



**What:** Career Services Committee Meeting  
**When:** Thursday, November 15, 2018  
 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/961840077>  
 > Dial In: (Toll Free) 1 866 899 4679 / Access Code: 961-840-077  
**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 - 9/13/18 Career Services Committee Meeting		
5.	Information		
	A. Scorecard	Nilda Blanco	
	1) 1 <sup>st</sup> Quarter		
6.	Insight		
	A. Construction Industry Analysis	Committee Discussion	
7.	Other Business		
8.	Adjournment		

###

**Next Meetings:**

- > Consortium / Board Joint Meeting: 12/13/18, 9:00 am – 11:00 am  
Seminole State College – Heathrow Campus, 1055 AAA Drive, Heathrow, FL
- > Career Services Committee Meeting: 1/24/19, 3:00 pm - 4:30 pm  
CareerSource Central Florida, 390 N. Orange Ave., Suite 700, Orlando, FL

**DRAFT**  
**Career Services Committee Meeting**  
**Thursday, September 13, 2018**  
**2:00 p.m.**

**MINUTES**

**MEMBERS PRESENT:** Kathleen Plinske, Andrew Albu, Michael Armbruster, Paul Bough, William D’Aiuto, Ted Pobst, David Sprinkle, Richard Sweat, and Al Trombetta

**MEMBERS ABSENT:** Keira des Anges, Dorathy Nevitt, and Jim Sullivan

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

**GUESTS PRESENT:** Marc Stanakis / The Jobs Partnership

Agenda Item	Topic	Action Item / Follow Up Item
1	<b>Welcome</b> Dr. Plinske called meeting to order at 2:04 pm.	
2	<b>Roll Call / Establishment of Quorum</b> Ms. Kasal reported a quorum present.	
3	<b>Public Comment</b> None offered.	
4	<p><b>Action Items</b></p> <p><u>Approval of Minutes</u></p> <ul style="list-style-type: none"> <li>• Reviewed minutes from 7/26/18 Career Services Committee meeting (attachment).</li> </ul> <p><u>Charter Review</u></p> <ul style="list-style-type: none"> <li>• Reviewed Career Services Charter and proposed revisions as noted (attachment).</li> </ul>	<p><b>Dr. Armbruster made a motion to approve the minutes from the 7/26/18 Career Services Committee meeting. Mr. Pobst seconded; motion passed unanimously.</b></p> <p><b>Dr. Armbruster made a motion to approve the proposed changes as noted on the Charter. Mr. Pobst seconded; motion passed unanimously.</b></p>
5	<p><b>Information</b></p> <p><u>Scorecard</u></p> <ul style="list-style-type: none"> <li>• Reviewed measures through 8/31/18 per the two Board Priorities:               <ol style="list-style-type: none"> <li>1. Analyze the Business</li> <li>2. Engage the Talent Pool</li> </ol> </li> <li>• Committee concurred investments may need to shift where there is great need – to be reviewed at each quarter.</li> </ul> <p>Hospitality Trends</p> <ul style="list-style-type: none"> <li>• Reviewed CSCF’s culinary training and job attainment activities from 2015 to 2018.</li> </ul>	
6	<b>Insight</b>	

	<p><u>The Jobs Partnership of Florida Strategy</u> Mr. Marc Stanakis provided overview of Jobs Partnership of Florida.</p> <p><u>Situation Analysis</u> Committee concurred:</p> <ul style="list-style-type: none"><li>• Employers need to reevaluate career path vs. labor force – move their employees through a career path vs. employees just working a job.</li><li>• CSCF can support employers with career pathways via training and internships.</li><li>• Form cohorts with similar agencies - take a group of people, train them, coordinate internships and assist with job placement. Benefits: easier to train as a group, transport as a group to training and internships, individuals support each other as a group.</li></ul>	
7	<p><u>Other Business</u> <u>One-Stop Operator – Update</u></p> <ul style="list-style-type: none"><li>• Reviewed memo on One-Stop Operator RFQ (attachment)<ul style="list-style-type: none"><li>○ Review team comprised of Board Member Jim Sullivan and CSCF staff evaluated and scored proposals received.</li><li>○ Review team concurred to recommend LDW Group LLC to Executive Committee for its approval to move recommendation to the Board.</li></ul></li></ul>	
8	<p><b>Adjournment</b> Meeting adjourned at 4:19 pm.</p>	

