

MINUTES OF THE
CAREERSOURCE FLAGLER VOLUSIA
BUSINESS DEVELOPMENT COMMITTEE

February 10, 2022

The meeting of the CareerSource Flagler Volusia Business Development Committee was called to order at 1:00 a.m., on the 10th day of February 2022 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. Tyrone Walker and Dr. Aubrey Long Co-Chaired the meeting and Ms. Jennifer Gosling served as Recording Secretary. At the Chair's request, the Recording Secretary called the roll and noted each person present.

The following Committee members were present:

Ms. Mary Jo Allen, Chief Nursing Officer – Halifax Health
Ms. Kelly Amy, Manager of Strategic Partnerships – Volusia County Schools
Mr. Dan Baylor, Senior Director of Operations Innovation – DeVita Labs
Mr. Greg Blose, CEO/President – Palm Coast Regional Chamber
The Honorable Barbara Girtman, Councilwoman – Volusia County Council
Mr. Brad Harris, Business Manager – Volusia County Economic Development
Ms. Nancy Keefer, President & CEO – Daytona Beach Regional Chamber
Dr. Aubrey Long, Owner – Long Global Enterprises
Mr. Shailesh Patel, President – Dredging and Marine Consultants
Ms. Heather Shubirg, Executive Vice President – Team Volusia
Mr. Tyrone Walker, Consultant – Primerica
Mr. John Wanamaker, CCIM – Coldwell Banker Commercial AI Group

The following guests were present:

Mr. James Alvarado, Business Services Representative – Case Management, Inc.
Mr. Charles Howell, Vice President-Business Development & Technology – CareerSource Flagler Volusia
Mr. Howard Johnson, Data/EF Manager – Eckerd Connects
Ms. Robin King, President & CEO – CareerSource Flagler Volusia
Mr. Lesley Kraski, HR Director – Metra Electronics
Ms. Trish McGetrick, Outreach & Special Projects Manager – CareerSource Flagler Volusia
Ms. Maritza Perez – Daytona Beach Housing Authority
Ms. Christine Sikora, Vice President-Innovative Workforce Solutions – CareerSource Flagler Volusia
Ms. Stacy Smith, Customer Service Specialist – Division of Blind Services
Ms. Natalie Smith-Wells, Chief Operating Officer – Daytona Beach Housing Authority

Ms. Kathy Spencer, Director of Business & Career Services – Case Management, Inc.
Mr. Brian Willard, Program Director – Road to Success
Ms. Jennifer Gosling, Executive Assistant – CareerSource Flagler Volusia

| Item and Discussion | Vote | Abstain |
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| <p><u>Approval of the Minutes</u></p> <p>The Committee reviewed and unanimously approved the September 28, 2021 meeting minutes.</p> | APPROVED | |
| <p><u>Linkages to Equitable Enhanced Access to Prosperity (LEEAP)</u></p> <p>Ms. Robin King reported that CareerSource Flagler Volusia was awarded a LEEAP grant for 1.9 million dollars, which began retroactively last October and will continue through September 2023. The primary focus of the grant is to provide entrepreneurial mindset training to three targeted areas: zip codes 32114 and 32110, and the Spring Hill area in DeLand. Methods to sustain the program past the grant period are currently being considered.</p> <p>Ms. King advised that while the program was originally written to serve unemployed and underemployed populations, CareerSource Flagler Volusia is exploring options to expand the program to other populations such as youth and businesses. She reported that a project manager has been secured for the Spring Hill area.</p> | | |
| <p><u>Zero Risk Hiring Assessment</u></p> <p>Mr. Charlie Howell discussed a new assessment which examines a job candidate’s values and how those values manifest through their actions and work performance. He asked for volunteers from the Committee to take the assessment and give their opinions on whether a business would pay for this service. A question was raised on the cost. Mr. Howell advised that CareerSource Flagler Volusia would pay \$1,300 for unlimited use and the fee for businesses would be set by the Committee.</p> | | |

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| <p><u>Advice on Indeed.com</u></p> <p>Mr. Howell discussed his recent experience using Indeed.com and a few issues identified with finding qualified talent. He asked the Committee if they have used Indeed.com with success. Several Committee members stated that they have had positive experiences with the site and have hired through them; however, they did note similar issues with receiving applications from underqualified talent. Ms. King discussed the possibility of combining the Zero Risk Assessment with Indeed.com into a fee-based package for businesses seeking high-level professionals.</p> | | |
| <p><u>Business Videos About Hiring Young Adults</u></p> <p>Ms. Trish McGetrick advised that CareerSource Flagler Volusia has received Rapid Response funding that will be used to create a series of videos aimed at promoting awareness of the untapped potential of young adult workers. She stated that businesses that have either hired young adult workers or have participated as a work experience work site are being asked to provide video testimonials of their experience in working with young adults. Ms. McGetrick asked for volunteers from the Committee who were able to provide testimonials. Shooting for the videos was expected to begin within the next three weeks.</p> | | |
| <p><u>Volusia County Schools Student Job Fairs</u></p> <p>Mr. James Alvarado shared information on several upcoming student job fairs Volusia County Schools would be holding in April. The event for the east side of the County will be held at the Daytona International Speedway 500 Club on April 19th at 5:00 p.m. For the west side of the County, the event will be at The Center at Deltona on April 20th at 5:00 p.m. Mr. Alvarado advised that any businesses interested in participating could contact him for more information.</p> | | |
| <p><u>New Business Development Committee Chair</u></p> <p>Dr. Aubrey Long advised that since accepting his new role as a Board Officer, he would be stepping down as the Committee's Co-Chair. He welcomed Ms. Mary Jo Allen as the new Co-Chair.</p> | | |

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| <p><u>Strategic Imperatives</u></p> <p>Mr. Howell reviewed some recent changes to the Strategic Imperatives.</p> | | |
| <p><u>Other Business</u></p> <p>Mr. Howell advised that the next Alliance4 event was tomorrow and that there were a few seats still left.</p> <p>Mr. Howell stated that he would be stepping down as the staff liaison to the Committee and advised that Ms. McGetrick would be assuming that role.</p> <p>Ms. Kelly Amy discussed the Volusia County Schools' upcoming job fairs and requested the Committee's help with outreach.</p> | | |