

Career Services Committee Meeting

November 17, 2022

11/17/22 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, November 17, 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/83143706676?pwd=eG5ZUzBheVWd3NZbmZpMzF0NXhzUT09>

Dial In: 1 (929) 205-6099 / Meeting ID: 831 4370 6676 Passcode: 330286

11/17/22 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 <u>A. 9/15/22 Career Services Committee Meeting</u>	Andrew Albu	X
5.	Information / Discussion / Action Items A. Review Performance Targets and Provide Insight to Ensure Investment and Goal Attainment <u>1. Scorecard – 1st Quarter</u> B. Summer Youth Program 2023 <u>1. Summer Explorer Program Recommendations</u> <u>2. Summer Engage Program Recommendations</u> <u>C. Training Provider Recommendations</u> <u>D. Level Up Orange Update</u>	Nilda Blanco Andrea Wesser-Brawner Jessie Dzierney-Lukash Gui Cunha Nilda Blanco Lorri Shaban	 X X X
6.	Other Business/ Discussion		
7.	Adjournment		

Meeting Details

Meeting Agenda

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Public Comment

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Other Business

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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
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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

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Discussion /
Action Items

Other Business

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APPROVAL OF MINUTES

DRAFT
Career Services Committee Meeting
Thursday, September 15, 2022
9:00 a.m.

MINUTES

MEMBERS PRESENT: Andrew Albu, Amy Albee-Levine, Sean Donnelly, Jessie Dziorney-Lukash, Mark Havard, Michelle Sperzel

MEMBERS ABSENT: Ed James and Maria Vazquez

STAFF PRESENT: Nilda Blanco, Leo Alvarez, Becca Bides, Lorri Shaban, Steven Nguyen, Andrea Wesser-Brawner, Sean Masherella and Kaz Kasal

GUESTS PRESENT: Melanie Stefanowicz / Orange County Public Schools

Agenda Item	Topic	Action Item / Follow Up Item
1	Welcome Mr. Albu, Committee Chair, called meeting to order at 3:02 p.m. Mr. Albu welcomed new committee member Michelle Sperzel.	
2	Roll Call / Establishment of Quorum Ms. Kasal reported a quorum present.	
3	Public Comment None offered.	
4	Approval of Minutes <ul style="list-style-type: none">Reviewed draft minutes from 5/19/22 Career Services Committee meeting (attachment).	Mr. Donnelly made a motion to approve the minutes from the 5/19/22 Career Services Committee meeting. Ms. Dziorney-Lukash seconded; motion passed unanimously.
2	Information / Discussion / Action Items <u>Career Services Committee Charter (attachment)</u> <ul style="list-style-type: none">Reviewed Charter (attachment) and concurred no changes needed at this time. <u>Scorecard</u> <ul style="list-style-type: none">Reviewed scorecard for full PY 7/1/21 thru 6/30/22, as well as status of Level Up Orange's contractual outcomes as of 8/31/22 (attachment) <u>Federal Performance and Negotiated Targets for PY 2022-2023</u> <ul style="list-style-type: none">Reviewed details and process of federal indicators of performance (attachment).Reviewed federal performance measures' results for PY 2021-2022; CSCF met or exceeded all measures, except for a very few and those were very close to meets category (attachment).	

	<p><u>Legislative Updates</u></p> <ul style="list-style-type: none"> Received an overview update on REACH (Reimagining Education and Career Help Act) implementation (attachment). REACH's primary goal is to improve accountability and transparency; each regional workforce board will be evaluated and assigned a letter grade, which should occur by end of this year. <p><u>Summer Youth Outcomes and Discussion</u></p> <ul style="list-style-type: none"> Reviewed Summer Youth 2022 outcomes, comparing goals vs. actual, and where there are opportunities to improve (attachment). In planning for Summer Youth 2023, the Committee provided the following input: <ul style="list-style-type: none"> Concurred on activities based on emerging and growing career clusters – to show youth there are many positions inside a career cluster. Engage parents to help youth commit. Have parents partake in activities – to get them more involved. Make it exciting: bring in a fire truck/ambulance, CPR on dummies. Have a girls' program where they interview women in professions. Could be in "speed-dating" format. Have youth go on social media as part of the program; youth can post during their activities, milestone moments and provide testimonials to their circles of people. 	
6	<p><u>Other Business</u></p> <ul style="list-style-type: none"> None offered. 	
7	<p>Adjournment Meeting adjourned at 4:19 p.m.</p>	

Respectfully submitted,

Kaz Kasal
Executive Coordinator

Meeting Details

Meeting Agenda

Welcome

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Action Items

Other Business

Adjournment

INFORMATION / DISCUSSION / ACTION ITEMS

CSCF Scorecard

(July 1, 2022 – September 30, 2022)

DELIVER TALENT SOLUTIONS TO IGNITE POTENTIAL

Program Year Quarter

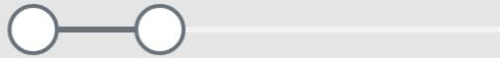
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Program Year Week

