

# CAREER SERVICES COMMITTEE MEETING

Thursday, January 28, 2021

# 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 28, 2021

3:00 p.m. – 4:30 p.m.

**Where:** Virtual Meeting:

Zoom Meeting:

**Link:** <https://careersourcecf.zoom.us/j/6396668808?pwd=OVh6V2lrWjhwQ3FCMDNIZU1ZSHhwZz09>

**Dial In:** 1 (929) 205-6099

**Meeting ID:** 639 666 8808 / **Password:** 030525



# 1/28/21 CAREER SERVICES COMMITTEE MEETING AGENDA

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Welcome

Roll Call

Public Comment

Approval of  
MinutesInformation /  
Discussion /  
Action Items

Other Business

Adjournment

Agenda Item	Topic	Presenter	Action Item
1.	Welcome	Dr. Kathleen Plinske	
2.	Roll Call / Establishment of Quorum	Kaz Kasal	
3.	Public Comment		
4.	Approval of Minutes <b><u>A. 11/19/20 Career Services Committee Meeting</u></b>	Dr. Kathleen Plinske	X
5.	Information / Discussion / Action Items A. Review Performance Targets and Provide Insight to Ensure Investment and Goal Attainment <b><u>1) Scorecard – 7/1/20 thru 12/31/20</u></b> <b><u>2) Youth Scorecard and Analysis</u></b> <b><u>3) Business Services Strategies</u></b>	Nilda Blanco Jason Lietz Committee Discussion	
6.	Other Business		
7.	Adjournment		

# UPCOMING MEETINGS

**Upcoming Meetings:**

**Board Meeting** 2/25/21 9:00 a.m. - 10:30 a.m.

**Career Services Committee Meeting** 3/25/21 3:00 p.m. – 4:30 p.m.

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# WELCOME



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Meeting Agenda

Welcome

▶ Roll Call

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Approval of  
Minutes

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Action Items

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# ROLL CALL / ESTABLISHMENT OF QUORUM

Meeting Details

Meeting Agenda

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Adjournment

# PUBLIC COMMENT



Meeting Details

Meeting Agenda

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# APPROVAL OF MINUTES





**DRAFT**  
**Career Services Committee Meeting**  
**Thursday November 19, 2020**  
**3:00 p.m.**

**MINUTES**

**MEMBERS PRESENT:** Kathleen Plinske, Paul Bough, Amy Albee-Levine, Andrew Albu, Keira des Anges, Mark Havard, David Sprinkle, Melanie Stefanowicz and Jim Sullivan

**MEMBERS ABSENT:** Donna Rhoades, Bryan Orr, and Al Trombetta

**STAFF PRESENT:** Pam Nabors, Mimi Coenen, Lisa Burby, Nilda Blanco, Jason Lietz, Audrey Hardin, Kierstyn Bishop and Kaz Kasal

Agenda Item	Topic	Action Item / Follow Up Item
1	<p><b>Welcome</b>            Dr. Plinske, Committee Co-Chair, called meeting to order at 3:01 p.m.</p>	
2	<p><b>Roll Call / Establishment of Quorum</b>            Ms. Kasal reported a quorum present.</p>	
3	<p><b>Public Comment</b>            None offered.</p>	
4	<p><b>Action Items</b>  <u>Approval of Minutes</u></p> <ul style="list-style-type: none"> <li>• Reviewed minutes from 9/10/20 Career Services Committee meeting (attachment).</li> </ul>	<p><b>Mr. Havard made a motion to approve the minutes from the 9/10/20 Career Services Committee meeting. Mr. Albu seconded; motion passed unanimously.</b></p>
5	<p><b>Information and Discussion</b>  <u>Scorecard – Quarter 1</u></p> <ul style="list-style-type: none"> <li>• Reviewed scorecard for time period 7/1/20 thru 9/30/20, as well as Help Is Here activities to date (attachment).</li> </ul> <p><u>Summary of Eligible Training Provider Applications</u></p> <ul style="list-style-type: none"> <li>• Reviewed a summary memo (attachment) regarding three training provider applicants. Although applicants align with CSCF's targeted industries, each is missing some required elements. Once required information is received, staff will bring recommendation to a future Committee meeting.</li> </ul> <p><u>Skill Analysis to Business Insight</u></p> <p>Committee provided following feedback to below questions:</p> <ul style="list-style-type: none"> <li>• What to businesses need in the next 2 months? 2 quarters? 2 years?               <ul style="list-style-type: none"> <li>– Continue to look for ways to upskill, especially hourly staff                   <ul style="list-style-type: none"> <li>○ With layoffs, remaining staff have to take on more tasks and skills</li> </ul> </li> </ul> </li> </ul>	



	<ul style="list-style-type: none"> <li>- Businesses on the increase: technology, cybersecurity, construction, healthcare, finance/accounting - i.e. accounting specialists</li> <li>- Sales people with business development skills in demand – how to sell in a virtual environment is needed</li> <li>- Biggest challenge with less skilled workers – how to increase their skills?</li> <li>- Working virtually will continue and increase – virtual capability and skills will be needed             <ul style="list-style-type: none"> <li>o Many don't have equipment and connectivity in their homes for virtual work</li> <li>o CSCF could provide connectivity as part of support services</li> </ul> </li> <li>- How can transition skills from one sector to another?             <ul style="list-style-type: none"> <li>o Continue to analyze ways skills sets can move into other in demand sectors</li> </ul> </li> <li>• What is the best approach to get local insight from business owners?             <ul style="list-style-type: none"> <li>- Host a virtual event</li> <li>- Approach business associations by sector for their insight on trends, needs of businesses</li> <li>- Look at skills rising to top and pair with conversations with associations and building strategies</li> <li>- Convene small focus groups by sector to garner insight</li> <li>- Partner on skills-based hiring research with Orlando Economic Partnership and leverage data studies</li> </ul> </li> </ul>	
7	<u>Other Business</u> None offered	
8	<b>Adjournment</b> Meeting adjourned at 4:06 p.m.	

Respectfully submitted,

Kaz Kasal  
 Executive Coordinator

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Meeting Agenda

Welcome

Roll Call

Public Comment

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Minutes

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Discussion/  
Action Items

Other Business

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# INFORMATION / DISCUSSION / ACTION ITEMS

