



Executive Committee Meeting
Monday, August 3, 2020 - 4:00pm
Via Teleconference
(Call in number: 321-394-0707)

Attendees: Susie Glasgow (Chair), Daryl Bishop, Lloyd Gregg, Nancy Heller, Mike Menyhart

Agenda

To facilitate and be the catalyst for workforce development services that are responsive to the employment needs of Brevard County

	<u>Page No.</u>
Call to Order	<i>Susie Glasgow</i>
Roll Call	
Public Comment:	
Presentations:	
Brevard Recovery Works Grant	<i>Wendi Bost</i> 1 - 14
Action Items:	
A. Approval of Executive Minutes for 5/4/20 & 7/9/20	<i>Susie Glasgow</i> 15 -19
B. Board Member Nominations	20
C. President’s 2019-2020 Goals	21 - 25
D. President’s 2020-2021 Goals	26 – 29
Discussion/Information Items:	
A. Executive Committee Duties	<i>Marci Murphy</i> 30 – 31
B. Finance Committee Update	<i>Daryl Bishop</i>
C. Grow the Resources of the Board	32 -40
D. Quarterly Hurricane Report	41 - 42
Adjourn	

Meeting information is always available @ careersourcebrevard.com

Pursuant to the provisions of the Americans with Disabilities Act, any person requiring special accommodations to participate in this meeting is asked to advise CareerSource Brevard at least 48 hours prior to the meeting by contacting Lyn Sevin at (321) 394-0507. Persons who are hearing or speech impaired can contact Lyn Sevin through the Florida Relay Service by dialing 7-1-1

Upcoming Meetings:

All meetings are in the CSB Boardroom unless otherwise noted

August 2020

20th Board of Directors-8:00am

October 2020

13th Industry Workforce Committee-8:30am

27th Career Center Committee-8:30am

November 2020

2nd Finance Committee-3:30pm

2nd Executive Committee-4:00pm

19th Board of Directors-8:00am

January 2021

12th Industry Workforce Committee-8:30am

26th Career Center Committee-8:30am

February 2021

1st Finance Committee-3:30pm

1st Executive Committee-4:00pm

20st Board of Directors-8:00am

April 2021

13th Industry Workforce Committee-8:30am

27th Career Center Committee-8:30am

May 2021

3rd Finance Committee-3:30pm

3rd Executive Committee-4:00pm

21st Board of Directors Retreat-8:00am-12pm (TBD)

Brevard Recovery Works

National Emergency Health Crisis
Opioid Substance Use
United States Department of Labor Grant
Serving Dislocated Workers

Those directly impacted and their family members
& dislocated workers interested in
working in humanitarian roles



Basic Facts: Addiction



NORA D. VOLKOW, MD
DIRECTOR,
NATIONAL INSTITUTE ON DRUG ABUSE (NIDA)

Addiction is defined as a chronic, relapsing
brain disease that is characterized by
compulsive drug seeking and use,
despite harmful consequences.

**How is a
disease
defined?**

**Five Criteria for
Disease
Classification**

- **1. Pattern of Symptoms**
- **2. Chronic**
- **3. Progressive**
- **4. Subject to Relapse**
- **5. Treatable**

Facts

It is estimated that there were 534,000 overdose related deaths in the U.S. this past decade.

- The epidemic has overtaken both car crashes and gun violence as leading causes of deaths nationwide, and it now causes far more deaths every year than AIDS did at its peak.
- US drug overdose deaths in this past decade exceed the number of battle deaths the country suffered in World War I and World War II combined.



Facts

More than 23 million Americans in long term recovery.

They hold jobs, are neighbors and contribute to society.

We want to support these individuals, and their family members, in helping to maintain recovery.

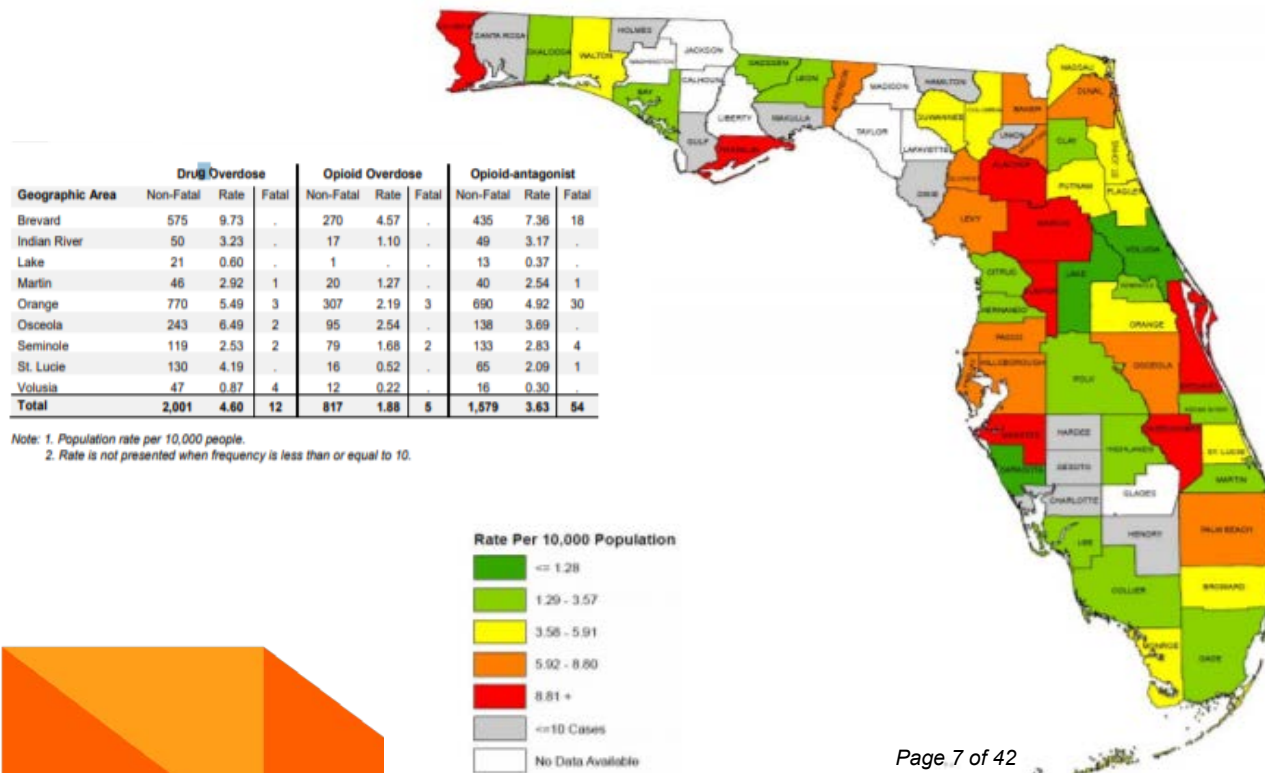
Meaningful employment is a critical pillar.



