

CareerSource Brevard
Board of Directors Annual Retreat
May 16, 2019

MINUTES

Members in Attendance: Shawn Beal, Daryl Bishop, Susan Glasgow, Nancy Heller, Robert Jordan, Jennifer Kenny, Traci Klinkbeil, Travis Mack, Mike Menyhart, Linda Miedema, Mark Mullins, Wayne Olson, Amar Patel, Patricia Stratton, Lynda Weatherman.

Members Absent: Frank Abbate, Joe Angelastro, Colleen Browne, William Chivers, Lloyd Gregg, Paula Just, Terry Schrupf.

Staff Present: Jana Bauer, Denise Biondi, Judy Blanchard, Chakib Chehadi, Ahmanee Collins, Marveta Gordon, Caroline Joseph-Paul, Bob Knipple, Thomas LaFlore, Jennifer Lasser, Don Lusk, Richard Meagher, Jon Michael, Jessica Mitchell, Marci Murphy, Lyn Sevin, Gary Sulski, Jeff Witt.

Guests: Nancy Peltonen, Janice Scholtz, Warren Davis, Scott Tilly, Allen Chehadi.

Call to Order: The CareerSource Brevard (CSB) Annual Board Retreat was called to order at 9:47am.

Public Comment: There was no public comment.

Presentations:

Allen Chehadi, C2Global, gave a presentation on Virtual Reality.

Warren Davis, Policy Analyst, CareerSource Florida, gave a presentation on the Gig Economy.

Daryl Bishop left the meeting at 10:15am
Robert Jordan left the meeting at 10:26pm.

Scott Tilley, FIT, Center for Technology & Society, Big Data Florida, gave a presentation on Artificial Intelligence.

Mark Mullins left at 10:41am.

Members were invited to move to one of three breakout sessions to discuss the above topics (notes attached).

There being no further business, the meeting was adjourned at 12:00pm

Submitted by:

Reviewed by:

(signature on file)
Lyn Sevin

5/29/2019
Date

(signature on file)
Paula Just

5/29/2019
Date

**CSB Board Retreat – Thursday, May 16 2019
Virtual Reality Group Discussion Notes**

**Facilitated by Allen Chehadi, G2Global
Submitted by Denise Biondi**

Basically the use of a \$200 set of VR goggles and either a free generic or expensive custom video that can virtually tour/train/test job candidates on job functions and weed out candidates at the same time!

- HS students/other youth safely explore/test drive career options via environments
- Persons with disabilities gain much broader access to career exploration and training opportunities
- Employers can introduce/train multiple job candidates at one time
- Employers can train job candidates on use of machinery/equipment with no risk of damage to equipment or risk of bodily harm to candidate
- Offers another way to teach someone, experiential---v/s hands on, v/s audio, reading, etc.

Multi-industry use: Manufacturing/machinist equipment, Healthcare including soft skills scenarios, etc.....truck/equipment drivers, and more...

Advent Health, Sherriff's Department, Honeywell, are all VR users.

https://www.dropbox.com/sh/zbqirhqerykq73y/AAAVYR_6mlergNp7uATnT6uaa?dl=0

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Gig Economy Group Discussion Notes

Facilitated by Warren Davis, CareerSource Florida
Submitted by Jana Bauer

Rotation 1

During rotation one, the following was discussed/asked;

- 1) What is the expected size of the gig economy? How many people are working these alternative jobs?
- 2) A question was asked by an employer of how to categorize the employee. He highlighted that there is significant risk in miscategorizing part-time, full-time, etc., and stressed the importance of understanding from an employer's perspective, what the expectation would be of classifying someone who is working for them and in the gig economy.
- 3) The question then was posed as to what businesses are willing to hire gig workers? How are WE as a region going to classify it?
- 4) A member of the group suggested labeling gig economy as someone conducting contractor or independent work, which is outside of traditional employment.
- 5) It was discussed that the Aerospace industry utilizes a lot of temporary contract workers.
- 6) The question was asked, if we are considered a high-performing region, what constitutes employment and retention? We need to rethink our measures, because the way we are measured now, why would we connect with the gig economy in terms of our performance outcomes?
- 7) What really constitutes employment? This needs to be redefined if we are to focus on heavily supporting gig economy.
- 8) An employer shared he is all for the gig economy as it reduces his overall costs. He is just concerned about all of the markers to correctly classify employees.
- 9) The federal regulations need to be redefined, as it's being heavily relied on the workforce system to report the LMI data, yet there's no way for us to currently track gig economy.
- 10) Someone shared a feeling that the gig economy will overtake before the government gets a handle on it. This is really the best of both worlds for the employee and employer.
- 11) It was asked if this is a trend, or if it's here to stay. The group consensus felt it's here to stay, we just now have to understand it and how to serve it as a region.
- 12) It was mentioned that schools are moving to more and more online studies, which really can be translated into the beginning of opportunities for "I want to work on my own."
- 13) The question was asked, if there is disparity between low and high-skilled gig workers, what can boards do to upskill?

