

# Career Services Committee Meeting

January 27, 2022



# 1/27/22 CAREER SERVICES COMMITTEE MEETING AGENDA

Agenda Item	Topic	Presenter	Action Item
1.	Welcome	Andrew Albu	
2.	Roll Call / Establishment of Quorum	Kaz Kasal	
3.	Public Comment		
4.	Approval of Minutes <b><u>A. 11/18/21 Career Services Committee Meeting</u></b>	Andrew Albu	X
5.	Information / Discussion / Action Items A. Review Performance Targets and Provide Insight to Ensure Investment and Goal Attainment <b>1) <u>Scorecard – 7/1/21 thru 12/31/21</u></b> <b>2) <u>Update on Summer Youth 2022</u></b> <b>3) <u>Insight on “Hidden Worker Talent Pipeline”</u></b>	Mimi Coenen Denise Major  Committee Discussion	
6.	Other Business		
7.	Adjournment		

Meeting Details

Meeting Agenda

Welcome

Roll Call

Public Comment

Approval of Minutes

Information / Discussion / Action Items

Other Business

Adjournment

# 1/27/22 CAREER SERVICES COMMITTEE MEETING DETAILS

Meeting Details

Meeting Agenda

Welcome

Roll Call

Public Comment

Approval of Minutes

Information / Discussion / Action Items

Other Business

Adjournment

**What:** Career Services Committee Meeting

**When:** Thursday, January 27, 2022

3:00 p.m. – 4:30 p.m.

**Where:** CSCF Administration Office  
390 N. Orange Ave., Suite 700  
Orlando, FL 32801

OR:

Virtual Option via Zoom: <https://careersourcecf.zoom.us/j/84347290295?pwd=UGR5YmtiQW9YRWJzSFpvQmtoUzk4dz09>

Dial In: 1 (929) 205-6099 / Meeting ID: 843 4729 0295

Passcode: 975807

Meeting Details

Meeting Agenda

Welcome

Roll Call

Public Comment

Approval of  
Minutes

Information /  
Discussion /  
Action Items

Other Business

Adjournment

# WELCOME



Meeting Details

Meeting Agenda

Welcome

Roll Call

Public Comment

Approval of Minutes

Information / Discussion / Action Items

Other Business

Adjournment

# ROLL CALL



Meeting Details

Meeting Agenda

Welcome

Roll Call

Public Comment

Approval of Minutes

Information / Discussion / Action Items

Other Business

Adjournment

# PUBLIC COMMENT



Meeting Details

Meeting Agenda

Welcome

Roll Call

Public Comment

**Approval of Minutes**

Information / Discussion / Action Items

Other Business

Adjournment

# APPROVAL OF MINUTES





**DRAFT**  
**Career Services Committee Meeting**  
**Thursday, November 18, 2021**  
**3:00 p.m.**

**MINUTES**

**MEMBERS PRESENT:** Andrew Albu, Amy Albee-Levine, Paul Bough, Keira des Anges, Joseph Richardson, Melanie Stefanowicz and Al Trombetta

**MEMBERS ABSENT:** Mark Havard, Ed James and Bryan Orr

**STAFF PRESENT:** Mimi Coenen, Nilda Blanco, Sean Masherella and Kaz Kasal

Agenda Item	Topic	Action Item / Follow Up Item
1	<b>Welcome</b> Mr. Albu, Committee Chair, called meeting to order at 3:03 p.m.	
2	<b>Roll Call / Establishment of Quorum</b> Ms. Kasal reported a quorum present.	
3	<b>Public Comment</b> None offered.	
4	<b>Action Items</b> <u>Approval of Minutes</u> <ul style="list-style-type: none"> <li>• Reviewed draft minutes from 8/26/21 Career Services Committee meeting (attachment).</li> </ul>	<b>Ms. des Anges made a motion to approve the minutes from the 8/26/21 Career Services Committee meeting. Dr. Richardson seconded; motion passed unanimously.</b>
5	<b>Information and Discussion</b> <u>Scorecard – 1<sup>st</sup> Quarter</u> <ul style="list-style-type: none"> <li>• Reviewed scorecard for time period 7/1/21 thru 9/30/21 (attachment).</li> </ul> <u>Training Analysis</u> <ul style="list-style-type: none"> <li>• Reviewed CSCF's performance of training activities from 7/1/20 thru 6/30/21 (attachment).</li> </ul> <p>Committee feedback:</p> <ul style="list-style-type: none"> <li>– Employers could benefit from onboarding training.</li> <li>– Include English language classes specific to an industry – i.e. construction industry, as this would help them pass apprenticeship program, which requires understanding of English language.</li> <li>– Offer more IT courses, as remote work will probably increase.</li> <li>– Offer assessment on values, this is an important assessment to help career seekers understand what type of employment meets their values</li> </ul>	





	<p><u>New Training Provider Approval</u></p> <ul style="list-style-type: none"> <li>Reviewed action memo on new training providers and their vocational training offerings (attachment).</li> </ul> <p><u>Current Provider – Added Programs</u></p> <ul style="list-style-type: none"> <li>Reviewed training programs added to the CSCF Eligible Training Provider List, of already approved Training Providers (attachment).</li> </ul> <p><u>Policy Approval</u></p> <ul style="list-style-type: none"> <li>Reviewed action memo on the following process revision and two new policies (attachment): <ul style="list-style-type: none"> <li>Process revision to WP T01: Trade Adjustment Assistance (TAA) Services Process: TAA Training and other Funding Activities service process (under Administrative Policy 101).</li> <li>New Policy: WIOA 15/TAA 04: Mandatory WIOA Title 1 and TAA Co-enrollment (under Administrative Policy 116).</li> <li>New Policy: WIOA -16: Disaster Recover Worker Grants (under Administrative Policy 113).</li> </ul> </li> </ul>	<p><b>Ms. des Anges made a motion to forward for Board’s approval the new training providers and their respective training programs, as presented and recommended, to the Eligible Training Provider List. Mr. Bough seconded; with Dr. Richardson and Dr. Albee-Levine abstaining; motion passed.</b></p> <p><b>Dr. Albee-Levine made a motion to forward for Board’s approval the two new policies and process revision, as presented. Dr. Richardson seconded; motion passed unanimously.</b></p>
6	<p><u>Other Business</u></p> <ul style="list-style-type: none"> <li>CSCF won the Veteran’s Incentive Award for a 3<sup>rd</sup> consecutive year.</li> <li>Updated mask policy.</li> </ul>	
7	<p><b>Adjournment</b> Meeting adjourned at 4:04 p.m.</p>	