Emergency Medical Services Controlled Substance Overdose Report
Third Quarter 2019
July– September

Ron DeSantis
Governor
Scott A. Rivkees, MD
State Surgeon General

Total Drug Overdose (Fatal and Non-Fatal)
3rd Quarter 2019



- One of 8 critical impacted Counties in Florida
- 8.81 Overdoses per 10K
- 18 Fatalities



Key Goal

Educate the Community and Employers about this
“Hidden Talent” opportunity.

- ✓ Hosted 2 Business Learning Events
- ✓ Hosted 8 Community Learning Events



Key Goal

Provide resources and assistance to public and non-profit agencies.

- ✓ Community Learning Events featuring CSB
- ✓ Placing grant participants in “*Humanitarian Roles*”



Sample Talent We Have Served

- Participants with 4 year degrees
- Participants with various credentials including welders, phlebotomists, mechanics, and more
- Some in training for CPT and other Career changes

Family members and those directly impacted are from a variety of socio-economic backgrounds and look like us



Campaign Efforts

Digital & Traditional Multimedia Tactics

Raising awareness of CSB's BUSINESS and JOBSEEKER programs &

Brevard Recovery Works (BRW) multimedia campaign

Outreach to Job seekers and Employers: Campaign includes a June paid Spotify digital & audio campaign to Jobseekers, to expand reach and engagement. Spotify ads drive visitors to the BRW web page and application form and/or CSB staff.

https://www.previewshare.com/index.php?item_id=76912

Job seeker-targeted Spotify results

- 72,951 ads served, 7,310 reached
- 73% of audience is 18-24, 60/40 female
- 92 driven to BRW web page

Email campaign sequence

- 9,466 **Jobseekers** reached per email
- 1,922 opens
- 57 clicks

- 5,069 **Employers** reach per email
- 437 opens
- 13 clicks

CSB Web pages:

- 300 Job Seeker page views
- 283 BRW Employer page views
- 331 Unique Page Views (combined)

Social media

- LinkedIn highest ROI with 5.44% engagement rate



The Lunch Room

An insightful film that demonstrates
“Recovery is Good Business”

<https://recoveryisgoodbusiness.wordpress.com/the-film/>



Samples of Synergy



Brevard Opioid Task Force



[CIRCLES OF CARE, INC.](#)

YOUR CHOICE FOR QUALITY BEHAVIORAL HEALTH SERVICES



QUESTIONS?



CareerSource Brevard (CSB)
Executive Committee Meeting
May 4, 2020

MINUTES

The meeting was held via teleconference during the COVID-19 pandemic.

Members in Attendance: Susie Glasgow (Chair), Daryl Bishop, Lloyd Gregg, Paula Just, Mike Menyhart.

Members Absent: Nancy Heller

Staff in Attendance: Denise Biondi, Judy Blanchard, Ahmanee Collins-Bandoo, Thomas LaFlore, Don Lusk, Richard Meagher, Marci Murphy, Lyn Sevin.

Guests: None

Susie Glasgow called the meeting to order at 4:02pm.

Public Comments: There was no public comment.

Presentations:

Ahmanee Collins-Bandoo gave a presentation on the transition to Virtual Career Center.

Denise Biondi and Thomas LaFlore gave a presentation on Third Quarter Outreach Activities.

Action Items:

Approval of Executive Committee Minutes

Motion to approve the Executive Committee minutes for February 3, 2020 and March 19, 2020 made by Mike Menyhart and seconded by Lloyd Gregg. Motion passed unanimously.

3 Year Strategic Plan

At the Annual Retreat in February the Board of Directors discussed the strategic direction for the organization in the next three years. Staff reviewed the plan for CSB's four committees: Career Center Committee, Industry Workforce Committee, Finance Committee, and Executive Committee. Strategies and actions from the retreat will be discussed and approved by each committee along with additional items that need to be incorporated due to the pandemic. Motion to approve CSB's Strategic Plan 2020-2022 for inclusion on the agenda of the next full Board of Directors made by Paula Just and seconded by Lloyd Gregg. Motion passed unanimously.

President's Report

Marci Murphy gave a report on the following:

- Paula Just will be leaving the Board of Directors at end of June. Ms. Murphy thanked Paula for her guidance and support, not only to CSB but personally. Mary Jane Brecklin will represent Health First on the board pending approval at the next board meeting.
- CSB is planning to open the Career Centers on May 18 with a 50% on/50% off workforce to avoid quarantining the entire staff should an infection occur. No date is scheduled for opening to the public yet and staff will still be working virtually. When the

Centers open it will be by appointment only. Staff will be provided hand sanitizers and face masks. Temperature checks will be done and staff will be encouraged to perform frequent hand washing and social distancing. The janitorial services will be increased and plexiglass guards will be placed at Greeters' desks.

- When customers return we anticipate additional Welfare Transition and SNAP clients to come in to do work requirements which were waived through May. RA has a lot of challenges and staff have been counselling applicants. CS will be putting a plan together in the next few weeks to address the work requirements for RA which go into effect on May 9.
- Data is only available through April 4 but hospitality, retail and healthcare have the highest RA claims. Healthcare will probably recover quickly, but hospitality and retail may have problems recovering.
- Paula Just said that Health First has been focusing on rebuilding community confidence, as there is a lot of apprehension about going back into healthcare settings. She asked the members to share the message that it is safe to come back.
- The draft agreement between CSB and DEO is in the process of being updated and changes were reviewed. Updates will be provided when they are finalized.
- New executive committee duties were reviewed. New duties include governance, bylaws, recruitment and board reappointments.
- The next board meeting will be via teleconference.

