

**MINUTES OF THE MEETING
OF THE BOARD OF DIRECTORS OF
CAREERSOURCE FLAGLER VOLUSIA**

MARCH 29, 2019

A Meeting of the Board of Directors of CareerSource Flagler Volusia, was called to order at 9:00 a.m., on the 29th day of March 2019 at the Administrative office of the organization, located at 329 Bill France Blvd., City of Daytona Beach, in the State of Florida, pursuant to written notice fixing said time and place; the same being filed and attached to these minutes.

Mr. Carlos Valderrama Chaired the meeting and Ms. Ann Lesizza served as Recording Secretary. Mr. Valderrama requested introductions in lieu of calling the role and the Recording Secretary noted each person present.

The following members were present:

Ms. Nancy Bradley, Administrator – Daytona College, LLC*
Mr. Robert Davis, President – Lodging & Hospitality Association of Volusia County
Mr. David Dougherty, CPA – Taxes & Financial Services
Mr. Rob Ehrhardt, Director – Volusia County Division of Economic Development
Mr. Daniel Hunt, Business Manager – IBEW Local Union 756
Mr. Mark Lanham, Store Manager – Walgreens
Dr. Tom LoBasso, President – Daytona State College
Dr. Aubrey Long, Vice President – Business & Community Development - Bethune-Cookman University
Mr. Bret Schmitz, President – Hudson Technologies
Ms. Cheryl Tanenbaum, SVP & CFO – Intracoastal Bank
Mr. Carlos Valderrama, Manager – Valderrama Partners, LLC
Ms. Helga van Eckert, Executive Director – Flagler County Dept. of Economic Opportunity

The following guests were also present:

Ms. Robin King, President & CEO – CareerSource Flagler Volusia
Ms. Ann Lesizza, Chief Administrative Officer – CareerSource Flagler Volusia
Mr. Charles Howell, Vice President-Business Development & Technology – CareerSource Flagler Volusia
Ms. Christine Sikora, Vice President-Innovative Workforce Solutions - CareerSource Flagler Volusia
Ms. Jennifer Campbell, Chief Financial Officer – CareerSource Flagler Volusia
Ms. Kathy Spencer, Director of Business & Career Services - Case Management Inc.
Ms. Jennifer Gosling, Executive Assistant – CareerSource Flagler Volusia

Mr. Howard Johnson, Data/EFM Manager – Eckerd Connects
Mr. Remie Beaulieu, Senior Network & Systems Engineer – CareerSource Flagler Volusia
Ms. Donna Runge, Administrator – Department of Economic Opportunity
Ms. Velma Lowe, Managing Director of Operations – Career Steps, Inc.
Mr. Tom Hellman, District Director - SCORE
Mr. Kevin Tilley, Project Management Specialist - CareerSource Flagler Volusia
Mr. Mack Thomas, Area Manager - Eckerd Connects
Ms. Jenny Strumbras, Business & Community Development Manager, Career Steps, Inc.
Mr. Jamie Newcomb, Professional Services Coordinator – Career Steps, Inc.
Mr. Brian Willard, Director – Road to Success Program
Mr. Daniel Ppool, Supervisor – Division of Workforce Services – Department of Economic Opportunity*
Ms. Keantha Moore, Administrator – Division of Workforce Services – Department of Economic Opportunity*
Ms. Janice Hutchison, Bureau Chief – Bureau of Financial Monitoring – Department of Economic Opportunity*

*via Conference Call

The first item of business was the review for approval of the Consent Agenda. Mr. Valderrama reviewed the items on the Consent Agenda and requested a motion to approve.

1. After review, upon motion duly made, seconded and unanimously carried, the Board approved the Consent Agenda items as presented.

The next item on the Agenda was the review of a related-party training agreement. Mr. Valderrama stated that there was a related-party training agreement with Giles Electric. He reported that Mr. Giles was not present at the meeting and requested a motion to approve the agreement.

2. After discussion, upon motion duly made, seconded and unanimously carried, the Board approved the related-party training agreement with Giles Electric Company.