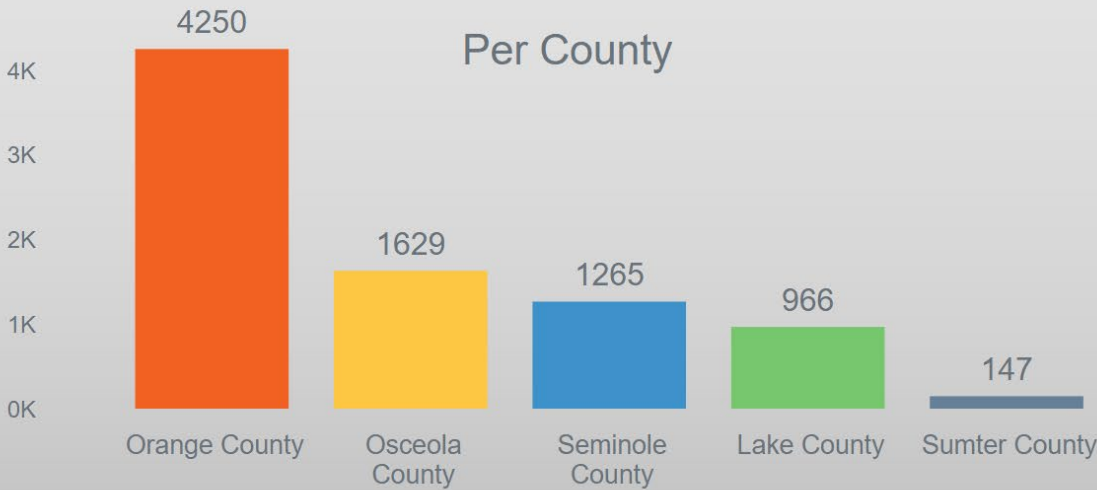
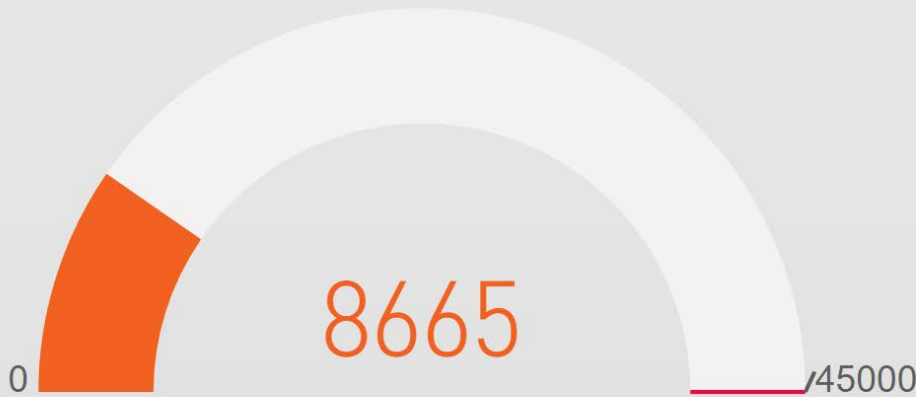
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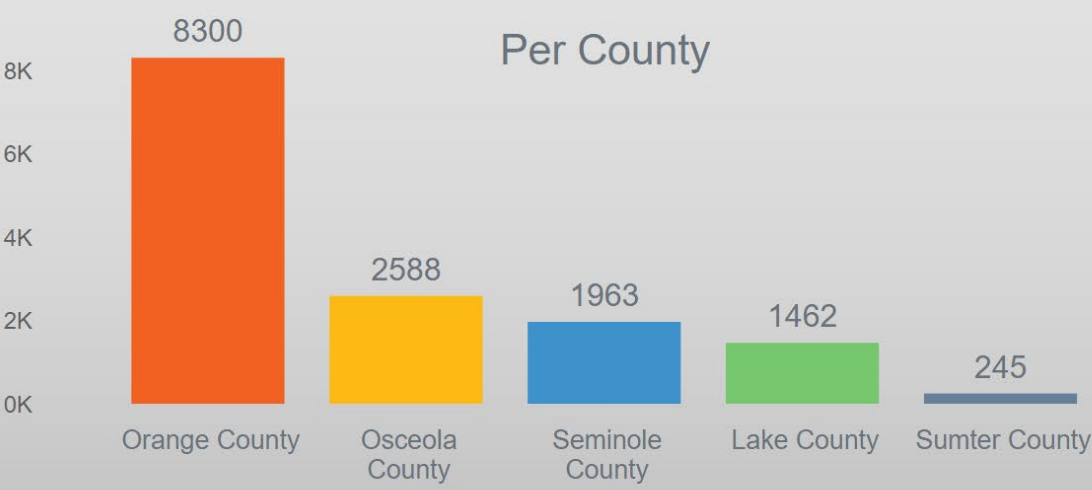
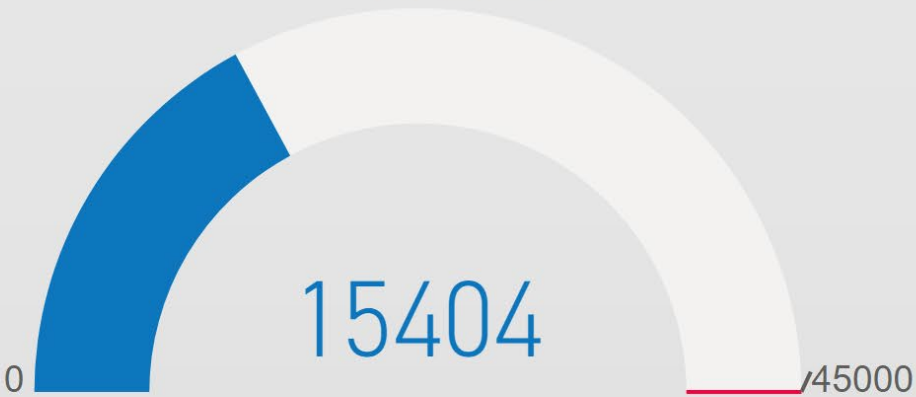