Discussion/Information Items:

Documents Approved by the Board of County Commissioners

The Board of County Commissioners approved the following documents at its meeting on 4/21/20:

- CSB Local Plan 2020-2024 – this plan is updated periodically to meet changing economic conditions and workforce needs. It is modified every 2 years.
- Memorandum of Understanding (MOU) for Chief Elected Official (CEO) - this MOU details the relationship between CEO and CSB.
- MOU and Infrastructure Funding Agreement – the MOU covers mandated CSB partners and costs.
- Addendum for the One-stop Operator C2 Global Professional Services – this addendum to the previously approved career service provider contract covers firewalls and internal controls to prevent conflicts of interest. It will be incorporated into future contracts with the one stop provider.

Quarterly Hurricane Recovery Report

Staff shared status and resources used for the CSB Hurricane Recovery Program including grant status, worksite/restoration activities, program costs, and work based training/certifications. There was brief discussion on Hurricane Irma funds.

Governance/Finance Committee (GFC) Update

Daryl Bishop gave an update on the GFC which had met earlier in the day. Items reviewed at the meeting included preliminary budget for board approval, bylaws changes, reappointments, new board members, and officer positions. Susie Glasgow asked if CSB had seen a big increase in SNAP applications. Marci Murphy said she would ask staff and send everyone that information.

Grow the Resources of the Board

A matrix was shared showing grant opportunities, unrestricted revenue projects and partnerships that CSB is pursuing to help grow the resources of the Board. There was

discussion on the Health Emergency Dislocated Worker Grant and the Community Development Block Grant

Adjournment:

The meeting adjourned at 5:23pm.

Submitted by,

Reviewed by,

(signature on file)

Lyn Sevin

5/7/2020

Date

(signature on file)

Susie Glasgow

5/7/2020

Date

CareerSource Brevard (CSB)
Executive Committee Meeting
July 9, 2020

MINUTES

The meeting was held via teleconference during the COVID-19 pandemic.

Members in Attendance: Susie Glasgow (Chair), Lloyd Gregg, Nancy Heller, Mike Menyhart.

Members Absent: Daryl Bishop

Staff in Attendance: Marci Murphy, Lyn Sevin.

Guests: None

Susie Glasgow called the meeting to order at 8:02am.

Public Comments: There was no public comment.

Discussion/Information Items:

Workforce Recovery Grant

Staff reviewed the \$40million CARES Act funds that have been awarded to the Board of County Commissioners and said that Commissioner Lober wanted to allocate \$750,000 to CSB if CSB had any programs that it could use to help small businesses.

CSB proposed a short-term, stop-gap employment program to assist small businesses with 50 or less employees to rehire the unemployed, underemployed, and furloughed workers who have been impacted by COVID-19. CSB proposed utilizing the work experience model which allows CSB, through the use of a staffing agency, to provided subsidized employees to businesses. This model provides needed resources to small businesses to be able to hire back their employees, while rebuilding their customer base, and giving a boost to the economic recovery in Brevard County. CSB sent a proposal to the County and it was approved at the June 30 County Commission meeting after the indirect costs were reduced. The program will available on a first come first served basis.

It was noted that Brevard County now has 46,000 who have filed for reemployment compensation.

There was discussion on number of employees per company, number of businesses and employees expected to be helped, salaries, the availability of additional funding, and outreach.

Other Business

Staff said that the County Commission had tabled approval of the Board of Director appointments and reappointments until they had more information on the membership process, including board member gender and ethnicity. Staff will provide them with the requested information and a vote will be taken at the next meeting on July 21. Staff said they would keep the Committee updated on the outcome.

Adjournment:

The meeting adjourned at 9:18am.

Submitted by,

Reviewed by,

(signature on file)
Lyn Sevin

7/14/2020
Date

(signature on file)
Susie Glasgow

7/14/2020
Date



August 3, 2020

Action Brief

Board Member Nominations

Background

According to the CareerSource Brevard (CSB) bylaws, Article IV, para. C, "All board member nominees are appointed by the Brevard Board of County Commissioners as recommended to them by the full Board of Directors. Nominations for appointment of Directors to (1) fill vacancies on the Board (2) to serve another term or (3) to increase the number of Directors on the Board shall be held throughout the year with nominations received and vetted through the Executive Committee. Nominees shall be voted on at Board meetings by a majority of Directors then holding office, including those Directors whose term shall expire at such meeting. The Brevard Board of County Commissioners have final approval."

The nomination below would fill a mandatory Community College Seat:

Randall Fletcher, Vice President of Academic and Student Affairs, Eastern Florida State College is recommended to fill the seat vacated by Linda Miedema.

The nomination below would fill the business seat:

David Stills, Chief Information Officer, Valco Network is recommended to fill the seat vacated by Travis Mack. David Stills works for the same company as Travis Mack.

Are there any other nominations the Committee would like the president to pursue?

Action

Approve or deny Randall Fletcher and David Stills as Board members for approval at the next full Board of Directors meeting.



August 3, 2020

Action Brief

President's PY 19-20 Goal Review

Background

Every year the President's goals are set and approved by the Executive Committee and then ratified by the Board. Compensation for achieving these goals is equal to up to 15% of the Employee's annual Base Salary at the beginning of the fiscal year.

Attached are the President's PY19-20 goals and the status of the goals through June 30, 2020.

Action

Approve or Modify completion of President's Goals for PY 19-20 and the incentive compensation structure awarded for each goal for a total of 15% as stated in the President's Contract.

President's PY 2019 – 2020 Completed Goals

Goal	Percent	Measure	Results
<p>Focus on increasing our footprint with community based and faith based organizations to ensure CSB is finding and serving hidden talent.</p>	<p>4%</p>	<p>Increase the number of referral sites and number of referrals by 100%. From 14 to 28 sites and referrals from 33 to 66.</p>	<p>New Sites: 31 Referrals from CBOs/FBOs: 148 <u>Other Accomplishments:</u> On-line web-based referral form and process Partner Spotlight Program CBO Zoom Chats</p>
<p>Build up the Aerospace/Aviation Sector</p>	<p>3%</p>	<p>Hold two Sector Strategy Consortium workshops, create two subcommittees with a minimum of two actions items addressing Aerospace/Aviation workforce issues.</p> <p>Develop and Implement a joint workforce plan with Lockheed Martin</p> <p>Aero-flex planning grant – Partner with a minimum of 3 Companies to create a core curriculum that is customized to Brevard County's Aerospace/Aviation Industry.</p>	<p>Held two consortium workshops. 10-17-19 and 1-30-20. Also held an AeroFlex Business Learning Event on 3-4-20 with 30+ attendees. The consortium did not want subcommittees but instead defined three priorities of focus: 1) Define effective Career Pathways to drive talent to the industry 2) Develop trainings for identified skills gaps to build and retain talent 3) Drive the talent pipeline to the industry by creating a Strategic Communications Plan.</p> <p><u>Lockheed Plan(LM)</u></p> <ul style="list-style-type: none"> • Initial Lockheed Martin meeting – July 15, 2019 • Lockheed Martin/CSB Funding Support Plan created and sent

President's PY 2019 – 2020 Completed Goals

to CareerSource Florida (CSF)
– August 27, 2019

- Bi-weekly Meetings since Sept. 2019 held with CSF providing updates of local efforts
- Local LM meetings resulting in an April 2020 meeting with LM Talent Acquisition and Registered Apprenticeship Senior Management
- June 2020 – Notified by LM Senior Team that local hiring has been delayed until at least January 2021 and discussion will convene at that time.