# SCORECARD

PROGRAM YEAR 20-21  
JULY 1 – DEC. 31, 2020



Refresh Cadence: Weekly on Mondays

# CSCF Customers Served

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

Data Start Date  
July 1, 2020

Data Through  
December 31, 2020

Refreshed On:  
January 18, 2021

DELIVER TALENT SOLUTIONS  
TO IGNITE POTENTIAL

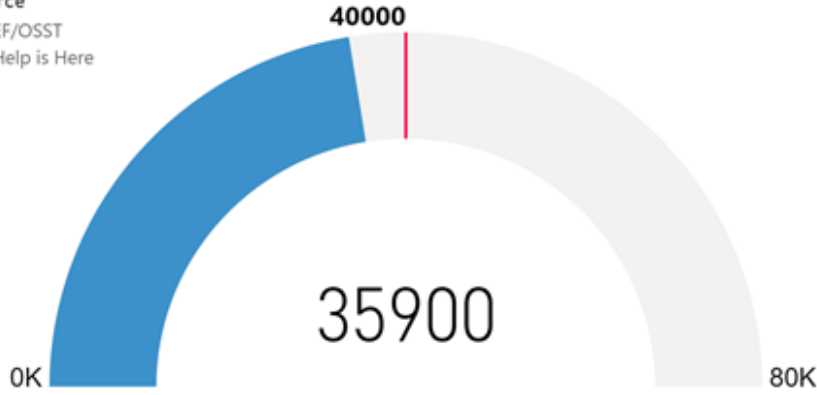
Program Year Quarter

Multiple selections

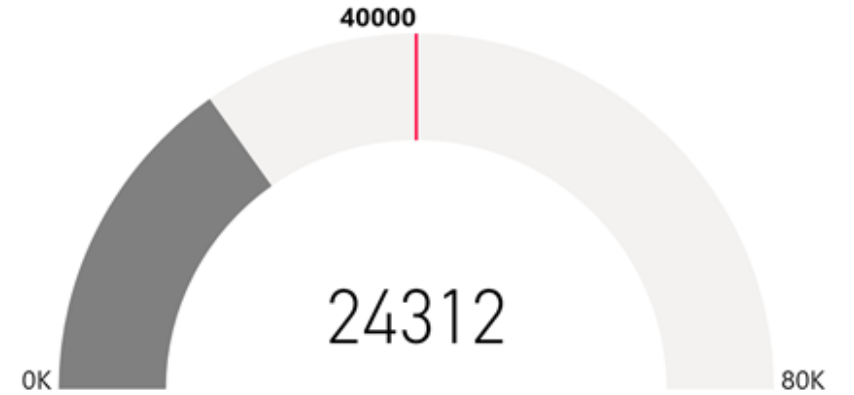
— = PY Goal Line

PY2021 - CSCF Customers Served

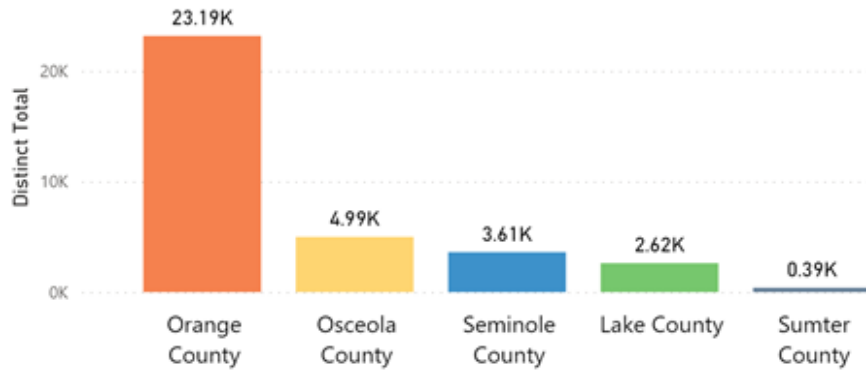
- Source
- EF/OSST
- Help is Here



PY1920 - CSCF Customers Served



Customers Served - Five County Make Up



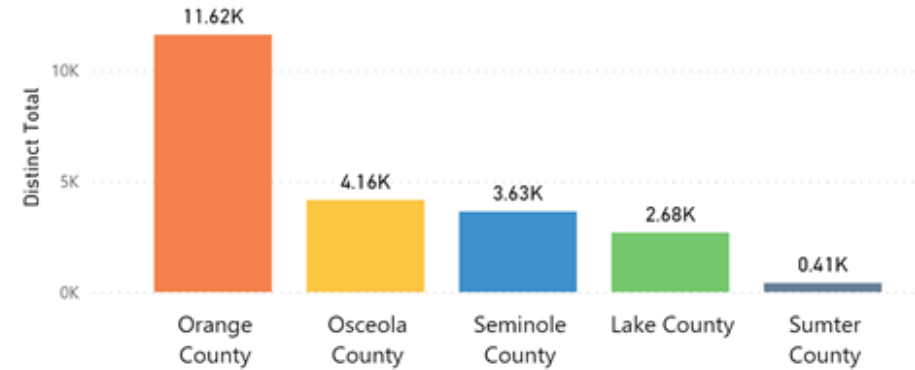
7/1/2020 12/31/2020

Program Year Week

1 53



Customers Served - Five County Make Up



7/1/2019 12/31/2019

# CSCF Customers Engaged

DELIVER TALENT SOLUTIONS TO IGNITE POTENTIAL

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

Data Start Date  
July 1, 2020

Data Through  
December 31, 2020

Refreshed On:  
January 18, 2021



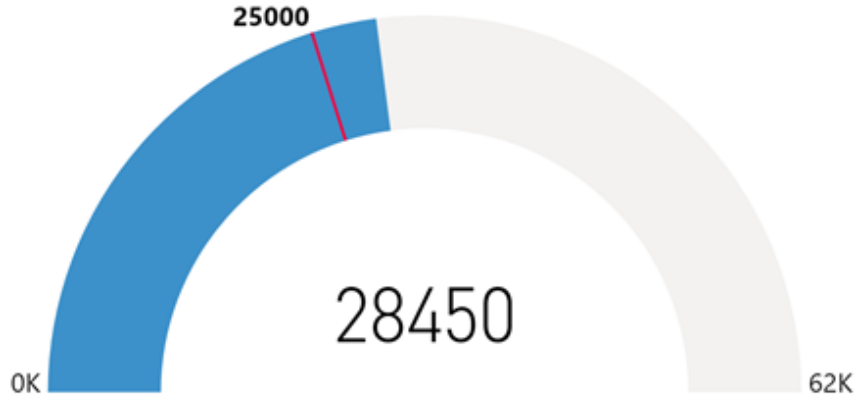
Refresh Cadence: Weekly on Mondays

Program Year Quarter

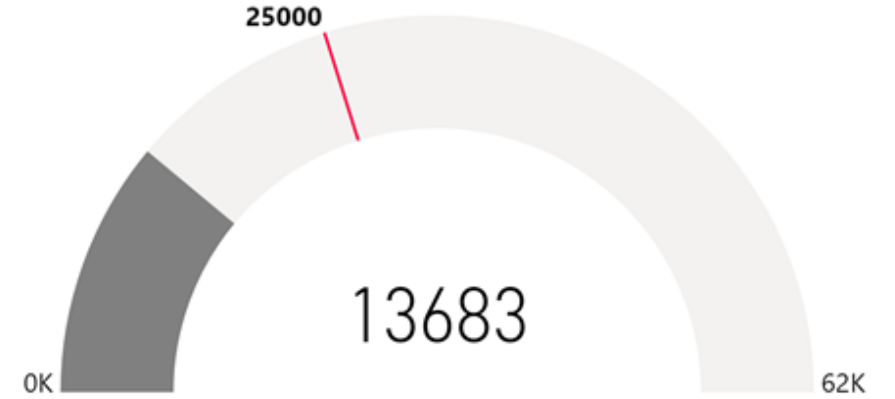
Multiple selections

— = PY Goal Line

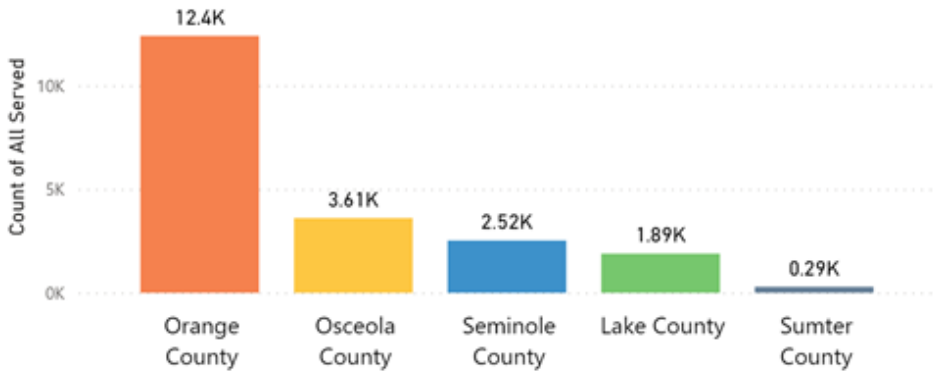
PY2021 - CSCF Engaged



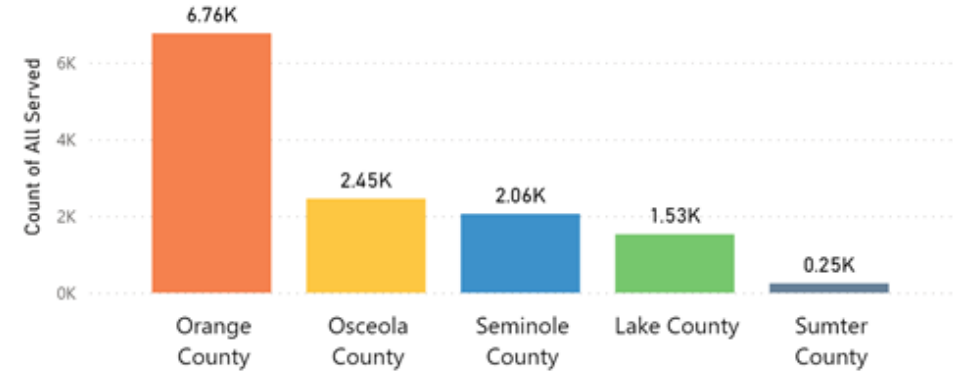
PY1920 - CSCF Customers Engaged



Customers Engaged - Five County Make Up



Customers Engaged - Five County Make Up



Program Year Week

1 53



7/1/2020 12/31/2020

7/1/2019 12/31/2019

# Career Seekers Placed in Jobs

Data Source: Employ Florida and OSST SQL Server

Data Start Date  
July 1, 2020

Data Through  
December 31, 2020

Refreshed On:  
January 18, 2021



Refresh Cadence: Weekly on Mondays

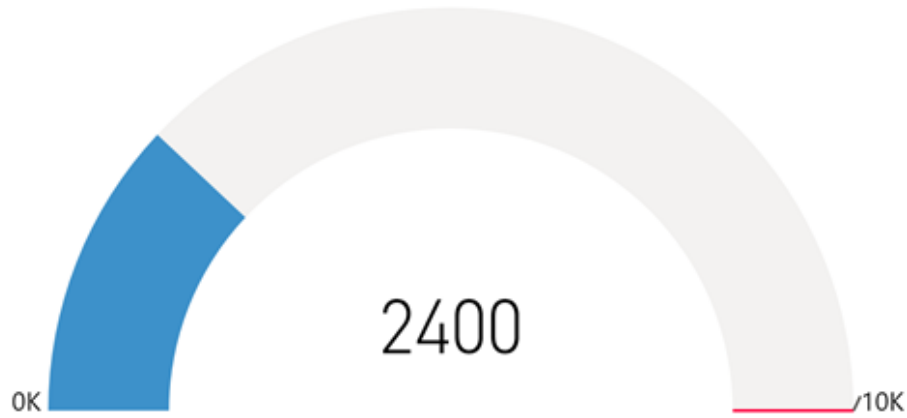
DELIVER TALENT SOLUTIONS TO IGNITE POTENTIAL

