



What: Career Services Committee Meeting
When: Thursday, January 24, 2019
 3:00 p.m. – 4:30 p.m.
Where: CareerSource Central Florida
 390 N. Orange Ave., Suite 700, Orlando, FL
Virtual: GoToMeeting (remote attendees):
 ➤ Link: <https://global.gotomeeting.com/join/150305477>
 ➤ Dial In: (Toll Free) **1 866-899-4679** / Access Code: **150-305-477**
Board Priorities: Analyze the Business | Engage the Talent

Agenda Item	Topic	Presenter	Action Item
1.	Welcome	Dr. Kathleen Plinske	
2.	Roll Call / Establishment of Quorum	Kaz Kasal	
3.	Public Comment		
4.	Action Items	Dr. Kathleen Plinske	X
	A. Approval of Minutes - 11/15/18 Career Services Committee Meeting		
5.	Information		
	A. Scorecard	Nilda Blanco	
	1) 2 nd Quarter		
6.	Insight	Committee Discussion	
	A. Manufacturing Industry Analysis		
	B. 2019 Summer Youth Program		
7.	Other Business		
8.	Adjournment		

###

Upcoming Meetings:

- Board Meeting: 2/7/19, 9:00 am – 10:30 am
 Location: Tupperware Brands, 14901 S. Orange Blossom Trail, Orlando, FL 32837
- Career Services Committee Meeting: 3/21/19, 3:00 pm - 4:30 pm
 Location: CSCF Admin Office, 390 N. Orange Ave., Suite 700, Orlando, FL



DRAFT
Career Services Committee Meeting
Thursday, November 15, 2018
3:00 p.m.

MINUTES

MEMBERS PRESENT: Kathleen Plinske, Michael Armbruster, Paul Bough, Keira des Anges, Dorathy Nevitt, Ted Pobst and Jim Sullivan

MEMBERS ABSENT: Andrew Abu, William D’Aiuto, David Sprinkle, Richard Sweat and Al Trombetta

STAFF PRESENT: Mimi Coenen, Bradley Collor, Nilda Blanco, Lisa Burby and Kaz Kasal

Agenda Item	Topic	Action Item / Follow Up Item
1	Welcome Dr. Plinske called meeting to order at 3:02 pm.	
2	Roll Call / Establishment of Quorum Ms. Kasal reported a quorum present.	
3	Public Comment None offered.	
4	Action Items <u>Approval of Minutes</u> <ul style="list-style-type: none"> • Reviewed minutes from 9/13/18 Career Services Committee meeting (attachment). 	Dr. Armbruster made a motion to approve the minutes from the 9/13/18 Career Services Committee meeting. Mr. Sullivan seconded; motion passed unanimously.
5	Information <u>Scorecard</u> <ul style="list-style-type: none"> • Reviewed results through first quarter, 9/30/18 (attachment). 	
6	Insight <u>Construction Industry Analysis</u> <ul style="list-style-type: none"> • Reviewed data on construction trends and training activities from PY 15-16 to current (attachment) <ul style="list-style-type: none"> – Committee concurred with following staff recommendations: <ul style="list-style-type: none"> ➢ Decrease number of individuals who receive training and enter: <ul style="list-style-type: none"> ○ Construction from 500 to 300 ➢ *Increase number of individuals who receive training and enter: <ul style="list-style-type: none"> ○ Healthcare from 500 to 570 ○ IT/Finance from 250 to 315 ○ Trade & Logistics from 250 to 315 <p>*\$1.2M training funds to be reallocated from construction to above listed industries.</p> 	Dr. Armbruster made a motion to forward to Board recommendation to reallocate training funds from Construction to Healthcare, IT/Finance and Trade & Logistics, as presented. Mr. Sullivan seconded; motion passed unanimously.



	<ul style="list-style-type: none"> • Committee provided following input: <ul style="list-style-type: none"> – Develop apprenticeship-type “earn while you learn” programs (i.e. 4 days work, 1 day school) – Youth and construction, training and jobs: connect high school juniors and seniors to construction industry – i.e. summer program or while in school. Work with Department of Education to qualify for waiver. – Develop household appliance apprenticeship program. – Utilities - develop support system to help students to pass test. 	
7	<p><u>Other Business</u> Ms. Coenen indicated CSCF is moving forward on forming cohorts and training in groups, based on Committee’s suggestion.</p>	
8	<p>Adjournment Meeting adjourned at 3:50 pm.</p>	

Respectfully submitted,

Kaz Kasal
Executive Coordinator

CAREER SERVICES COMMITTEE

JANUARY 24, 2019

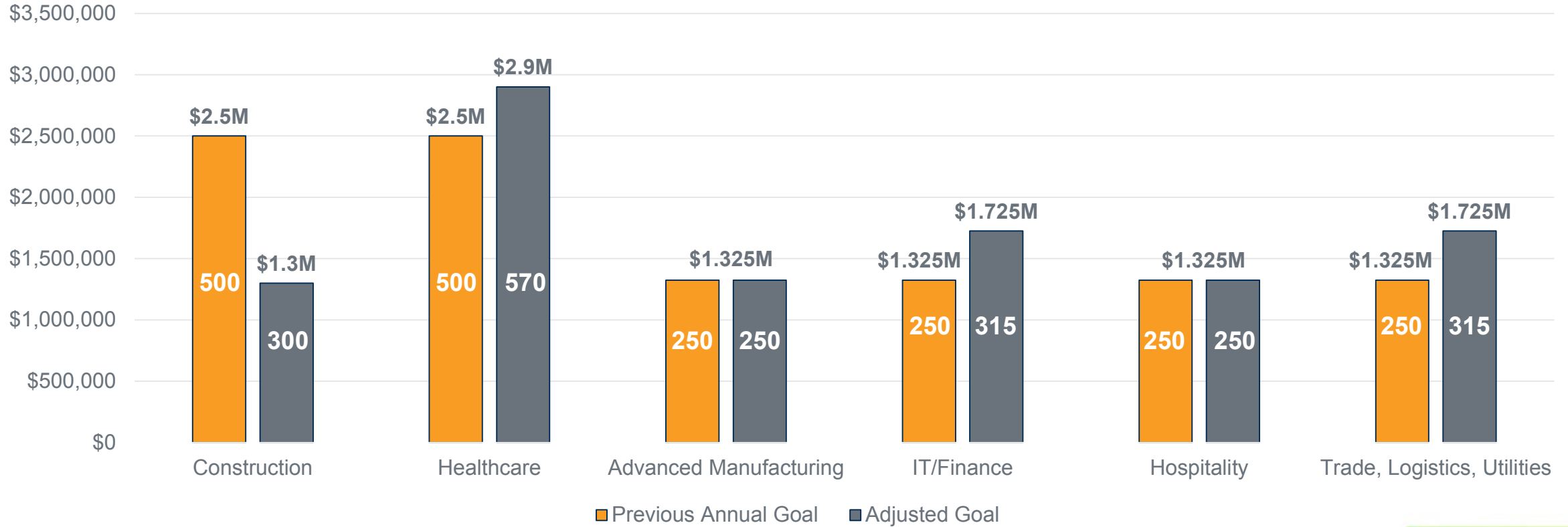
SCORECARD

Q2

CSCF STRATEGIC PRIORITY

✓ **\$10.3M Investment In Training Services; 2,000 Career Seekers Employed in HGIs at an Average Wage of \$15/hr.**