Respectfully submitted,

Kaz Kasal  
Executive Coordinator

# FORM 8B MEMORANDUM OF VOTING CONFLICT FOR COUNTY, MUNICIPAL, AND OTHER LOCAL PUBLIC OFFICERS

LAST NAME—FIRST NAME—MIDDLE NAME Albee-Levine, Amy	NAME OF BOARD, COUNCIL, COMMISSION, AUTHORITY, OR COMMITTEE CareerSource Central Florida / Career Services Committee
MAILING ADDRESS Lake Sumter State College/9501 U.S. Highway 441	THE BOARD, COUNCIL, COMMISSION, AUTHORITY OR COMMITTEE ON WHICH I SERVE IS A UNIT OF: <input type="checkbox"/> CITY <input type="checkbox"/> COUNTY <input checked="" type="checkbox"/> OTHER LOCAL AGENCY
CITY Leesburg	COUNTY Lake  NAME OF POLITICAL SUBDIVISION:
DATE ON WHICH VOTE OCCURRED 11/18/21	MY POSITION IS: <input type="checkbox"/> ELECTIVE <input checked="" type="checkbox"/> APPOINTIVE

## WHO MUST FILE FORM 8B

This form is for use by any person serving at the county, city, or other local level of government on an appointed or elected board, council, commission, authority, or committee. It applies to members of advisory and non-advisory bodies who are presented with a voting conflict of interest under Section 112.3143, Florida Statutes.

Your responsibilities under the law when faced with voting on a measure in which you have a conflict of interest will vary greatly depending on whether you hold an elective or appointive position. For this reason, please pay close attention to the instructions on this form before completing and filing the form.

## INSTRUCTIONS FOR COMPLIANCE WITH SECTION 112.3143, FLORIDA STATUTES

A person holding elective or appointive county, municipal, or other local public office **MUST ABSTAIN** from voting on a measure which would inure to his or her special private gain or loss. Each elected or appointed local officer also **MUST ABSTAIN** from knowingly voting on a measure which would inure to the special gain or loss of a principal (other than a government agency) by whom he or she is retained (including the parent, subsidiary, or sibling organization of a principal by which he or she is retained); to the special private gain or loss of a relative; or to the special private gain or loss of a business associate. Commissioners of community redevelopment agencies (CRAs) under Sec. 163.356 or 163.357, F.S., and officers of independent special tax districts elected on a one-acre, one-vote basis are not prohibited from voting in that capacity.

For purposes of this law, a "relative" includes only the officer's father, mother, son, daughter, husband, wife, brother, sister, father-in-law, mother-in-law, son-in-law, and daughter-in-law. A "business associate" means any person or entity engaged in or carrying on a business enterprise with the officer as a partner, joint venturer, coowner of property, or corporate shareholder (where the shares of the corporation are not listed on any national or regional stock exchange).

\* \* \* \* \*

### ELECTED OFFICERS:

In addition to abstaining from voting in the situations described above, you must disclose the conflict:

PRIOR TO THE VOTE BEING TAKEN by publicly stating to the assembly the nature of your interest in the measure on which you are abstaining from voting; *and*

WITHIN 15 DAYS AFTER THE VOTE OCCURS by completing and filing this form with the person responsible for recording the minutes of the meeting, who should incorporate the form in the minutes.

\* \* \* \* \*

### APPOINTED OFFICERS:

Although you must abstain from voting in the situations described above, you are not prohibited by Section 112.3143 from otherwise participating in these matters. However, you must disclose the nature of the conflict before making any attempt to influence the decision, whether orally or in writing and whether made by you or at your direction.

**IF YOU INTEND TO MAKE ANY ATTEMPT TO INFLUENCE THE DECISION PRIOR TO THE MEETING AT WHICH THE VOTE WILL BE TAKEN:**

- You must complete and file this form (before making any attempt to influence the decision) with the person responsible for recording the minutes of the meeting, who will incorporate the form in the minutes. (Continued on page 2)

**APPOINTED OFFICERS (continued)**

- A copy of the form must be provided immediately to the other members of the agency.
- The form must be read publicly at the next meeting after the form is filed.

IF YOU MAKE NO ATTEMPT TO INFLUENCE THE DECISION EXCEPT BY DISCUSSION AT THE MEETING:

- You must disclose orally the nature of your conflict in the measure before participating.
- You must complete the form and file it within 15 days after the vote occurs with the person responsible for recording the minutes of the meeting, who must incorporate the form in the minutes. A copy of the form must be provided immediately to the other members of the agency, and the form must be read publicly at the next meeting after the form is filed.

**DISCLOSURE OF LOCAL OFFICER'S INTEREST**

I, Amy Albee-Levine, hereby disclose that on November 18, 20 21 :

(a) A measure came or will come before my agency which (check one or more)

- inured to my special private gain or loss;
- inured to the special gain or loss of my business associate, \_\_\_\_\_ ;
- inured to the special gain or loss of my relative, \_\_\_\_\_ ;
- inured to the special gain or loss of Lake Sumter State College \_\_\_\_\_, by whom I am retained; or
- inured to the special gain or loss of \_\_\_\_\_, which is the parent subsidiary, or sibling organization or subsidiary of a principal which has retained me.

(b) The measure before my agency and the nature of my conflicting interest in the measure is as follows:

The Career Services Committee voted to approve new training providers (Agenda Item 5A 3). As the Dean of Workforce Development, I would not benefit personally but my employer, Lake Sumter State College, could benefit, pending Board approval.