Career Seeker Leads

PY 22-23



PY 21-22



DELIVER TALENT SOLUTIONS TO IGNITE POTENTIAL

Program Year Quarter
1

Program Year Week
1 15

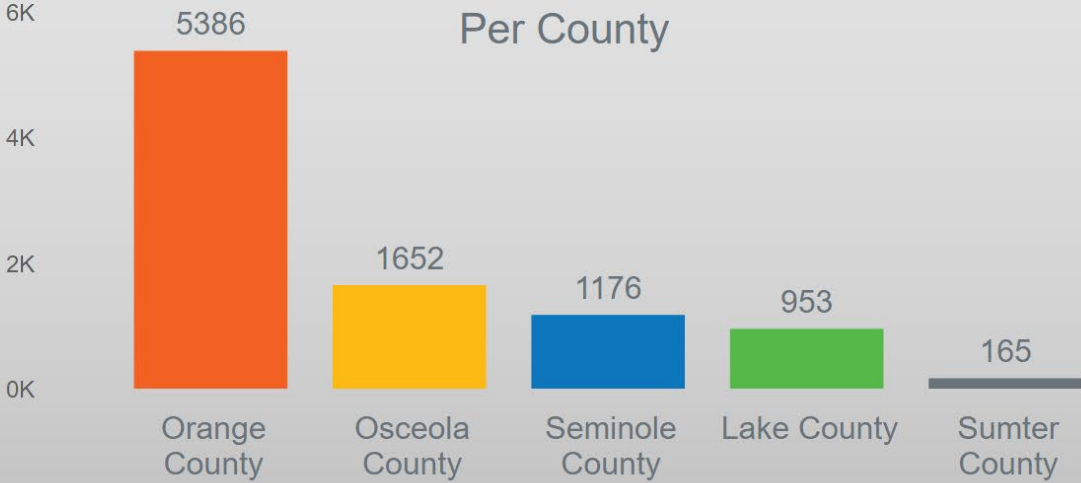
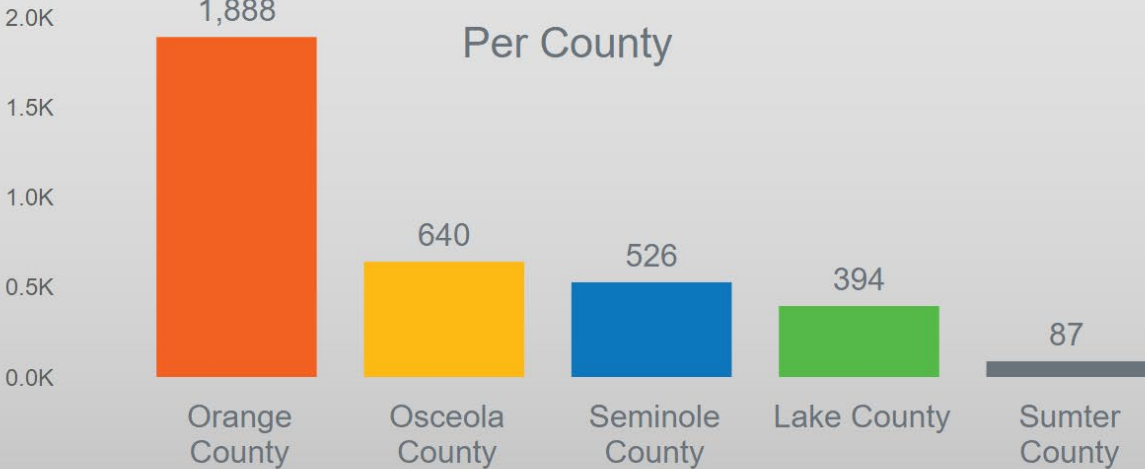
Individuals Engaged with
Staff in Career Services

