

Consortium and Board of Directors Joint Meeting

**SunTrust Center
Baker and Hostetler
Suite 2300
Orlando, FL 32746
Thursday, December 13, 2012
10:30 a.m.**

MINUTES

CONSORTIUM MEMBERS PRESENT: Teresa Jacobs, Frank Attkisson, Leslie Campione and Brenda Carey,

CONSORTIUM MEMBERS ABSENT: Gary Breeden

BOARD MEMBERS PRESENT: Kevin Shaughnessy (Chair), Angela Adams (via phone), Greg Beliveau, Diana Bolivar, Robert Brown, Melanie Cornell (via phone), Lorna Garrow, Catherine Hanson, Eric Jackson (via phone), Thomas Katheder, Leland Madsen (via phone), William Merck, Brian Michaels, Tirso Moreno, Joseph Sarnovsky, Chuck Todd (via phone), Eric Ushkowitz, and Mark Wylie

MEMBERS ABSENT: Wendy Brandon, Deborah Clements, Leticia Diaz, Jack Plettinck, Dr. Sanford Shugart, Dr. Robert Spooney, Richard Sweat, Rick Walsh, and Tom Yochum

STAFF PRESENT: Pamela Nabors, Kevin Neal, Joyce Hinton, Homer Boone, Kameel, Leo Alvarez, Tonya Elliott, Sherry Voss, Nilda Blanco, Anika Holmes, Jason Lietz, Chad Kunerth, Suzan Awad and Kaz Kasal

GUESTS PRESENT: Rebecca Rust, Department of Economic Opportunity (DEO)

CALL TO ORDER

Mayor Jacobs called the meeting to order at 10:30 a.m. and welcomed those in attendance.

Mayor Jacobs introduced and welcomed Ms. Nabors, the new CEO of Workforce Central Florida and Mr. Attkisson, the new Chair of Osceola County.

PUBLIC COMMENT

None Offered

APPROVAL OF THE MINUTES OF THE MAY 3, 2012 AND JUNE 18, 2012

A motion was made by Commissioner Campione and seconded by Commissioner Attkisson to approve the minutes from the joint meetings of May 3, 2012 and June 18, 2012. Motion carried unanimously.

A motion was made by Mr. Brown and seconded by Mr. Katheder to approve the minutes from the joint

meetings of May 3, 2012 and June 18, 2012. Motion carried unanimously.

APPROVAL OF THE WORKFORCE CENTRAL FLORIDA (WCF) BOARD ROSTER

A motion was made by Commissioner Campione and seconded by Commissioner Attkisson to approve the WCF Board Roster. Motion carried unanimously.

APPROVAL OF THE INTERLOCAL AGREEMENT

A motion was made by Mr. Beliveau and seconded by Mr. Wylie to approve the Interlocal Agreement. Motion carried unanimously.

DISCUSSION AND APPROVAL OF THE STRATEGIC PLAN FOR REGION 12

Mr. Shaughnessy asked Ms. Nabors to provide an overview of the Strategic Plan for Region 12. Ms. Nabors stated that the Department of Economic Opportunity (DEO) oversees WCF and all of the other the Regional Workforce Boards (RWBs). Ms. Nabors stated that the strategic plan, which the Consortium and Board were provided a link for their review, consists of the vision, compliance requirements and operations, as outlined by DEO. The WCF Board approved the draft plan at their 9/27/12 meeting, and then the draft plan was submitted to DEO in early October 2012. The plan is an evolving, living document, as WCF's services continue to be evaluated to make them more efficient and effective. Ms. Nabors stated, on behalf of Dr. Shugart, this strategic plan is being brought forward today for the Consortium's approval.

A motion was made by Commissioner Campione and seconded by Mayor Jacobs to approve the Strategic Plan for Region 12. Motion carried unanimously.

LABOR MARKET INFORMATION (LMI) PRESENTATION

Ms. Nabors introduced and welcomed Ms. Rust, Chief Economist and Director of the LMI Center at DEO. Ms. Rust brings a wealth of experience and expertise, working 33 years with LMI.

Ms. Rust provided an overview presentation on the Labor Market Information program and explained DEO's mission is "to produce, analyze, and deliver labor statistics to improve economic decision making." She further explained that the employment data they produce is the state's most important economic indicator. Ms. Rust provided labor market information on our local area, and comparisons to other regions of the state as well as the nation.

Ms. Katheder asked if the wage information factors in the cost of living difference in Florida compared to other parts of the United States. Ms. Rust replied that the information could be customized further for WCF. Mayor Jacobs asked if there was data that showed wage comparisons by sector.

Mr. Shaughnessy stated that WCF's business services unit can provide many services to employers. Orange County can benefit by helping to recruit employers to this area and WCF can provide support to their labor needs. Mayor Jacobs stated that they are hosting an economic summit on 1/10/13, which will review what is happening in the current economy and how to proceed forward.

