



BOARD OF DIRECTORS MEETING

CareerSource Central Florida | 12/15/23

CareerSourceCentralFlorida.com



12/15/23 BOARD OF DIRECTORS MEETING DETAILS

Meeting Details

Meeting Agenda

Welcome

Spotlight Story

Board Recognition

Roll Call

Public Comment

Consent Agenda

Information/
Discussion/
Action Items

Insight

Other Business

Adjournment

What: CSCF Board of Directors Meeting

When: Friday, December 15, 2023
9:00 a.m. – 10:30 a.m.

Where: Orlando Economic Partnership
200 S. Orange Ave., Suite 200
Orlando, FL 32801

or

Virtual Option via Zoom:

Link: <https://careersourcecf.zoom.us/j/85135214795?pwd=I5ese8bihfyQpRcaTyvmzKRSnniFoL.1>

Dial In: 1 (929) 205-6099 / Meeting ID: 851 3521 4795 / Passcode: 882035



Meeting Details

Meeting Agenda

Welcome

Spotlight Story

Board Recognition

Roll Call

Public Comment

Consent Agenda

**Information/
Discussion/
Action Items**

Insight

Other Business

Adjournment

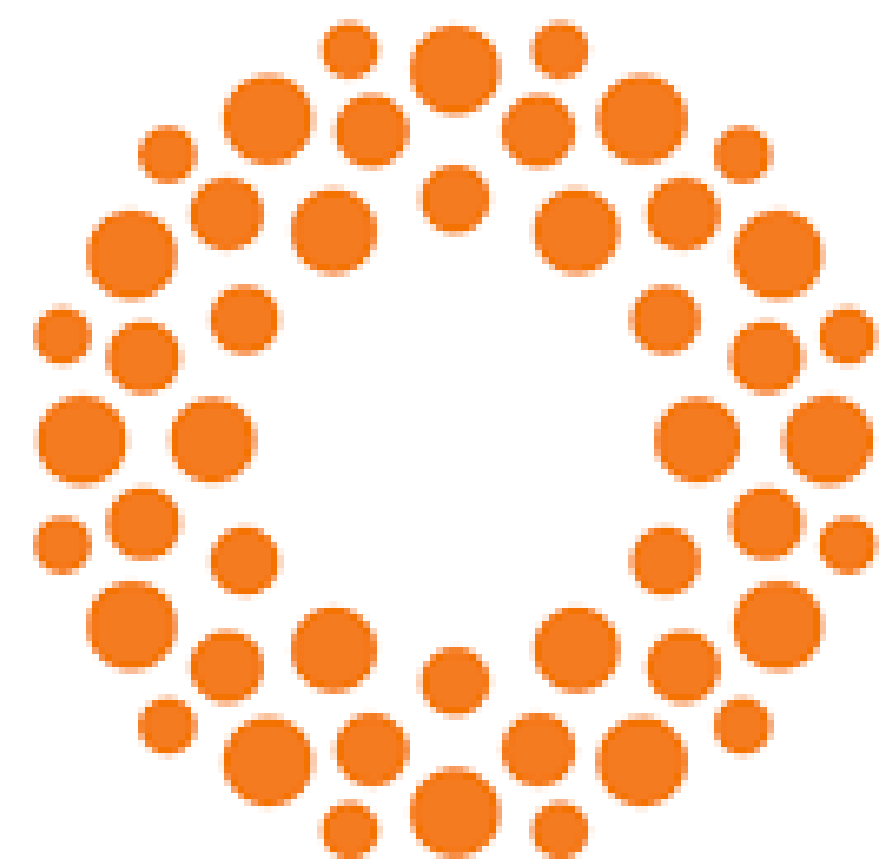
WELCOME

The background of the image is a close-up, slightly blurred view of the United States flag, showing the stars and stripes in a wavy pattern. The text is overlaid on this background in a bold, white font with a black outline.