IMPACT MODEL



Adjusted Training Investment Model Approved By Board, December 2018

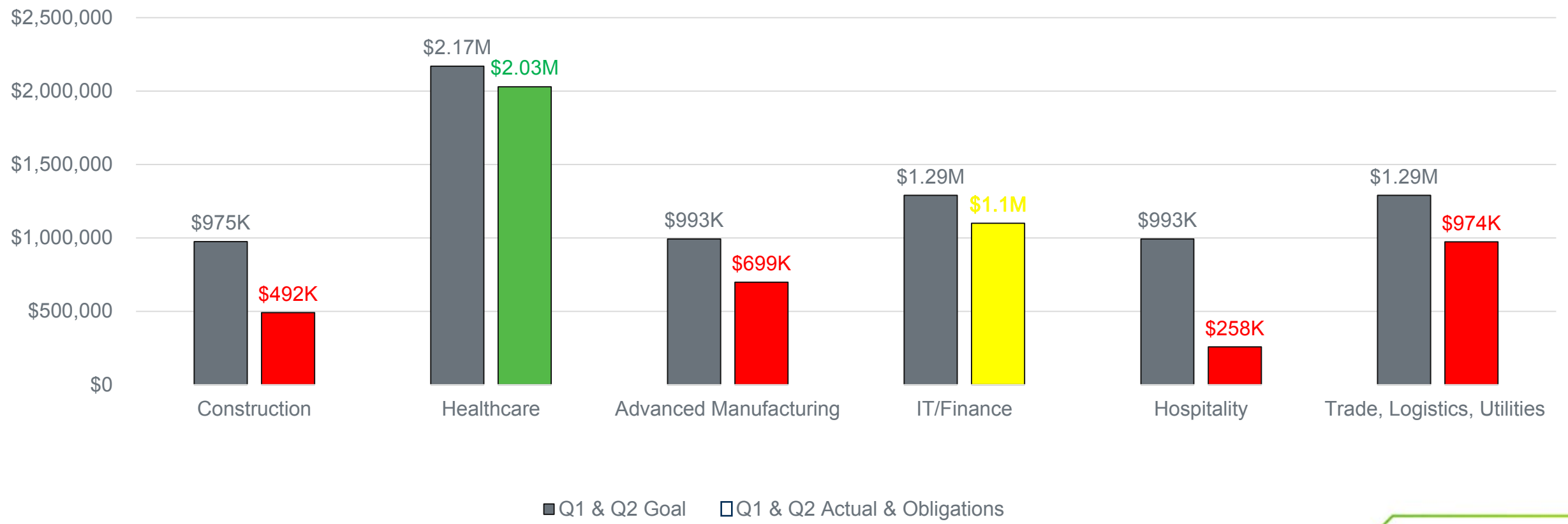


ANALYZE THE BUSINESS ENVIRONMENT

Training Investments Scorecard

GREEN = 90% or above of goal
YELLOW = 80% of goal
RED = less than 80% of goal

✓ \$5.5M Invested In Training Services

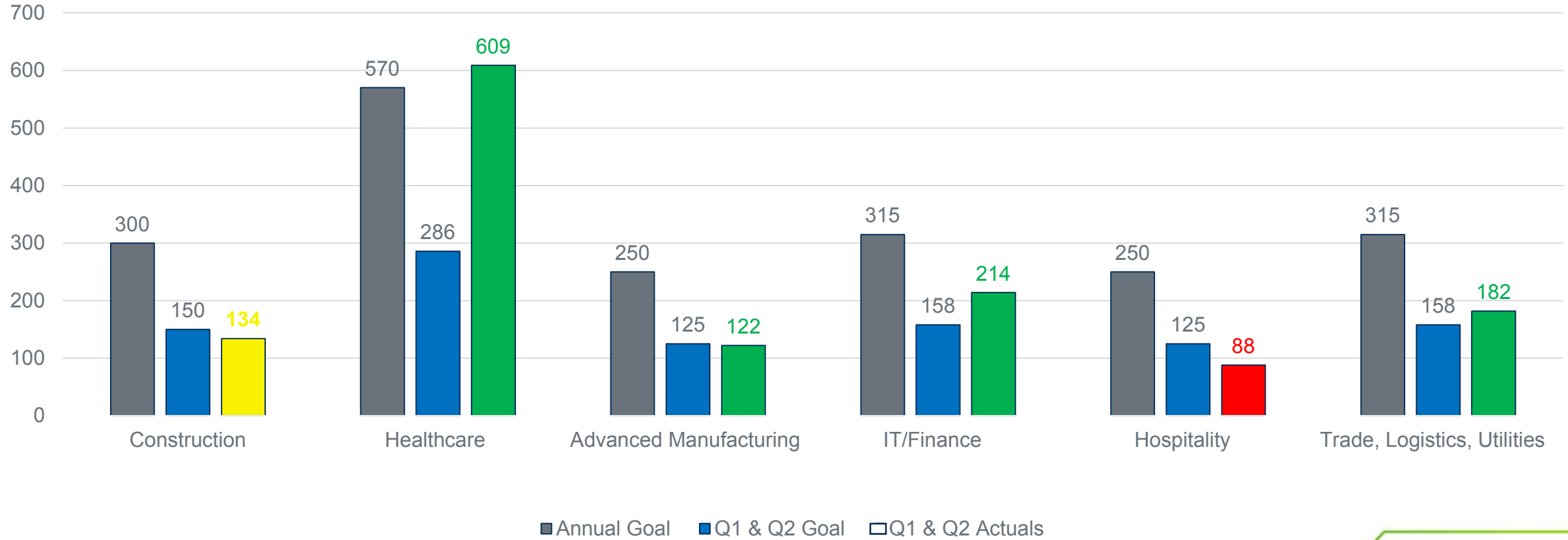


ENGAGE THE TALENT POOL

Individuals Trained Scorecard*

GREEN = 90% or above of goal
YELLOW = 80% of goal
RED = less than 80% of goal

✓ 1,350 Individuals Trained



