

**CareerSource Brevard Board
of Directors Meeting
February 17, 2022**

MINUTES

Members in Attendance: Shawn Beal (via teleconference), Mary Jane Brecklin (via teleconference), Colleen Browne (via teleconference), Randall Fletcher (via teleconference), Susan Glasgow, Lloyd Gregg (Chair), Nancy Heller (via teleconference), Art Hoelke (via teleconference), Brian Jaskiewicz (via teleconference), Jennifer Kenny (via teleconference), Traci Klinkbeil (via teleconference), Mike Menyhart, Wayne Olson (via teleconference), Kirsten Patchett (via teleconference), Amar Patel, and Pamela Reed.

Members Absent: Frank Abbate, Daryl Bishop, Lynn Brockwell-Carey, William Chivers, Mark Mullins, Terry Schrupf, Travis Mack, and Lynda Weatherman.

Staff Present: Marci Murphy, Jeff Witt, Holly Paschal, Thomas LaFlore, Denise Biondi, Jana Bauer, Richard Meagher, Lynn Hudson (via teleconference), Caroline Joseph-Paul, Chakib Chehadi, and Raul Santana.

Guests: Raquel McIntosh (via teleconference), Aaron Meavy, and Nuno Mana.

Call to Order: The CareerSource Brevard (CSB) Board Meeting was called to order at 8:00am by Lloyd Gregg.

Public Comment: There was no public comment.

Presentations:

Employer Recognition

Marci Murphy introduced CSB's Local Veterans Employment Representative (LVER) Raul Santana from CSB. Raul Santana presented Employer Acadian Contractors Inc. as an exemplary employer who regularly partners with CSB. Nuno Mana accepted the Employer Certificate on behalf of Acadian Contractors Inc.

Raquel McIntosh from Grau & Associates presented the audit of the financial position of Brevard Workforce Development Board, Inc. dba CareerSource Brevard for the fiscal year ending on June 30, 2021. Ms. McIntosh states that she is happy to report that the audit did not detect any material weaknesses or deficiencies. Ms. McIntosh also states that Grau believes that the board complied with all programs and there were no deficiencies with the programs as well. Lloyd Gregg asked Marci Murphy how this audit compared with other audits, and Marci explained it is similar to previous audits. Motion to accept the report made by Susan Glasgow and seconded by Mike Menyhart. Motion passed unanimously.

Dr. Chris Laney from EMSI/Burning Glass presented Labor Market Information (LMI). Dr. Laney shared pre-Covid LMI as it pertains to Baby Boomers and retirement status during COVID. He also states that job seekers 55+ were retiring at a faster pace during COVID. His presentation including gender-specific labor force participation as well as data regarding part-time employment during the pandemic. He states we've had a record number of job openings and explained seven factors contributing to the labor shortage. Dr. Laney states there are less 16–24-year-old workers in the workforce and shared the negative effects in the labor market. He informed that another contributing factor due to labor market shortages is due to drug overdoses. He reports that more workers are now choosing to work for themselves. Dr. Laney shared how low birth replacement rates have also negatively impacted our labor force participation rate and the overall economy. He recommended short-term strategies to offer non-wage incentives to include flexibility of workers and reaching into untapped talent, also known as hidden workers, and he recommended reducing the length of the hiring process. Long-term strategies include Executives being part of the hiring process.

Art Hoelke confirmed Dr. Laney's long-term strategy for Executives to be involved in hiring process. Art Hoelke asked Mr. Laney where he can find the data that is being presented. Mr. Laney informed that he would share the full presentation with Marci Murphy as well as the demographic draught. Marci will send out the presentation to Board members.

Mike Menyhart asked why workers are not choosing to go back to work. Dr. Laney explained some factors to

include childcare costs and entrepreneurship.

Marci Murphy reminded the group to attend the LEAD Brevard event in March for more on this topic.

Consent Action Items

Consent action item presented included Board of Director meeting minutes for November 18, 2021. Motion to approve the Consent Action Item made by Mike Menyhart and seconded by Susan Glasgow. Motion passed unanimously.

Reports

Mike Menyhart gave a report on the Industry Workforce Committee meeting held on January 13, 2022.

Nancy Heller gave a report on the Career Center Committee meeting held on January 25, 2022.

Colleen Browne gave a report on the Finance Committee meeting held on February 8, 2022.

Information Items:

Marci Murphy gave the president’s report on the items she has been focusing on since the last board meeting. Items covered included CareerSource Brevard sponsoring the next LEAD Brevard, Conversation & Community Event which will be held on March 11, 2022, from 7:30-9:30am at the Holiday Inn Melbourne-Viera Conference Center.

She states that CSB’s annual report covering July 1, 2020, through June 30, 2021, is about to be released.

Ms. Murphy also said that she continues to focus on labor market data, what it shows and where we are headed and informed that Brevard’s current unemployment rate is 3.2% which is quite low.

She highlighted some of the monies we have received to include NEG Covid, additional funding for NEG Opioid Grant, monies for the AARP skill Accelerator Program and during the last quarter, we were granted the “Get There Faster” Governor’s competitive grant for Returning Adult Learners.

Information items presented the PY 22-23 Meeting Schedule and informed the Director’s that the meetings will begin at 8:30am instead of 8:00am beginning in August 2022.

Susan Glasgow asked about details from the customer satisfaction survey. Marci Murphy asked Career Center Director Caroline Joseph-Paul to explain. Caroline explained that when there are negative surveys, the Career Center Manager will reach out directly to the job seeker to ensure they are served and receive the help they need.

Other Business:

There being no further business, the meeting was adjourned at 9:08am.

Submitted by,

Reviewed by,

(Signature on file)
Holly Paschal

2/28/2022
Date

(Signature on file)
Lloyd Gregg

2/22/2022
Date