Respectfully submitted,

Kaz Kasal  
Executive Coordinator



# Career Services Committee

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**November 15, 2018**

collaborate ◀  
innovate ◀  
lead ◀

CareerSourceCentralFlorida.com ◀



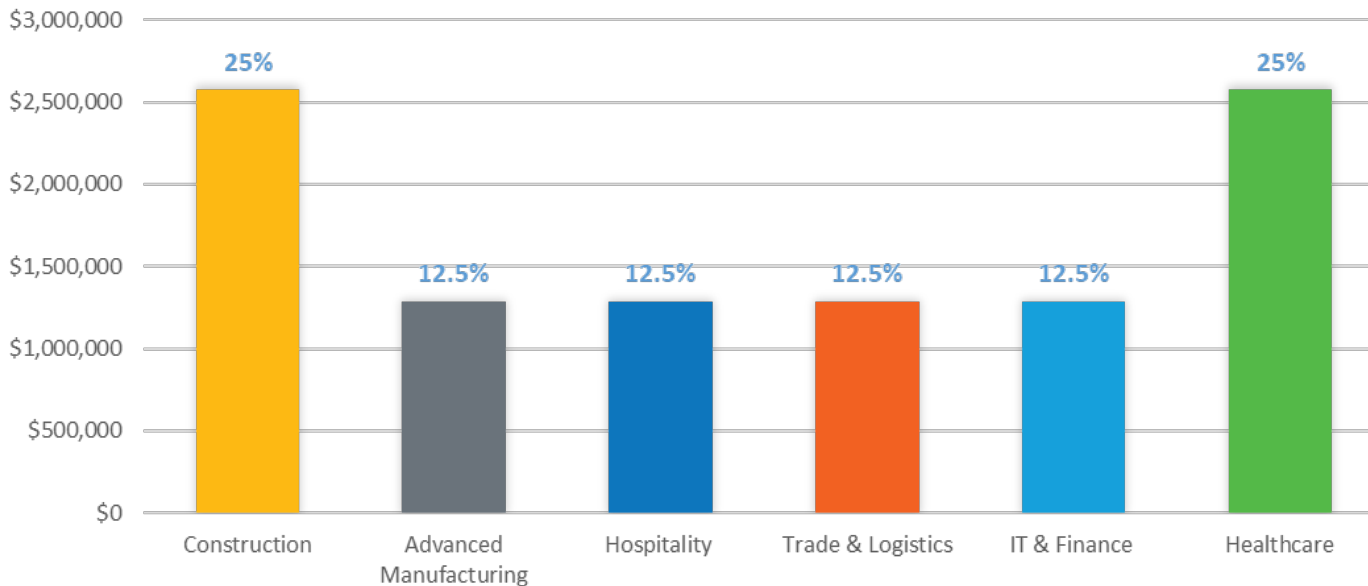
# Scorecard – Q1



# TALENT DEVELOPMENT TARGETS BY INDUSTRY

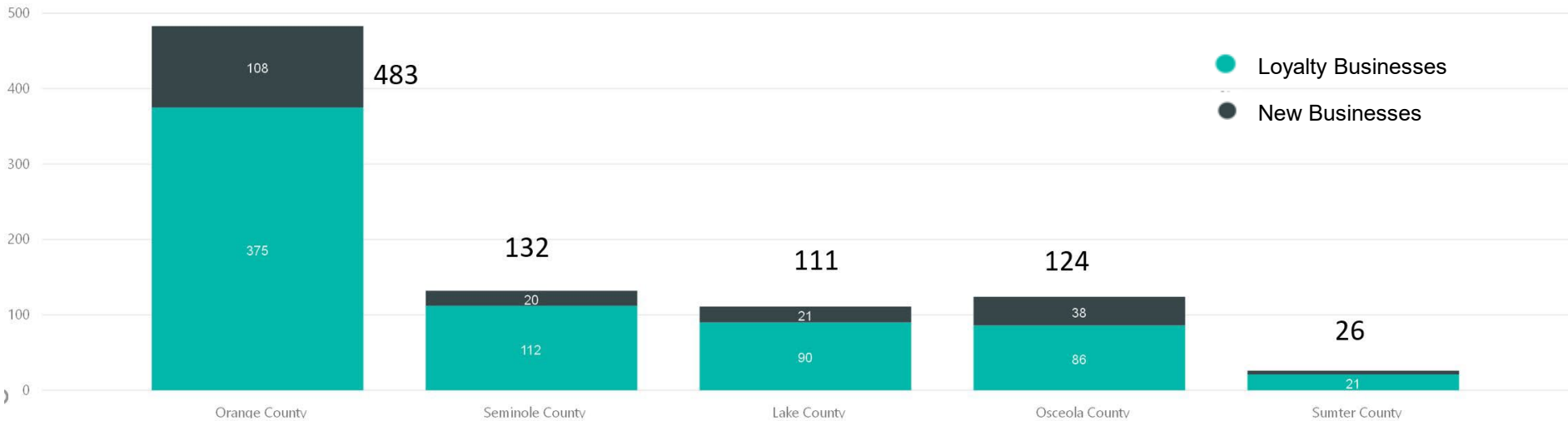
- \$10.3M INVESTMENT IN TRAINING SERVICES STRATEGICALLY PRIORITIZED TO SUPPORT HIGH GROWTH INDUSTRIES
- 2,000 CAREER-SEEKERS ENTER HIGH GROWTH INDUSTRIES AT AN AVERAGE WAGE OF \$15 PER HOUR OR MORE