Source: Employ Florida
*Reflects Impact Model Revision – Board Approval 12/13/18

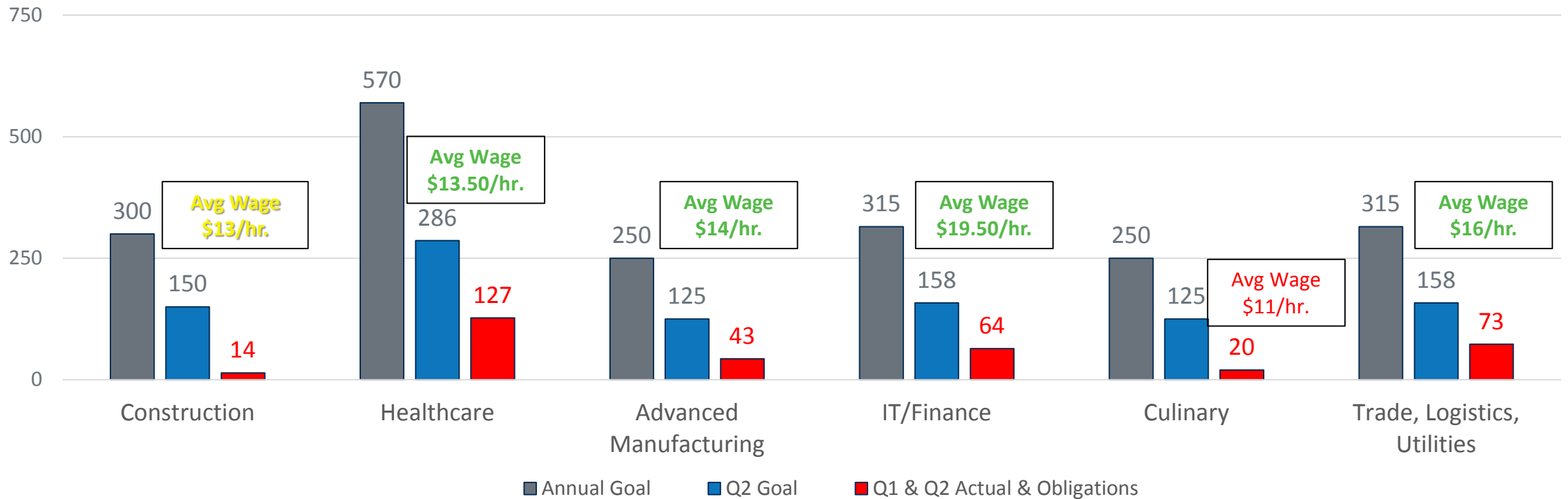


ENGAGE THE TALENT POOL

Individuals Employed & Average Wage Scorecard

GREEN = 90% or above of goal
 YELLOW = 80% of goal
 RED = less than 80% of goal

✓ 340 Career Seekers With Verified Employment at an Average Wage of \$14 Per Hour Or More

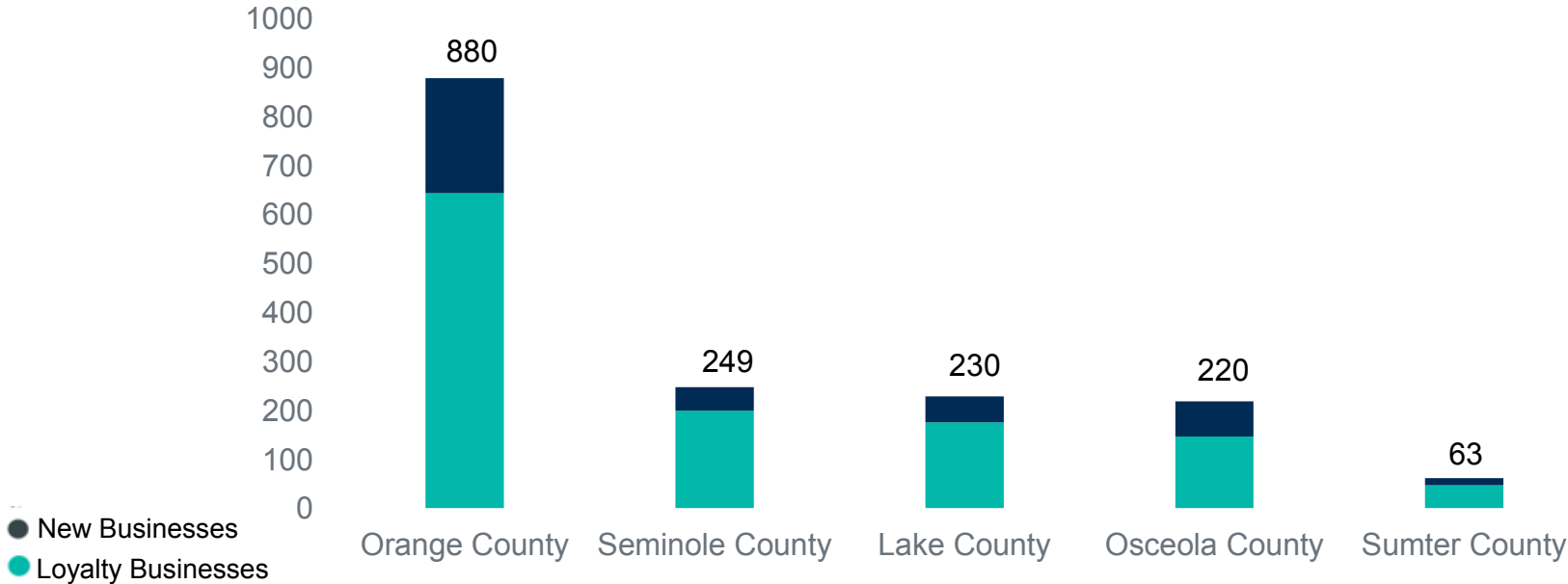


Report Time Period: July 1 – December 31, 2018
 Source: Employ Florida
 *Reflects Impact Model Revision – Board Approval 12/13/18