If disclosure of specific information would violate confidentiality or privilege pursuant to law or rules governing attorneys, a public officer, who is also an attorney, may comply with the disclosure requirements of this section by disclosing the nature of the interest in such a way as to provide the public with notice of the conflict.

11/18/21  
Date Filed

Amy Albee-Levine  
Signature

NOTICE: UNDER PROVISIONS OF FLORIDA STATUTES §112.317, A FAILURE TO MAKE ANY REQUIRED DISCLOSURE CONSTITUTES GROUNDS FOR AND MAY BE PUNISHED BY ONE OR MORE OF THE FOLLOWING: IMPEACHMENT, REMOVAL OR SUSPENSION FROM OFFICE OR EMPLOYMENT, DEMOTION, REDUCTION IN SALARY, REPRIMAND, OR A CIVIL PENALTY NOT TO EXCEED \$10,000.

# FORM 8B MEMORANDUM OF VOTING CONFLICT FOR COUNTY, MUNICIPAL, AND OTHER LOCAL PUBLIC OFFICERS

LAST NAME—FIRST NAME—MIDDLE NAME Richardson, Joseph	NAME OF BOARD, COUNCIL, COMMISSION, AUTHORITY, OR COMMITTEE CareerSource Central Florida / Career Services Committee
MAILING ADDRESS Valencia College/1768 Park Center Drive	THE BOARD, COUNCIL, COMMISSION, AUTHORITY OR COMMITTEE ON WHICH I SERVE IS A UNIT OF: <input type="checkbox"/> CITY <input type="checkbox"/> COUNTY <input checked="" type="checkbox"/> OTHER LOCAL AGENCY
CITY    COUNTY Orlando    Orange	NAME OF POLITICAL SUBDIVISION:
DATE ON WHICH VOTE OCCURRED 11/18/21	MY POSITION IS: <input type="checkbox"/> ELECTIVE <input checked="" type="checkbox"/> APPOINTIVE

### WHO MUST FILE FORM 8B

This form is for use by any person serving at the county, city, or other local level of government on an appointed or elected board, council, commission, authority, or committee. It applies to members of advisory and non-advisory bodies who are presented with a voting conflict of interest under Section 112.3143, Florida Statutes.

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For purposes of this law, a "relative" includes only the officer's father, mother, son, daughter, husband, wife, brother, sister, father-in-law, mother-in-law, son-in-law, and daughter-in-law. A "business associate" means any person or entity engaged in or carrying on a business enterprise with the officer as a partner, joint venturer, coowner of property, or corporate shareholder (where the shares of the corporation are not listed on any national or regional stock exchange).

\* \* \* \* \*

#### ELECTED OFFICERS:

In addition to abstaining from voting in the situations described above, you must disclose the conflict:

PRIOR TO THE VOTE BEING TAKEN by publicly stating to the assembly the nature of your interest in the measure on which you are abstaining from voting; *and*

WITHIN 15 DAYS AFTER THE VOTE OCCURS by completing and filing this form with the person responsible for recording the minutes of the meeting, who should incorporate the form in the minutes.

\* \* \* \* \*

#### APPOINTED OFFICERS:

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**DISCLOSURE OF LOCAL OFFICER'S INTEREST**

I, Dr. Joseph Richardson, hereby disclose that on November 18, 20 21 :

(a) A measure came or will come before my agency which (check one or more)

- inured to my special private gain or loss;
- inured to the special gain or loss of my business associate, \_\_\_\_\_ ;
- inured to the special gain or loss of my relative, \_\_\_\_\_ ;
- inured to the special gain or loss of Valencia College \_\_\_\_\_, by whom I am retained; or
- inured to the special gain or loss of \_\_\_\_\_, which is the parent subsidiary, or sibling organization or subsidiary of a principal which has retained me.

(b) The measure before my agency and the nature of my conflicting interest in the measure is as follows:

The Career Services Committee voted to approve new Training Providers (Agenda Item 5A 3). As the Vice President of Student Affairs, Valencia College, I would not benefit personally but my employer, Valencia College, could benefit, pending Board approval.

If disclosure of specific information would violate confidentiality or privilege pursuant to law or rules governing attorneys, a public officer, who is also an attorney, may comply with the disclosure requirements of this section by disclosing the nature of the interest in such a way as to provide the public with notice of the conflict.

11/22/2021

Date Filed

Joseph C. Richardson  
Signature

NOTICE: UNDER PROVISIONS OF FLORIDA STATUTES §112.317, A FAILURE TO MAKE ANY REQUIRED DISCLOSURE CONSTITUTES GROUNDS FOR AND MAY BE PUNISHED BY ONE OR MORE OF THE FOLLOWING: IMPEACHMENT, REMOVAL OR SUSPENSION FROM OFFICE OR EMPLOYMENT, DEMOTION, REDUCTION IN SALARY, REPRIMAND, OR A CIVIL PENALTY NOT TO EXCEED \$10,000.

Meeting Details

Meeting Agenda

Welcome

Roll Call

Public Comment

Approval of  
Minutes

Information /  
Discussion /  
Action Items

Other Business

Adjournment

# INFORMATION / DISCUSSION / ACTION ITEMS



# CSCF Q2 Scorecard

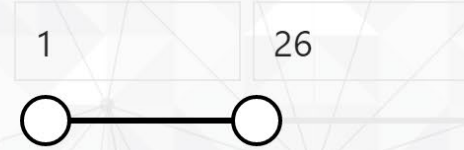
(July 1 – December 31, 2022)