Aero-flex

Curriculum has been reviewed and core training modules have been established:

- Individual Meetings with SpaceX, Knights Armament, Northrop Grumman and Contec America
- In-depth review of curriculum facilitated at an Aero-Flex Business Learning Event on March 4, 2020 where 11 industry partners gave input.

President's PY 2019 – 2020 Completed Goals

<p>Build workforce capacity with Brevard's citizens and businesses affected by the Opioid Crisis</p>	<p>2%</p>	<p>Phase 1 Implementation of the <u>Brevard Recovery Works Grant</u></p> <p>Design and hold 6 Community Information Sessions</p> <p>Design and hold 2 Business Learning Events</p> <p>Design and distribute outreach material</p> <p>Educate/train internal staff on helping this population</p> <p>Enroll 20 participants</p>	<p>Designed and held 7 Community Information Sessions along with 25 partner learning events</p> <p>2 Business Learning Events (SpaceCoast SHRM and Talent Recovery: Learn from Experts about Hidden Talent)</p> <p>Outreach Campaign Designed and Implemented</p> <p>Staff Training complete with ongoing monthly staff meetings</p> <p>45 enrolled</p>
<p>Increase the integration of the ex-offender population into Brevard's workforce</p>	<p>2%</p>	<p><u>Implementation of the RISE Grant</u></p> <ul style="list-style-type: none"> • Enroll 30 participants • 18 Complete the custom designed ex-offender workshop • 12 customers enter employment 	<p>30 participants enrolled</p> <p>30 participants completed RISE workshop</p> <p>15 participants entered employment</p>

President's PY 2019 – 2020 Completed Goals

<p>Integrate an on-line Learning Platform into CareerSource Brevard.</p>	<p>2%</p>	<p>Create an implementation plan consisting of the following:</p> <ul style="list-style-type: none"> • Integration of platform into 3 of CSB's processes • Cost-Benefit Analysis • Go\No-go decision and procurement if decision is "go" 	<p>Plan completed and Metrix product purchased in April. Integrated in:</p> <ul style="list-style-type: none"> • Youth Summer Earn and Learn • AARP • Wagner Peyser (Universal Customer) • SNAP/WT • WIOA <p>Due to COVID, this product was rolled out and has been utilized by many of CSB's funding streams.</p>
<p>Legislative Advocacy – Become a leader in Florida's Workforce Advocacy Solutions</p>	<p>2%</p>	<ul style="list-style-type: none"> • Creation of a State Apprenticeship Legislative Agenda to be used by Florida's Workforce Development Association (FWDA) during the next legislative session • Promotion of the Workforce Legislative Agenda to a minimum of 3 state and local elected officials. 	<p>Position paper crafted November 2019 and utilized by FWDA during the 2020 Legislative Session.</p> <p>Presented to Senator Wright, Representative Plasencia and Representative Sirois.</p>



CareerSource Brevard's Presidents Goals for PY 20-21

Presidents Proposed PY20-21 Goals (15%)

Goal	Percent	Measure
Implementation of County CARES Act Program for Small Businesses	4%	<ul style="list-style-type: none"> • Number of Businesses that utilized the program and employees brought back • Number that were rehired by Companies after program ended
Continue to expand the workforce and training outcomes of the Aerospace/Aviation Sector	3%	<ul style="list-style-type: none"> • Convene (virtually or in-person) two Aerospace Sector Strategy Workshops • Creation of at least 2 Career Pathways to drive talent to the industry • Work with FloridaMakes and Space Coast Consortium Apprenticeship Program (SCCAP) to map Aero-flex training modules to the Industrial Mfg. Technician RA and the Mechatronics Technician and CNC Technician occupations of the SCCAP RA to identify potential credit for prior learning from the Aero-flex pre-apprenticeship program. • Hold one Business Learning Event to establish two new additional industry partners for program participation
Build workforce capacity with Brevard's citizens and businesses affected by the Opioid Crisis	2%	<ul style="list-style-type: none"> • Host/Convene at least one Workforce virtual event, inclusive of individuals from the US Conference of Mayors, featuring Brevard Recovery Works and opening the door to discussion regarding similar programs across the country. • Enroll 40 additional persons into the grant • Provide 2 Business Learning Events • Provide 3 Community Learning Sessions

Proposed 20-21 Goals

Goal	Percent	Measure
Adding a new dimension and flexibility to Career Center Services through virtual processes and programs	4%	<ul style="list-style-type: none"> • Metrix on-line learning platform – Number of licenses utilized by customers • # of Virtual workshops held and number in attendance • Virtual job fairs- # held and attendance • # of Business Learning Events • Sharing of 3 Success Stories from customers utilizing CSB’s Virtual Services
Research short term training opportunities and/or careers that have become more prominent or have evolved due to COVID and are of interest to business & industry in Brevard County.	2%	<ul style="list-style-type: none"> • Develop a White Paper • Share results with CSB Board, Committees and Staff



Action

Approve or Modify the President's goals for PY20-21 and the incentive compensation structure contingent upon available funding.



August 3, 2020

Information Brief

Executive Committee Duties

Background

At the Retreat in February CSB's Board of Directors created a new Strategic Plan with new goals and objectives for 2020-2022 which necessitated the governance responsibility to move to the Executive Committee. Bylaws were changed to reflect the move. The purpose of the Executive Committee of the Board of Directors is to provide executive oversight and governance of all activities of CSB.

According to CSB Bylaws the Executive Committee now has the following duties:

The Executive Committee shall consist of the Chair of the Board, Vice Chair of the Board, Treasurer of the Board, Past Chair of the Board, and Chair of any standing committee created in response to governing legislation and policy direction of the Corporation's funders, or the needs of the Corporation.