Program Year Quarter

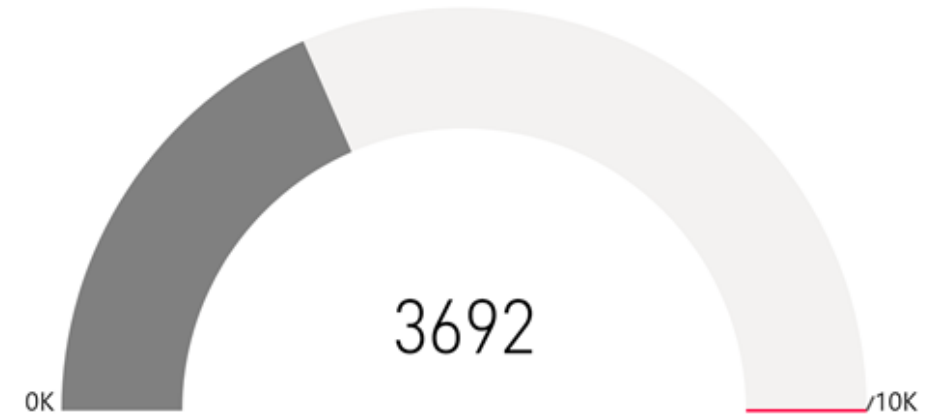
Multiple selections

— = PY Goal Line

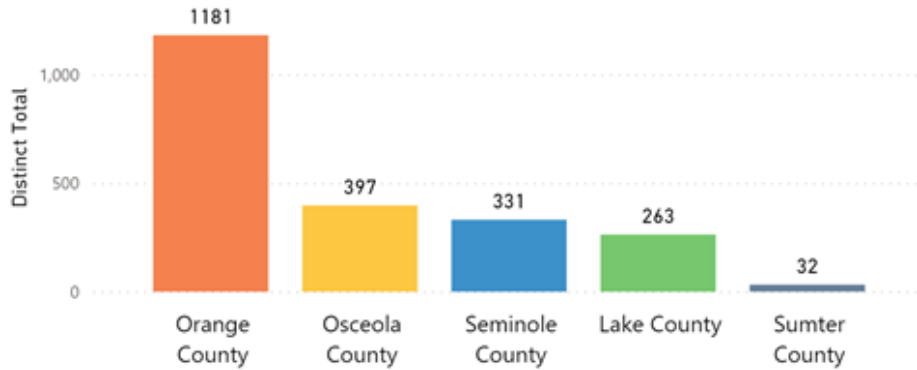
PY2021 - CSCF Customers Placed



PY1920 - CSCF Customers Placed



CSCF Customers Placed - Five County Make Up



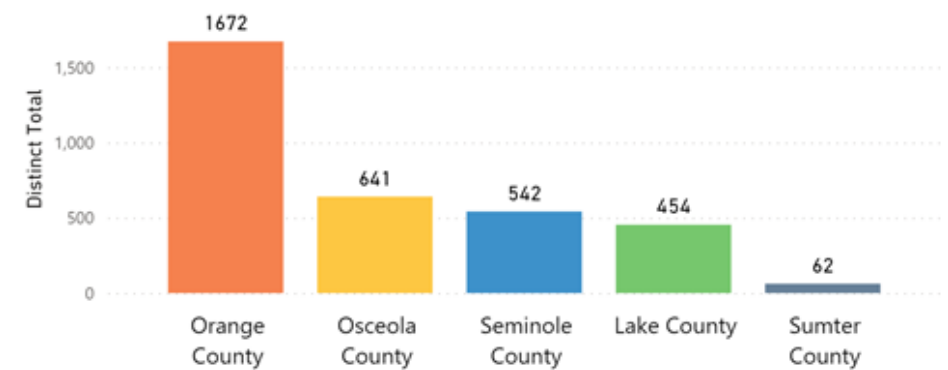
7/1/2020 12/31/2020

Program Year Week

1 53



CSCF Customers Placed - Five County Make Up



7/1/2019 12/31/2019

## Career Seekers in Training

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

Data Start Date  
July 1, 2020

Data Through  
December 31, 2020

Refreshed On:  
January 18, 2021



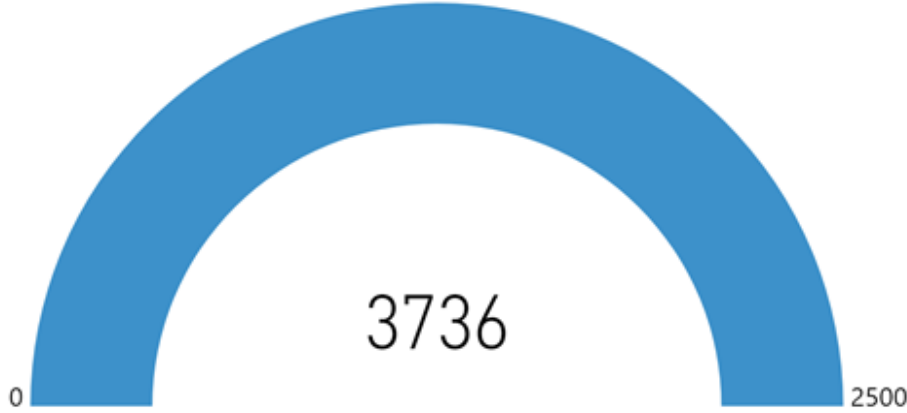
Refresh Cadence: Weekly on Mondays

DELIVER TALENT SOLUTIONS  
TO IGNITE POTENTIAL

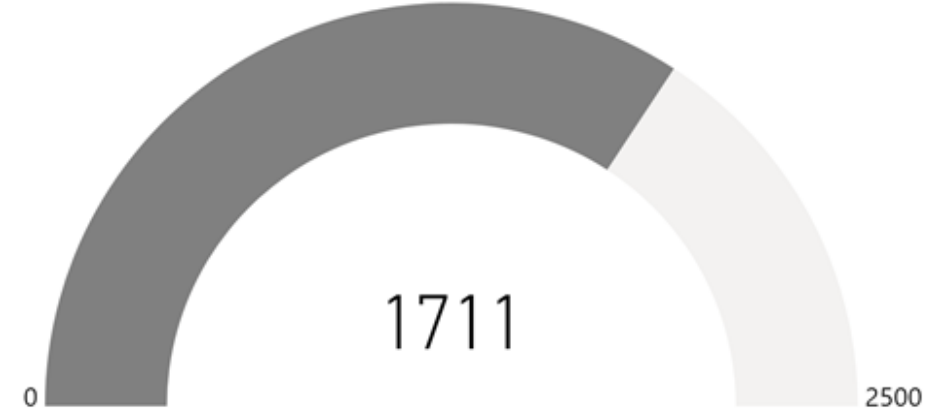
Program Year Quarter

Multiple selections

PY2021 - Number of Career Seekers in Training



PY1920 - Number of Career Seekers in Training



Top 10 Training Occupations by Volume

Training Onet Title	Training Targeted Sector	Distinct Total	Percent
Help is Here Training	Help is Here Training	2142	73.21%
Heavy and Tractor-Trailer Truck Drivers	Trade & Logistics	152	5.19%
Electricians	Construction & Utilities	139	4.75%
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	Construction & Utilities	113	3.86%
Emergency Medical Technicians and Paramedics	Healthcare	102	3.49%
Medical Assistants	Healthcare	70	2.39%
Customer Service Representatives	IT & Finance	66	2.26%
Licensed Practical and Licensed Vocational Nurses	Healthcare	52	1.78%
Medical Records and Health Information Technicians	Healthcare	48	1.64%
Dental Assistants	Healthcare	44	1.50%

Top 10 Training Occupations by Volume

Training Onet Title	Training Targeted Sector	Distinct Total	Percent
Heavy and Tractor-Trailer Truck Drivers	Trade & Logistics	171	19.84%
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	Construction & Utilities	126	14.62%
Electricians	Construction & Utilities	101	11.72%
Medical Assistants	Healthcare	85	9.86%
Emergency Medical Technicians and Paramedics	Healthcare	76	8.82%
Licensed Practical and Licensed Vocational Nurses	Healthcare	73	8.47%
Dental Assistants	Healthcare	68	7.89%
Avionics Technicians	Trade & Logistics	64	7.42%
Personal Care Aides	Healthcare	55	6.38%
Home Health Aides	Healthcare	50	5.80%



# Career Seekers Trained and Placed

Data Source: Employ Florida SQL Server

Data Start Date  
July 1, 2020

Data Through  
December 31, 2020

Refreshed On:  
January 18, 2021



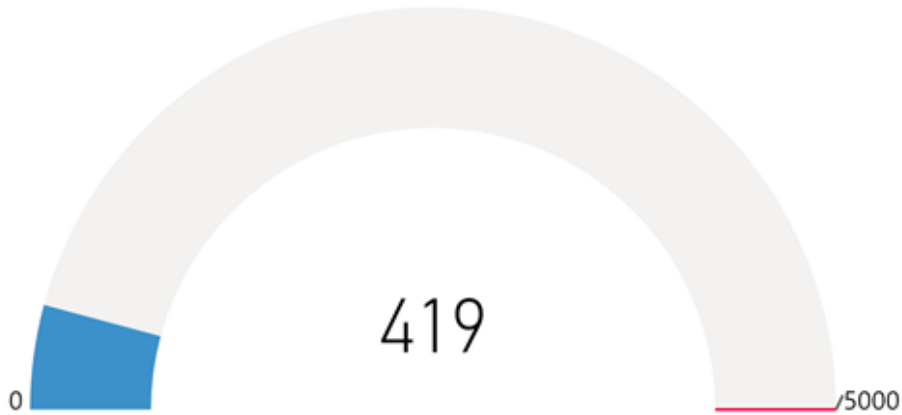
Refresh Cadence: Weekly on Mondays

DELIVER TALENT SOLUTIONS  
TO IGNITE POTENTIAL

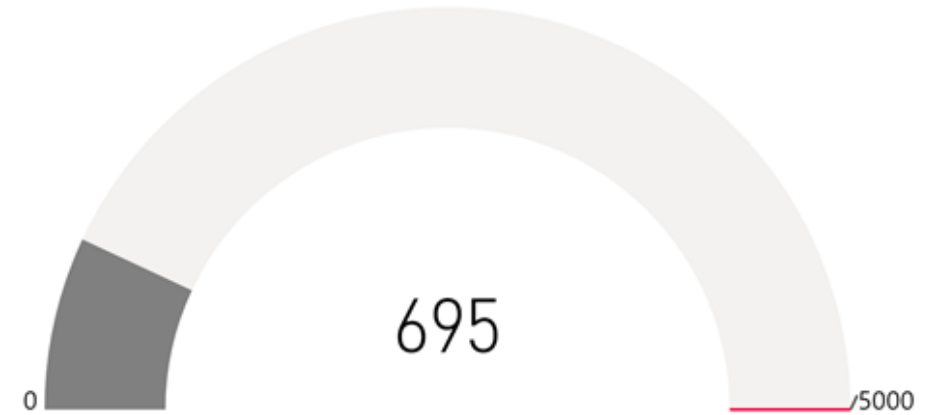
Program Year Quarter

Multiple selections

PY2021 - Number of Career Seekers Trained and Placed



PY1920 - Number of Career Seekers Trained and Placed



— = PY Goal Line

**\$17.11**  
Average Wage

**\$15.00**  
Median Wage

**\$8.33**  
Standard Deviation

**\$14.91**  
Average Wage

**\$13.97**  
Median Wage

**\$5.51**  
Standard Deviation

Employment Targeted Sector	Distinct Placements	Percent	Average Wage	Median Wage	σ
Construction & Utilities	45	10.74%	\$19.03	\$16.00	\$14.45
IT & Finance	85	20.29%	\$18.20	\$16.00	\$9.51
Trade & Logistics	71	16.95%	\$18.15	\$15.00	\$7.40
Other	84	20.05%	\$16.71	\$15.70	\$6.11
Healthcare	90	21.48%	\$16.17	\$15.00	\$5.79
Manufacturing	30	7.16%	\$15.47	\$15.00	\$4.47
Hospitality/Tourism	19	4.53%	\$12.68	\$11.63	\$6.76

Employment Targeted Sector	Distinct Placements	Percent	Average Wage	Median Wage	σ
Manufacturing	64	9.22%	\$16.97	\$15.34	\$5.82
IT & Finance	86	12.39%	\$16.60	\$15.00	\$6.65
Trade & Logistics	159	22.91%	\$16.50	\$15.00	\$6.07
Construction & Utilities	55	7.93%	\$15.31	\$15.00	\$3.35
Healthcare	171	24.64%	\$14.26	\$13.00	\$4.37
Other	100	14.41%	\$13.01	\$11.50	\$4.80
Hospitality/Tourism	60	8.65%	\$10.46	\$9.88	\$2.35

Program Year Week



### Career Seekers Current Placed Wages

Data Source: Employ Florida SQL Server

Data Start Date  
July 1, 2020

Data Through  
December 31, 2020

Refreshed On:  
January 18, 2021



Refresh Cadence: Weekly on Mondays

DELIVER TALENT SOLUTIONS TO IGNITE POTENTIAL

Program Year Quarter

Multiple selections

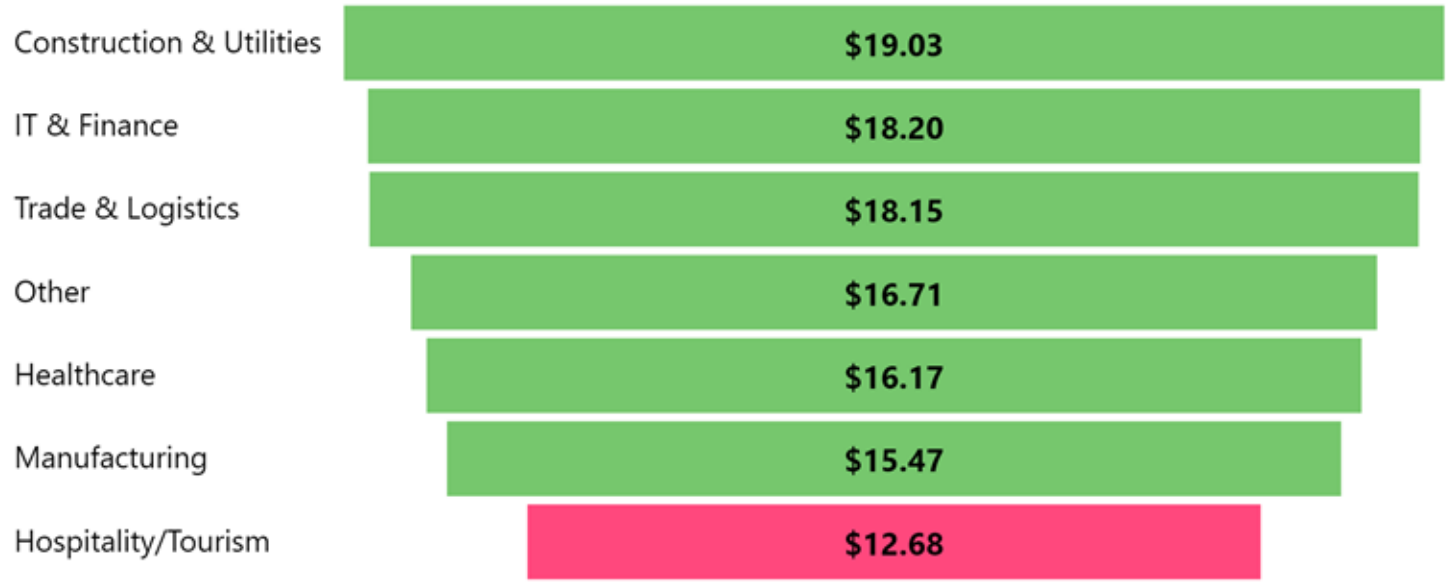
Program Year Week

1 53



<b>\$17.11</b>	<b>\$15.00</b>	<b>\$8.33</b>
Average Wage	Median Wage	Standard Deviation

Average Wages by Employment Targeted Sector



# HELP IS HERE - ORANGE COUNTY

# Help is Here - Orange County

Data Source: CareerEdge - Help is Here Data Extract and Communications Data

Data Through  
January 5, 2021

Refreshed On:  
January 5, 2021



Refresh Cadence: Weekly on Friday Morning

## Cumulative Communication Outreach

Career Seekers  
Total Reached

**84,694**

Businesses Total  
Reached

**27,004**

Unique Website  
Visits

**56,670**

Total Audience  
Reached (Media)

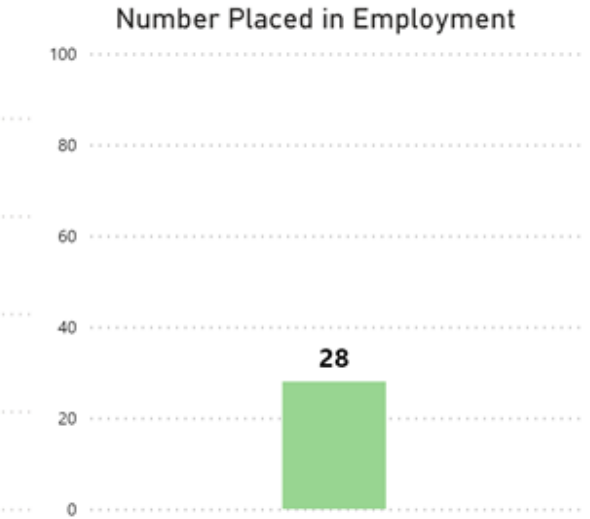
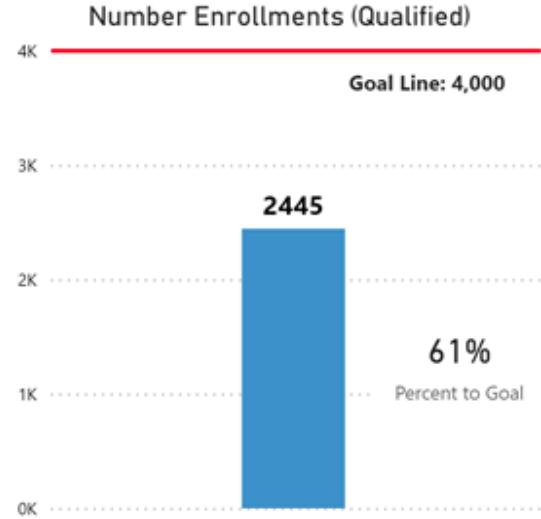
**130.7M**