ANALYZE THE BUSINESS

Business Scorecard

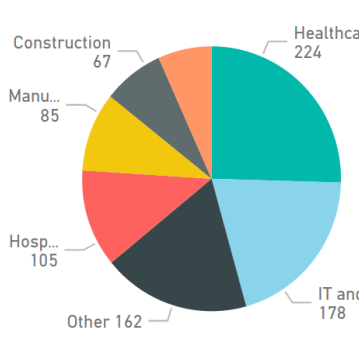


Businesses Served

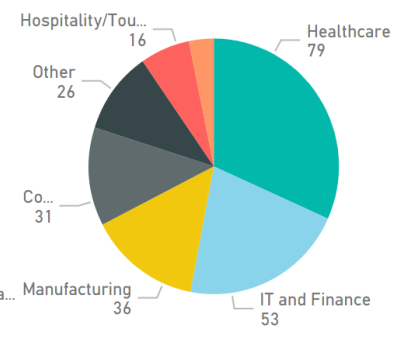
- + 1,600
- 74% Loyalty
- 26% New

COMPOSITION

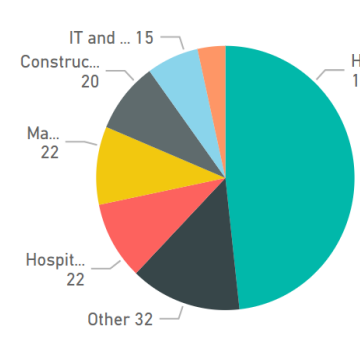
- 34% Healthcare
- 17% IT/Finance
- 16% Other
- 10% Manufacturing
- 10% Hospitality
- 8% Construction
- 5% Trade, Logistics, Utilities



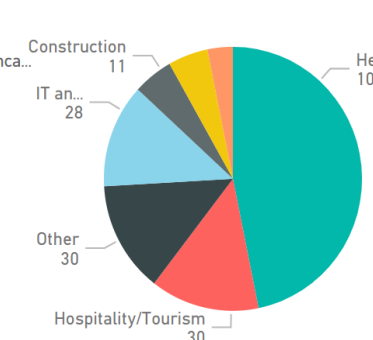
Orange County



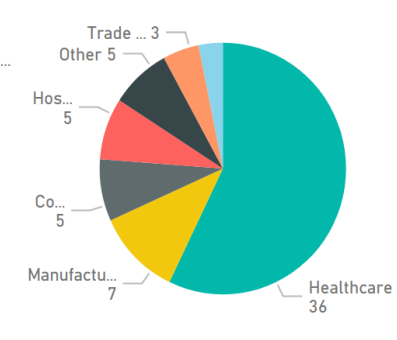
Seminole County



Lake County



Osceola County



Sumter County

MANUFACTURING INDUSTRY INSIGHTS

ADVANCED MANUFACTURING

Overview – Central Florida

- 2017 Median Wage Per Hour is \$14.14
- 46,000 Jobs in 2019
- Industry is Expected to Grow By 4% Between 2019 & 2026
- Industry Projected to Add ~1,800 Jobs By 2026
 - More Technical Jobs May Be Added and Contribute to Growth in Information Technology
- Greatest Growth in Medical Devices, Food Processing & Metal and Plastics



Computer Numerical Control (CNC)

Machine Operators
Tool Operators
Programmers

Computer Controlled Machines (CCM)

Metal and Plastics
Assemblers & Fabricators
Molders

Operators

CSCF MANUFACTURING APPROACH

Overview

- **Problem**
 - In 2014, Manufacturing Specific Training Options Weren't Available
- **Solutions In 2015**
 - Valencia College Partnership:
 - Developed & Supported Enrollment Into New Programs Funded By Department Of Labor
 - New Manufacturing Center Opened
 - Embedded Dedicated, Onsite CSCF Staff Member
 - Discontinued Long-term Training Programs; Increased Short-term Programs (6 - 12 Months)
- **Solutions In 2018**
 - Grand Opening of Lake Technical College's Advanced Manufacturing Center
 - Expansion of Training Programs With Lake Technical College
 - Debut of Another Manufacturing Center At Downtown UCF/Valencia Campus
 - Diversification of Training

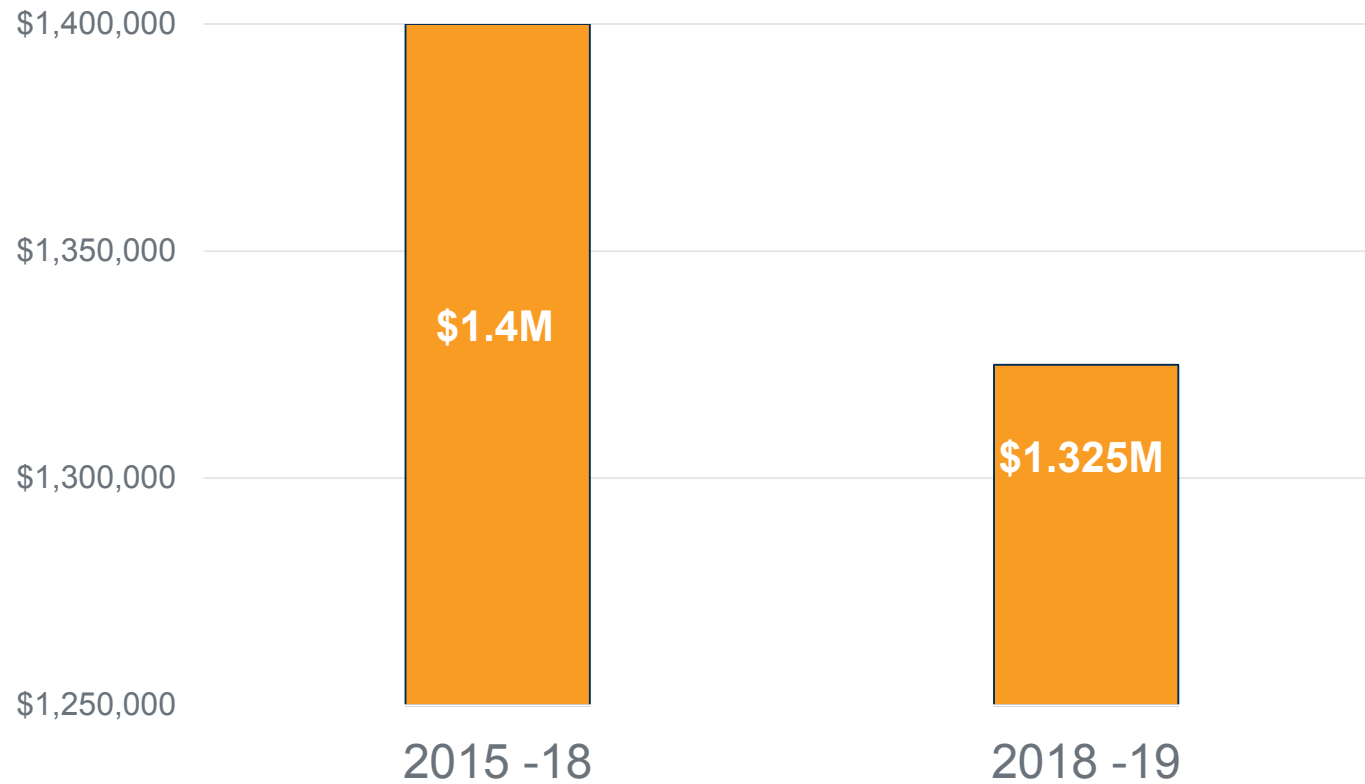
Program Year	Number of Providers	Number of Programs
15 -16	6	7*
16 -17	6	21*
17 -18	5	22
18 -19	5	21

