

**MINUTES OF THE
CAREERSOURCE FLAGLER VOLUSIA
CAREER PATHWAYS COMMITTEE
July 13, 2017**

A meeting of the CareerSource Flagler Volusia Career Pathways Committee was called to order at the Administrative Office of the organization located at 329 Bill France Blvd., in the City of Daytona Beach, in the State of Florida, at 10:00 a.m. on the 13th day of July 2017, pursuant to written Notice fixing said time and place; the same being filed and attached to these minutes.

Ms. Cheryl Tanenbaum and Mr. Reggie Williams Co-Chaired the meeting and Ms. Jennifer Gosling served as the Recording Secretary.

The following members of the Career Pathways Committee were personally present:

Ms. Kelly Amy, Coordinator, CTE & the Arts – Volusia County Schools
Ms. Nancy Bradley, Administrator – Daytona College, LLC*
Ms. Denise Breneman, County Director – Special Olympics Florida*
Mr. David Dougherty, CPA – Taxes & Financial Services
Ms. Sarah Dougherty, Chief Financial Officer – Dougherty Manufacturing
Ms. Kim Houghton, Supervisor – Vocational Rehabilitation
Ms. D.J. Lebo, Executive Director – Early Learning Coalition of Flagler and Volusia
Mr. Andrew Spar, President – Volusia United Educators
Ms. Renee Stauffacher, Flagler County Schools – CTE Coordinator
Ms. Cheryl Tanenbaum, Senior Vice President/Chief Financial Officer
Mr. Tyrone Walker, Human Resources Generalist – Raydon Corporation*
Dr. Sherryl Weems, Associate Vice President – Daytona State College
Mr. Chris Wimsatt, Vice President of Business Recruitment – Team Volusia
Mr. Reggie Williams, Vice President of Human Resources – Neighbor to Family, Inc.

The following guests were also present:

Ms. Mary Jo Allen, Executive Director – Halifax Health Hospice
Ms. Jenn Hale, Program and Data Specialist – CareerSource Flagler Volusia
Mr. Charlie Howell, Vice President of Business Development and Technology–
CareerSource Flagler Volusia
Mr. Howard Johnson, Data/EFM Manager – Eckerd Workforce Development Services
Ms. Robin King, President & CEO – CareerSource Flagler Volusia
Ms. Velma Lowe, Managing Director of Operations – Career Steps, Inc.
Ms. Donna Runge, Region 11 Administrator – Department of Economic Opportunity
Ms. Christine Sikora, Vice President of Innovative Workforce Solutions – CareerSource
Flagler Volusia
Ms. Jennilyn Green, VR Consultant – Vocational Rehabilitation
Ms. Kathy Spencer, Director of Business and Career Services – Case Management, Inc.
Mr. Mack Thomas, Area Manager – Eckerd Workforce Development Services
Ms. Jennifer Gosling, Executive Assistant – CareerSource Flagler Volusia

* via Conference Call

Mr. Williams called the meeting to order and called for a motion to approve the minutes from the April 21, 2017 meeting.

1. After discussion, upon motion duly made, seconded and unanimously carried, the Career Pathways Committee (CPC) approved the minutes.

The first item on the agenda was a review of the purpose of this Committee. Mr. Williams stated the Committee structure change recently. The Industry Demand Connection Committee would work primarily with our business services, while the CPC would focus on jobseeker services. He stated that workforce development is changing; our measures and funding will change congruent to that. This lead to the restructuring of our Committees to align with these changes..

Next, the Committee discussed who should be invited to join this Committee. A discussion ensued on possible members. Mr. Williams stated that we would continue to ask this question and encouraged the Committee members to think of potential candidates.

Next, Ms. Robin King provided a presentation on future budget expectations and uncertainties. She explained that we received twenty percent less funding this year compared to five years ago. This has resulted in reduced carryover funds for the 2018-2019 fiscal year. With the possibility of further cuts, staff have been looking at ways to minimize the potential impact. Part of this planning process was to look at our service deliverables to advocate an effective use of funds while ensuring our goals are met. Ms. King proposed an increased focus on business training that would engage our targeted sectors and provide support for the placement of job seekers into career pathways. By using the proposed model, we would be able to serve 209 more jobseekers and 76 more businesses. After further discussion, Mr. Williams called for a motion to approve the proposed recommendation.

2. After discussion, upon motion duly made, seconded and unanimously carried, the Career Pathways Committee approved the new service delivery model for recommendation to the Executive Committee on July 19, 2017.

Ms. Christine Sikora discussed work-based learning and apprenticeships. She stated that through our Youth programs, we offer work-based learning. Currently, we have been reaching out to businesses about work-based learning opportunities. She reported that businesses have frequently inquired about the requirements and benefits of internships. Ms. Sikora advised that we provided them with a brief summary; however, the feedback from some of the businesses was that the materials contained too much jargon. Additionally, some businesses did not have a positive perception of apprenticeships. Ms. Sikora stated that the federal Workforce Innovation and Opportunity Act (WIOA) has a

strong apprenticeship piece, and that there were potential grant possibilities we could seek. She asked the Committee if there was an alternate term we could use. A question was raised on whether we were considering true apprenticeships through the Department of Education or if this was the term used for any On-the-Job training. Ms. Sikora stated that it may be a combination.

The Committee discussed approaching the subject as an educational program geared towards kids. A suggestion was made to ask companies for guest speakers and company tours. Once a relationship with a company is established, we could then ask for more buy-in with the apprenticeship and work-based learning programs. Liability and insurance issues were raised. Ms. Kelly Amy stated that to avoid such issues, we could consider Skype tours where youth are guided virtually through a facility without leaving the classroom.

The last item on the agenda was an update of the joint projects we have with Flagler County Schools and Volusia County Schools.

Career Community Portal

Ms. Sikora state that the portal was created through the Innovation grant and is an internship matching site for students and employers. She advised that we have not been able to get businesses involved. Ms. Renee Stauffacher noted the feedback she has heard is there an extra step in the registration process that is causing businesses to drop out. Ms. Sikora advised that she would look into how to make the registration process easier for businesses. A question was raised on whether the portal was only for Volusia County. Ms. Sikora responded that it is currently for Volusia County; however, there are plans to eventually expand it to include Flagler.

Suggestions were made to invite private sector schools and manufacturing representatives to join the Committee.

Career Cadre

Ms. Kelly Amy provided a brief update on the Career Cadre. Mr. Williams inquired how we could help support the work of the Cadre. Ms. Amy responded that the industry council piece is missing, and we need to develop a system to connect businesses that want to be guest speakers. Ms. Amy advised that if we are able to streamline the portal so businesses will use it, we could leverage that system for guest speakers. Ms. Sherryl Weems stated that another thing we can do is stand behind a constant and consistent message when in the community.

My TechHire Grant

Due to time constraints, the My TechHire grant discussion was tabled until the next meeting.

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Mr. Williams asked that the Committee continue to think on how to present apprenticeships to businesses without any negative connotation and advised that we will revisit this topic at the next meeting.

Ms. Amy passed out some materials for the Cadre's Business Partner Day Career Academy Summer Workshop on July 27, 2017. She stated that business partners will come in to meet with the Teacher Teams, and the event offers the chance to hear about what the teams are doing. The Committee was invited to attend.

There being no further business to come before the Committee, the meeting was adjourned.

Recording Secretary