The Executive Committee shall have the authority to exercise those powers of the Board, which may be lawfully delegated and consistent with these Bylaws. The Chair of the Board shall preside over the Executive Committee. A majority of the Executive Committee shall constitute a quorum.

The Executive Committee shall have and may exercise all authority of the Board, except for the following prohibitions:

- May not remove existing officers or Board Directors or elect new officers.
- May not adopt, repeal, or amend these Bylaws or Articles of Incorporation.
- May not adopt or amend the budget or adopt programs except when time requirements clearly do not permit action by the full Board without unduly restricting needed services to the constituency it serves. Under those circumstances, in the discretion of the Chair, the Executive Committee may

approve or amend the budget, adopt programs and approve contractors for competitively bid funds from federal, state and local governments, from foundations, and from sector sources. In such cases the Executive Committee shall report its actions and recommendations at the next Board meeting for ratification.

The Executive Committee will also be responsible for the Governance process to include making recommendations to the Board of Directors on the following:

- Bylaws
- Recruitment of new board members, recommendations of additional terms by existing directors and nominations of officers to the board
- Board Training

The Executive Committee shall meet, with reasonable notice, at the call of the Chair, the President or upon receipt of written request by any three Directors of the Executive Committee.



REVISED
07/17/2020

Grow the Resources of the Board Report

BOLD Denotes
Revisions or Additions

GRANTS (Federal, State Local Competitive and Non-competitive)				
Resource Information	Amount Awarded	Grant Focus	Current Status	Staff Lead
Grant Name: H-1B American Promise Grant (APG) Time Frame: 01/01/17 – 12/31/20 Funding Source: USDOL Partner(s): LWDB 12 Central Florida	\$2,380,337	This project targets high-growth jobs aligned with the Information Technology (IT) and IT-Related industry sector, ranging from entry-level occupations to high-level management positions in LWDB Region 12 & 13 using a sector strategy approach.	CSB has enrolled 396 persons in the APG grant. Some additional updates include: <ul style="list-style-type: none"> • This grant ends 12/30/20. Staff has submitted a grant modification to USDOL that would allow for additional training funds for the APG efforts. Approval was granted on July 8, 2020. • Trained career center to staff to utilize the Optimal Resume Suite to produce “virtual portfolios” for job seekers. This has allowed job seekers to utilize the tools for virtual interviews with employers. 	Gary Sulski
Name: Cooperative Outreach Program with Moore Communications and CareerSource Florida Time Frame: 10/01/19 – 06/31/20 Funding Source: Wagner Peysner State Level Funding Partner(s): CareerSource Florida & Moore Communications	\$40,400	This funding is allocated based on our region size and is focused on strengthening CSF network brand, influencing action by business/job seekers to use CSB services, connect business with talent and to offset communication outreach costs and support local efforts.	5th Annual Out-of-State Engineering Talent Attraction & Recruitment Campaign results-to-date: <ul style="list-style-type: none"> • May-June Run • LinkedIn Lead Generation Ads, Google Ads, Direct E-mail Message, dedication web page • Increase reach and engagement, lower cost per lead by leveraging assets and optimizing historical data. • 381,500 impressions (ad views) • 2,615 clicks (requested more information) • 47 conversions (sharing their email address) • 1,613 visits to the engineer landing page from LinkedIn & Google ads • 8 engaged with CSB recruiter with 2 in EF now. 2nd Annual Local Unemployed/Underemployed/ Introduction to Key Industry Sectors – Campaign results-to-date	Denise Biondi

GRANTS (Federal, State Local Competitive and Non-competitive)				
Resource Information	Amount Awarded	Grant Focus	Current Status	Staff Lead
			<ul style="list-style-type: none"> • Paid Facebook Ads & E-mail Message to contact form on career services page • Increase reach and engagement, lower cost per lead by leveraging assets and optimizing historical data. • 710,300 impressions (ad views) • 4,191 ad clicks-- driving target to career services page • 3,448 traffic to career services page • 1,688 form completers who received email sequence • 75% of career services page traffic from paid ad, 25% from other outreach 	
<p>Grant Name: Dislocated Worker Grants (DWG)</p> <p>Time Frame: Various Dates- 9/30/2020</p> <p>Funding Source: USDOL through DEO DWG</p> <p>Partner(s): NA</p>		<p>Projects for clean-up, demolition, repair, renovation, and reconstruction of destroyed public structures, facilities, and lands within the affected communities.</p> <p>Maria work is focused on evacuees from Puerto Rico.</p> <p>Brevard Recovery Works focused on persons impacted by the Opioid Crisis.</p> <p>COVID 19 relates to public health emergency and is focused on humanitarian projects and persons unemployed due to the pandemic.</p>		Jim Watson
Irma	\$13,500,000		<p>Grant expires 9/30/2020, however DEO is seeking a USDOL extension.</p> <p>Total:</p> <ul style="list-style-type: none"> • 282 Participants Enrolled • 187 Receiving Supportive Services • 145 Employment at Exit 	Jim Watson
Dorian	\$1,300,000		<p>Providing support to National Seashore & Wildlife Refuge. First projects started in Jan 2020.</p> <p>Totals</p> <ul style="list-style-type: none"> • 15 Participants Enrolled 	Jim Watson