**I pledge allegiance
to the flag
of the United States of America
And to the Republic
for which it stands,
One nation, under God,
indivisible,
With liberty and justice for all**



SPECIAL THANKS TO OUR HOST:



**ORLANDO
ECONOMIC
PARTNERSHIP**



CSCF SPOTLIGHT STORY





Meeting Details

Meeting Agenda

Welcome

Spotlight Story

Board Recognition

Roll Call

Public Comment

Consent Agenda

**Information/
Discussion/
Action Items**

Insight

Other Business

Adjournment

BOARD RECOGNITION



Congratulations to Bryan Orr

Outstanding Service Recognition



Bryan Orr
CareerSource Central Florida
Board of Directors
July 1, 2019 – December 11, 2023



Meeting Details

Meeting Agenda

Welcome

Spotlight Story

▶ Board Recognition

Roll Call

Public Comment

Consent Agenda

Information/
Discussion/
Action Items

Insight

Other Business

Adjournment

WELCOME NEW BOARD MEMBERS



WELCOME!

- ***Dr. Heather Bigard, Lake-Sumter State College***
- ***Casey Ferguson, Casey Ferguson Cattle, LLC.***
- ***Chris Pascal, International Union of Painters & Allied Trades
/ Florida Finishing Trades Institute***
- ***Amy Santorelli – AdventHealth***
- ***Jonathan Schaefer - Kalos Services, Inc.***
- ***Richard Watford, Ironworkers Local Union 808***



Meeting Details

Meeting Agenda

Welcome

Spotlight Story

Board Recognition

Roll Call

Public Comment

Consent Agenda

**Information/
Discussion/
Action Items**

Insight

Other Business

Adjournment

ROLL CALL



Meeting Details

Meeting Agenda

Welcome

Spotlight Story

Roll Call

Public Comment

Consent Agenda

Information/
Discussion/
Action Items

Insight

Other Business

Adjournment

PUBLIC COMMENT



Meeting Details

Meeting Agenda

Welcome

Spotlight Story

Roll Call

Public Comment

► Consent Agenda

Information/
Discussion/
Action Items

Insight

Other Business

Adjournment

CONSENT AGENDA

- 9/28/23 BOARD MINUTES
- EDUCATION & INDUSTRY CONSORTIUM STRATEGIC RECOMMENDATION
- REGIONAL PLANNING STRATEGIC RECOMMENDATION
- COMMITTEE ACTION ITEMS:
 - CSCF NEW TRAINING PROVIDERS (*CAREERS SERVICES*)
 - TRAINING INVESTMENT PRIORITIES (*CAREER SERVICES*)



DRAFT
Board of Directors Meeting
Thursday, September 28, 9:00 a.m.

MINUTES

MEMBERS PRESENT: Richard Sweat, Andrew Albu, Joe Battista, Wendy Brandon, Gui Cunha, Keira des Anges, Sean Donnelly, Wendy Ford, Tanisha Nunn Gary, John Gill, Kristin Gray, Mark Havard, Shawn Hindle, Molly Kostenbauder, Ben Larry, Lindsey LeWinter, Nicole Martz, Snak Nakagawa, Sheri Olson, Gaby Ortigoni, Renee Quintanilla, Stella Siracuza, Michelle Sperzel, David Sprinkle, DeAnna Thomas, Eric Ushkowitz, Maria Vazquez and Matt Walton

MEMBERS ABSENT: Jeff Hayward and Bryan Orr

STAFF PRESENT: Pam Nabors, Tadar Muhammad, Leo Alvarez, Dyana Burke, Steven Nguyen, Nilda Blanco, Emily Kruszewski, Maura King, Angel Ramos, Sean Masherella, Vanessa Nogueira, Victor Alvarez, Millie Ramos, and Kaz Kasal