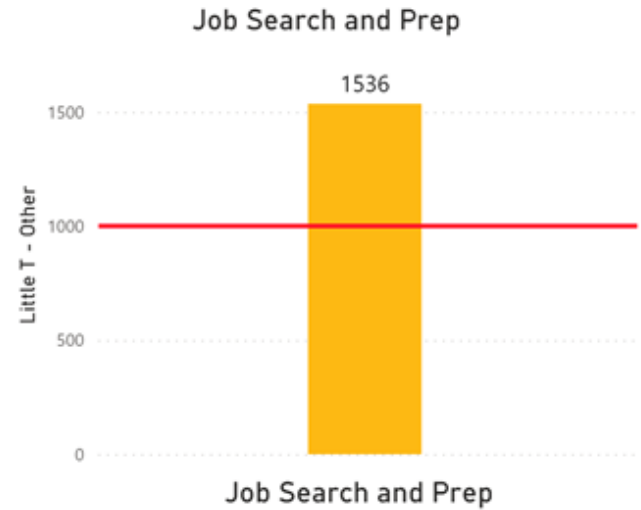
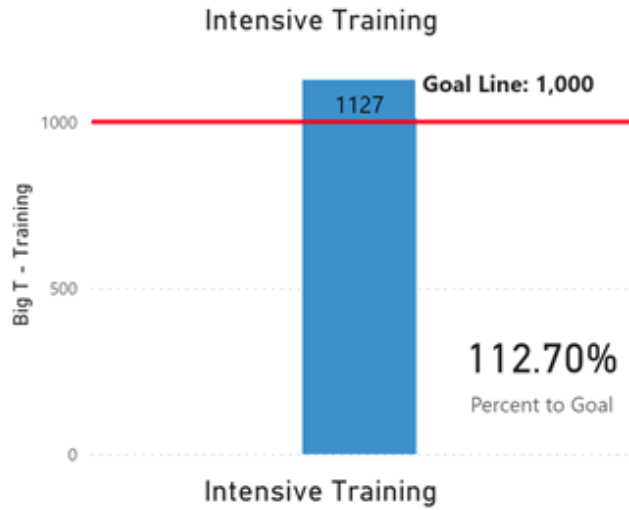
Social Media  
Impressions

**1,304,991**

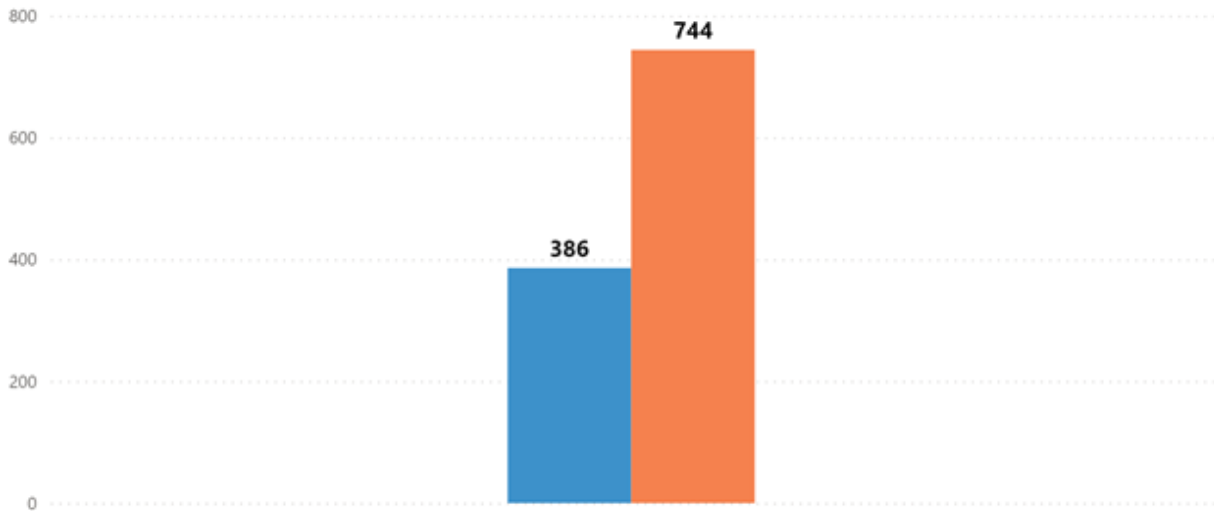
Total Unique  
Applications

**7657**

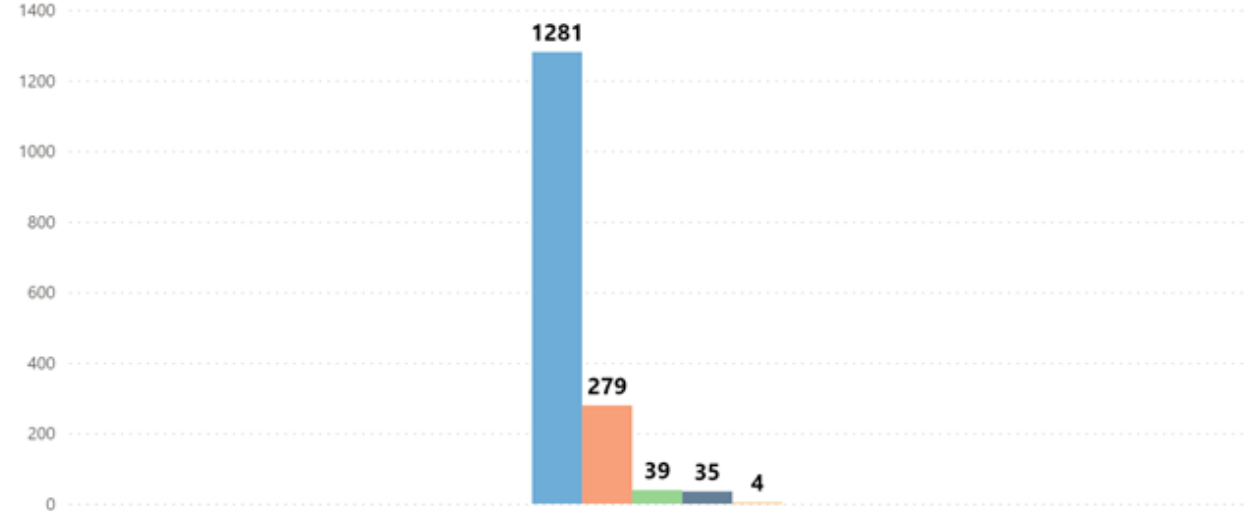




● Internships ● Short Term Training



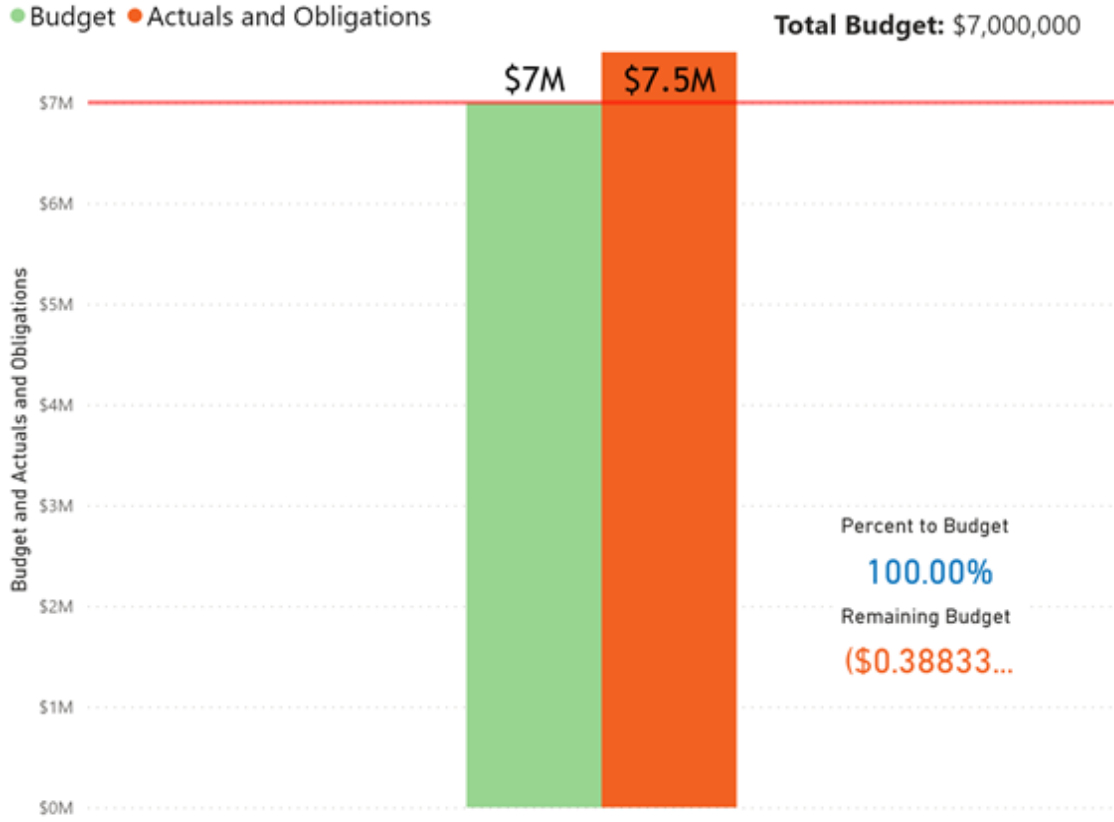
● Online Skills Assignments ● Resume Assistance ● Virtual Job Search Prep ● Job Search Plan ● Networking Events



