education (CAPE) Act was created to provide a statewide planning partnership between the business and education communities to attract, expand and retain targeted talent. For the upcoming 2023-2024 school year, a total of 18 applications were submitted from BPS Career and Technical Education, BPS Adult and Community Education and EFSC in Brevard. A timeline with deliverables was also shared. Updates will be shared at the next CCC meeting.

Q2 Business Engagement Presentation

A presentation was shared that highlighted CSB Recruiting Events, Job Fairs, Workshops, Presentation and Panels and Business Learning Events along with a Fact Sheet for July 1, 2022, through December 31, 2022.

Business Use of CareerSource Brevard (CSB) Business Services Brief

The goal in CSB's Strategic Plan is to create a Career Center model that is one of the top choices for career seekers and businesses in Brevard by offering quality workforce products and services. Data was shared showing the number of unique businesses who received a service and also the number of services those businesses used. This information is shared annually to be used as a piece of the total analysis about the business use of CSB. Questions posed for discussion were (1) In your business, what services do we offer now that you find most helpful? Responses were CDL Training, Lunch and Learn sessions and On-The-Job Training Programs. (2) Are there any other services you would like to see CSB offer that could help your business? Responses were direct recruiting for the young generation, and CNA's. The committee asked for information on opportunities for training and services in the construction industry to share at events that she attends.

Q2 Multimedia Outreach Presentation and Matrix

The Outreach Department highlighted quarterly activities from July 2022 through December 2022. Metrics for the CSB website and social media platforms were shared. The committee suggested that CSB may want to look into grants to help start podcasts or fund a studio.

Q2 Performance Reporting Presentation and Analysis

A visual presentation of data was shared about performance measures including Quarter 2 entered employment rate, average hourly wage, retention rate and measurable skills gains.

Second Quarter Contractor Performance for PY22-23

The CSB/C2 GPS contract is cost reimbursement for direct program costs, however; profit is withheld from the Contractor until measurable performance outcomes are achieved. The Contractor met meet the required number of measures to be eligible to earn dollars for Element A and were successful in exceeding the performance criteria to be paid on Element B. Performance Measures for PY22-23 have been redesigned to better align with the Letter Grade Performance that has been established by the State.

Primary Indicators of Performance

Common Measures were established under WIA and are still required by the Workforce Innovation and Opportunity Act (WIOA). Data was shared showing past performance and actual performance, along with PY22-23 goals. All performance goals were met or exceeded for the 1st quarter except Adult Measurable Skills Gain and Dislocated Worker Median Earnings.

Letter Grade Scorecard

A letter grade scoresheet was shared for the 1st quarter of PY 2022-2023 with a grade of B and score of 84.99%.

Committee Member Survey

The committee was asked for input through Survey Monkey for suggestions to improve the Career Center Committee Meetings.

Strategies and Goals Matrix

Staff reviewed the matrix of the Career Center Committee including the Goal, Objectives, Strategies, Actions, Timeframes and Status of each strategy.

Adjourn:

There being no further discussion or business, Nancy Heller, Chair adjourned the meeting at 10:00am.

Respectfully submitted,

Reviewed by,

{signature on file}
Marina Stone

02/22/23
Date

{signature on file}
Nancy Heller, Chair

02/22/23
Date