*primarily welding programs

TALENT DEVELOPMENT

CSCF Manufacturing Investment

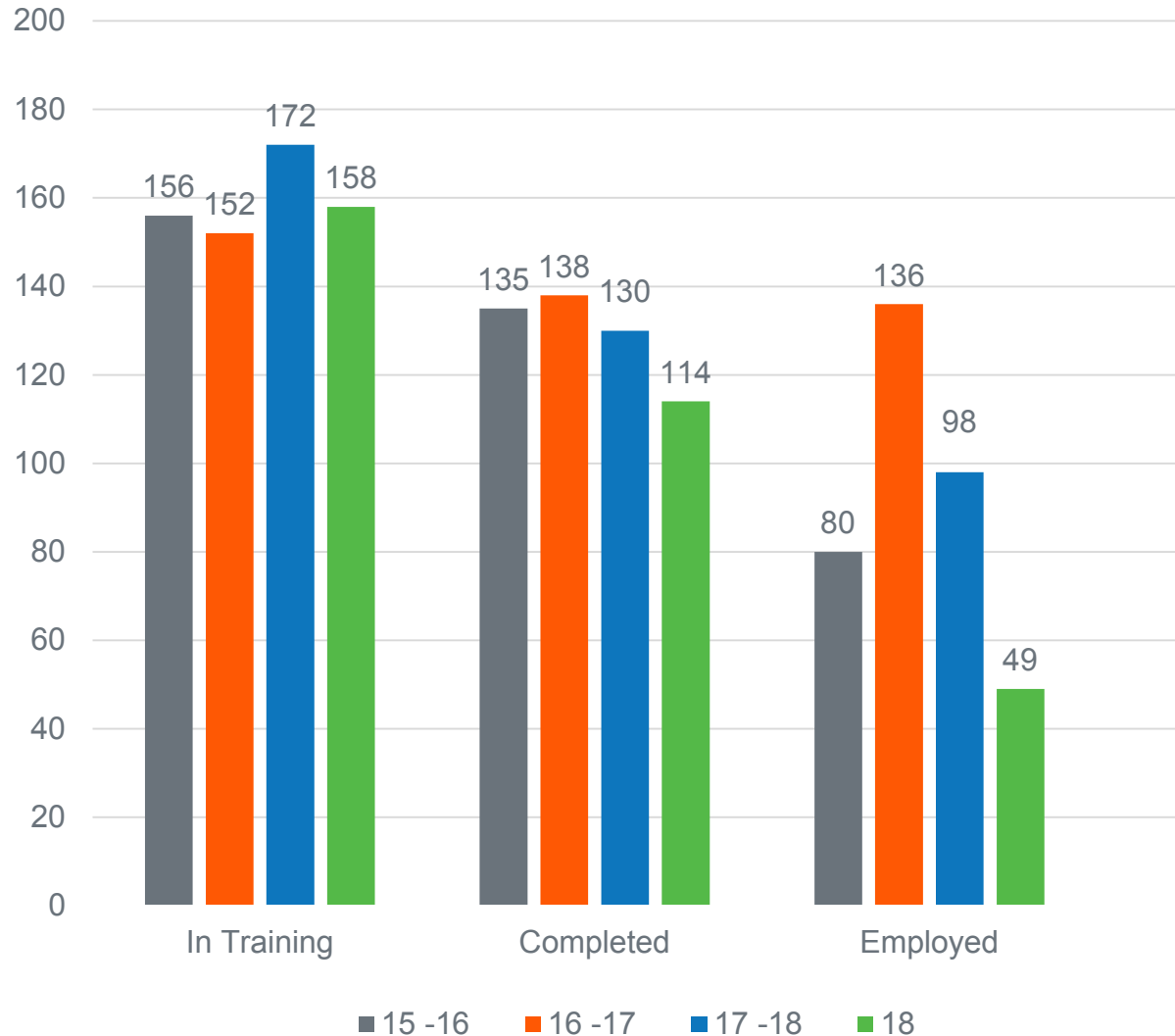
✓ Training Investment Goal in 18 -19 Is Nearly Equivalent to The Training Investments of The Previous 3 Years Combined



MANUFACTURING TRAINING OUTCOMES

CSCF Impact

2015 – 2018



- **Training:**
 - 638 Trained in Over 3.5 Years

- **Completed:**
 - 520 Completed Training
 - 76% Completion Rate
 - On Target to Exceed Last Year's Total by a Large Margin

- **Employed:**
 - 360 Verified Employment
 - 86% of Career Seekers Gained Verified Employment in the Manufacturing Industry
 - Gained Employment at an Average Wage of \$14.35/hr.