## IMPACT MODEL



- 500 Career Seekers will Receive Training and Enter in Construction and Healthcare, respectively
- 250 Career Seekers will Receive Training and Enter in Advanced Manufacturing, Hospitality, Trade, Logistics, Utilities, IT & Finance, respectively

# ANALYZE THE BUSINESS



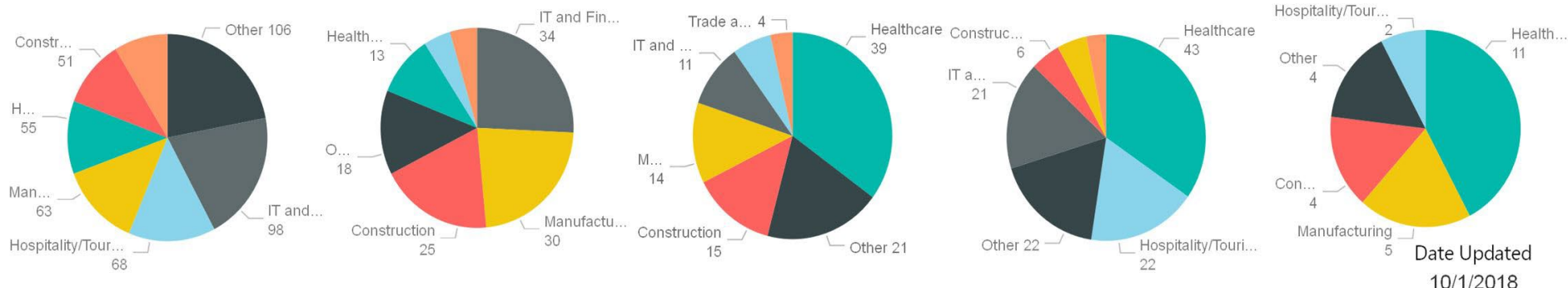