# DELIVER TALENT SOLUTIONS TO IGNITE POTENTIAL

## Career Seekers Served

Program Year Week

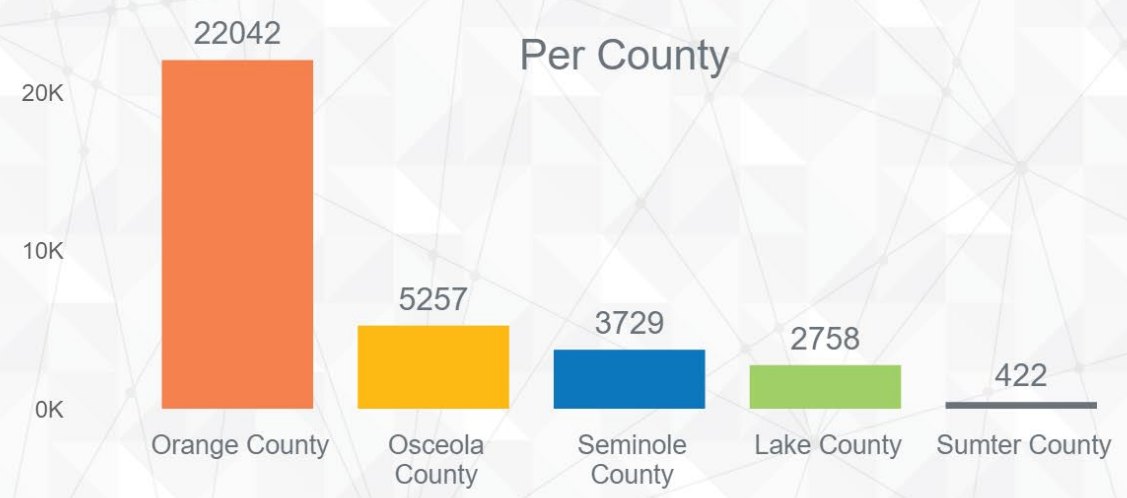
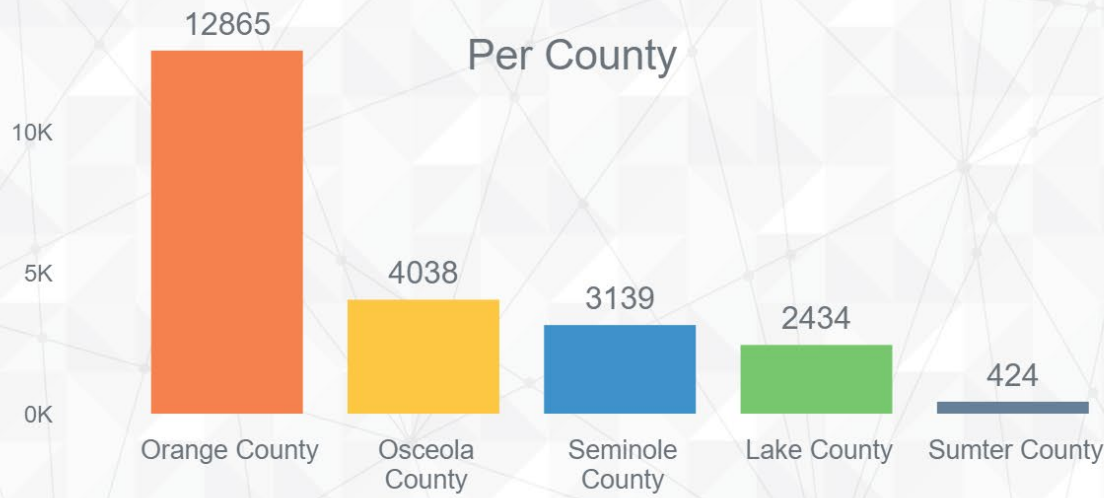


PY 21-22

PY 20-21

24802

35496



Date Range: 7/1/2021 - 1/1/2022 (As of This PY)

Data Source: Employ Florida SQL Server, OSST SQL Server, and Help is Here CareerEdge

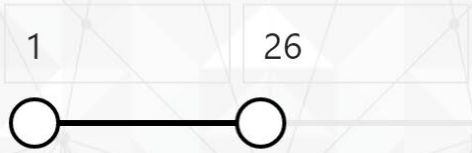




# DELIVER TALENT SOLUTIONS TO IGNITE POTENTIAL

## Career Seekers Engaged

Program Year Week



PY 21-22

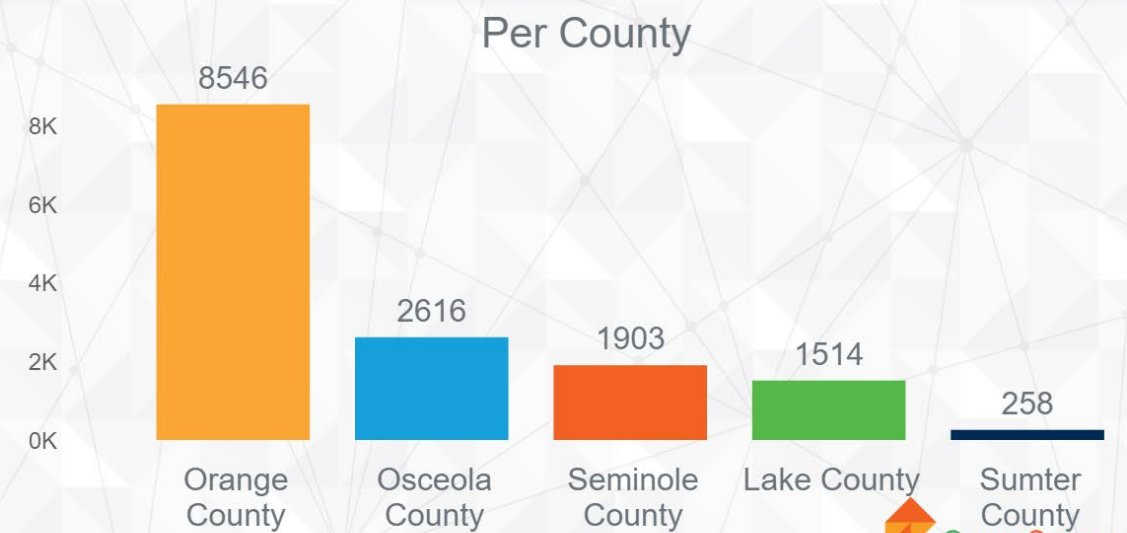
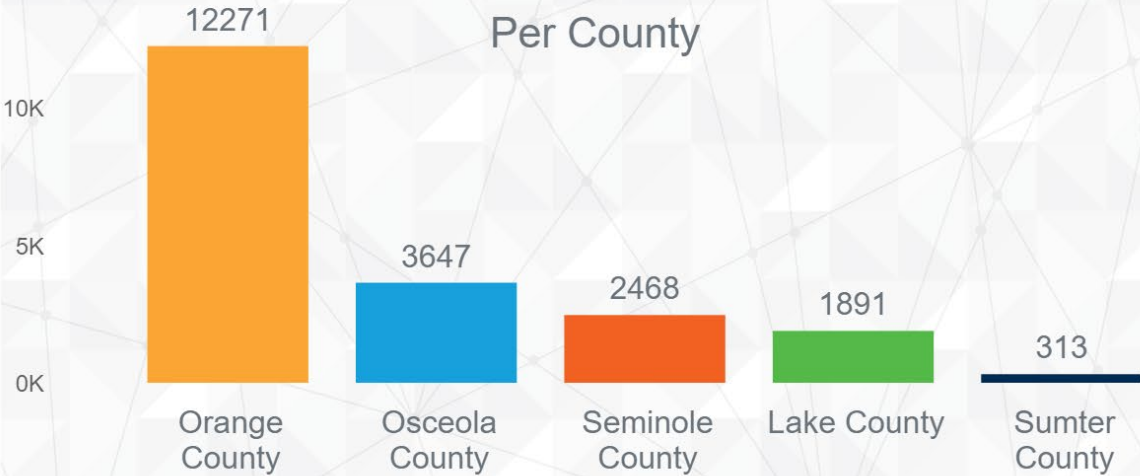
PY 20-21