PY 21-22

PY 20-21

5,062


9666



DELIVER TALENT SOLUTIONS TO IGNITE POTENTIAL

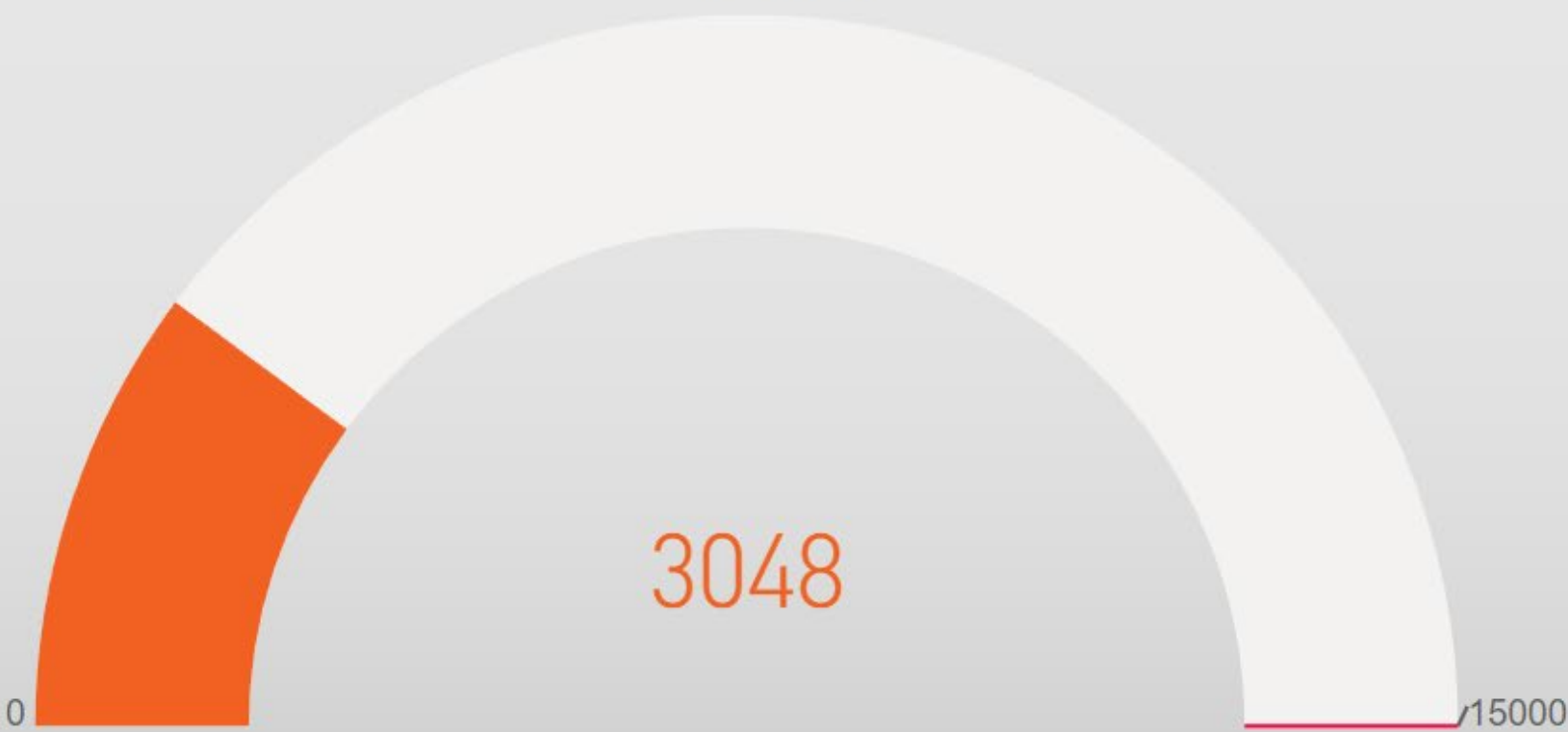
Program Year Quarter ▼
1 ▼

Program Year Week ▼
1 15



Individuals Provided Career Planning Services

PY 22-23



DELIVER TALENT SOLUTIONS TO IGNITE POTENTIAL

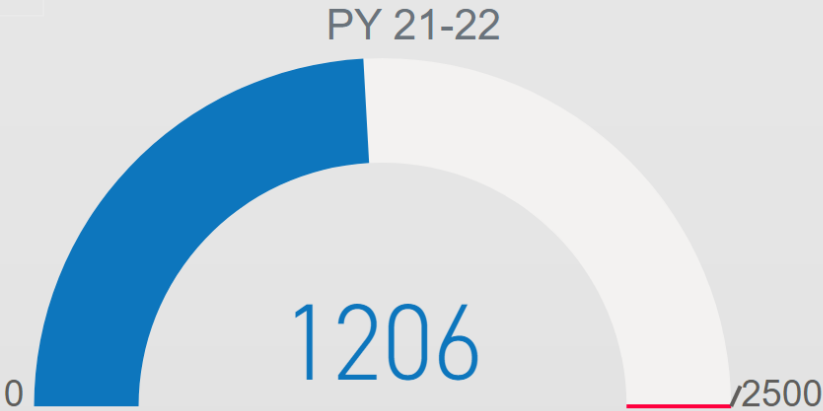
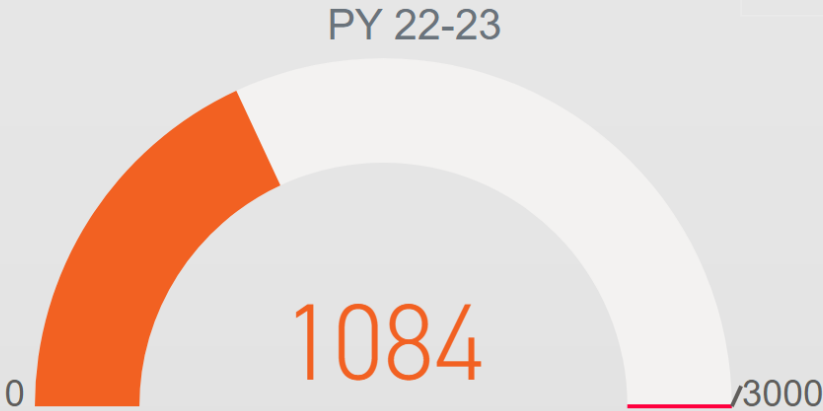
Career Seekers Receiving
CSCF Supported Training

Program Year Quarter

Program Year Week

1
 15

1



Top 10 Training Careers

Training Program	Industry	Total	Percent
Heavy and Tractor-Trailer Truck Drivers	Trade & Logistics	163	26.63%
Medical Assistants	Healthcare	77	12.58%
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	Construction & Utilities	72	11.76%
Emergency Medical Technicians	Healthcare	70	11.44%
Electricians	Construction & Utilities	57	9.31%
Licensed Practical and Licensed Vocational Nurses	Healthcare	53	8.66%
Medical Records Specialists	Healthcare	52	8.50%
Dental Assistants	Healthcare	36	5.88%
Welders, Cutters, Solderers, and Brazers	Manufacturing	22	3.59%
Operating Engineers and Other Construction Equipment Operators	Construction & Utilities	11	1.80%

Top 10 Training Careers

Training Program	Industry	Total	Percent
Heavy and Tractor-Trailer Truck Drivers	Trade & Logistics	129	17.84%
Emergency Medical Technicians	Healthcare	121	16.74%
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	Construction & Utilities	110	15.21%
Medical Assistants	Healthcare	81	11.20%
Electricians	Construction & Utilities	67	9.27%
Licensed Practical and Licensed Vocational Nurses	Healthcare	65	8.99%
Medical Records Specialists	Healthcare	50	6.92%
Office and Administrative Support Workers, All Other	Other	40	5.53%
Dental Assistants	Healthcare	36	4.98%
Bookkeeping, Accounting, and Auditing Clerks	IT & Finance	24	3.32%

DELIVER TALENT SOLUTIONS TO IGNITE POTENTIAL

Career Seekers Trained & Placed

Program Year Quarter

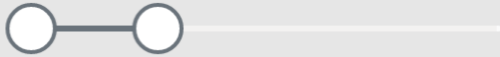
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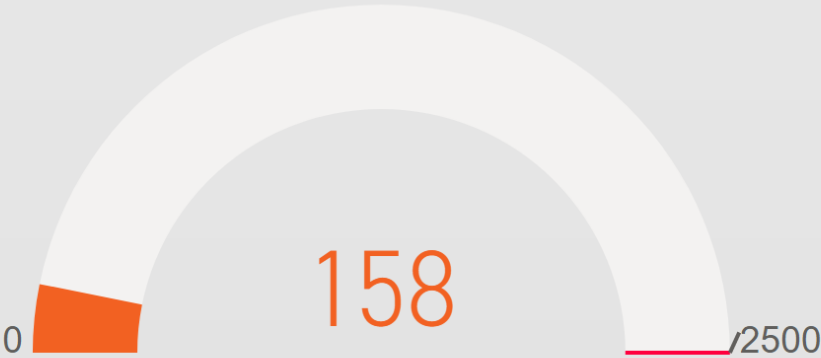
Program Year Week

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PY22-23

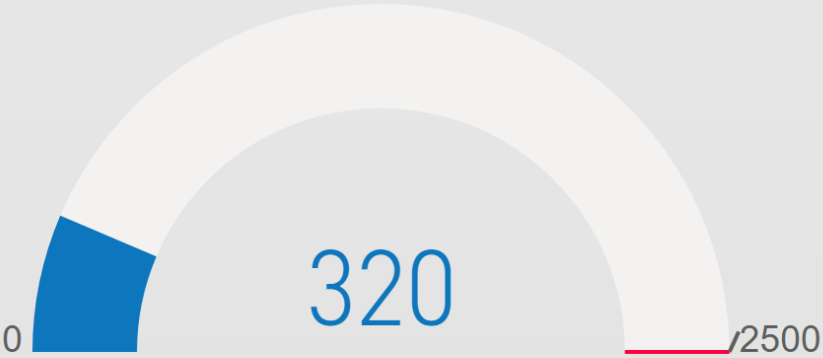


\$18.43
Average Wage

\$17.50
Median Wage

>\$17.50
Wage Goal

PY 21-22



\$17.52
Average Wage

\$15.73
Median Wage

>\$15.00
Wage Goal

Industry	Placements	Percent	Average Wage	Median Wage	Std. Dev.
Manufacturing	11	7.24%	\$19.16	\$20.00	\$2.28
Construction & Utilities	19	12.50%	\$18.82	\$19.00	\$3.54
IT & Finance	17	11.18%	\$20.03	\$18.49	\$9.15
Trade & Logistics	35	23.03%	\$20.30	\$18.00	\$8.83
Hospitality/Tourism	8	5.26%	\$16.92	\$17.00	\$1.65
Healthcare	27	17.76%	\$17.37	\$16.00	\$4.26
Other	35	23.03%	\$17.06	\$16.00	\$5.26