Next, Mr. Valderrama announced that the Annual Performance Presentation was being presented via “Go To Meeting”; a video presentation conducted by the Department of Economic Opportunity. Ms. Keantha Moore and Ms. Janice Hutchison provided a review of the 2017-2018 Program Year. Ms. Moore addressed the Board members and provided an overview of Florida’s workforce system. She explained the process of establishing the performance measures and reviewed CareerSource Flagler Volusia’s performance. Ms. Moore stated that we met or exceeded all but two of the measures.

She explained that the two measures not met were for attainment of the median wage for adults and dislocated workers at the 2nd quarter after exit. Ms. Moore continued to discuss programmatic and financial monitoring. Next, Ms. Janice Hutchison reported on the financial monitoring and provided an overview of how the financial monitoring is conducted. She reported on the funds that the state receives, and of that amount, the funds allocated to our local area.

Next, Ms. Moore addressed the Board and briefly discussed several workforce trends. She explained that apprenticeships continue to be a focus at the state and national levels. Ms. Moore talked about the “gig economy”. There is an increase at the state and national levels in the number of individuals who are “gig” workers. The number of gig workers is approximately 55,000,000 nationwide, but that number could be low since it is based on self-reporting. Lastly, Ms. Moore reported that the last trend is tied to soft skills. She stated that employers are highlighting the fact that individuals lack the soft skills that allow them to be successful in the workplace. Ms. Robin King advised that the DEO presentation will be posted on the CareerSource Flagler Volusia web site.

Ms. Robin King addressed the Board members and continued the conversation on workforce trends. She reported that we are currently involved with three different apprenticeship projects; Hudson Technologies, the Don Morgan Electrical Academy and the Flagler Technical Institute with their HVAC program. These projects are being funded through grants we received from CareerSource Florida. As far as soft skills, Ms. King stated that this is a conversation that has been around for a very long time and we will continue to find solutions around the matter. Ms. King stated that what we have not had much conversation around is the gig economy. She stated that she wanted to present some information so that the Board members could have a conversation about what our role might be.

Ms. King provided the Board with a slide presentation created by Cambridge Systematics. She explained that CareerSource Florida has commissioned a study on what Florida’s gig economy looks like. Ms. King briefly discussed what the gig economy is and some of the aspects of gig employment. She explained that individuals select gig employment for several reasons; they enjoy the flexible hours, the independence, the variety, for necessity and for interest. She reviewed the range of those who are self-employed. Ms. King provided statistics that showed more than 5,000 local individuals are self-employed out of necessity. She stated that these individuals might need assistance from us to access prosperity. We currently support several activities; we support 1 Million Cups in Daytona Beach, we are a sponsor of the Kick Start Weekend, we sponsor and participate in Elevate, we sponsor Flagler Entrepreneur Night, along with several other local activities to support job creation. Ms. King stated that in addition to being a financial sponsor of these local activities, we have strong partnerships with a

variety of community entities and she asked Mr. Tom Hellman with SCORE to discuss the types of services that are currently available to ensure that whatever we decide to participate in that we are not duplicating services that are being offered in the community.

Mr. Hellman addressed the meeting and provided a brief introduction of SCORE. He commented that the importance of partnerships cannot be overstated. SCORE began in 1964 with a grant from the Small Business Administration (SBA) as a volunteer organization. SCORE originally stood for Service Core of Retired Executives; which has since been changed to just SCORE. He explained that they support businesses. They exist to help develop a business and provide advice. Mr. Hellman continued to discuss the services provided by SCORE.

Mr. Valderrama asked the Board members “how can we, as an organization, start adapting to these future changes and what services can we provide to address the needs of these workers?” He stated that he felt that a gig economy is a platform that allows a worker to provide a service for extra income, but an independent contractor is someone who provides a service on a fulltime basis. As we identify these independent workers, we need to determine what type of tools we can provide. Several members asked questions to gain a better understanding of gig economy.

