

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

AUGUST 16, 2019

A Meeting of the Board of Directors of CareerSource Flagler Volusia, was called to order at 9:00 a.m., on the 16th day of August 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. Mary Jo Allen, Vice President-Post Acute Care – Halifax Health
Ms. Nancy Bradley, Administrator – Daytona College, LLC
Ms. Denise Breneman, County Director – Special Olympics Florida
Mr. Robert Davis, President – Lodging & Hospitality Association of Volusia County
Mr. Brad Harris, Acting Director – Volusia County Division of Economic Development
Dr. Tom LoBasso, President – Daytona State College
The Honorable Joseph Mullins, Commissioner – Flagler County Board of Commissioners
Mr. Matthew Nelson, Business Manager – IBEW #756
Dr. Kent Sharples, President – CEO Business Alliance
Ms. Cheryl Tanenbaum, SVP & CFO – Intracoastal Bank
Mr. Carlos Valderrama, Manager – Valderrama Partners, LLC
Mr. Tyrone Walker, District Leader – Primerica*
Mr. John Wanamaker, CCIM – Coldwell Banker Commercial AI Group

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. Jennifer Campbell, Chief Financial Officer – CareerSource Flagler Volusia
Ms. Christine Sikora, Vice President-Innovative Workforce Solutions - CareerSource Flagler Volusia
Ms. Andra Cornelius, Business & Workforce Development Senior Vice President – CareerSource Florida
Ms. Janette Duerr, APR – Duerr Communications
Mr. David Weis, COO – Advent Health

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Ms. Janet Kersey, Executive Vice President & COO – Daytona Regional Chamber
Mr. Vincent Beller, Operations Technical Training Manager – B. Braun Medical, Inc.
Ms. Laurymar Figueroa, B. Braun Medical, Inc.
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. Velma Lowe, Managing Director of Operations – Career Steps, Inc.
Mr. Brian Willard, Program Manager – Road To Success, Flagler County Schools
Ms. Jenny Stumbras, Business & Community Development Manager – Career Steps, Inc.
Ms. Judy Brown, Innovation & Processes Manager – Career Steps, Inc.
Ms. Jamie Newcomb, Professional Services Coordinator – Career Steps, Inc.
Ms. Jenn Hale, Program & Monitoring Manager – CareerSource Flagler Volusia
Mr. Keith Norton, President & CEO – Team Volusia
Ms. Rachael Rutledge, Career & Technical Education Coordinator – Volusia County Schools
Mr. James Alvarado, Business Service Representative – Case Management, Inc.
Ms. Donna Runge, Administrator – Department of Economic Opportunity
Mr. Jesse McGee, Assistant Director of Business & Career Services – Case Management, Inc.
Ms. Angela Hamilton, Business Service Representative – Case Management, Inc.
Ms. Kristen Alvarado, Career Service Advocate – Case Management, Inc.

*via Conference Call

Mr. Valderrama called the meeting to order and stated that he 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

Next, Mr. Valderrama advised that there were two related-party training agreements that required Board approval. Page 10 of the Agenda package listed the details of the On-the-Job Training agreement with Hudson Technologies. Additionally, Mr. Valderrama reported that we had received an Apprenticeship Expansion Grant from CareerSource Florida for the Hudson Technologies Apprenticeship Program in February. In order to ensure transparency, he placed the agreements before the Board for their approval. Mr. Bret Schmitz, President of Hudson Technologies was not present at the meeting.

2. After discussion, upon motion duly made, seconded and unanimously carried, the Board of Directors approved the On-the-Job Training Agreement with Hudson Technologies and the Apprenticeship Expansion Grant Contract with Hudson Technologies.

Mr. Valderrama next introduced Ms. Janette Duerr from Duerr Communications and Mr. David Weis with Advent Health representing the Daytona Regional Chamber Leadership Class 39. Mr. Valderrama explained that Ms. Duerr and Mr. Weis were here to discuss the CEO Business Challenge. Mr. Weis explained that the CEO Challenge was from Dr. Tom LoBasso, President of Daytona State College and the Leadership class needed to answer how to increase business and community investment in building a skilled-trade workforce. Mr. Weis presented statistical information related to the skilled trades and highlighted the fact that nationally by 2025 there will be 3.5 million skill trade jobs and the expectation is that 2 million will remain unfilled. In Florida, 30% of our skilled-trades workforce is over the age of 55 and approximately 42% of those will be retiring in the next five years creating an even deeper need for our own local development. There were several recommendations that the Leadership Team presented to address the problem and create interest in the skill trade workforce. In the middle school job realm; jobs that will not require a degree but will need additional certification and/or training beyond high school, it is expected that between 2015 and 2023, 51% of job openings in the State of Florida will need skill-trade skill sets for the workers to be successful, while only 46% of the workers are skill-trade trained. The recommendation would be to focus on high school students in the community, targeting traditional high school students and those pursuing GED. Mr. Weis discussed areas of engagement to determine the best career path for the students. A key opportunity available to students will be to enroll in a pre-apprenticeship program; a new avenue through Daytona State College. Next, Ms. Duerr addressed the meeting and continued to address the Leadership Class' recommendations on how to fill the workforce pipeline. She explained that there is a growing awareness of gap in skill trades nationally. Ms. Duerr stated that the bill recently signed by the Governor adds additional resources to support CTE education including pre-apprenticeship. She explained that the leadership group wants to share success stories through a variety of media and work with school guidance counselors. Their timeline is to lay the foundation between now and December; form partnerships and agreements and then to do outreach to students and parents from December through March with the first class of students enter the pre-apprenticeship program by August 2020. Ms. Duerr continued to highlight the recommendations; create a liaison position between Daytona State College and the School System. Dr. Tom LoBasso has appointed Dr. Sheryl Weens to be that liaison to the program. Another recommendation is to support Volusia County Schools and to create a signing day at local high schools. To establish a pre-apprenticeship program in Volusia County and to invite Mike Rowe to speak at the Chamber's annual dinner or a

similar event to kick off the program. Ms. Denise Breneman addressed the meeting and mentioned Project Search, a project working with disabled individuals from the transition age of 18 to 21. She explained that Halifax Health is a very strong partner as well as Stetson University. Ms. Breneman suggested that there is a good opportunity to work with the Project Search group for a specific classification.