Rotation 2

During rotation two, the following was discussed/asked;

- 1) Defining gig economy was further questioned... if someone is working 2 PT jobs, are they considered gig? It was then followed with trying to define based on if it's out of necessity or flexibility?
- 2) A local partner mentioned that it does provide ease of access – allowing people to bypass interviews, no profiling risk, and removing barriers. (He is the President of local center that serves individuals with disabilities, and mentioned their clients enjoy this opportunity).
- 3) It is helpful to businesses that want to hire people with barriers and employees who don't have attributes to be full-time.
- 4) A question was posed about how many Florida gig workers are working for an employer overseas, and how many work outside of Florida for an employer within the state?
- 5) It was mentioned that it's our choice to serve them or not, but right now we are not currently set up as a workforce system because we can't take credit for it. If wages are not shared, we cannot capture employment. We are also measured on employment at various quarters post-services, which wouldn't currently work with gig workers. We need to decide if we want to change from full-time, long-term focus.
- 6) The training Gainesville has done on gig workers was referenced.
- 7) It was questioned if we should consider capturing as micro-entrepreneurship.
- 8) Someone expressed that the whole workforce system is currently set up to be AGAINST gig workers.
- 9) Another group member expressed that while we may not be getting credit for it, we are changing lives and isn't it the right thing to do to help them until they obtain a career?
- 10) It was discussed that we could write in our own measure for our contractor if we chose to go this route.
- 11) Someone referenced an article that showed the gig economy was slowing down, but another saw that it was still active.

Rotation 3

During rotation three, the following was discussed/asked;

- 1) It was mentioned that not everyone is interested in benefits, some like to fly under the radar which makes gig economy more enticing to them.
- 2) An employer at the table shared that she has 12 1099 employees working for her. They are primarily working for her to stay up-to-speed and relevant in their industries.
- 3) Voc Rehab shared that the majority of their clients are working in the gig economy.
- 4) It was discussed that next year, penalizations for not having healthcare are going away, and the thought is that we may see a higher interest in gig economy work.
- 5) It was discussed to conduct a survey from the state to identify the size of the gig economy, the ideal candidates and demographics of someone working in the gig economy, and set standards from a state level.
- 6) The final question the group was pondering was is this a good thing or is it a disruptor?

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Artificial Intelligence Group Discussion Notes

Facilitated by Scott Tilley, FIT, Center for Technology & Society, Big Data Florida
Submitted by Gary Sulski

While the conversation started in manufacturing it migrated into robotics, particularly anything unmanned. This could include machines, auto, robots, and drones. This went into discussion of Artificial Intelligence (AI) vs. Machine Learning vs. Deep Learning.

It was agreed that software and software developers would be needed to design the initial instructions to run the processes. Then machines would learn themselves. So this profession would eventually die.

There would be a transition period for this to happen, but the end result would be “No more jobs” here.

The question was posed to each of the three groups “What job did we think couldn’t be done by an artificial intelligent machine or robot/robotics?” Judges, CEO’s, Politician, Clergy we’re all debated as the only occupations to not be robotic or artificial intelligent. This was mainly because of the strategic, empathetic, humanistic, ethical nature of them.

There were some concerns for privacy either slowing or preventing there from becoming a complete robot run workforce.

Machines need repair so this profession will be prevalent. When in actuality machines could fix machines.

Because of ethics concerns, it was determined that policy and legislation will keep things in check and thus a positions in this field, i.e. government, committees, task forces would manage.

Emotional attachment by humans will drive the acceptance of robots running things.

GIG economy will be the transition to a robotically run world. So jobs that move from traditional corporate workforce, to mostly working from home (GIG), to not working much at all (laid off, no jobs available, early retirement.

Companies that are driving the machine learning and accepting it, are feeling that or have a fear that, if I don’t embrace it and make money from it (exploit it) then someone else will.

There those like Elon Musk, Bill Gates and others that believe Super AI will come. This superintelligence is a hypothetical agent that possesses intelligence far surpassing that of the brightest and most gifted human minds.

There were differing opinions as to when this transition will really be felt in the workforce. Scott believed it is 2025, but acceptance by community will be the factor. Some are discussing taxing machines as a form of compensating displaced workforce.

The deeper issues will be anxiety and depression in workforce for not having a job. It will be a concept of being “Put to Pasture”. The fields of psychology and social work will be growing occupations.