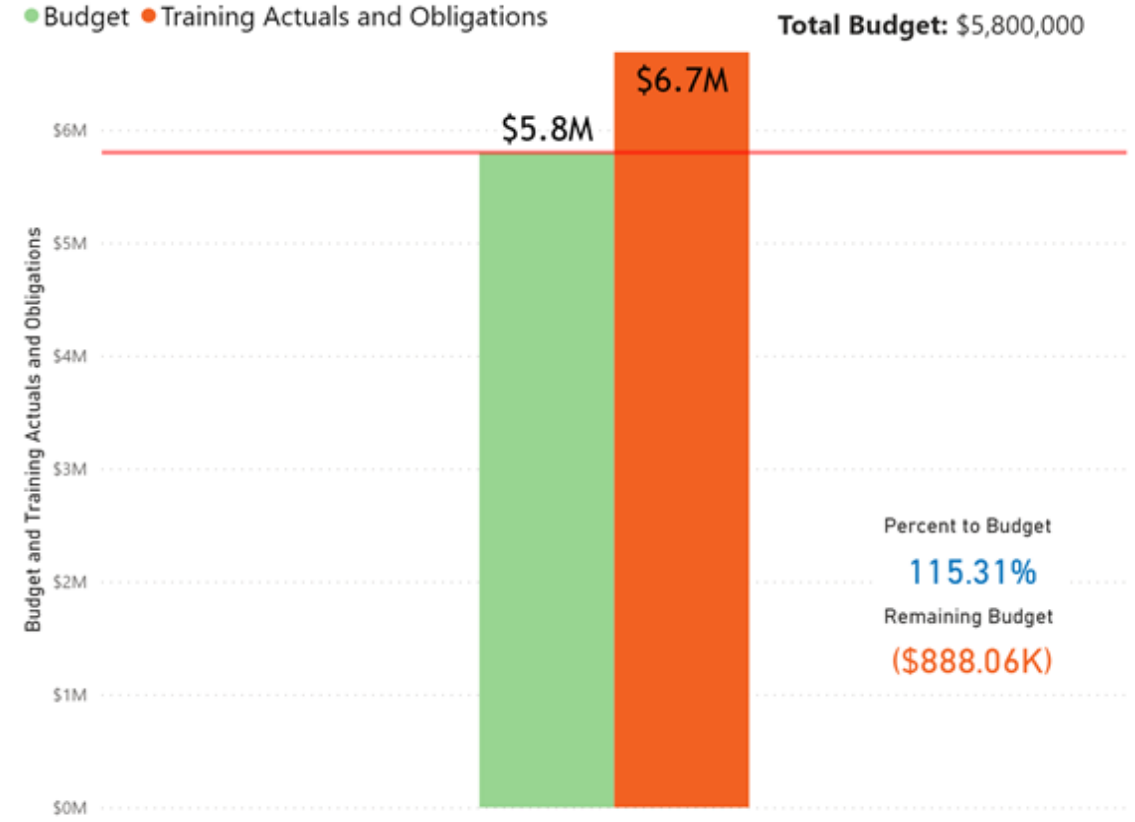


# Cash Bank Balance (\$4.65M)

### Actuals and Obligations to Budget



### Training Actuals and Obligations to Budget



# CSCF STATE PERFORMANCE METRICS

## PY 20-21 PERFORMANCE

# STATE NEGOTIATED PERFORMANCE MEASURES

- Local workforce areas negotiate performance metrics with CareerSource Florida and the Department of Economic Opportunity
- Local area must meet 90% of its goal to meet performance expectations
- Performance calculated on outcomes of individuals served 6 and 12 months after services received
- Performance metrics assigned to Adult and Youth customers
- Areas of Performance:
  - Employment
  - Entering post-secondary education
  - Credentials
  - Wages
  - Measurable skills gain



# STATE LEVEL NEGOTIATED PERFORMANCE

Measures	PY2019-2020 4th Quarter Performance	PY 2019-2020 % of Performance Goal Met For	PY 2019-2020 Performance Goals	PY2020-2021 1st Quarter Performance	PY2020-2021 % of Performance Goal Met For	PY2020-2021 Performance Goals
<b>Adults:</b>						
Employed 2nd Qtr After Exit	90.20	105.87	<b>85.20</b>	89.70	104.91	<b>85.50</b>
Median Wage 2nd Quarter After Exit	\$7,039	102.76	<b>\$6,850</b>	\$7,039	100.56	<b>\$7,000</b>
Employed 4th Qtr After Exit	71.70	86.39	<b>83.00</b>	88.00	104.76	<b>84.00</b>
Credential Attainment Rate	69.30	103.43	<b>67.00</b>	69.20	98.86	<b>70.00</b>
Measurable Skill Gains				59.70	99.50	<b>60.00</b>
<b>Dislocated Workers:</b>						
Employed 2nd Qtr After Exit	89.00	106.97	<b>83.20</b>	88.60	104.24	<b>85.00</b>
Median Wage 2nd Quarter After Exit	\$8,177	119.37	<b>\$6,850</b>	\$8,246	117.80	<b>\$7,000</b>
Employed 4th Qtr After Exit	78.70	99.37	<b>79.20</b>	86.90	107.28	<b>81.00</b>
Credential Attainment Rate	74.50	109.24	<b>68.20</b>	79.20	113.14	<b>70.00</b>
Measurable Skill Gains				30.50	43.57	<b>70.00</b>
<b>Youth:</b>						
Employed 2nd Qtr After Exit	82.40	114.44	<b>72.00</b>	82.40	104.30	<b>79.00</b>
Median Wage 2nd Quarter After Exit				\$4,400	115.79	<b>\$3,800</b>
Employed 4th Qtr After Exit	79.10	119.85	<b>66.00</b>	79.60	109.04	<b>73.00</b>
Credential Attainment Rate	84.00	93.02	<b>90.30</b>	84.20	96.78	<b>87.00</b>
Measurable Skill Gains				34.90	69.80	<b>50.00</b>
<b>Wagner Peiser:</b>						
Employed 2nd Qtr After Exit	70.40	108.31	<b>65.00</b>	67.10	98.68	<b>68.00</b>
Median Wage 2nd Quarter After Exit	\$5,550	114.43	<b>\$4,850</b>	\$5,557	111.14	<b>\$5,000</b>
Employed 4th Qtr After Exit	69.20	109.84	<b>63.00</b>	66.00	101.54	<b>65.00</b>
<b>Not Met (less than 90% of negotiated)</b>						
<b>Met (90-100% of negotiated)</b>						
<b>Exceeded (greater than 100% of negotiated)</b>						

Of 18 State Measures:

- 12 Exceed
- 4 Meet
- 2 Below, Not Meeting
  - Training, updated policy, and quality reviews implemented to address measures not met

Area of Opportunities:

- Staff training
- Standard processes

# BOARD PRIORITIES

DIVERSIFY REVENUE STREAMS TO ADJUST FOR  
VARIABLES IN FEDERAL FUNDING

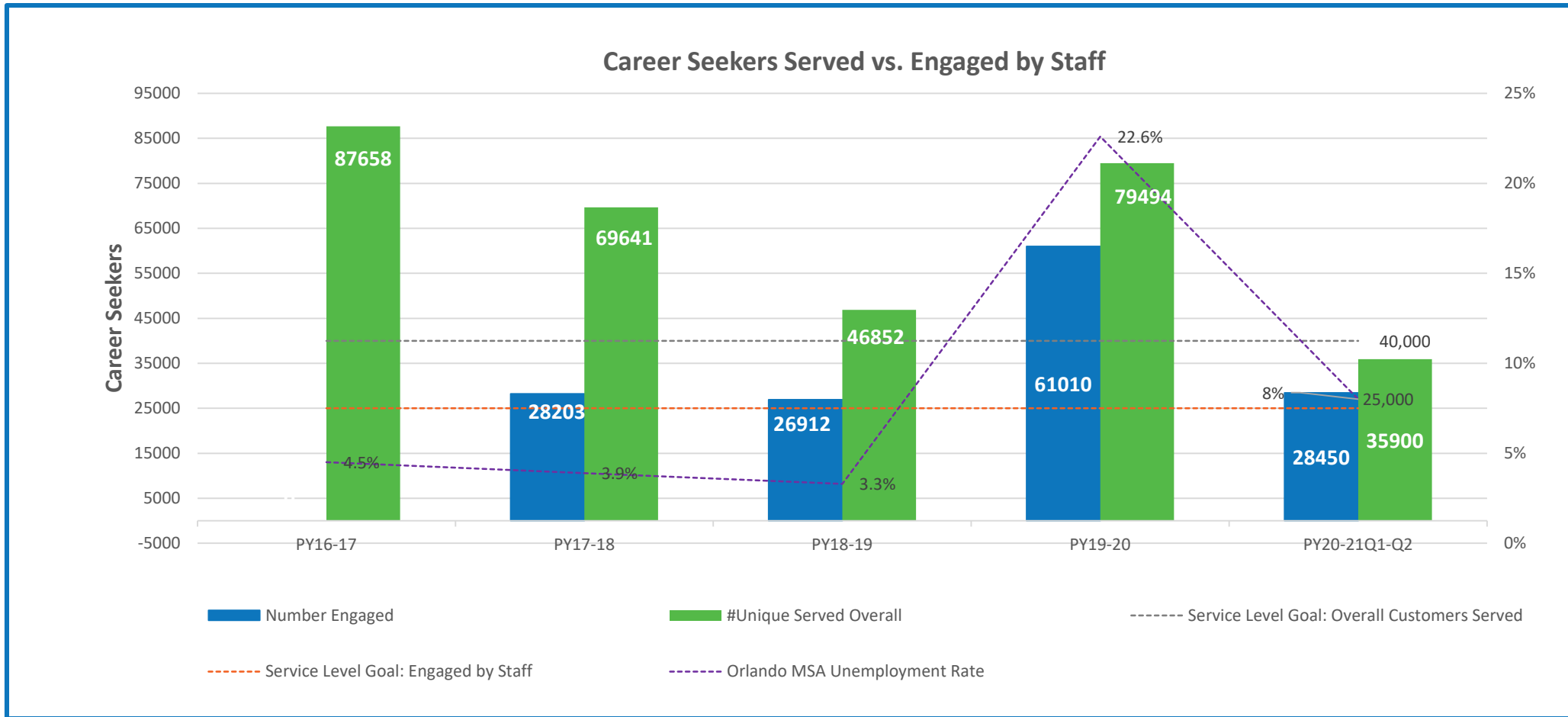
DELIVER TALENT SOLUTIONS TO IGNITE POTENTIAL