Orange County

Seminole County

Lake County

Osceola County

Sumter County

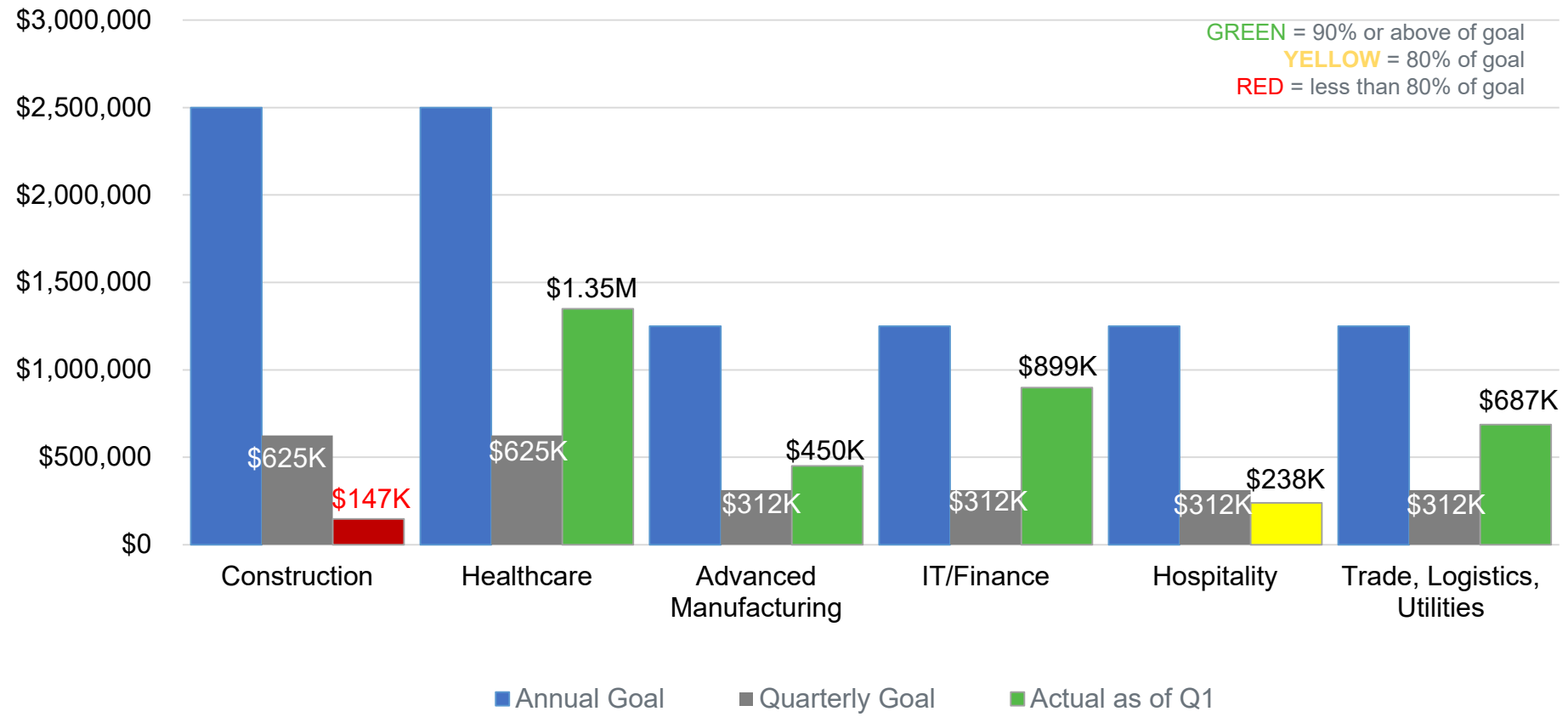


Date Updated  
10/1/2018



# ANALYZE THE BUSINESS

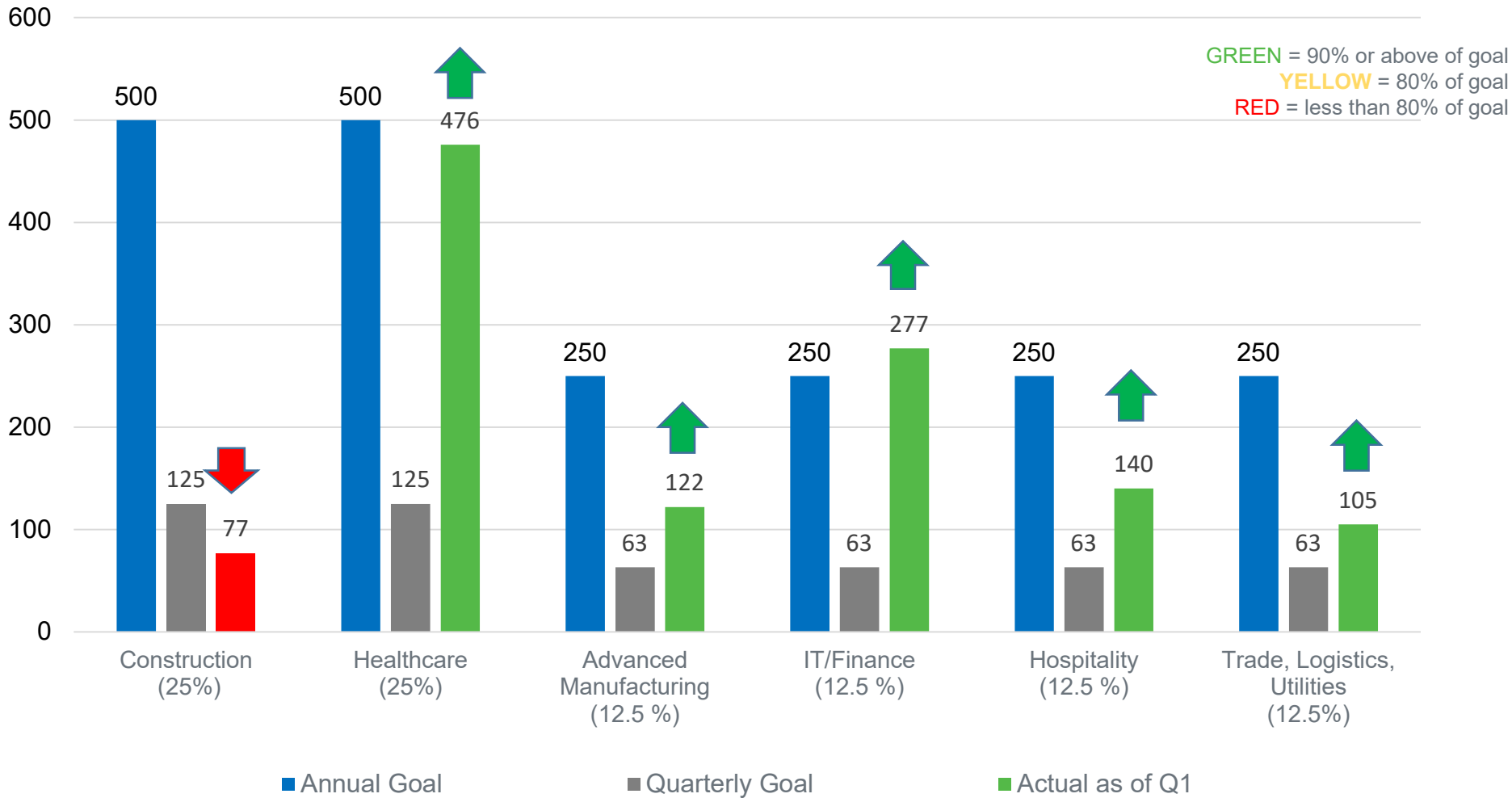
## \$10.3M Training Investment is Strategically Prioritized to Support High Growth Industries