GRANTS (Federal, State Local Competitive and Non-competitive)				
Resource Information	Amount Awarded	Grant Focus	Current Status	Staff Lead
			<ul style="list-style-type: none"> 15 Receiving Supportive Service 0 Employment at Exit 	
Maria	\$125,000		Extended to 9/20/2020. Most CSB funds already obligated however grant is open in the event that DEO obligates additional funding. Total 28 Participants Enrolled, 27 Receiving Services & 9 Employment at Exit. Programming was scheduled for April 2020 was adjusted to an Online Platform 10 people registered and learned about living and working in Central Florida, 5 from Puerto. Remains open in the event that DEO allocates additional funding.	Wendi Bost
Opioid/Brevard Recovery Works	\$2,000,000		Grant activities to date include: <ul style="list-style-type: none"> Total of 56 Participants Currently Enrolled 56 Receiving Services 15 Entered Employment 6 are in training 2 Employed in Humanitarian Services 2 Business Learning Events 	Wendi Bost
Health Emergency Dislocated Worker Grants in Response to COVID-19 Outbreak	\$318,000		CSB received \$318,000 but could receive additional allocations later. Staff working with Brevard County, ELC, Aging Matters, and City of Palm Bay. Total: <ul style="list-style-type: none"> 4 Participants Enrolled – goal of 17 3 Receiving Services 0 Employment at Exit 	James Watson
Grant Name: Rebuild Florida Time Frame: 09/01/2018 – 06/30/2020 Funding Source: DEO/Community Development Block Grant – Disaster Recovery (CDBG-DR) Partner(s): Innovation Emergency Management (IEM)	\$255,615	Rebuild Florida is a partnership of DEO and the U.S. Department of Housing and Urban Development (HUD), which approved funding to local communities for Florida's long-term recovery efforts after the 2017 hurricane season. Rebuild Florida Housing Repair funds will help eligible homeowners impacted by Hurricane Irma.	The current NFA expired on 06/30/2020. IEM ended their occupancy by 06/30/2020 as their work in Brevard had been reduced over time. This ends the revenue provided by the use of our facilities in Rockledge.	Jeff Witt Or Don Lusk
Grant Name: Department of Economic Opportunity Community Development Block Grant – Disaster Recovery (DR)	\$2,049,784	The target is low to moderate income individuals. Brevard is counties identified as impacted by Hurricane Irma designated to benefit from this funding. The grant allows CSB expand	CSB was notified on 02/26/20 of the award of funding. CSB staff received a draft contract for review and approval on April 27, 2020. Staff reviewed and provided comments on the	James Watson

GRANTS (Federal, State Local Competitive and Non-competitive)				
Resource Information	Amount Awarded	Grant Focus	Current Status	Staff Lead
<p>Workforce Recovery Training Program Time Frame: 3/01/2020 – 06/30/2023</p> <p>Funding Source: DEO/ HUD/CDBG</p> <p>Partner(s): Listed in Grant</p>		<p>existing programs to provide training in construction trades, including roofing, masonry, carpentry, concrete finishing, plumbing, HVAC, electricity, heavy equipment operations, carpet laying, glass/window installation, plastering and welding.</p>	<p>contract and we are awaiting feedback. It is expected that programs and services will begin by September 2020.</p>	
<p>Grant Name: FloridaMakes - NIST</p> <p>Time Frame: 10/1/19 – 9/30/2020</p> <p>Funding Source: VIA Florida Makes U.S. Department of Commerce National Institute of Standards & Technology</p> <p>Partner(s): CareerSource West Palm Beach; FloridaMakes</p>	\$125,000	<p>This grant was submitted in support of Florida Makes grant submission to the U.S. Department of Commerce National Institute of Standards & Technology (NIST) to support the expansion of the AeroFlex Pre-apprenticeship Program in Brevard County.</p>	<p>Program staff continue to meet frequently with FloridaMakes representative to provide grant updates, challenges related to COVID and identified solutions. Currently in agreement that a no cost extension to 3/31/21 will be requested with updated budget allocations in early August. Grant metrics are aligned with the performance outcomes of the state grant supporting this effort:</p> <ul style="list-style-type: none"> • Enrollment, training completed and employment of 12 jobseekers. To date: 11 enrolled, 3 completed and 2 employed. 10 additional in the preassessment process. 	Judy Blanchard
<p>Grant Name: Aero-Flex Pre-Apprenticeship Program Time Frame: 02/01//2019 - 12/31/2020</p> <p>Funding Source: CS Florida – Sector Strategies</p> <p>Partner(s): CareerSource Palm Beach, Tooling U, EDC, FloridaMakes, the Future’s Center for Apprenticeship & Work Based Learning, SpaceFlorida, ASRC, Brevard Adult Ed, Northrup Grumman, Lockheed Martin, South Bay Workforce Investment Board, Training Funding Partners.</p>	\$149,129	<p>CareerSource Brevard (CSB) in partnership and collaboration with CareerSource Palm Beach (CSPB) will replicate a very successful, employer-driven pre-apprenticeship program that has been proven to support industry needs in California. The Aero-Flex Pre-Apprenticeship program will also meet the workforce development needs common to our region’s aerospace and aviation manufacturing industry partners. This unique training program provides a customized layer within the framework to allow each employer to design or ‘flex’ its own program, meeting not only needs of the industry but each participating employer.</p>	<p>Grant support staff continue to meet bi-weekly with CS Palm Beach, and partnering agencies to discuss program progress and deliverables. Industry meetings continue to champion employer support of the program. The first cohort of trainees (3) have successfully completed training. With the interruption of business operations due to COVID-19, program staff requested, and received, a no cost performance period extension to 12/31/20. Strategic marketing/outreach collateral for both employers and jobseekers continues. Grant funded dedicated frontline Career Counselor continues to assess applicants for the program. Aerospace Business Liaison continues to educate industry for securing employer partners. A new strategic, direct mail campaign</p>	Judy Blanchard & Clinton Hatcher

GRANTS (Federal, State Local Competitive and Non-competitive)				
Resource Information	Amount Awarded	Grant Focus	Current Status	Staff Lead
			to employers was deployed in July.	
<p>Grant Name: Brevard Adult Education Pre-Apprenticeship Program Expansion Time Frame: 01/01/2019 - 08/31/2020 Funding Source: CS Florida Partner(s): Brevard Adult Education, Brevard Air Conditioning Contractors Association (BACCA), Coastal Mechanical, Southeast Power Corp., Brevard Electrical Apprenticeship Program, ABC Institute</p>	\$100,000	This collaboration with Brevard Adult Education Pre-apprenticeship Program to support Building & Construction trades. The following lists each of the apprenticeship partners for this grant and the Pre-Apprenticeship program:	<p>Currently, Cohort 2 and Cohort 3 are active and operating off of a virtual platform due to the pandemic. Both programs will have to push their graduation date as the hands-on performance evaluations have not been possible to complete. Cohort 2 has 7 active students, 6 of which have obtained their OSHA certification card. Cohort 3 has 10 active students, 5 of which have obtained their OSHA certification card. CSB Business Services have solidified (3) worksite agreements for work experiences. Currently, two of the companies are interviewing students. Adult Education will opened their offices to full staff on July 6, but it is currently unclear when the students will report back to campus.</p>	Jana Bauer /Wendi Bost
<p>Grant Name: R.I.S.E. Brevard Time Frame: 01/01//2019 - 08/30/2020 Funding Source: CS Florida Partner(s): Brevard County Drug Court & Florida Department of Corrections</p>	\$250,000	“R.I.S.E. Brevard” stands for Re-entry Intervention resulting in Successful Employment. This grant will target the Ex-Offender population from our partners who are in need of vocational training and career assistance.	<p>This grant request was submitted to CareerSource Florida for \$379,005. An outcome of the planning grant is to train 36 persons. CSB started enrolling customers on 4/17/19 as of 07/14/20 – 45 customers enrolled, 23 employed, 2 WBT, 2 Recidivism after completion. This grant ends on 8/30/20 and all funds have been expended. This will continue to be a program available to our jobseekers and employers.</p>	Jim Watson
<p>Grant Name: Florida College Access Network – Seed Grant Time Frame: 05/1/19- 9/30/2020 Funding Source: Hosted by University of South Florida Partner(s): Brevard Public Schools & METCA (Macedonia Education & Technology Academy)</p>	\$20,000 (Includes \$10,000 CSB Match)	The focus of this grant is to develop a Local College Access Network (LCAN). These are strategic alliances focused on increasing college and career readiness, access and completion for students. This includes expanding programs, services, resources, policies to address the systemic barriers that prevent access to postsecondary education.	<ul style="list-style-type: none"> • A Modification to the grant award was signed on May 26, 2020 which officially allowed for the extension of the grant until September 30, 2020. • The Workforce Round Table event planned for May was rescheduled due to COVID-19. Our Collaborative efforts with the Wells Fargo grant are still in discussion for a 	Megan Cochran