DELIVER TALENT ACQUISITION STRATEGIES FOR  
BUSINESSES IN SIX HIGH GROWTH INDUSTRIES

# LOCAL PRIORITIES

## ACTIVITIES AND OUTCOMES

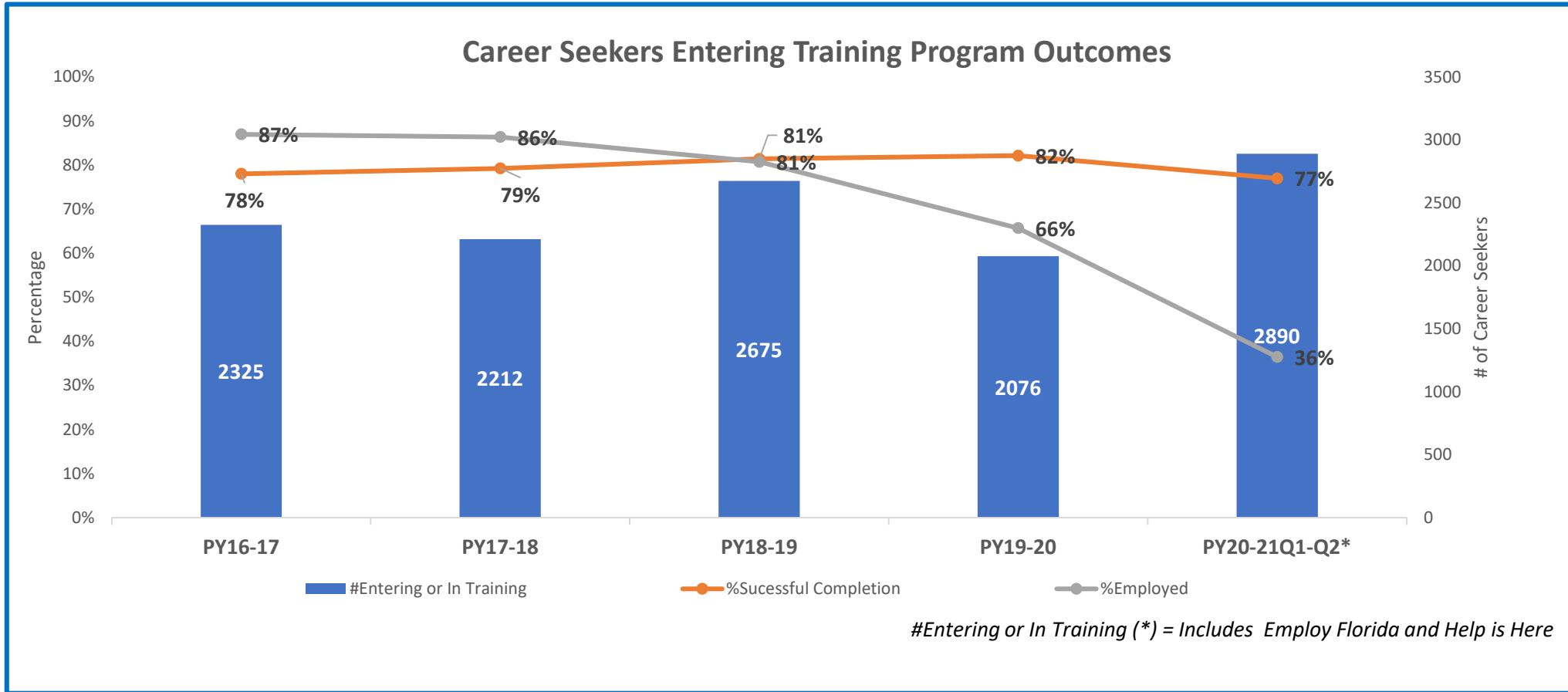
# INDIVIDUALS SERVED AND ENGAGED



## PY 20-21 Q2:

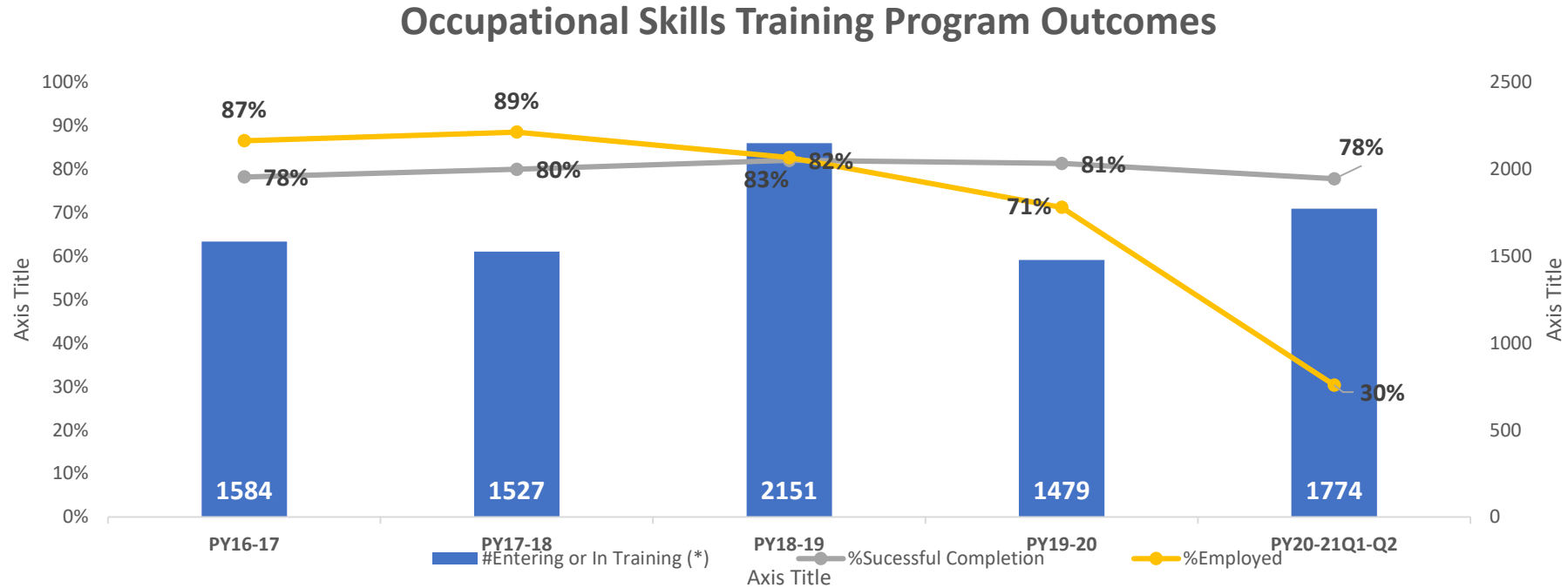
- Already met 90% of served goal (35,900 of 40,000)
- Exceeded engagement goal by 12.2%

# ALL TRAINING AND PLACED OUTCOMES



- Prior to pandemic, employment rates averaged 81% for those who completed training.
- Decline that started in Q3 PY19-20 continues as pandemic remains.

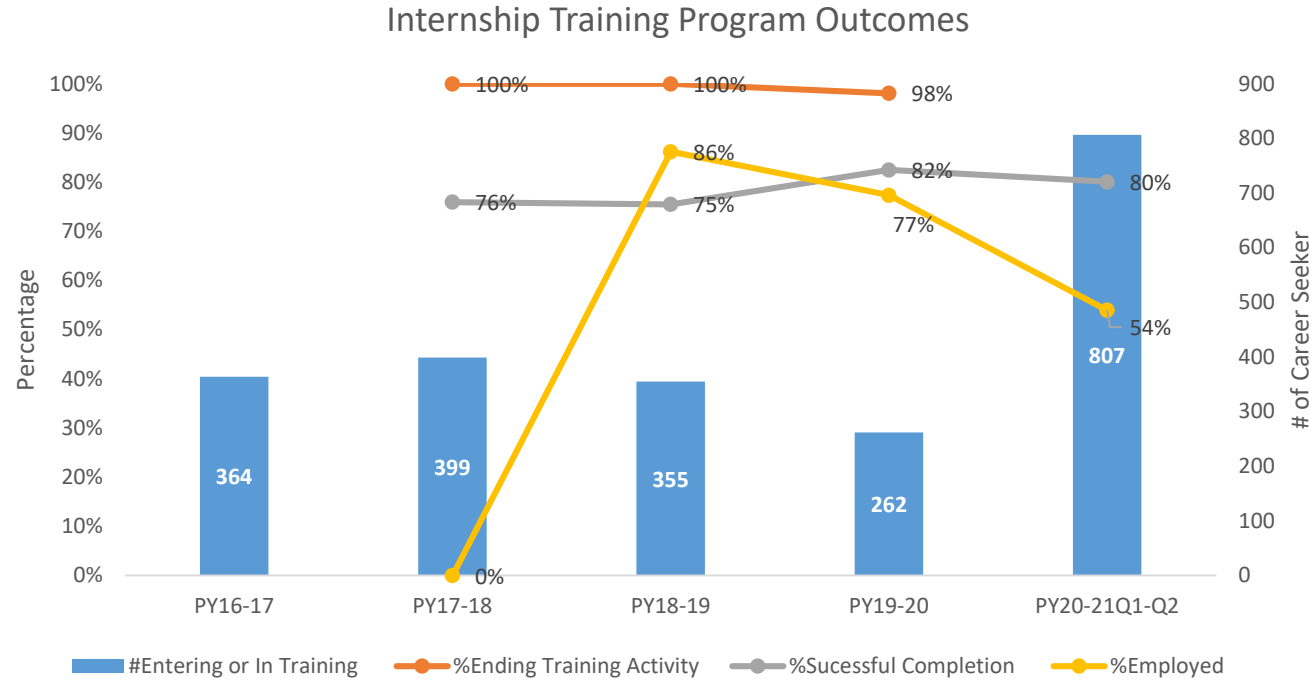
# OCCUPATIONAL SKILLS TRAINING IN COVID-19 ENVIRONMENT



*#Entering or In Training (\*) = Includes Employ Florida and Help is Here*

- In PY 19-20, placement decreased by 11% from previous year due to economic conditions caused by pandemic.
- Job development activities negatively impacted Q3 and Q4 PY 19-20
  - Effects still seen in current data

# INTERNSHIP TRAINING PROGRAM IN COVID-19 ENVIRONMENT



*#Entering or In Training (\*) = Includes Employ Florida and Help is Here*

- In PY 18-19, of those who completed internships, 86% entered employment, while customers who completed skills training averaged 82%.
- In PY 19-20, placements after internships decreased 9%, while skills training placements decreased by 11%.

# LONG-TERM TRAINING OUTCOMES – FEDERAL MEASURES

## Complete Internship

*(on average over 4 quarters)*

- at 6 months = 83.3% placement
- at 1 year = 69.5% placement

## Complete Skills Training

*(on average over 4 quarters)*

- at 6 months = 85.6% placement
- at 1 year = 76% placement

## Federal Goal

- at 6 months = 85%
- at 1 year = 84%

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# YOUTH SERVICES

## PROGRAM YEAR 20-21

# KEY PROGRAM OUTCOMES

## Opportunity Youth - Ages 16-24 (not working / not in school)

<b>Local Performance Goals</b> <b>Currently Serving 1,009 Opportunity Youth (PY 20-21Q2)</b> <b>Actual through December 31, 2020</b>	
<b>New Enrollments</b>	<b>Goal = 650</b> <b>Actual = 238</b>
<b>Earning Credentials</b>	<b>Goals = 560</b> <b>Actual = 204 with 39 GEDs</b>
<b>Entering Employment, Post-Secondary, Military, Apprenticeship</b>	<b>Goal = 525</b> <b>Actual = 172</b>

# YOUTH SERVICES AND ACTIVITIES

- Career Counseling and Planning
- Career Planning and Goal Setting
- Career Interest Assessment
- Labor Market Research
- Career Exploration
- Industry and College Tours
- Financial Literacy Courses
- Mentorship
- Interview Preparation
- Resume Development
- Work Experience Internships
- On-The-Job Training
- Apprenticeships
- GED/ESOL
- Training Scholarships
- Credentialing
- Job Placement
- Financial Incentives for Milestone Completion Points
- Support Services (transportation, clothing, tools)

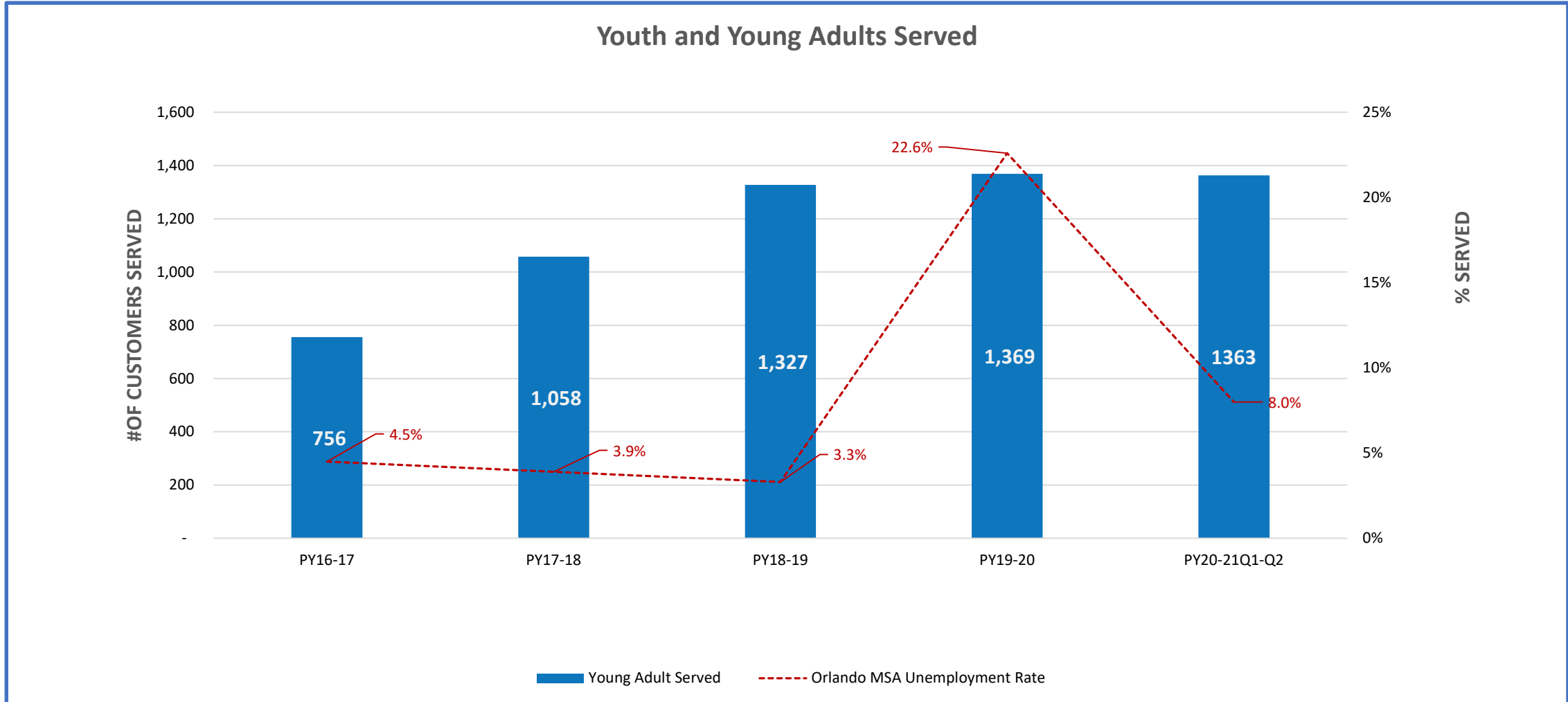
# YOUTH SERVICES BUDGET

- Budget \$2,000,000
- Expenditures Q2 \$494,913
- Short Term Obligations \$341,326
  