# ENGAGE THE TALENT POOL



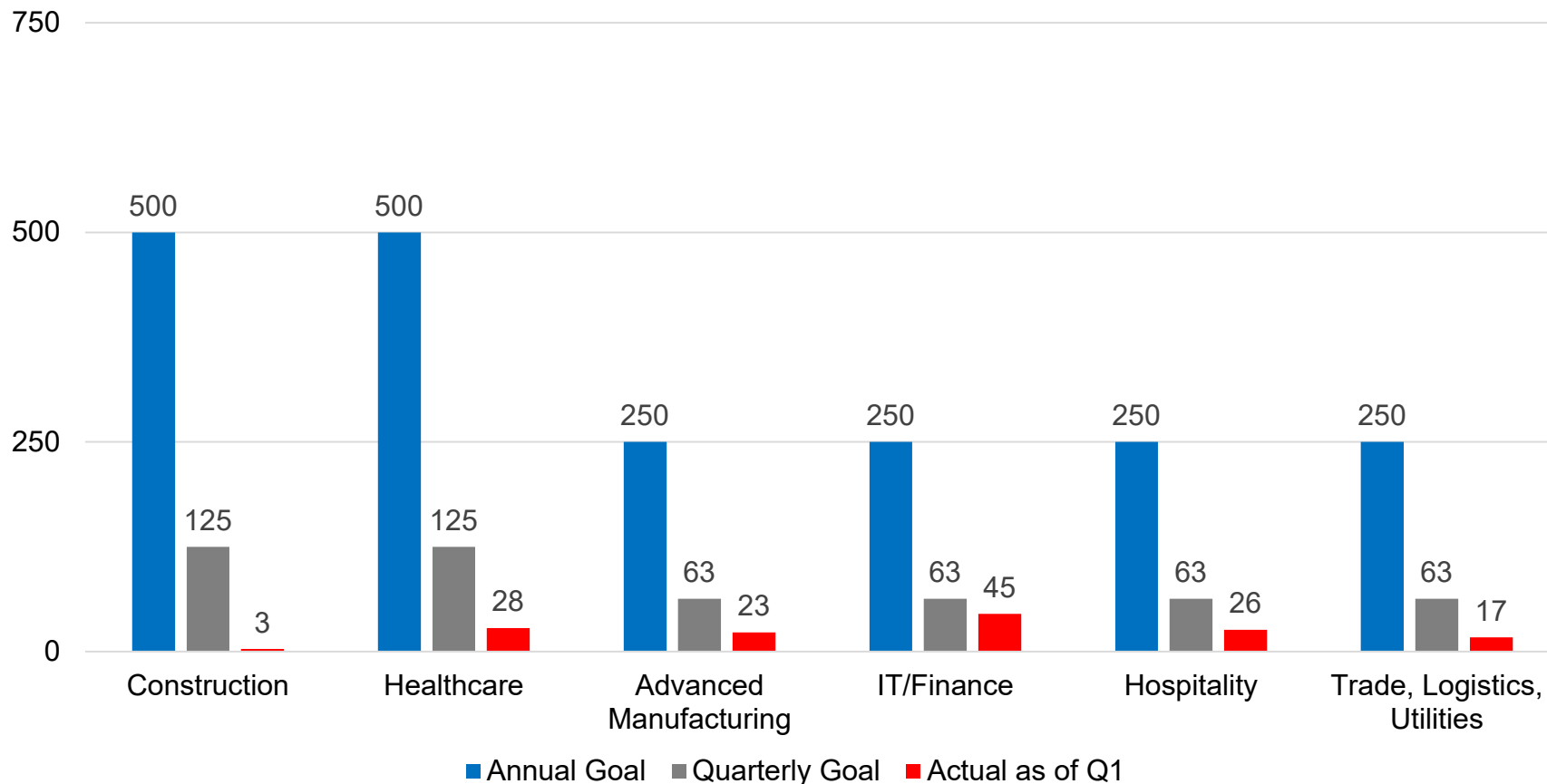


# ENGAGE THE TALENT POOL

## ALL INDIVIDUALS TRAINED & EMPLOYED

APPROXIMATELY **140** OF THE **2,000** CAREER-SEEKERS ENTERED HIGH GROWTH INDUSTRIES AT AN AVERAGE WAGE OF **\$14.66** PER HOUR

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





# Construction Industry Insights



# TALENT DEVELOPMENT TARGETS BY INDUSTRY

## IMPACT MODEL



- 500 Career Seekers will Receive Training and Enter in Construction and Healthcare, respectively
- 250 Career Seekers will Receive Training and Enter in Advanced Manufacturing, Hospitality, Trade, Logistics, Utilities, IT & Finance, respectively



# CONSTRUCTION TRENDS

## 4-YEAR TRAINING ANALYSIS

### 4-Year Training Strategy

- Decrease number of providers
- Increase options within respective programs
- Offer more short-term programs (6-12 months)
- Transition from private to public providers