The members discussed some of the activities happening in the community and the goals to engage students at a much earlier age and how to bring awareness of the growing skills gap.

Mr. Valderrama thanked the Daytona Chamber of Commerce Leadership Class 39, along with Ms. Duerr and Mr. Weis for their presentation.

Mr. Valderrama next introduced Ms. Andra Cornelius, Business & Workforce Development Senior Vice President with CareerSource Florida. Ms. Cornelius addressed the members and commented on the skills trades opportunities and how that was the step in the door to a career pathway. She talked about CareerSource Florida's two flagship grant training programs to help Floridians gain great skills and competencies which enable them to be self-sufficient and the businesses they work for. Ms. Cornelius stated that the most important factor to Florida's competitiveness is skilled talent. Retention, attraction and development are the foundational elements of business expansion, job creation and individual prosperity. Talent has replaced tax incentives as the number one tool for economic development. Site selectors recognize talent as one of the top issues for executives looking to relocate or expand their business.

Ms. Cornelius discussed the particular programs; Florida Flex, programs designed to provide flexible business solutions. She talked about Quick Response Training and Incumbent Worker Training and provided statistics about the number of businesses served and individuals served. Ms. Cornelius provided success stories from businesses who had received training grants and program analysis provided by the Florida Office of Program Policy Analysis and Government Accountability. This office reviews all training grant programs as well as incentive programs every three years. She reported that they reviewed five years of program data and 96% of businesses surveyed stated that the program had a positive effect on their business, 83% reported employee activity greatly improved and 33% reported that it played a role in their decision to expand or locate in Florida.

Next, Ms. Cornelius discussed apprenticeships and pre-apprenticeships. She talked about the Apprenticeship State Expansion Grant. Along with the Department of Education and the Department of Economic Opportunity, they held the first apprenticeship summit last year. At this summit, CareerSource Florida had the

apprenticeships opportunity to discuss the hindrances that were causing the lack of growth of in our State. There was a second summit in June in conjunction with the Florida Chamber Foundation. Ms. Cornelius highlighted several new apprenticeship programs starting up throughout the State. As Ms. Cornelius wrapped up her presentation, she talked about Apprenticeship Florida, an outreach initiative to provide information about these apprenticeship opportunities and the various type of industries where apprenticeship programs can be implemented.

Mr. Valderrama next introduced our newest Board member, Mr. Matthew Nelson. Mr. Nelson is the new Business Manager for the IBEW. Mr. Nelson addressed the Board and reported that he was once an electrical apprentice and has worked for several local electrical companies as he moved up through the ranks. He discussed the value of apprenticeship training.

Mr. Valderrama called attention to the minutes of the Executive Committee meeting which was held on July 18, 2019 and asked for a motion to ratify the actions of the Executive Committee.

3. After discussion, upon motion duly made, seconded and unanimously carried, the actions of the Executive Committee at the meeting held on July 18, 2019 were ratified.

Next, Ms. Christine Sikora addressed the Board members and provided highlights. She provided pictures of the Daytona Beach and Orange City Assessment Labs. Ms. Sikora reported that there is a full-time career planner in each Lab who is knowledgeable about all our online workshops. One of the services provided in the assessment labs is for businesses; assessments for skill levels and basic office skills. The software, Prove It assessments are tailored for certain industries. We provide this assessment to the business at no cost. Another assessment available is Florida Ready To Work, which is proctored by our career planners and provides a bronze, silver or gold credential. Next, Ms. Sikora provided a brief update on our grants.

Mr. Charlie Howell addressed the Board and gave a brief update on the Alliance4. First, he provided some background on the Alliance4 for anyone who was not familiar with the initiative. Mr. Howell reported that the next interchange event will be held at Daytona State College on September 6, 2019. He explained that in between the events, we hold preplanning meetings. The participants at these meetings suggested that we needed to have a method to keep in contact with each of the industry groups. The idea of a landing page was developed, and he demonstrated the landing pages. Mr. Howell advised that the landing pages can be reached at www.careersourcefv.com/alliance4

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He pointed out that there is a Comprehensive Local Needs Assessment survey on the main page requesting business input. The survey, which is being conducted by Daytona State College, Volusia County Schools and Flagler County Schools is to align local education to business needs. Ms. King encouraged all the members to provide their input.

Mr. Valderrama requested that the Board members participate in the upcoming Alliance4 event and to share the information about the event with their colleagues and peers. He called attention to materials being distributed regarding the September 16th ELI training event that was coming up. Ms. King advised that the September 16th Entrepreneurial training was sold out but that the invitation was for an after-hours event to meet Gary Schoeniger, Founder and CEO of the Entrepreneurial Learning Initiative.

Ms. Robin King addressed the Board meeting and thanked our presenters for speaking at today's meeting.

Mr. Bob Davis addressed the meeting and reported that he was at a meeting recently with Volusia County Economic Development and Ms. King provided an outstanding presentation explaining the services of CareerSource Flagler Volusia.

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

Recording Secretary