Industry	Placements	Percent	Average Wage	Median Wage	Std. Dev.
Trade & Logistics	89	27.81%	\$19.73	\$18.45	\$8.71
IT & Finance	48	15.00%	\$18.97	\$17.20	\$6.21
Construction & Utilities	30	9.38%	\$18.10	\$17.56	\$5.05
Healthcare	64	20.00%	\$16.38	\$15.00	\$4.94
Manufacturing	14	4.38%	\$16.14	\$15.50	\$3.29
Other	91	28.44%	\$15.92	\$15.00	\$6.53
Hospitality/Tourism	25	7.81%	\$13.73	\$14.00	\$3.59

DELIVER TALENT SOLUTIONS TO IGNITE POTENTIAL

Individuals Employed

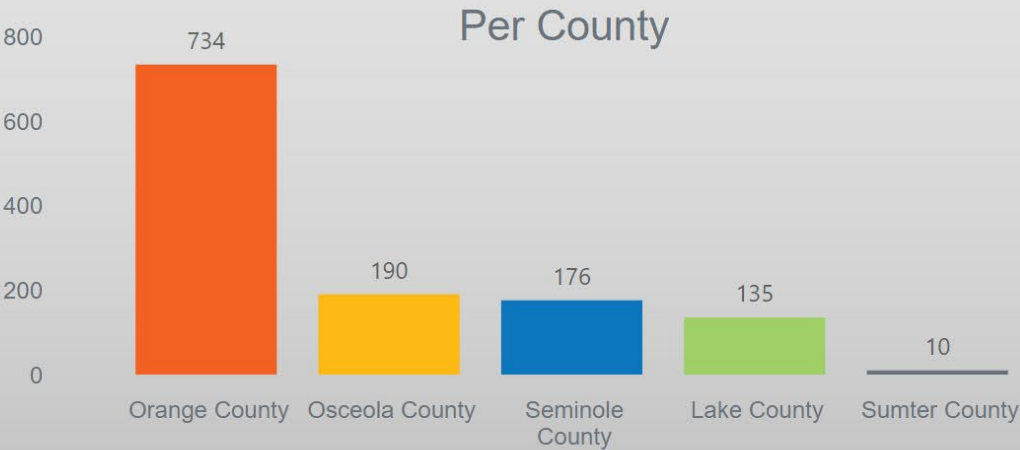
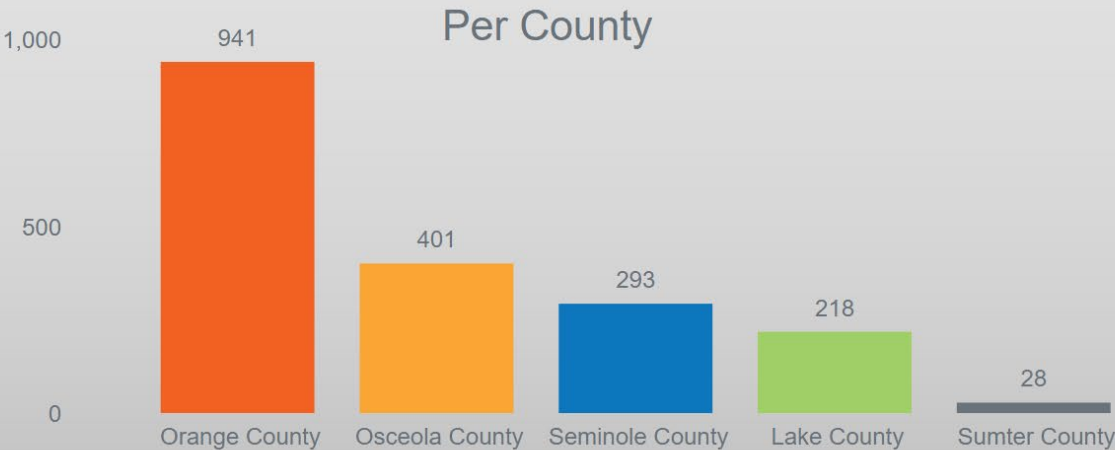
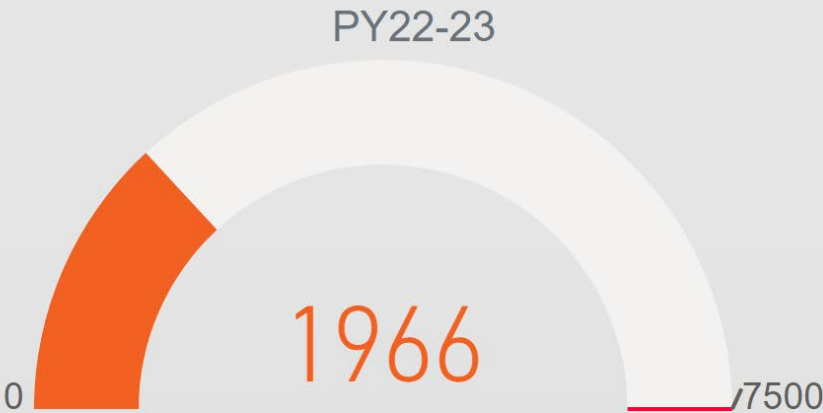
Program Year Quarter

1

Program Year Week

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DELIVER TALENT RECRUITMENT & RETENTION INITIATIVES FOR BUSINESSES IN RECOVERING & EMERGING INDUSTRIES