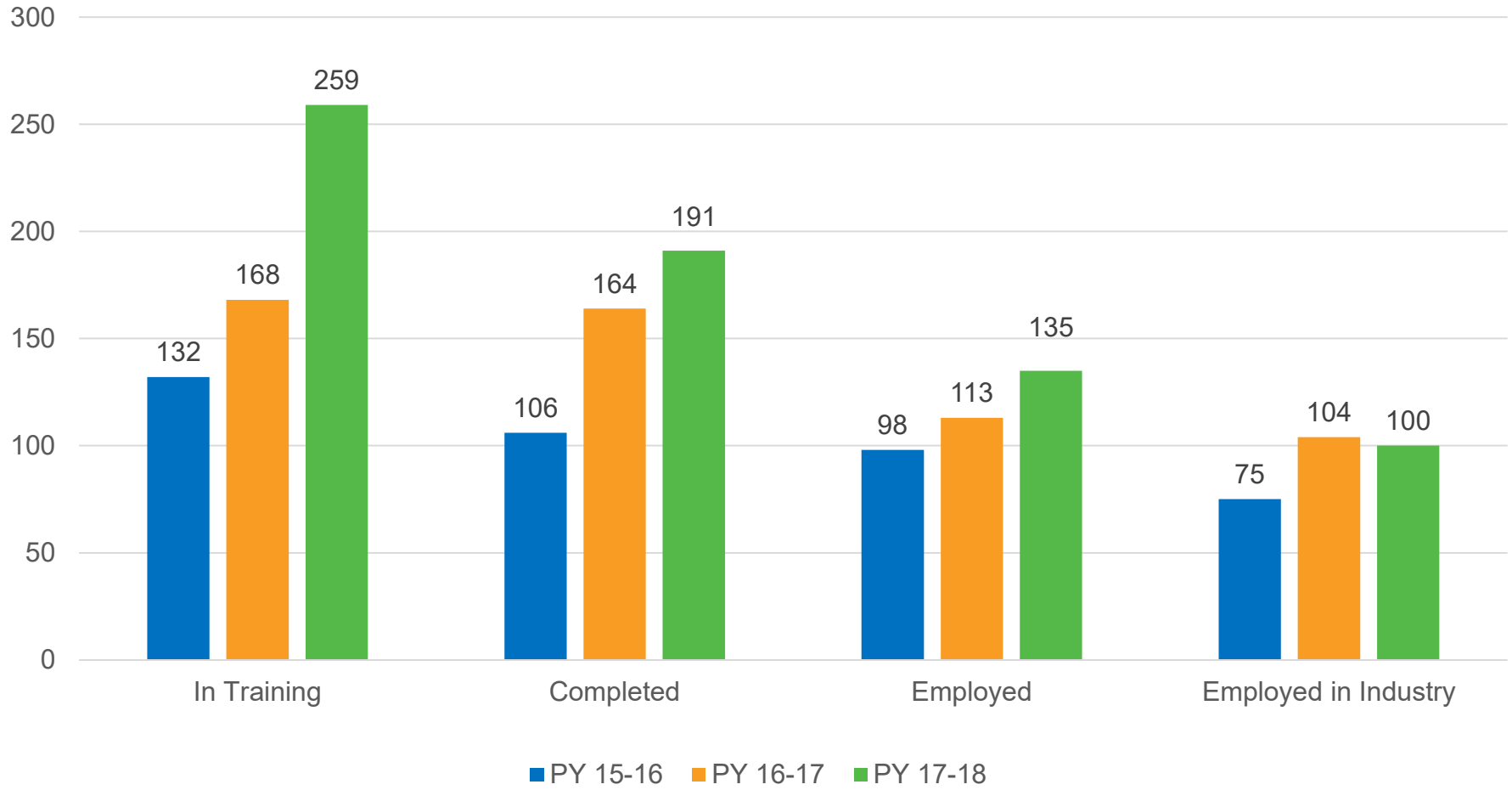
### New Training Programs Added 2018-19

- Carpentry
- Drafting / Computer-Aided Design
- Construction Craft
- Heavy Equipment Operator
- Field Service Technician
- General Building Maintenance
- Basic Construction

Program Year	Number of Providers	Number of Programs
15-16	10	9
16-17	13	19
17-18	8	22
18-19	7	34



# CONSTRUCTION TRAINING & PLACEMENT 3-YEAR RESULTS





# CONSTRUCTION STRATEGY

Goal: Enroll 500 career-seekers; invest \$2.5M in construction training

## Quarter 2 – Quarter 4

### Accomplished

- ✓ Delivered Primary Offerings
- ✓ Training Scholarships to programs

- ✓ 75 Trained & Placed
- ✓ \$200 Invested

### Career-Seeker Training

- Develop Strategic Partnerships with Sub-contractors
- Develop Cohort Work Base-Training that Supports Construction Needs

- = 130 Enrolled
- = \$360K to be Invested

### Youth / Adult

- Develop and Deliver new Construction Camp Summer Program in Lake/Sumter, Orange and Osceola
- Develop and Support Orlando Roofing Apprenticeship

- = 170 Enrolled
- = \$750K to be Invested



## CONSTRUCTION GOALS - ADJUSTMENT

	Individuals Trained	Training Investment
Current Goal	500	\$2.5M
Results as of Q1	72	\$200K
Projected > Q4	270	\$1.3M

	300	individuals trained
	\$1.3M	training investment
<b>Difference to Reallocate</b>	(-200)	individuals trained
	(-\$1.2M)	training investment