MANUFACTURING TRENDS

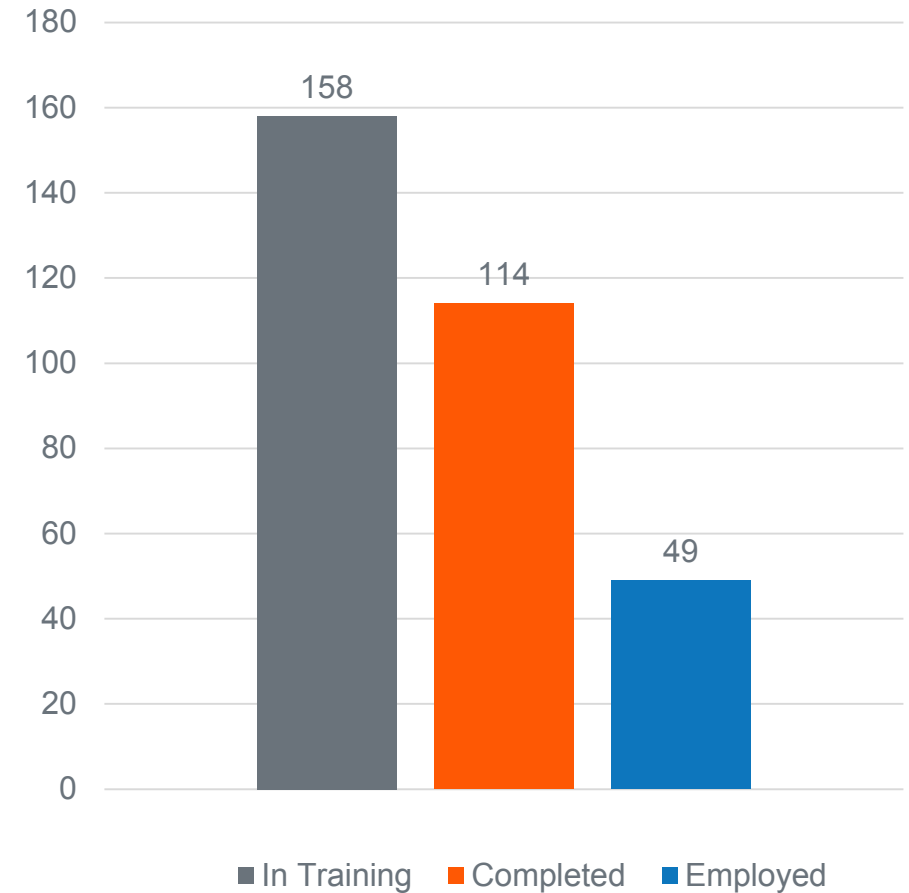
2018-19

Training Programs

- Advanced Electronics Technician
- Basic Electronics
- CNC Production Specialist
- Electronic Technology 1 &2
- Machining Technologies
- Mechatronics
- Industrial Technology Maintenance
- Electronic Board Assembly
- Welding Technologies

Certification Entities

- Manufacturing Skills Standards Council (Certified Production Technician)
- Manufacturing Skills Institute (Manufacturing Technician I)
- American Welding Society (Certified Welder)
- International Society of Automation (Certified Control Systems Technician / Certified Automation Professional)
- North American Die Casting Association, Fabricators & Manufacturers Association (Sheet Metal Operator)
- American Society for Quality (Quality Certification)
- Packaging Machinery Manufacturing Institute (Mechatronics)



CSCF SUCCESS STORY

Valencia College's Advanced Manufacturing Program Graduation Ceremony

Training Programs Students Completed:

- Welding 1
- Welding 2
- Electronic Board Assembly
- Mechatronics

CSCF Training Program:

- Funded 60 Students
- Seven Were Awarded Educational Scholarships From Haas Educational Foundation and SunTrust Foundation

CSCF Career Consultant:

- Valencia College recognized Nikesha King with its "Above & Beyond"

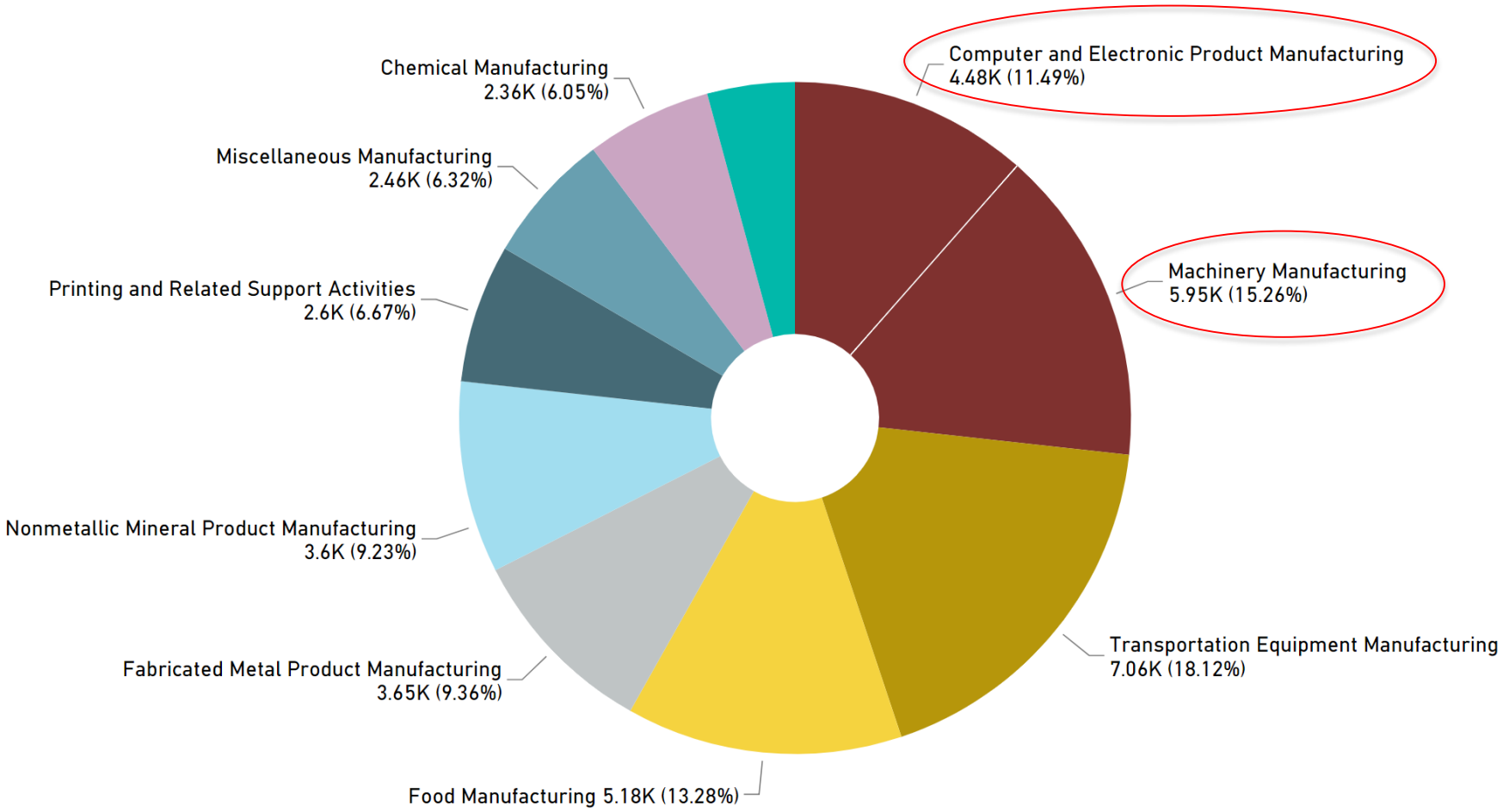


Top Left Picture, L - R: Osceola Career Consultants Daisy Capeles, Virginia Patterson, and Mariana Martin; COO Mimi Coenen; Osceola Career Consultant Nikesha King. Bottom Right Picture, L - R: Osceola Career Consultant Virginia Patterson; friend; Osceola Career Consultants Mariana Martin, Nikesha King, Eneydi Rivera, and Daisy Capeles.