Program Year Quarter

1

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Program Year Week

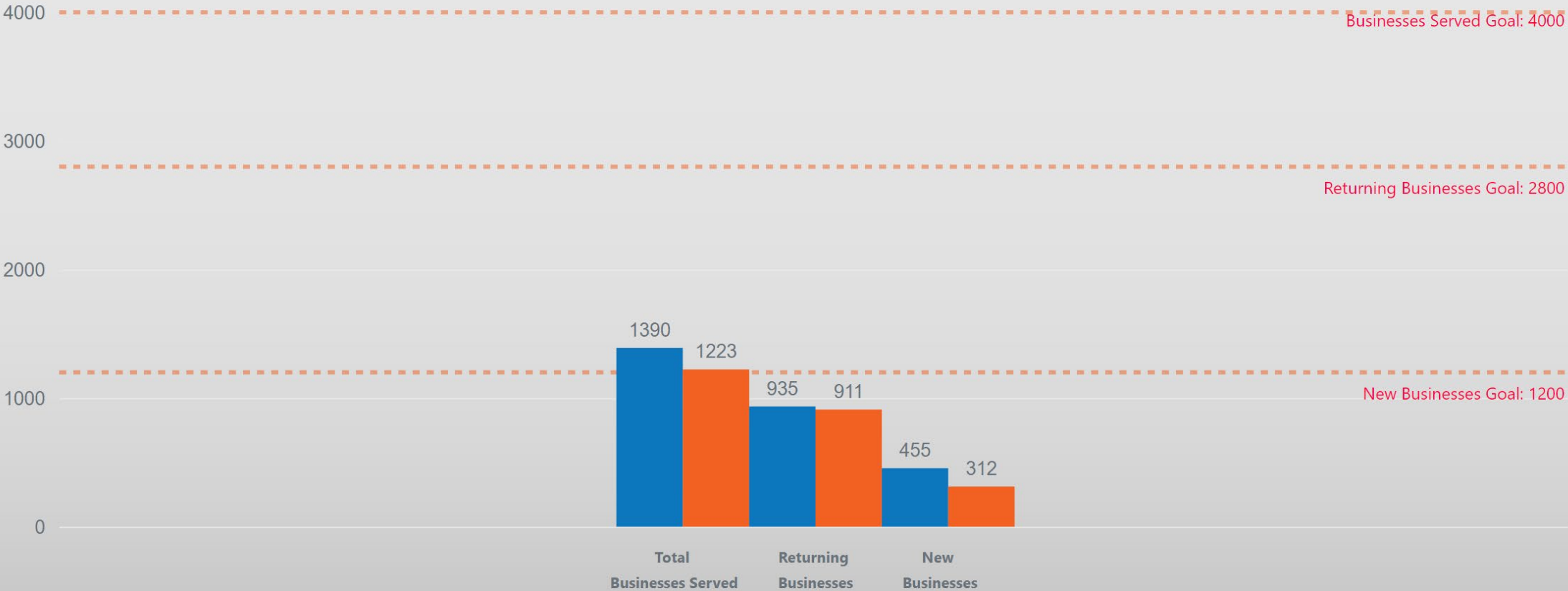
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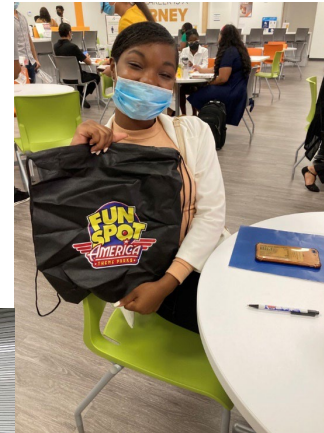
Business Served

PY22-23 PY21-22



Summer Youth 2023

Framework for Success



Mission & Goals

- Provide 5 Counties of youth aged 15 – 19 with exposure to a variety of career options and ensuing pathways to succeed

Assist at least
1,500 young adults
into better
understanding
what career field
they want to enter

Provide
opportunity youth
the skills and
remove barriers to
succeed in pursuing
a career of interest

Create a robust
pipeline of
skilled, poised
young talent for
regional
businesses to hire

Position
CareerSource CFL
as the preeminent
and trusted career
resources hub in
the region

Three-Tiered Approach

EXPLORE

ENGAGE

EXPERIENCE



FY23 Explore Program

For young adults who have *“no idea of what they want to be when they grow up”*

- Share insights on breadth of career choices/industry fields
- Offers hands-on projects and classroom activities
- Connects participants to career field resources and networking
- Showcase the campus and campus life
- Provide critical information on financial aid and other student success aid resources
- Paid stipend

FY23 Engage Program

For young adults who express an industry cluster of interest, to learn about specific careers inside that field

- Hands-on skill development and portfolio project creation, with paid stipend
- Networking with and/or potential field trips to workplaces
- Exposure to necessary industry requirements and/or tools
- Fields of potential engagement include (but not limited to):



CONSTRUCTION



STEM



HOSPITALITY



MANUFACTURING



HEALTHCARE

Public Sector Career Academy*

New 3-week, immersive Engage program showcases local government and utilities careers to local youth



* Paid in part by Level Up Orange, Orange County Government Funding

FY23 Experience Program

Provides real-life work experience by matching a student to a local employer to “work” an entry level job

- 4 weeks of working a job
- May have option/opportunity to work beyond the 4 weeks
- Program historically has high placement rate
- Participants earn an hourly salary in 30-hour work week



Expected FY23 Program Calendar

Summer A Term

CSCF Program (for Explore and Engage):

May 30, 2023 – June 2, 2023

Program Hosts:

June 5, 2023 – June 30, 2023

Public Sector Career Academy Program Kick-Off

June 5 – June 9, 2023

Public Sector Career Academy Engage Weeks

June 12 – June 23, 2023

Summer B Term

CSCF Program (for Explore and Engage):

June 26, 2023 – June 30, 2023

Program Hosts:

July 10, 2023 – August 4, 2023

Expected FY23 Calendar (for Experience)

Saturdays, April 1; April 8, and April 15, 2023

All Experience approved applicants for participation attend our Workforce Readiness Academy

Saturday, April 22, 2023: Job Fair

Monday, April 24, 2023 - May 26, 2023: CSCF staff assign participants to Experience hosts and notify all parties regarding placement

Monday, May 1 – May 26, 2023: PRE- FIRST DAY OF EXPERIENCE

Monday, June 5 – Friday, June 30, 2023: Experience launches

Monday, July 3 - July 15, 2023: Participants notified of extended Experience opportunity

Applications Go Live January 4, 2023

Please visit

<https://www.careersourcecentralflorida.com/career-seekers/young-adults/summer-youth-program/>