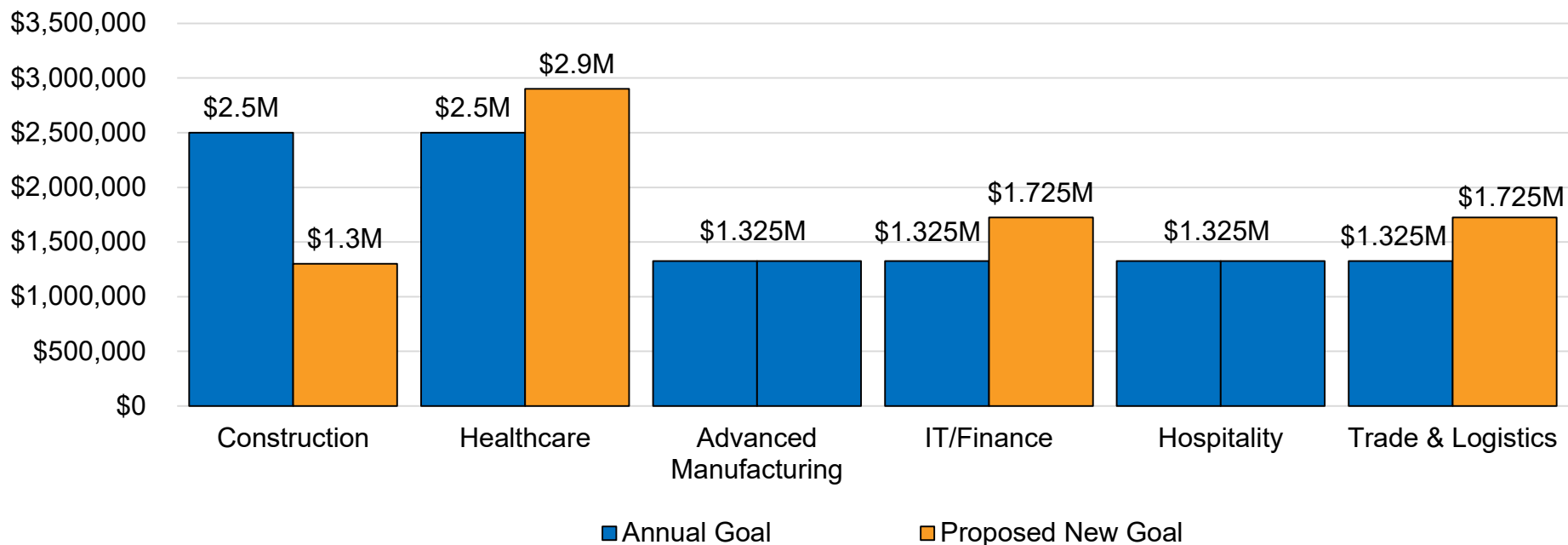




# DISCUSSION & ACTION

## ADJUSTED IMPACT MODEL RECOMMENDATION

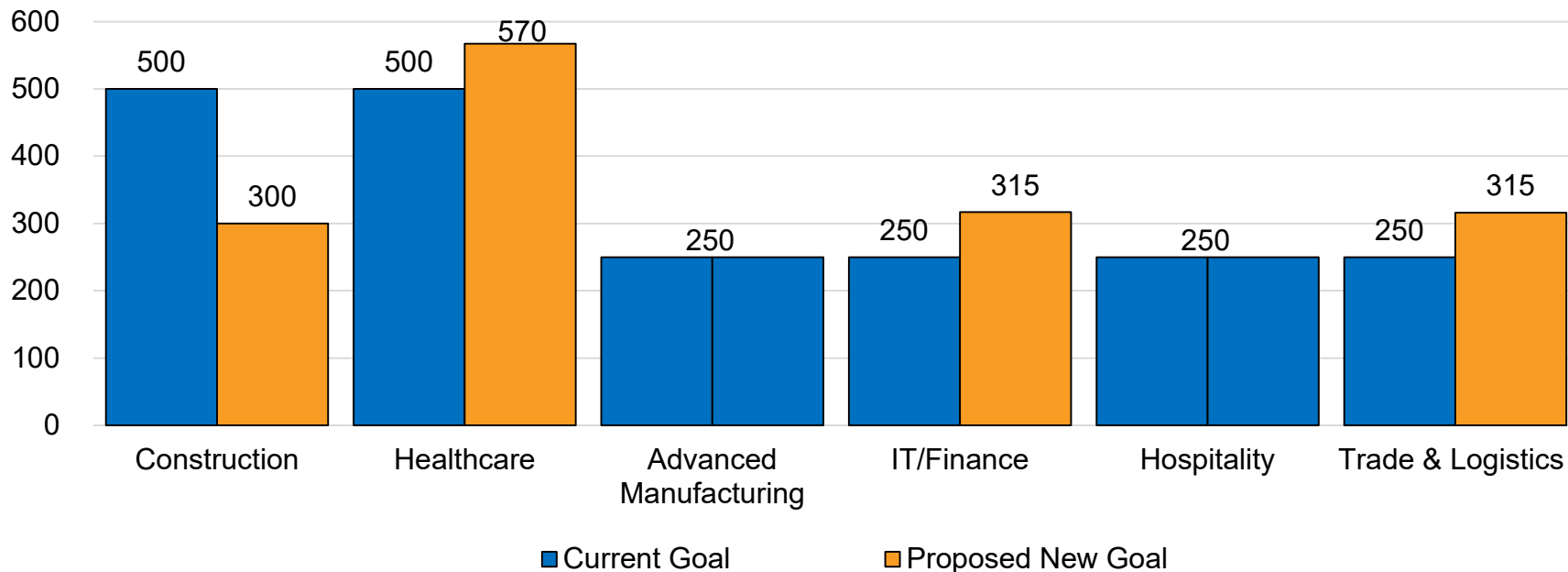
### Training Investment



#### Recommendation:

- Reinvest approximately \$400K in each of the following industries:
  - Healthcare
  - Trade/Logistics/Utilities
  - IT/Finance

## ADJUSTED IMPACT MODEL RECOMMENDATION



### Recommendations:

- Decrease number of individuals who receive training and enter Construction
  - From 500 to 300
- Increase number of individuals who receive training and enter one of the following:
  - Healthcare
    - From 500 to 570
  - IT/Finance
    - From 250 to 315
  - Trade & Logistics
    - From 250 to 315

## ***ENHANCE STRATEGIES***

- Healthcare, IT/Finance and Trade & Logistics
  - Increase internship opportunities to support new trainees in all three sectors
- IT/Finance:
  - New coding camps and tech experiences for youth
- Trade & Logistics:
  - Create new training options to move trainees into Utilities



**Thank you!**