15797

28427

Per County

Per County



Date Range: 7/1/2021 - 1/1/2022 (As of This PY)

Data Source: Employ Florida SQL Server, OSST SQL Server, and Help is Here CareerEdge



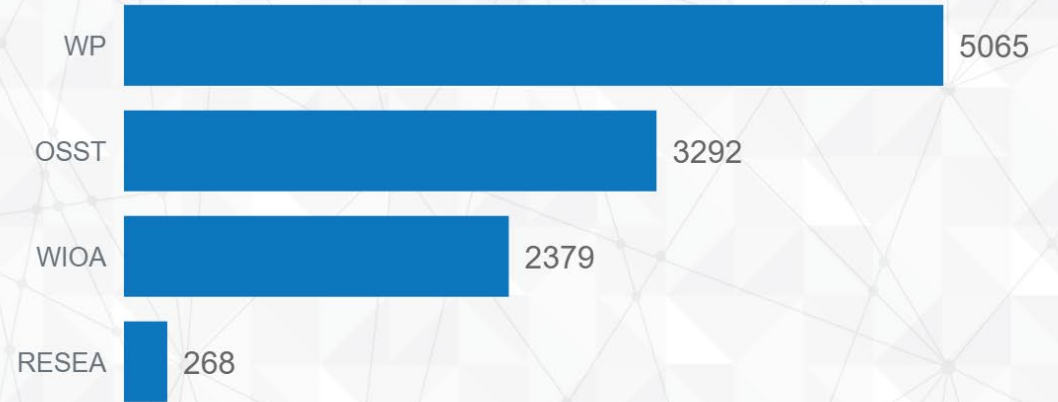
# DELIVER TALENT SOLUTIONS TO IGNITE POTENTIAL

## Career Seekers Engaging in Intensive Services

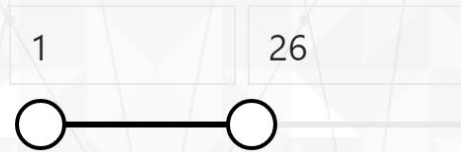
PY 21-22



## Career Seekers Engaging in Intensive Services by Customer Group PY21-22



Program Year Week



# DELIVER TALENT SOLUTIONS TO IGNITE POTENTIAL

## Career Seekers in Training

Program Year Quarter

Multiple selections



Top 10 Training Careers

Training Program	Industry	Total	Percent
Heavy and Tractor-Trailer Truck Drivers	Trade & Logistics	209	23.38%
Emergency Medical Technicians and Paramedics	Healthcare	129	14.43%
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	Construction & Utilities	123	13.76%
Medical Assistants	Healthcare	92	10.29%
Electricians	Construction & Utilities	86	9.62%
Licensed Practical and Licensed Vocational Nurses	Healthcare	72	8.05%
Medical Records and Health Information Technicians	Healthcare	67	7.49%
Dental Assistants	Healthcare	42	4.70%
Office and Administrative Support Workers, All Other	Other	42	4.70%
Personal Care Aides	Healthcare	32	3.58%

Top 10 Training Careers

Training Program	Industry	Total	Percent
Help is Here Training	Help is Here Training	2320	73.65%
Heavy and Tractor-Trailer Truck Drivers	Trade & Logistics	155	4.92%
Electricians	Construction & Utilities	136	4.32%
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	Construction & Utilities	114	3.62%
Emergency Medical Technicians and Paramedics	Healthcare	100	3.17%
Medical Assistants	Healthcare	71	2.25%
Customer Service Representatives	IT & Finance	68	2.16%
Licensed Practical and Licensed Vocational Nurses	Healthcare	53	1.68%
Medical Records and Health Information Technicians	Healthcare	49	1.56%
Dental Assistants	Healthcare	43	1.37%
Information Security Analysts	IT & Finance	43	1.37%

Date Range: 7/1/2021 - 12/31/2021 (As of This PY)