Commissioner Carey commented that the simulation job number is high in this area. Sequestration of the federal budget could trigger facility closings that could negatively impact the UCF area.

Mayor Jacobs asked about additional data for Orange County – employment information by city and by unincorporated. Ms. Rust stated that DEO's labor market information is available for us and can be customized – i.e. employers looking to relocate in this area can receive customize reports with regard to the composition of the local area, such as labor force information. She thanked the Consortium and Board for the invitation to present at today's meeting.

PRESENTATION ON PAST/PRESENT WCF

Mr. Shaughnessy stated that over the last 14 months the new board, working closely with the Consortium, has worked hard to restore transparency, accountability and the service culture of WCF. He provided an overview of comparisons from past to present, with the following highlights currently occurring:

Board of Directors – the new board is active, committed and engaged; and the Consortium is engaged with Board and Audit Committee. All meetings are regularly publicized.

Leadership – the new leadership of WCF are prudent stewards of public resources and are engaged in a collaborative and consultative management style with “open door” policy. Relationships are repaired with state agencies and there is continued cooperation.

Financial Practices – the resolution of audit findings will not come from program funds, but from administration funds; other wasteful spending practices have been brought forward to state; revised DEO-approved financial policies; requesting removal of “high-risk” designation.

Cost savings: eliminated positions which resulted in a \$245,000 savings; renegotiated leases (services provided pro-bono by Mr. Katheder) - \$201,000 savings; elimination of unnecessary office space – current comprehensive space planning will save additional money. All money savings is being re-directed to the programs.

Ms. Nabors provided an overview of comparisons from past to present on program delivery and community image, with the following highlights:

Program Delivery:

- established and implemented multiple community partnerships;
- created a targeted business services unit;
- Youth Committee formed and developing strategic plan for youth in at-risk environments;
- identifying meaningful, simplistic, just-in-time performance metrics;
- Welfare Transition program – engaging participants in services with a 400% improvement in engagement rate in the last 6 months;
- job placements – continuing to improve the number of placements: in September 2012: 5,000 placements and October 2012: 6,000 placements. WCF is consistently putting people to work in this economy

Mayor Jacobs asked Ms. Nabors to provide at the next meeting how the performance compares to one year ago, three years ago and also compared other regions. Ms. Nabors replied she will gather this information.

Ms. Nabors stated that WCF's community image has and will improve in the following areas:

- Promoting a collaborative approach, engaging and involving community partnerships.
- Creating a strategic communication plan - being proactive (instead of reactive) with the media
- Enlisting public feedback – with public forums and incorporating into the plan
- Increased participation in community events and conducting regional agencies aimed towards partnerships.

Ms. Nabors introduced three new directors WCF recently hired: Nilda Blanco, Compliance Director; Tonya Elliott, Communications Director and Sherry Voss, Human Resources Director. She then asked the other WCF staff present to introduce themselves.

Mayor Jacobs stated that she is impressed but not surprised with the efforts of this phenomenal board and the leadership from the county commissioners. Much time and energy has been spent to turnaround WCF and it was done with enthusiasm and the best talent.

Mayor Jacobs asked the Board how the Consortium can further help. Ms. Nabors replied that the counties can help by working with WCF to continue to engage with the community and identify emerging business needs and where there are new opportunities. Mayor Jacobs stated that they can utilize Orange TV to get the message out in January. There is an economic development panel presentation in January. Ms. Nabors indicated that she is on this panel. Mr. Shaughnessy asked if Mayor Jacobs could put in a good word to the Governor about the progress the WCF Board is making – he and Ms. Nabors plan a visit to Tallahassee in late January 2013.

Ms. Campione thanked Ms. Nabors for the time spent in Lake County – she has seen significant greater awareness on the WCF services that are available, where there was a void before.

Mr. Shaughnessy commented that great work has been done on the committees and the newly formed Governance Committee will help to make sure every board member is actively involved in the committees.

Mayor Jacobs expressed her gratefulness to the WCF board and their volunteer commitment in the continued service on the board.

OTHER BUSINESS

Mr. Shaughnessy introduced the board members, new to the board since the last joint meeting:

- Diana Bolivar, Vice President Hispanic Chamber of Commerce of Metro Orlando
- Steve Clelland, President, Orlando Fire Fighters
- Paul Bough, Senior Project Manager, URS Corporation
- William D'Aiuto, Regional Managing Directors, Department of Children and Families

Mr. Shaughnessy stated that he and Mr. Katheder paid a visit to a one-stop several months ago and were impressed by the operations of that center. Ms. Joyce Hinton was the Center Manager of the center at the

time and now is the Director of Programs. Many of managers at WCF, like Ms. Hinton, have blossomed under the new leadership.

Mayor Jacobs thanked all for attending today's meeting.

There being no other business, the meeting was adjourned at 11:48 a.m.

Respectfully submitted,

Kaz Kasal
Sr. Administrative Assistant