Ms. King responded to the questions and reported that the City of DeLand had come to her about a year ago to do something in the Spring Hill area of DeLand. The area has the lowest median income. She explained that currently there probably are people working out of their homes, but they can't access growth because of the manner in which they are conducting their businesses. Ms. King asked what we can do to help them. She stated that it might be as simple as bringing training on how to use QuickBooks or bringing in someone from the permitting office to provide a presentation on what it takes to navigate through the system. Ms. King discussed several opportunities where we might be able to provide or obtain assistance for the members of the Spring Hill community. She mentioned that another population that we would address is ex-offenders. Ms. King reported that in Volusia County there are 34,000 ex-offenders. There are a good number who are employed, but there is also a large number who will never be traditionally employed. There are 200 to 250 returning from prison in Volusia County per month. Ms. King stated that the labor force participation rate for our two counties is approximately 49%, which means that 51% of those who could be working are not and are not looking for work. How do we re-engage them? This might be an avenue for them to access prosperity.

The Board members discussed the issues and obstacles in determining our role. Ms. King stated that she was looking at the possibility of establishing a 1 Million Cups chapter in the Spring Hill area to start the process of understanding the needs and our

role in providing assistance. Mr. Valderrama stated that right now we have more questions than answers and the conversation will need to continue.

The next item on the Agenda was the review of the Executive Committee minutes. Mr. Valderrama advised that the Executive Committee met on February 28, 2019 and that the minutes of the meeting were forwarded to the members with the Agenda. He requested a motion to ratify the actions of the Executive Committee.

3. Upon motion duly made, seconded and unanimously carried, the Board of Directors ratified the February 28, 2018 actions of the Executive Committee.

The next item on the Agenda was Recent Highlights. Mr. Charlie Howell addressed the meeting and provided a brief background and status report on the Alliance4. He explained that about a year ago we pulled six industries together and held a series of focus groups discussing what their needs were and their barriers to hiring and employment. The result of those meetings developed the need to pull the groups together. We created a branding; Alliance4, the four are workforce development, business, economic development and education. We held an event on February 22nd which allowed the businesses, education and economic development to discuss needs and solutions. Mr. Howell reported that there were 91 guests in attendance of which 41 were businesses. The afternoon following the event we sent a survey to all 41 businesses and we received 25 responses. The overall rating was 3.32 out of 4. We questioned the best time of day for the event and morning was selected. Mr. Howell continued to provide survey results and stated that we felt it was a good experience and something that the community needed. As a result of the event, we will be creating landing pages on our website; one for each one of the industries. He announced the next event is planned to be held on September 6, 2019 at the L. Gale Lemerand Student Center at Daytona State College.

Mr. Charlie Howell reported to the Board members on other events we are involved with. There was a Homeless Veteran's Stand Down in Volusia County and more than fifty veterans received assistance and the resources gathered were shared with Flagler County agencies. We assisted with the Flagler Job Fair on March 1st.

Ms. Christine Sikora addressed the meeting and called attention to a flyer which had been distributed. She explained that this flyer is for the second high school senior annual job fair that we are conducting with Volusia County Schools. This job fair affords graduating seniors an opportunity to interact with businesses. Ms. Sikora reported that we have created an online workshop that demonstrates how to navigate a job fair. She stated that there are still business spots open for anyone interested.

Ms. Sikora showed the Board the picture of a young man who was an 11th grade dropout. The young man is now a graduate of the Road to Success program who earned his GED and went on to complete two semesters at Daytona State College and is about to graduate from the Army boot camp and be stationed in Virginia. Next, she talked about a graduate from the STARS program with Walgreens. Ms. Sikora stated that the STARS program is funded both through a CareerSource Florida grant and the Able Trust grant.

Ms. Robin King addressed the Board meeting and reported on her recent trip to the National Association of Workforce Boards Conference (NAWB) in Washington, D.C. She stated that she had an opportunity to visit with our Senator's offices. Ms. King stated that this conference is a good way to hear best practices from around the country and to validate what we are doing here.

Next, Ms. King stated that the Florida Economic Development Council will be holding their annual meeting from May 20 – 22 and then from May 22 – 23 the CareerSource Florida will be holding their Board meeting at Hammock Dunes in Palm Coast. She suggested that since the meetings are being held in Palm Coast the Board members might consider attending.

Ms. King called attention to the informational items on the iPads; the Performance update, along with the Finance and Strategic Goals updates.

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

Recording Secretary