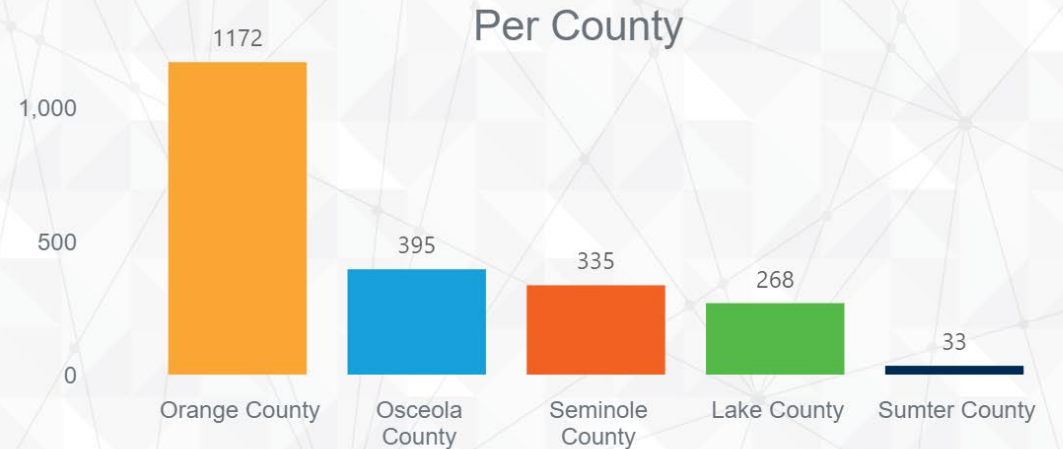
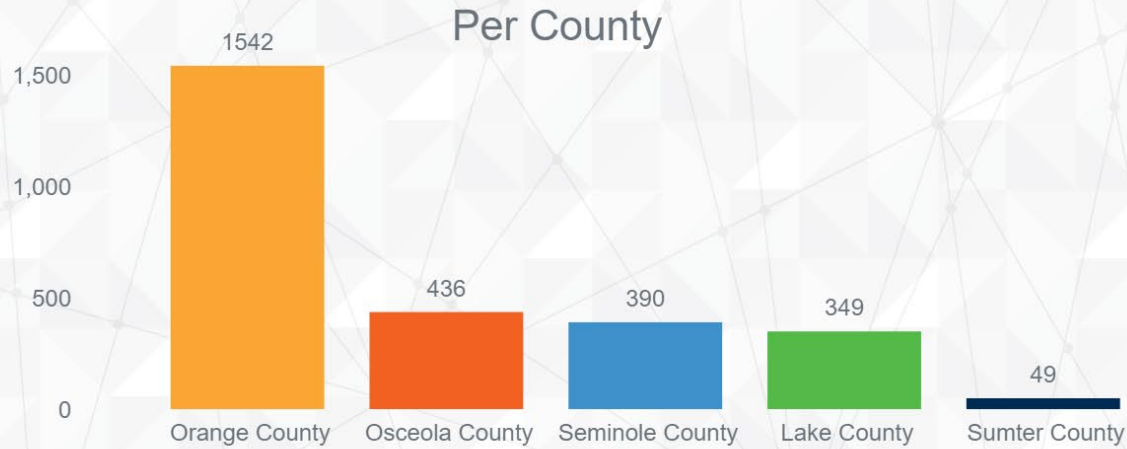
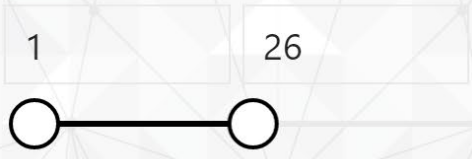
Data Source: Employ Florida SQL Server, OSST SQL Server, and Help is Here CareerEdge



# DELIVER TALENT SOLUTIONS TO IGNITE POTENTIAL

## Career Seekers Employed

Program Year Week



Date Range: 7/1/2021 - 1/1/2022 (As of This PY)

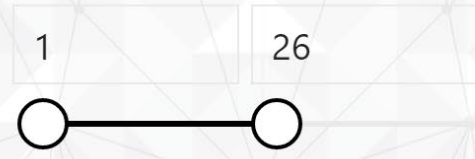
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# DELIVER TALENT SOLUTIONS TO IGNITE POTENTIAL

## Career Seekers Trained & Placed

Program Year Week



PY 21-22

PY 20-21



**\$17.34**  
Average Wage

**\$15.50**  
Median Wage

**>\$15.00**  
Wage Goal

**\$17.25**  
Average Wage

**\$15.16**  
Median Wage

**>\$15.00**  
Wage Goal

Industry	Placements	Percent	Average Wage	Median Wage	Std. Dev.
Trade & Logistics	114	25.56%	\$19.55	\$18.00	\$8.14
IT & Finance	62	13.90%	\$19.80	\$16.78	\$8.70
	3	0.67%	\$17.51	\$16.00	\$3.41
Construction & Utilities	39	8.74%	\$17.54	\$15.50	\$7.05
Manufacturing	20	4.48%	\$15.74	\$15.25	\$2.92
Healthcare	86	19.28%	\$16.17	\$15.00	\$4.11
Other	84	18.83%	\$15.97	\$15.00	\$5.68
Hospitality/Tourism	40	8.97%	\$13.29	\$12.50	\$3.48

Industry	Placements	Percent	Average Wage	Median Wage	Std. Dev.
Construction & Utilities	45	10.59%	\$19.03	\$16.00	\$14.45
IT & Finance	86	20.24%	\$18.61	\$16.00	\$9.78
Trade & Logistics	76	17.88%	\$18.18	\$15.69	\$7.19
Other	84	19.76%	\$16.77	\$15.70	\$6.12
Healthcare	90	21.18%	\$16.18	\$15.00	\$5.73
Manufacturing	30	7.06%	\$15.47	\$15.00	\$4.47
Hospitality/Tourism	19	4.47%	\$12.68	\$11.63	\$6.76

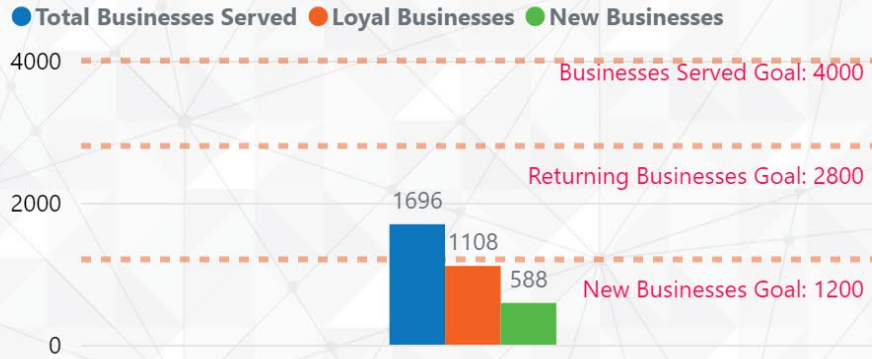
Date Range: 7/1/2021 - 1/1/2022 (As of This PY)