GAPS & OPPORTUNITIES

ADVANCED MANUFACTURING

CSCF Opportunities



Overview

- Manufacturing Added 3,500 Jobs Since 2015 in these Sectors
 - Largest Percentage Of Sector Jobs In Transportation Equipment Manufacturing

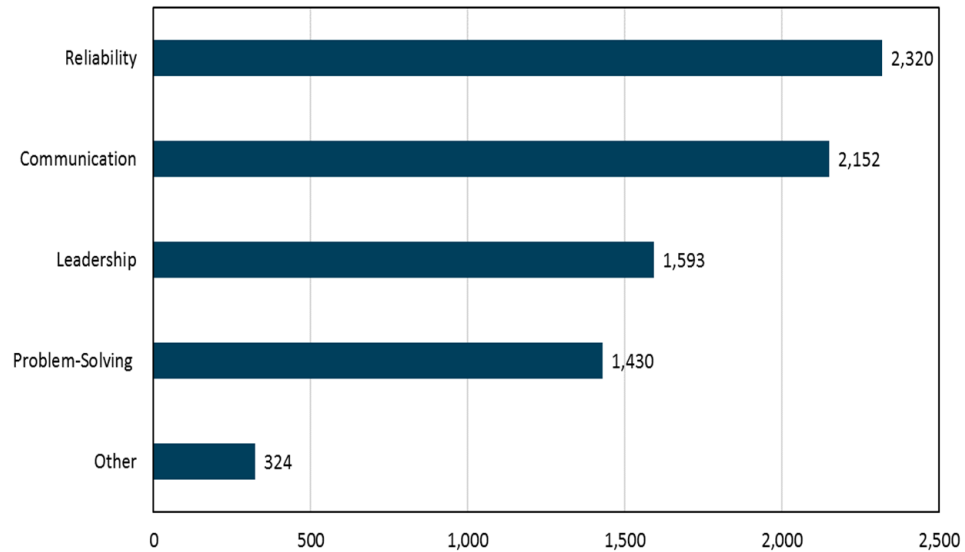
 = Sub-Industries CSCF Career Seekers Gained Employment In

LOCAL TALENT NEEDS

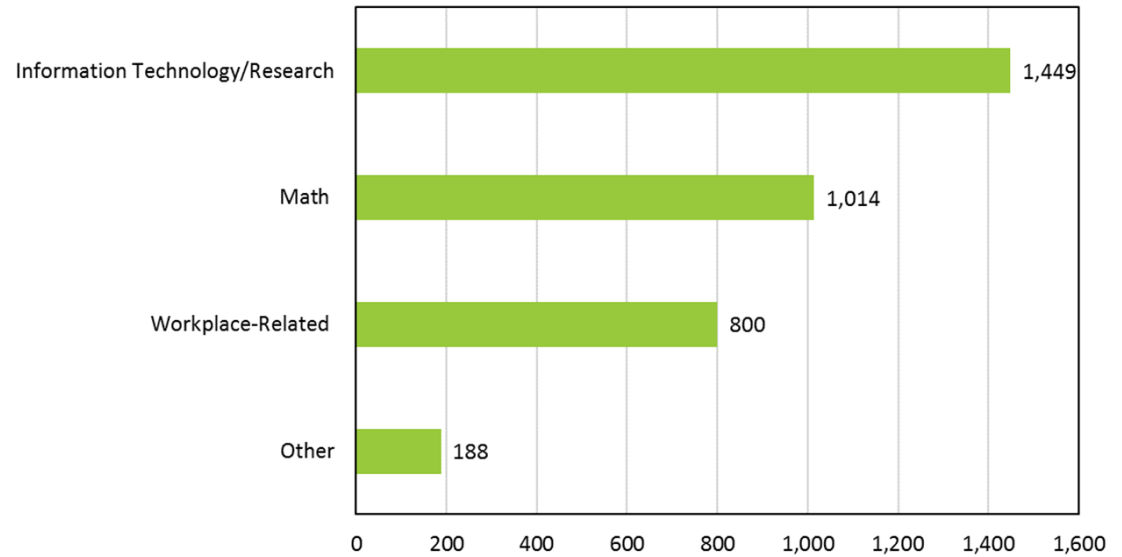
Skills Gaps

- ✓ Manufacturing Businesses Demand These Top Skills to Meet Their Business Needs
- ✓ More Information Technology Jobs Added to the Sector

Soft Skills In Demand



Hard Skills In Demand



Source: DEO, Bureau of Labor Market Statistics: 2018 Skills Gap Survey

CSCF OPPORTUNITIES

Moving Forward

Expand Manufacturing Business Customers

Currently Working with 160 Manufacturers but the Potential Pool Is + 2,000

Analyze Current Training Programs to Confirm Skill Alignment

Expand Training Programs to Address the Largest of Sector Jobs in Manufacturing Overall
Ensure Training Programs Deliver Soft and Hard Skills Employers Want

Take Advantage of 4% Industry Growth

Technology is Redefining Careers

Continue Monitoring the New Technology Jobs to Ensure CSCF is Providing the Right
Training Programs

Maintain Strong Partnerships

Continue Collaborating with Educational Institutions to Add Training Programs to
Meet Industry Demands

[RETURN TO AGENDA](#)

YOUTH CONNECTING TO EDUCATION & CAREERS

CSCF YOUTH PROGRAM

Elements

Year Round Program

Target: Opportunity Youth (16-24 Years Old)
Who Are Not Connected To School Or Work

Summer Program

Target: High School Juniors & Seniors
New Target: Expand To Include Older Youth And Opportunity Youth

Construction Investment Pilot - New

Youth Outside Of Current State And Federal Program Requirements

The “C” Student Who Needs Direction In Career And Education Choices



ENHANCED SUMMER YOUTH PROGRAM 2019

2019 SUMMER YOUTH PROGRAM

SITUATION ANALYSIS

- Young adults *don't know what career opportunities* are available
- *“Soft skills” lacking and in high-demand* for businesses
- *Higher education may be daunting* to many who finish high school or obtain GED
- State and Federal *funding requirements limits participants* pool in workforce programs



NEW STRATEGY

- Expand the program in both size and variety **by adding NEW options**
- Ensure every young adult receives **soft skills training** and the ability to **earn money**
- **Demystify** the concept of higher education
- Leverage CSCF funds to attract public and private investments to **expand participant pool**

ENHANCED SUMMER YOUTH PROGRAM

Objectives

- Expand program from **500 to 1000** participants
- Offer **3 distinct program tracks**
- Provide ways to **earn wages** and **stipends**
- **Increase awareness** and **variety** of higher education
- Raise combined business + public partnerships **investment of \$250,000** to sponsor youth participant pool