- Percentage to goal 41.8%
  
- Long Term Obligations \$225,421
- All Obligations and Expenditures \$1,061,660
- Open Balance \$938,340

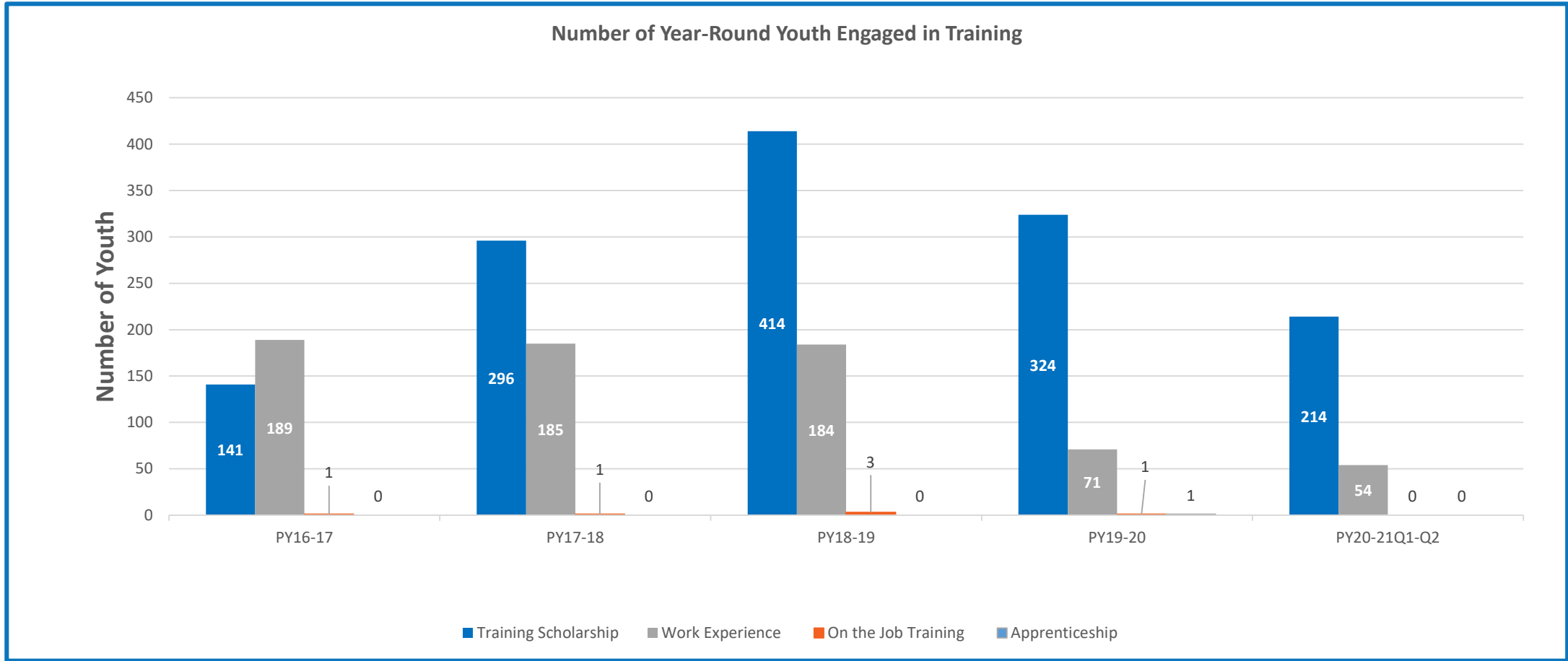
# YOUTH SERVICES - ENHANCEMENTS

- Youth Town Hall – to Understand "Voice of the Customer"
- Youth Advisory Group
- Formalized Client On-Boarding to Set Expectations
- Expanded Work Experience Opportunities
- Virtual Registration and Assessments
- Enhanced Follow-up Process
- Cohort Model Launching Q3

# YEAR-ROUND YOUTH SERVED

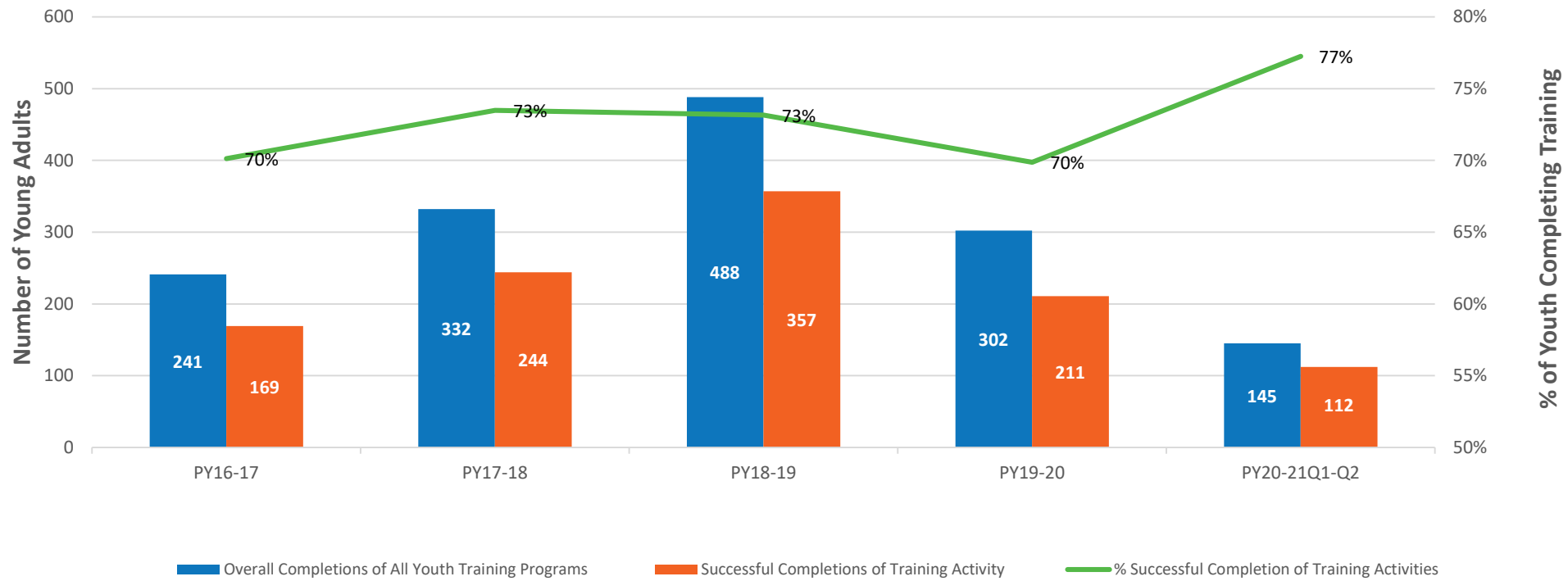


# YOUTH ENGAGED IN TRAINING



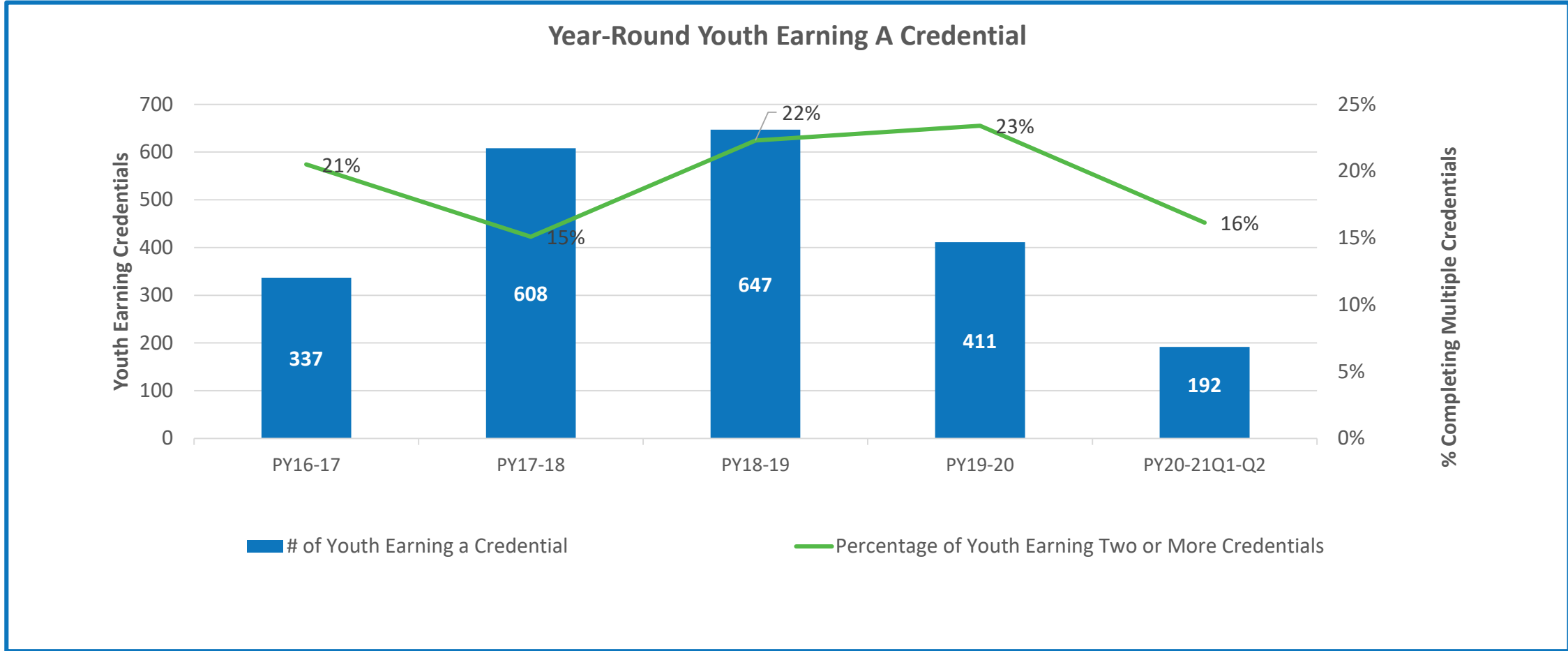
# YOUTH ENGAGED IN TRAINING ACTIVITIES

Year-Round Youth Training Activity Completion Rates - Youth Activity Completion Rates