Data Source: Employ Florida SQL Server, OSST SQL Server, and Help is Here CareerEdge

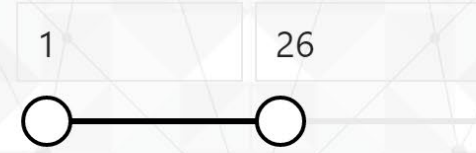


# DELIVER TALENT ACQUISITION STRATEGIES FOR BUSINESSES IN HGI

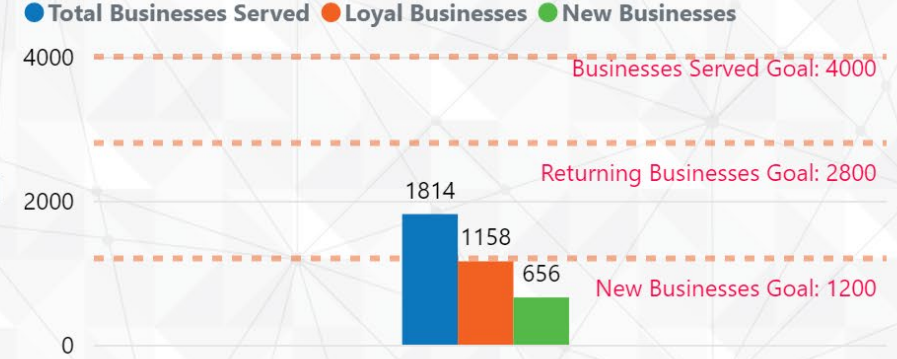
PY2122 - Businesses Served



Program Year Week



PY2021 - Businesses Served



PY2122 - Businesses Engaged

657

Percent of 3,200 Target Goal

20.5%

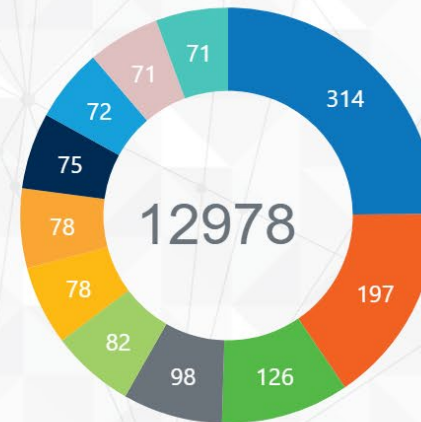
PY2122 - Total Services by Business



Top 10 by Service Volume

- CONDUENT BUSINES...
- UNITED PARCEL SER...
- DISNEY WORLD \*
- PeopleShare Professio...
- MCLANE FOODSERVI...
- Southeast Airport Servi...
- HCA Human Resource...
- Easy Foods Inc.
- ABM Industrial Service...
- Electronic Arts-Tiburon,...

PY2021 - Total Services by Business



Top 10 by Service Volume

- J Mark Inc Of Central Flo...
- CONDUENT BUSINESS S...
- MCLANE FOODSERVICE, ...
- Community Connections...
- American Builders Supply
- FreshPoint Central Florida
- TTEC
- Department of Economic...
- Del-Air Heating, Air Con...

Date Range: 7/1/2021 - 1/1/2022 (As of This PY)

Data Source: Employ Florida SQL Server, OSST SQL Server, and Help is Here CareerEdge

RETURN TO AGENDA



# Summer Youth 2022

## Planning for Success



# Summer Youth 2022

- **High School Students** – focused on economically challenged communities
- Overview
  - All students receive **soft skills training**
  - **5 Week** program with **three** distinct tracks
  - Ability to earn **\$1000**. Not a given, must earn it



## **EXPLORE**

⇒ Discover and demystify our local state and technical colleges



## **EXPERIENCE**

⇒ Traditional. Matched with local employers for paid internship experience



## **ACCELERATE**

⇒ Students are immersed in specialized training in various high-demand skills. Ability to gain industry experience and build a marketable resume

Open Enrollment Begins March 1, 2022 – Program Starts June 6, 2022



# Summer Youth 2022 – Goals

- 1 2000 Enrolled Participants
- 2 1500 Completion Goal for Students to Finish the Program
  - 350 ⇨ Explore
  - 850 ⇨ Experience
  - 300 ⇨ Accelerate
- 3 \$4.5M Expend within 10% of Budgeted Resources to Support
- 4 225 Businesses Enrolled as Host Sites
- 5 Achieve 85% Youth Satisfaction Rate