ENHANCED SUMMER YOUTH PROGRAM

Design

EXPERIENCE
Earn while learning “how” to be valuable employee
Paid Internships
Target age: 16 – 19 Target pool: 500
8 weeks
Team building; financial literacy; work readiness training
7 weeks paid internship up to 30 hours per week
Ability for each young adult to earn \$ 2500



<i>New Enhancements for 2019 Summer Program</i>	
EXPLORER	ACCELERATOR
Younger student who’s undecided of career path	Desire full-time career as next step
College Career Exploration	Industry Education and Career On-Ramping
Target age: 16 – 18 Target size: 300	Target age: 17 – 24 years Target size: 150
8 weeks	8 to 10 weeks
Exposure to multiple career options through classroom and hands-on projects	Technical training in either Construction or Technology careers
Customized introduction to campus departments / resources	Earn stipends for industry certifications and technical milestones
Ability for each young adult to earn \$1000	Ability for each young adult to earn \$1000

----- *Soft Skills Training / Earn Wages or Stipends* -----

CONSTRUCTION INVESTMENT PILOT

Situational Analysis

- Many potential high-school aged participants can't be included – not considered “at risk”
- Concurrently 79% of Florida's construction industry employers can't find needed skilled talent
- Federal funds restricted to serving youth with the most barriers (e.g. Opportunity Youth)
- Creates a gap in serving “C student” or undecided youth who could benefit significantly from internship opportunities and exposure to high-demand careers in construction

CONSTRUCTION INVESTMENT PILOT

Solutions

Target Audience

- 50 “C-students” aged 16-24
- Non-college bound, desiring to earn income
- Undecided in career choice

Provide Opportunity to:

1. **Experience** - Paid internship at Construction Business
2. **Explorer** – Exposure to state college/technical schools construction programs
3. **Accelerator** – Focused training in Construction safety, carpentry and industry certifications

How

- Leverage business investments to generate \$125K in unrestricted revenue to support program

BUDGET

SUMMER BUDGET

Investments	Description	Totals
CSCF	Leveraged federal funds	\$3,400,000
Public / Private Partners	Leveraged municipal funds	\$125,000
Total Summer Budget		\$3,525,000
Revenue Diversity Goal for Construction	Sponsorship Opportunities?	+\$125,000
Total Budget (Summer Budget + Revenue Generation Targets)		\$3,650,000

Next Steps

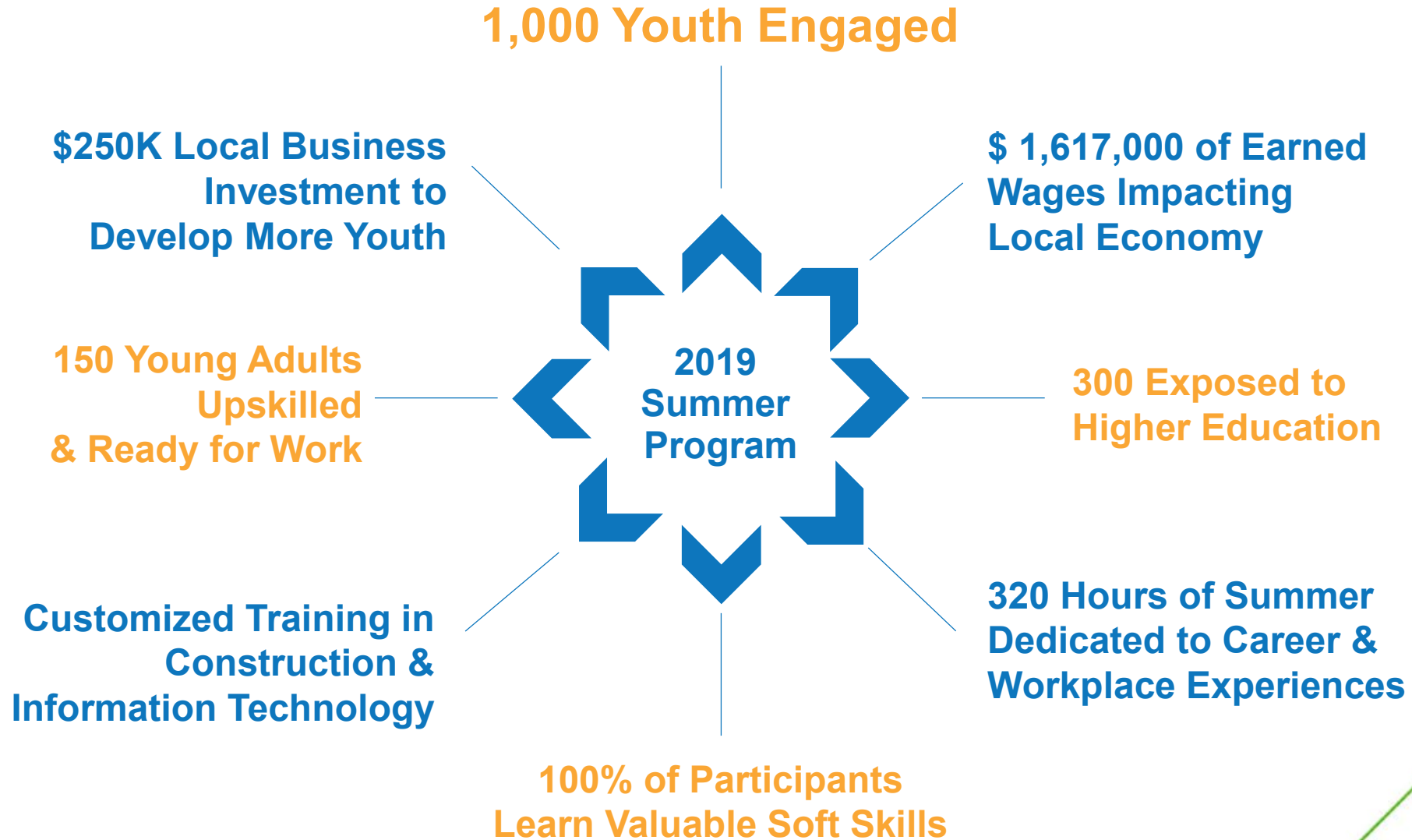
YOUTH PROGRAM

Next Steps

- Finalize Targets of Success (Key Performance Indicators)
 - Participant 'Report Card' with Measurement Goals
 - Enrollment Percentages for Each Track
 - Continued education / or employment percentage
- Develop Marketing Plan
 - Generating Leads and Conversion
 - Sponsorship packages
- Procurement of Services to Support Program Expansion
- Implement Strategies to Generate \$125K in unrestricted revenue

ENHANCED SUMMER YOUTH PROGRAM

Program Impact



Thank you!

[RETURN TO AGENDA](#)