For more information, to sign up for our wait list,
and/or to apply when applications open

2023 Summer Programs Recommendations

Explorer and Engage Offerings

PROGRAMMING REQUEST FOR PROPOSAL*

- CSCF issued a Request For Proposal on October 3, 2022
- Key career clusters requested – Science & Technology, Hospitality & Tourism, Healthcare, Advanced Manufacturing, Logistics, Business & Management, and Sustainability & Environmental
- Held a Bidder's Conference on October 10, 2022; more than 40 agencies attended
- Responses due on November 2, 2022; received 15 responses

Explorer Responses:

- District of Osceola County Public Schools
- FMI STEM Academy
- Lake Technical College
- School Board of Orange County
- Seminole State College
- Valencia College

Engage Responses:

- Christ The King Episcopal Church
- CodeSkools
- Collegiate Pathways – Tech Sassy Girlz
- District of Osceola County Public Schools
- Florida Prosperity Partnership
- Home Builder's Institute
- Southern Technical Institute
- Valencia College

* See Detailed Information in the Memo

To: Career Services Committee
From: Nilda Blanco, Vice President – Service Delivery
Subject: Summer Youth Employment – Explorer PY 22-23
Date: November 14, 2022

PURPOSE:

To present and recommend Summer Youth Employment Program (SYEP) providers to support activities for youth to explore post-secondary opportunities.

BACKGROUND:

A request for proposal (RFP) was issued on October 3, 2022 seeking proposals to leverage partnerships within CareerSource Central Florida's five-county local operating area (Lake, Orange, Osceola, Seminole, Sumter) and provide youth 15-19 years of age opportunities to explore post-secondary opportunities while exploring future careers. Staff has set a budget of \$700,000 to provide options through the SYEP Explore track.

Proposals were received from six providers: Florida Math Institute-d/b/a STEM Academy, Lake Technical College, Orange County Public Schools, Seminole State College, The School District of Osceola, and Valencia College. A review committee comprised of staff and Board reviewed and scored the proposals.

RECOMMENDATION:

Based on the final averaged scores of the proposals, the review committee recommends staff be granted the approval to negotiate with all proposers - (1) Valencia College, (2) Lake Technical College, (3) Florida Math Institute-d/b/a STEM Academy, (4) Seminole State College, (5) Orange County Public Schools, and (6) The School District of Osceola – up to the proposed budget of \$700,000.

SUMMARY OF EVALUATED AVERAGE POINTS & RANK BY PROPOSER					
Proposer Name					
Lake Technical College	Osceola School District	Valencia College	Seminole State College	STEM Academy	Orange County Public Schools
92.0	90.3	89.3	84.3	81.7	76.7

Ranking	1	2	3	4	5	6
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ACTION: PROGRAMMING RECOMMENDATIONS*

SUMMARY OF EVALUATED AVERAGE POINTS & RANK BY PROPOSER					
Proposer Name					
Lake Technical College	Osceola School District	Valencia College	Seminole State College	FMI STEM Academy	Orange County Public Schools
92.0	90.3	89.3	84.3	81.7	76.7

Ranking

1

2

3

4

5

6

Motion:

Allow CSCF staff to negotiate with the six providers listed above to offer Explore programming options not to exceed a budget of \$700K.

* See Detailed Information in the Memo



To: Career Services Committee
From: Nilda Blanco, Vice President – Service Delivery
Subject: Summer Youth Employment – Engage PY 22-23
Date: November 14, 2022

PURPOSE:

To present and recommend Summer Youth Employment Program (SYEP) providers to support activities for youth to explore career opportunities in Science & Technology, Hospitality & Tourism, Healthcare, Advanced Manufacturing, Logistics, Business & Management, and Sustainability & Environmental Science.

BACKGROUND:

A request for proposal (RFP) was issued on October 3, 2022, seeking proposals to leverage partnerships within CareerSource Central Florida's five-county local operating area (Lake, Orange, Osceola, Seminole, Sumter) and to provide youth 15-19 years of age opportunities to explore career opportunities in select industries. Staff has set a budget of \$700,000 to provide options through the SYEP Engage track.

Nine proposals were received from eight providers: Code Skools, Christ the King Episcopal Church, Collegiate Pathways Inc. – d/b/a Tech Sassy Girlz, Florida Prosperity Partnership, Home Builders Institute, School District of Osceola, Southern Technical College, and Valencia College. A review committee comprised of staff and Board reviewed and scored the proposals.

Note: Home Builders Institute's proposal was deemed disqualified, as Construction was not listed as an Industry Field in the RFP.

RECOMMENDATION:

Based on the final averaged scores of the proposals, the review committee recommends staff be granted approval to negotiate with the six proposers that scored above 80 points: School District of Osceola (#1 & #2), Valencia College, Collegiate Pathways Inc. – d/b/a Tech Sassy Girlz, Florida Prosperity Partnership, Christ the King Episcopal Church, – up to the proposed budget of \$700,000.

SUMMARY OF EVALUATED AVERAGE POINTS & RANK BY PROPOSER							
<i>Proposer Name</i>							
Osceola School District #1	Valencia College	Tech Sassy Girlz	Osceola School District #2	Florida Prosperity Partnership	Church the King Episcopal Church	Code Skools	Southern Technical College
90.3	89.4	86.0	85.7	83.7	80.4	74.3	68.7
Ranking 1	2	3	4	5	6	7	8

ACTION: PROGRAMMING RECOMMENDATIONS*

SUMMARY OF EVALUATED AVERAGE POINTS & RANK BY PROPOSER							
<i>Proposer Name</i>							
Osceola School District #1	Valencia College	Tech Sassy Girlz	Osceola School District #2	Florida Prosperity Partnership	Church the King Episcopal Church	Code Skools	Southern Technical College
90.3	89.4	86.0	85.7	83.7	80.4	74.3	68.7

Ranking

1

2

3

4

5

6

7

8

Note: Home Builders Institute proposal did not meet the requested career clusters

Motion:

Allow CSCF staff to negotiate with the top six providers listed above to offer Engage programming not to exceed a budget of \$700K.

