

**MINUTES OF THE
CAREERSOURCE FLAGLER VOLUSIA
CAREER PATHWAYS COMMITTEE
February 8, 2018**

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 9:00 a.m. on the 8th day of February 2018, pursuant to written Notice fixing said time and place; the same being filed and attached to these minutes.

Ms. Cheryl Tanenbaum Chaired the meeting and Ms. Jennifer Gosling served as the Recording Secretary.

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

Mr. Dennis Burns, President/CEO – United Way of Volusia and Flagler Counties
Mr. David Dougherty, CPA – Taxes & Financial Services
Ms. D.J. Lebo, Executive Director – Early Learning Coalition of Flagler and Volusia
Ms. Renee Stauffacher, Director – Flagler County Schools/Technical Institute
Mr. Tyrone Walker, Human Resources Generalist – Raydon Corporation *
Mr. Chris Wimsatt, Vice President of Business Recruitment – Team Volusia

The following guests were also present:

Mr. Daniel Cox – Volusia County Schools
Mr. Charlie Howell, Vice President of Business Development and Technology – CareerSource Flagler Volusia
Mr. Howard Johnson, Data/EF Manager – Eckerd Connects
Ms. Robin King, President & CEO – CareerSource Flagler Volusia
Ms. Velma Lowe, Managing Director of Operations – Career Steps, Inc.
Ms. Donna Runge, Administrator – Department of Economic Opportunity
Ms. Christine Sikora, Vice President of Innovative Workforce Solutions – CareerSource Flagler Volusia
Mr. Brian Willard, Program Manager – Road to Success *
Ms. Ann Lesizza, Chief Administrative Officer – CareerSource Flagler Volusia

* via Conference Call

Mr. David Dougherty called the meeting to order and stated that the minutes of the December 7th meeting had been sent to the Committee previously for review and were also on the iPads provided to them. Mr. Dougherty called for a motion to approve the minutes from the December 7, 2017 meeting.

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

The next item on the agenda was to discuss the Committee's strategic goal and the associated activities. Mr. Dougherty reminded everyone that at the last meeting, the Committee selected the *Qualified Talent Pool for Today & Tomorrow* strategic goal as their primary focus for 2018. He directed the Committee's attention to the iPads, and asked them to review the Board Strategic Goals Activities Matrix that listed suggested objectives for their chosen strategic goal. Mr. Dougherty asked the Committee to review and prioritize the objectives and stated that the members could recommend their own objectives for consideration. With that, he opened the floor to discussion.

The Committee discussed at length the objective for addressing the needs of job seekers with significant barriers. A question was raised on how this population is identified. Ms. Robin King stated that we often identify them as they come into the Centers, or they are referred to us through a community partner like Vocational Rehabilitation. She explained that we know which pockets of our population experience a higher-than-average unemployment rate. Ms. King stated that when we invest in an On-the-Job Training (OJT), a business that hires someone from one of these targeted populations, it increases the weight of the contract and the business receives a higher reimbursement; this serves as an incentive for employers to hire with diversity in mind.

A discussion ensued on older workers and increasing their technology skills. Ms. King advised that Mr. Charlie Howell has been looking for additional grant funds to assist older workers with increasing their technology skills. She stated that there is a population of older workers that, either by choice or necessity, have decided to delay retirement. Ms. King advised that the Council on Aging is one potential partner with senior centers equipped with computers, and there may be a future partnership opportunity to enhance the technology skills of this population subset. Additionally, Ms. King stated that Mr. Howell was researching entrepreneurial grant opportunities for the possibility of creating a program for older workers that will teach them the skills to create their own business startups.

Next, the Committee was briefed on the status of the Spring Sector Focus Groups. Ms. King reported that the Bureau of Labor Statistics, along with the Department of Economic Opportunity, has been finishing a skill gap and vacancy survey they began last year. She advised that we should receive the results by the end of this month, and that we will bring together focus groups around each of our targeted sectors to show them the data and have them validate the findings. Ms. King stated that she is looking into having a third party lead the focus groups, and staff will use the information gathered to create possible solutions to the issues facing our targeted sectors. Additionally, she advised that we will present a list of online learning topics at the focus groups that may have value to employers and their employees and ask for their feedback.

Ms. DJ Lebo stated that the sector-driven training/career pathways and secondary workforce learning objectives listed on the matrix showed the two activities would be included in the Spring Sector Focus Groups; she recommended prioritizing them first

since we have a definite timeline. Mr. Dougherty agreed and stated that once the two items currently in motion are complete, the results may help to steer the third item listed which was to research and apply for sector-based funding. He stated that the last two items which included foundational skill development and addressing the needs of job seekers with significant barriers were listed as currently being in the planning phase, and he recommended that we continue to move forward with them.

The members discussed the activity entitled *Research and Apply for Sector-Based Funding*, and a status report was requested. Ms. King responded that we applied for and received three grants from CareerSource Florida (CSF); one was for a special boat building training in New Smyrna Beach, another for construction training, and the last one is to pay for the books for fourth and fifth year electrical apprentices attending the Don Morgan Electrical Apprenticeship program. She stated that the construction proposal was originally written to serve in-school youth as part of a summer youth program between their junior and senior years of high school; however, the funds received through CSF required us to follow the rules outlined in the Workforce Innovation and Opportunity Act. This meant that seventy-five percent of participants would have to be out-of-school youth. Ms. King advised that in order to come in line with the rules of our funding, the construction program was changed to an adult program.

Ms. King asked the Committee of our targeted populations, who did they wish to serve first. Mr. Dennis Burns stated that low-income individuals and those considered ALICE, or working poor, are a population he would recommend. A question was raised on the older workers, their skill level, and what are the goals of old workers that use the Career Centers. Ms. Donna Runge responded that many of the older workers that come through our doors, even those with established occupations, want to work but do not want the same level of responsibility that they may have held previously. She advised that staff evaluate their transferrable skills, and the challenge is to make their experience marketable to an employer from another field.

The Committee discussed the barriers surrounding older workers and the stigmas employers may have regarding hiring them. Ms. Christine Sikora asked Mr. Chris Wimsatt his feedback from an economic development viewpoint. Mr. Wimsatt advised that what businesses are looking for are short-term trainings that end in a certification. He stated that while certifications do not speak to older workers specifically, job seekers of any age would be more marketable to employers if they possess a certification specific to the industry of which they seek employment.

The Committee discussed the targeted populations at length. A suggestion was made that we should research which industries and occupations were most suitable for each of our targeted populations. When asked which population would be the primary focus, the Committee unanimously selected workers with disabilities. A question was raised on what information we could give employers to make them more comfortable hiring someone with unique abilities. Ms. King responded that it could be as simple as educating the employer on what it means to hire someone who needs accommodations,

and that could be addressed through future online workshops geared towards businesses.

Ms. Sikora asked Mr. Wimsatt what demographic information businesses request. Mr. Wimsatt responded that the most common questions he receives pertain to what high school and certification programs exist locally that would ensure a constant supply of new talent.

Ms. King suggested inviting Mr. Mark Lanham from Walgreens to the next meeting. She explained that Walgreens, through their REDI program, assist new workers with disabilities to increase their skill sets. Additionally, Walgreens has very well defined internal career pathways. She recommended learning from a company that has already implemented strong hiring practices centered around inclusion and diversity. Ms. King stated that by learning from Walgreens, we could develop a model to help other businesses expand their labor pool. She advised that the gentleman who oversees the REDI program reports a ninety percent placement rate. Ms. King stated that it may be possible to replicate that success with other companies through a training program potentially led by our educational partners.

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

Recording Secretary