GRANTS (Federal, State Local Competitive and Non-competitive)				
Resource Information	Amount Awarded	Grant Focus	Current Status	Staff Lead
			possible virtual September event.	

UNRESTRICTED REVENUES (Non-governmental funding, Fee for service, Foundation and Corporate giving programs)				
Resource Information	Amount Awarded	Grant Focus	Current Status	Staff Lead
Grant Name: Back to Work 50+ (BTW 50+) Time Frame: 3/1/19 – 12/31/2020 Funding Source: AARP Foundation Partner(s): NA	\$110,000	CSB was selected to submit a grant application & plan which was approved to begin the AARP 50+ Services in Brevard County. The current program focused on Women ends 02/2/2019. This program will focus on all persons 50+. It will allow us continued use of AARP Foundation Logo, outreach support and educational materials	CSB has been granted funding for year 6 (Jan 1 – Dec 31, 2020). Performance as of July 9th includes: <ul style="list-style-type: none"> • 12 workshops held, 125 attendees (of 126, 99% of goal) • Enrolled in Coaching – 55 (of 60, 92% of goal) • Gained Employment – 22 (of 60, 37% of goal) (including participants carried over from the 2019) • Upcoming Cohorts: Wave 34 – August 2020 Wave 35 – September 2020 	Jana Bauer
Grant Name: Ticket to Work (TTW) Program Time Frame: Indefinite Funding Source: Social Security Administration Partner(s): Vocational Rehabilitation	\$271,269 To Date	Focused on eligible TTW customers who want to return unsubsidized employment using the Employment Network (EN).	Staff continue to work with eligible customers who are interested in work or training. EN continues to progress at a modest pace with 49 tickets being assigned. Receipts for the PY 19-20 were \$24,842 for a cumulative total of \$271,269	Jim Watson
Grant Name: Florida Partnership Plus Time Frame: Indefinite Funding Source: Social Security Administration Partner(s): Vocational Rehabilitation (VR)	\$11,500 To Date	Exiting Voc. Rehab participants who have found employment and are currently receiving SSI or SSDI. CSB will provide Employment Network mandatory follow up services. Funds are reported as part of the SSA TTW program and are unrestricted. CSB receives compensation in two forms: (1) \$1000 for any participant exiting that remains employed at SGA (Substantial Gainful Activity) for a seven month duration. (2) \$500 for written benefit summary analysis (BSA) completed by a	CSB received \$ 10,000 in PY 16 -17 and 17-18, CSB received \$1,500. There was one newreferral for this program in PY 18-19 and no payment has been made to date. Despite efforts to increase program referrals none have been done. Staff will re-engage Voc. Rehab staff to determine if this is still a viable program.	Jim Watson

UNRESTRICTED REVENUES (Non-governmental funding, Fee for service, Foundation and Corporate giving programs)				
Resource Information	Amount Awarded	Grant Focus	Current Status	Staff Lead
		certified Community Partner Work Incentive Coordinator (CPWIC).		
<p>Grant Name: Tobacco Free Florida</p> <p>Time Frame: Indefinite</p> <p>Funding Source: Bureau of Tobacco Free Florida</p> <p>Partner(s): Florida Department of Health</p>	<p>\$51,312.50 To Date</p>	<p>The Bureau of Tobacco Free Florida (BTFF) partners with Florida RWB's to promote the "3 Free and Easy Ways to Quit" program to help clients quit tobacco and improve their employability. While this program is available free to all Florida residents, the Department of Health targets workforce clients and reward LWDB's for each client referral.</p>	<p>This agreement provides unrestricted revenue.</p> <p>Receipts for PY19-20 fourth quarter- (4/1/20-6/30/20) is \$75.00 Cumulative total of \$51,312.50</p>	<p>Marina Stone</p>
<p>Grant Name: Healthcare Sector Strategy</p> <p>Time Frame: 7/1/16 – 9/30/19</p> <p>Funding Source: Private Sector</p> <p>Partner(s): A variety of health care employers, training vendors and others.</p>	<p>\$530,170 To Date In 5th year</p>	<p>Employ a Healthcare Sector Strategist to coordinate Healthcare Sector Strategy to facilitate solutions for current workforce needs, projections for workforce issues over the next five years, and resources to meet both long and short term goals as established by the industry as a whole.</p>	<ul style="list-style-type: none"> • Achieved two out of five SMART Goals for the quarter, but still on track to meet grant performance. • All the students from the first Home Health Aide (HHA) training are working and six new students received scholarships and entered training. • DOXA Academy became a Brevard Healthcare Workforce Consortium partner and is a new provider to help with HHA training. • Our grant partner Macedonia Education Technology and Career Academy helped us recruit Home Health Aide Candidates and arranged training orientations for candidates at vendor facilities, where candidates were able to complete scholarship paperwork while our career centers were closed due to COVID-19. They also facilitated a TEAS Prep course for fourteen candidates. • Held the virtual Brevard Healthcare Workforce Consortium meeting on June 24th to identify impacts of COVID-19 on 	<p>Megan Cochran</p>