* See Detailed Information in the Memo

New Training Provider Recommendations

STATE REQUIREMENTS

DEO Administrative Policy 90 sets the requirements for eligible training providers. Interested providers must meet:

<i>Required licensure</i>	Commission for Independent Education (CIE) – Private/Public Training providers must be licensed by the CIE. Community Based Organizations (CBO's) must provide occupational license as well as past performance of programs.
<i>Location</i>	Require a physical location inside the 5-county service area of CSCF
<i>Accessibility</i>	Located near public transportation
<i>Length</i>	Short-term training - All programs can be completed within a year
<i>All programs must lead to job titles listed on the RDOL</i>	Regional Demand Occupations List (RDOL) - Training programs must lead to jobs that are growing. The RDOL is an annual list that the state issues for job titles that meet this requirement both at the state and regional levels.
<i>Credentials</i>	All programs must lead to a credential as defined by WIOA
<i>Wages</i>	Training programs provide an opportunity for individuals to enter careers with wages beginning at a minimum of \$12.00 per hour, with opportunity for career and wage advancement

STATE REQUIREMENTS

- Currently local workforce boards manage the process of adding and removing providers
- DEO and CareerSource Florida are currently drafting policies to meet federal requirements
- Providers will need to apply via a new state process in the future
- Application will be submitted to the state with the local workforce board recommendation
- Approved state providers will have 1 year of initial eligibility; recertify every 2 years to remain on the list

NEW TRAINING PROVIDERS

CSCF received applications from 7 providers:

- 160 Driving Academy
- Aviation Institute of Maintenance
- Digital Animation & Visual Effects
- Herzing University
- Orlando Medical Institute
- Sunlight Healthcare Academy
- TI Institute



ACTION: APPROVAL OF NEW PROVIDERS

Motion:

Based on eligibility requirements and local demand, the following providers are approved to provide new programming:

Aviation Institute of Maintenance – HVAC EPA

Digital Animation & Visual Effects – Visual Effects

Herzing University – Sterile Processing

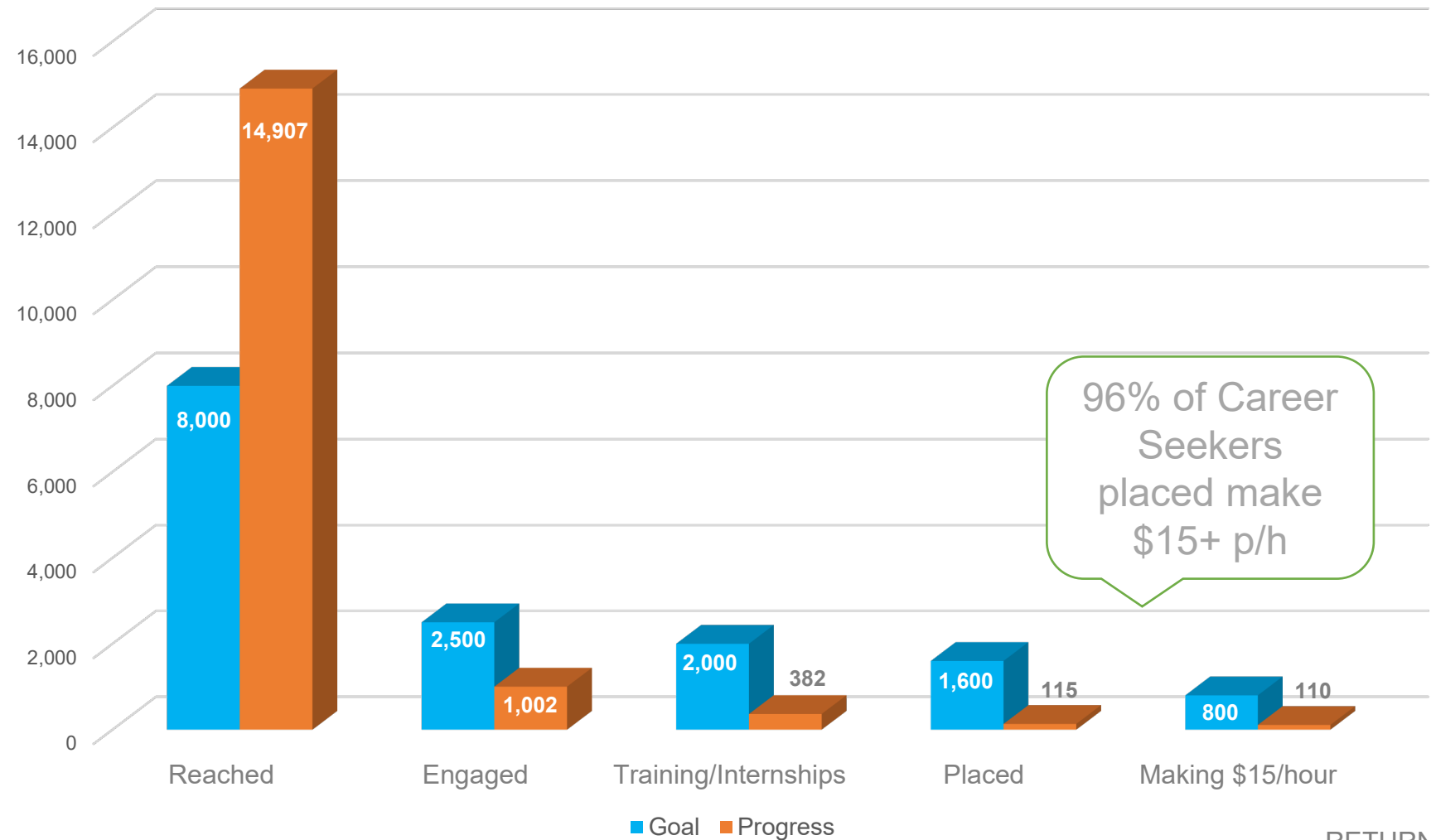
Sunlight Academy – Practical Nursing

Level Up Orange

Partnership with Orange County Government

CONTRACT OUTCOMES

Program through October 31, 2022



REACHED
OC resident takes an action (visits website, opens email, talks with Navigator)

ENGAGED
OC resident has been assigned a career coach and is receiving career services

TRAINING/ INTERNSHIPS
OC resident has been approved and payment has been encumbered

PLACED
OC resident has successfully secured employment

MAKING \$15/HOUR
OC resident is earning \$15/hour or more

[RETURN TO AGENDA](#)

Meeting Details

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Public Comment

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► Other Business

Adjournment

OTHER BUSINESS

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ADJOURNMENT

THANK YOU!