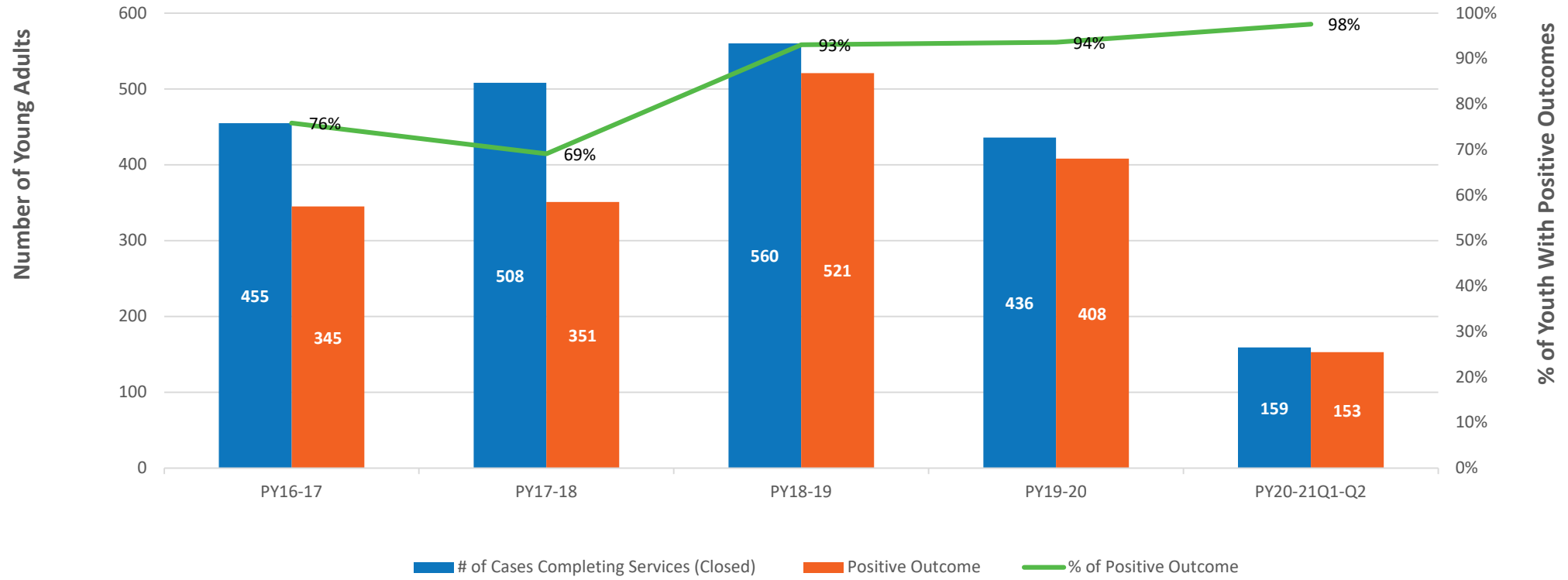


# YOUTH LEARNING NEW SKILLS



# YOUTH OUTCOMES

## Year-Round Youth Who Enter Employment, Post-Secondary Education, or Military Outcomes (Positive Outcome)



# OPPORTUNITIES FOR IMPROVEMENT

## Increase Enrollments

- Referrals from high schools for youth who will not be graduating with their diplomas
- Intentional recruitment in Seminole, Sumter and Lake counties

## Expand Work Experience Businesses Hosts

- Seek business opportunities that align with specific training programs
- Leverage pipeline of Help is Here Business Hosts for new options

## Realize Full Budget

- Focus on work-based earn and learn models
- Post training, coordinate OJT, apprenticeships or paid work experience in career area of interest

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# BUSINESS SERVICES STRATEGY

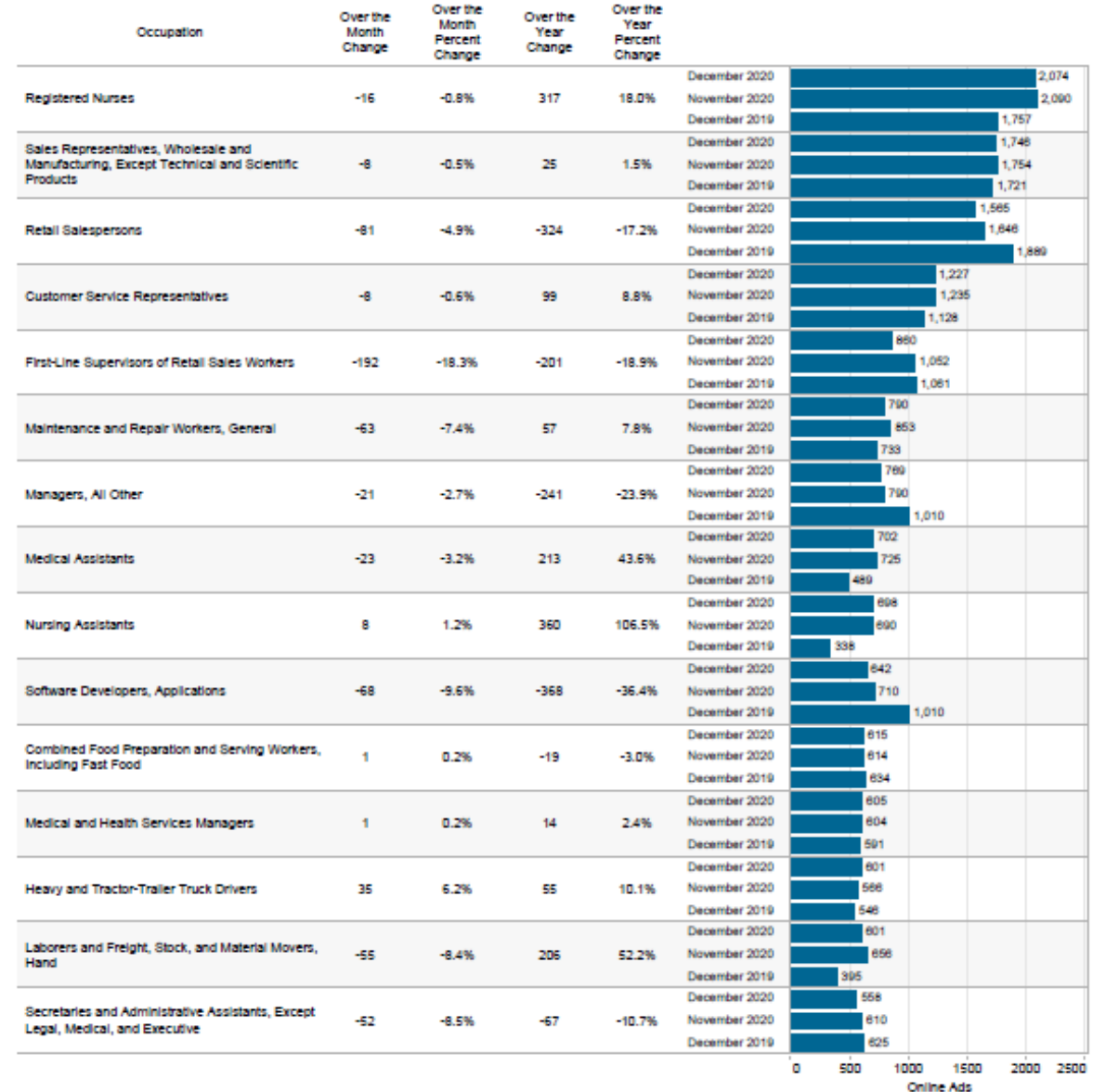
## PRIORITY – INCREASE JOB PLACEMENTS

# DELIVER TALENT SOLUTIONS & TALENT ACQUISITION STRATEGIES

## Dec. 2020 Jobs Report:

- 47,460 unique job postings
  - -3.5% change from Dec. 2019
- Since April 2020, job postings increased by 44% through Dec. 2020 (EMSI, 2020q1)
- State saw decrease of 5% in overall jobs compared to this time last year
  - Greatest job loss in Hospitality and Tourism (-15% statewide)
  - Greatest job gain in Financial Activities (+2.8%)
  - All industries experienced job loss

TOP 15 ADVERTISED OCCUPATIONS



### Businesses Served

Data Source: Employ Florida  
SQL Server

Data Start Date  
July 1, 2020

Data Through  
December 31, 2020

Refreshed On:  
January 18, 2021



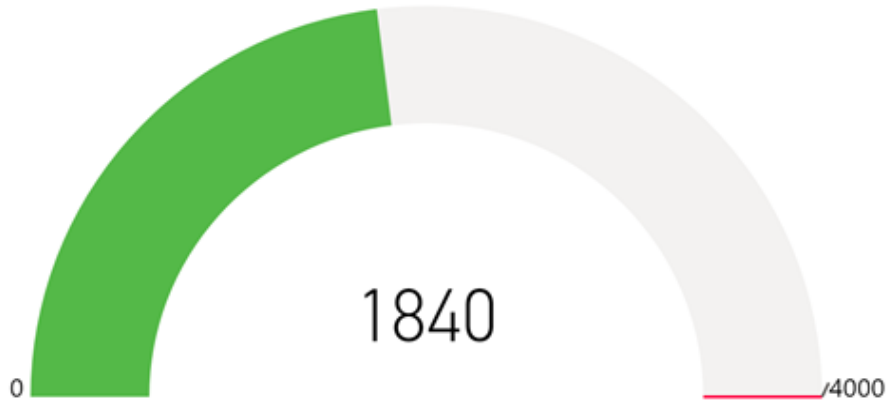
Refresh Cadence: Weekly on Mondays

DELIVER TALENT ACQUISITION STRATEGIES FOR BUSINESSES IN HIGH GROWTH INDUSTRIES

Program Year Quarter

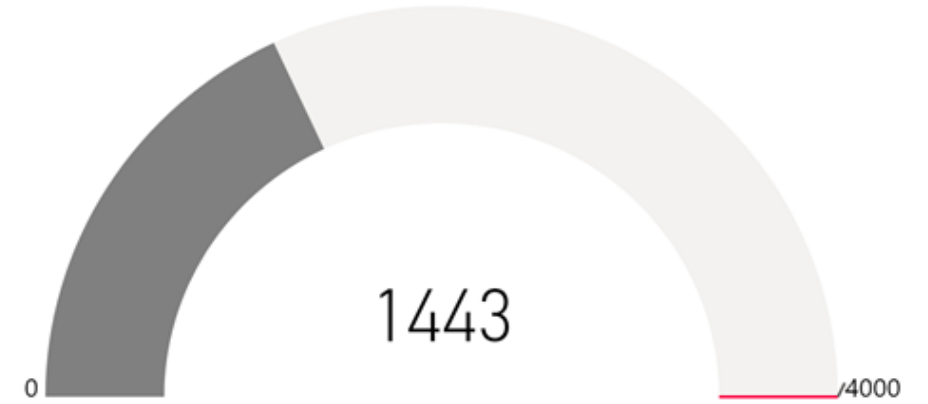
Multiple selections

#### PY2021 - Businesses Served



— = PY Goal Line

#### PY1920 - Businesses Served



#### PY2021 - Returning Businesses



#### PY2021 - New Businesses



#### PY1920 - Returning Businesses



#### PY1920 - New Businesses



Program Year Week

1 53



7/1/2020 12/31/2020

7/1/2019 12/31/2019

# BUSINESS SERVICES STRATEGY

- Stronger emphasis in putting people to work in all programs – not just focused on those we have trained
  - Major focus on job order fulfillment
- Relationship approach – how we engage businesses, create relationships, fill talent needs
  - Guaranteed interview pilot
- Using work-based training to open doors for those who have new skills
  - Intentional priority on OJT for next 6 months – results will determine approach for PY 21-22

# BUSINESS SERVICES – NEW FOCUS

- **Immediate Impact Team** – sense of urgency, quality, fulfillment
- Staff become **full-cycle recruiters**, held accountable for developing new relationships and refreshing existing ones
- Expand the **source** of candidates to meet business demand
- Leverage **business relationships** with education providers



# BUSINESS SERVICES - COMMITTEE DISCUSSION

What feedback do you have on these ideas presented?

Additional insight / efforts happening in your industry that should be considered?

What kind of goals should be considered on these new strategies for the 6 months?

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Meeting Details

Meeting Agenda

Welcome

Roll Call

Public Comment

Approval of  
Minutes

Information /  
Discussion /  
Action Items

▶ Other Business

Adjournment

# OTHER BUSINESS

# FUTURE OF WORKFORCE: VIRTUAL EVENT

- Thursday, Feb. 4 at 1-3 p.m.
- Interactive panel discussions and live Q&A
- Taking a closer look at Central Florida's workforce challenges and long-term solutions needed to address them
- Pam Nabors and Sandy Shugart will be participating
- Learn more and register at [www.bizjournals.com/orlando](http://www.bizjournals.com/orlando)



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# ADJOURNMENT

# THANK YOU!

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