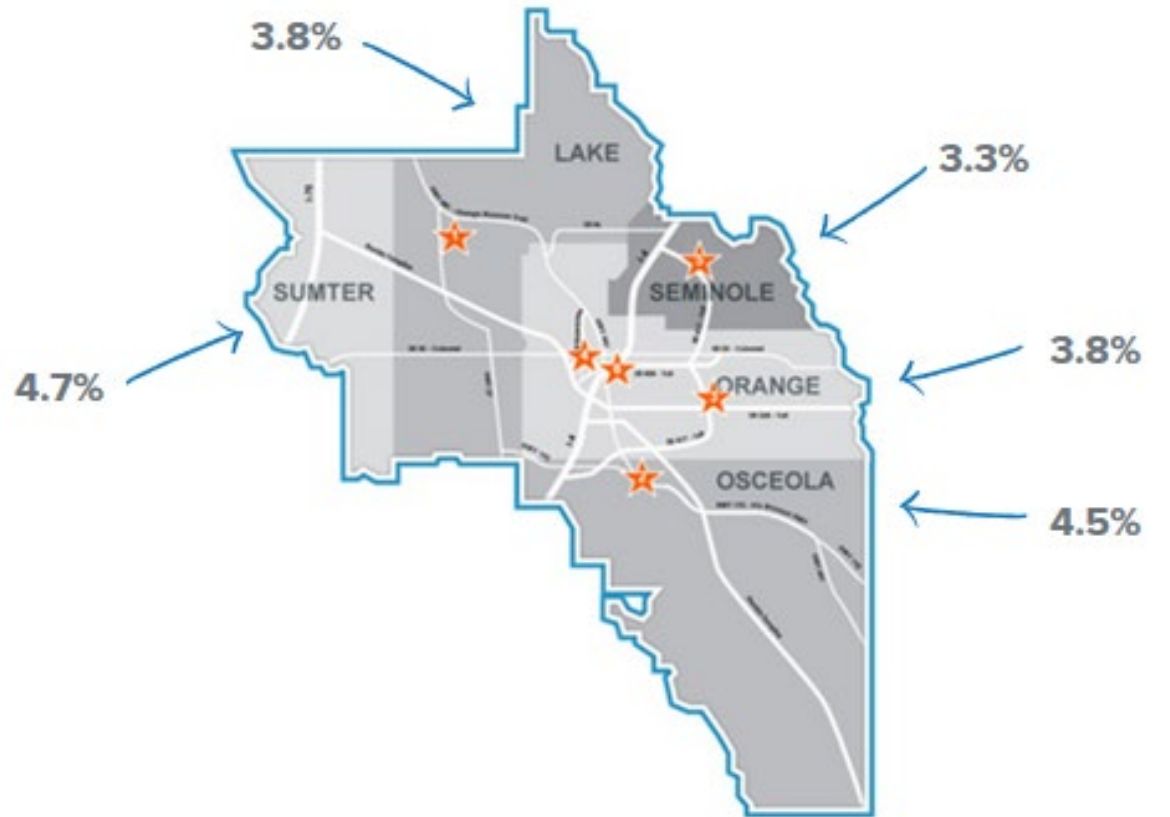


# Hidden Talent Pipeline



# THE REGIONAL EMPLOYMENT RATE

- Florida Unemployment Rate  $\Rightarrow$  4.4%
- Region Unemployment Rate  $\Rightarrow$  3.8%
- The state has gained 92% of the 1.26M jobs lost from Feb – April 2020 (1,168,400 jobs)
- Orlando – Kissimmee – Sanford MSA gained the most jobs  $\Rightarrow$  91,400
- In-demand industries – Construction, Healthcare, Manufacturing, Retail, Transportation and Finance



# THE REGION: LOOKING AHEAD

## POPULATION

Current: 2.81M

- 2025: +380K more
- 13.5 % growth
- But... 802,582 boomers retiring over next 5 years

## JOBS

Current: 1.35M

- 2025: 1.46 M
- 7% growth

## DEMOGRAPHICS

- Racial diverse workforce
- Generations in the workplace:
  - Boomers (1946 – 1964)
  - Gen X (1965 – 1980)
  - Millennials (1981 – 1995)
  - Gen Z (1996 – 2010)
  - Gen Alpha (2011 – 2025)

# TALENT GAP – NATIONWIDE

- **Mass exodus of baby boomers**
  - The largest generation of workers
  - COVID-19 reality – Sudden departure will leave crucial jobs open
  - Experience/knowledge will be hard to fill
- **Record low participation rates**
  - Voluntarily leaving the workforce
  - Younger workers are not replacing Baby Boomers
- **Lowest birth rates in U.S. history**
  - In 2019, hit a 35-year low
  - Population is projected to continue to shrink
- **Women most impacted by the pandemic**
  - More than 275M women left the U.S. workforce in 2021

# OUR REGION: EXPECTED GAP

- CSCF region current labor force  $\Rightarrow$  1.27M
- Total jobs expected by 2025  $\Rightarrow$  1.46M
- Need to add 200k workers to the region's labor force
- Also need to consider:
  - Baby Boomers are retiring at faster rates than previously anticipated
  - New residents to the region may not add to our workforce
  - Impact of the gig economy will continue to grow
  - Millennials – largest group in the labor force – have different attitudes about work

# OPPORTUNITY TO CLOSE THE GAP

“Hidden Workers” = key to addressing talent gap needs

Who are these “hidden workers”?

- Individuals with unique abilities
- Individuals who are justice-involved
- Individuals in recovery
- Older workers (55+)
- Individuals with childcare responsibilities

## Common Concerns from Businesses

“Unsure of Special Accommodations”

“Too Expensive”

“High Risk”,

“Hurt my Bottom Line”

“Will Make Us Less Competitive”

# VALUE OF HIDDEN POPULATIONS





# THE UNTAPPED TALENT IS HERE

In the Central Florida Region:

- Individuals with unique abilities
  - 4.9M in Florida; 156k in the region; about 1,500 registered with CSCF
- Individuals who are justice-involved
  - 2,600 individuals registered with CSCF
  - 1,300 current inmates with Dept. of Corrections
- Substance abuse impacted individuals
  - Approximately 2,000 people entered treatment centers for alcohol addiction in 2021
  - About 1,400 Central Floridians admitted to drug treatment programs for opioid abuse in 2021
- Older workers (55+)
  - About 10K-12K unemployed older workers in the region, based on seasonality
- Individuals with childcare responsibilities
  - Overall, labor force participation rates for women with children – all ages – is 57.4%

# What This Means for CSCF

- Our solutions must address short-term and long-term impacts
- Diversify strategies to engage and retain workers
  - The more requirements employers add to job postings, the more they narrow the options for finding the talent they need.
- Opportunities
  - Is there an opportunity to design programs for untapped talent?
  - Is there an opportunity to work with employers to address concerns in hiring untapped talent?

People need jobs and companies need workers, but when organizations seek “perfect” candidates, they often overlook perfectly capable ones.

- *Harvard Business School*

# Discussion



Meeting Details

Meeting Agenda

Welcome

Roll Call

Public Comment

Approval of  
Minutes

Information /  
Discussion /  
Action Items

Other Business

Adjournment

# OTHER BUSINESS



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# ADJOURNMENT



# THANK YOU!



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