UNRESTRICTED REVENUES (Non-governmental funding, Fee for service, Foundation and Corporate giving programs)

Resource Information	Amount Awarded	Grant Focus	Current Status	Staff Lead
			workforce recruitment, retention and training.	
<p>Grant Name: Wells Fargo AARP 50+ Support Services</p> <p>Time Frame: 10/01/2018 - 11/01/2019</p> <p>Funding Sources: Wells Fargo Bank</p> <p>Partners(s): NA</p>	\$10,000	<p>The focus of this grant is to assist participants in our program with support services needed to ensure successful job placement. Services can consist of transportation assistance, clothing to create a good first impression, and test preparation fees, etc.</p>	<p>To date, we have assisted 111 AARP BTW50+ participants with \$10,459 in services. Services have included transportation, first impressions and certification/testing/licensing assistance. Due to additional funding received, all graduates of the AARP BTW50+ are now receiving \$100 in incentives automatically. These include \$50 for gas and \$50 to put towards clothing, first impressions or anything else that will enhance their employment opportunities.</p>	Jana Bauer
<p>Grant Name: Wells Fargo Supportive Services for Community Empowerment</p> <p>Time Frame: 10/01/2019-11/01/2020</p> <p>Funding Sources: Wells Fargo Bank</p> <p>Partners(s): NA</p>	\$10,000	<p>The focus of this grant is to assist participants with supportive services that are not WIOA eligible. 75% of the funding will be to support the AARP Back to Work 50+ program, and the remaining 25% will be to support a two-week internship opportunity for Eau Gallie high school students in the Aviation Fabrication and Assembly Program. A total of ten incoming seniors will be provided with a two-week internship, receiving a supportive service stipend for each day.</p>	<p>Due to additional funding received, all graduates of the AARP BTW50+ are now receiving \$100 in incentives automatically. These include \$50 for gas and \$50 to put towards clothing, first impressions or anything else that will enhance their employment opportunities.</p> <p>CSB will be rolling over the funding available to Eau Gallie to next summer 2021. The program was cancelled due to COVID-19.</p>	Jana Bauer
<p>Grant Name: Wells Fargo Workforce Roundtable</p> <p>Time Frame: 10/01/2019 – 11/01/2019</p> <p>Funding Sources: Wells Fargo Bank</p> <p>Partners(s): TBD</p>	\$5,000	<p>Funding will be utilized to create a workforce roundtable involving key partners which may include Goodwill, NeighborUp, Community Action, local school board and others to have a discussion around creating site-based programs to pilot to impact the movement of workforce in our low-to-moderate community.</p>	<p>CSB, Wells Fargo and an expert facilitator are reviewing options to bring this event into a virtual setting to provide flexibility should local venues not be fully functional in September.</p>	Jana Bauer

UNRESTRICTED REVENUES (Non-governmental funding, Fee for service, Foundation and Corporate giving programs)

Resource Information	Amount Awarded	Grant Focus	Current Status	Staff Lead
<p>Grant Name: AARP Foundation (Non-Direct Service Outreach Grant)</p> <p>Time Frame: 07/01/2020 – 06/30/2022</p> <p>Funding Sources: AARP Foundation</p> <p>Partners(s): Senior Community Services Employment Program</p>	<p>\$300,000</p>	<p>This grant focuses on low-income (250% Poverty) seniors (50+) by focusing on business/industry to build talent pipelines. Businesses will be recruited and shown the advantages of hiring older workers. This grant provides \$150,000 yearly for two years. This grant will work in tandem with our existing AARP program.</p>	<p>CSB received notification on July 10th that we were not selected for this funding.</p>	<p>Jana Bauer</p>
<p>Grant Name: Brevard County Board of County Commissioners – CARES Act Grant</p> <p>Time Frame: 07/01/2020 – 12/30/2020</p> <p>Funding Sources: Coronavirus Aid, Relief, and Economic Security (CARES)</p> <p>Partners(s): None</p>	<p>\$750,000</p>	<p>To assist small businesses (for profit and non-profit) with 50 or less employees who have been impacted by COVID-19. CSB’s proposal included providing a employment program. The program focuses on using the work experience model to allow employers to hire back dislocated/furloughed staff for up to 16 weeks via use of staffing agencies.</p>	<p>A contract with Brevard County has been executed, program outreach collateral, business application, and worksite agreements have all been developed. Staffing Agencies are geared for support and roll out of the program began July 20th.</p>	<p>Judy Blanchard</p>



Quarterly Hurricane Recovery Report - April 2020

This report is provided to show status and resources used for the CareerSource Brevard (CSB) Hurricane Recovery Program. This report covers Matthew, Irma and Dorian.

Grant Status

Hurricane Projects Since 2016	Grant Status	Can Be Extended	Total Funding Approved	Funding Expenditures To Date	Temporary Workers Utilized	Moved to Unsubsidized Employment
Matthew	Project Closed 9/2019	NA	6.1M	6.1M	147	105
Irma	Project Open Expires 09/30/2020	Yes	13M	6.4M	221	141
Dorian	Project Open Expires 09/30/2020	Yes	2.7M	.2M	12	0

68.5% find permanent jobs w/ skills and training obtain during recovery work

Worksite & Restoration Activities

Worksites	Restoration Accomplished Outcomes
<ul style="list-style-type: none"> • Brevard County Department of Natural Resources • Brevard County Parks & Recreation • City of Palm Bay • City of Cocoa • Canaveral National Seashore • U.S. Fish & Wildlife Refuge • City of Cape Canaveral • City of Cocoa Beach • Turkey Creek Park • Marine Resources Council • United Way 	<ul style="list-style-type: none"> • Revegetated 11.4 miles of dune • Planted 325,500 sea oats • Cleared 323 miles of trails, removed over 800 trees • Removed over 4300 tons of debris • Repaired 3,900 feet of storm water drainage & 4 culverts • Repaired 17 crossovers at seashore • Repaired 13 comfort stations • Restoration of 64 County & City parks • Repaired 21 facilities • Repaired 1,800 feet of pier • Replaced 2.5 mile of dune fencing • Replaced 840 signs • Repaired 21 miles of roads and dykes • Cleared 15 miles of canals • Replaced 7.5 miles of boardwalks & trails

Chart Narrative	Chart
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This is selected program costs for hurricane dollars combined and does not include all expenditures.



Construction training certifications for Irma and Dorian. Total training certifications in all industries is 134.