GUESTS PRESENT: Thomas Wilkes / GrayRobinson

Agenda Item	Topic	Action Item / Follow Up Item
1	Welcome <ul style="list-style-type: none"> • Mr. Sweat, Board Chair, called meeting to order at 9:00 am and welcomed attendees. • Mr. Sweat thanked Ms. Brandon, CEO of UCF Lake Nona Hospital, for hosting today's board meeting at her location. Ms. Brandon provided an overview of the hospital, which opened in March 2021. 	
2	CSCF Spotlight Story <ul style="list-style-type: none"> • Viewed a video of Lieutenant Bruce Wisniewski with Clermont Fire Department who attended a 1-year paramedic program funded by CSCF. Lt. Wisniewski successfully completed the program, passed the national and local fire department tests and received his paramedic certification. Lt. Wisniewski thanked CSCF for this educational opportunity; he attained enhanced skills and can now provide a higher service to the community. 	
3	Roll Call / Establishment of Quorum <ul style="list-style-type: none"> • Ms. Kasal, Executive Board Coordinator, reported a quorum present. 	
4	Public Comment <ul style="list-style-type: none"> • None offered. 	
5	Consent Agenda <ul style="list-style-type: none"> • Mr. Sweat asked the Board if any item on consent agenda, as listed below (attachments), should be moved off for further discussion: <ul style="list-style-type: none"> – Draft Minutes of 6/22/23 Board Meeting – New Training Providers – Apprenticeships (Career Services) 	Mr. Walton made a motion to approve all items on the consent agenda. Mr. Sprinkle seconded; motion passed unanimously.



6	<p>Information / Discussion</p> <p><u>Chair's Report:</u></p> <ul style="list-style-type: none"> • Mr. Sweat presented three slides to convey important insights and best practices: <ul style="list-style-type: none"> – Slide 1: "Perspectives" - be cognizant of "sharks" – always be vigilant and responsive to stakeholders. – Slide 2: "Visualize Values" – what we think is not often what they hear. Be really clear on how you communicate with staff, board, and stakeholders – and be responsive if they do not understand. – Slide 3: "Clearly Define Goals" – really understand and distill down to specific goals trying to accomplish. Be sure you are focused on the right problem. Then clearly develop a plan and measure/show trends. <p>Will be providing a survey to board to get each member's personal mission/goals for being on the CSCF Board.</p> <ul style="list-style-type: none"> • The Board Orientation session immediately follows today's Board meeting. Annually, new board members are required to attend the orientation session, and existing board members the refresher "Sunshine Briefing" occurring under this meeting agenda's "Insight" section. A video link will be forwarded if unable to attend today's trainings. Once viewed, notify Ms. Kasal so she can document completion of requirement. • Quarterly survey for board member engagement activities was sent out earlier this week. Be sure to complete this survey to make sure your activities are counted. <p><u>President's Report</u></p> <p>Ms. Nabors, President/CEO, provided highlights from the President's Report (attachment).</p> <ul style="list-style-type: none"> • Welcome new Board Chair, Mr. Sweat, and following new board members: <ul style="list-style-type: none"> – Kristin Gray, Office of Child & Family Well-Being, Florida Department of Children & Families – Dr. Molly Kostenbauder, Seminole State College 	
---	---	--



	<ul style="list-style-type: none"> - Ben Larry, SkyWater Technology Florida - Lindsey LeWinter, Fairwinds Credit Union - Nicole Martz, Sanford Airport Authority - Steve "Snak" Nakagawa, Florida High Tech Corridor <ul style="list-style-type: none"> • Recognized Mr. Victor Alvarez and Ms. Millie Ramos for recent workforce awards they received. • Reviewed program highlights and successes with Summer Youth Program and Level Up Orange. • Reviewed update on newly formed Career Solutions, LLC. • Reviewed scorecard and key highlights from FY 2022-2023. • <u>Finance Report</u> <ul style="list-style-type: none"> - Mr. Alvarez, CFO, reviewed highlights from final FY 2022-2023 financials (attachment). <p><u>Committee Reports</u></p> <p><u>Executive:</u> Mr. Sweat, Executive Committee Chair, reported Committee met on 9/19/24 and reviewed FY 2023-2024 committee structure. The Committee also reviewed its Charter and concurred no changes needed. Also received updates from Chair, President and committees, as well as reviewed the 9/28/23 Board Agenda.</p> <p><u>Audit</u> Mr. Walton, Audit Committee Chair, stated Committee met on 9/6/23 and reviewed its charter, concurring no changes needed. Committee also reviewed audit planning to be performed by auditors Cherry Bekaert. Audit results will be presented at the 1/10/24 joint meeting of Audit and Finance Committees.</p> <p><u>Career Services</u> Mr. Abu, Career Services Committee Chair, stated Career Services Committee met on 9/14/23 and reviewed: scorecard for PY 2022-2023, Level Up Orange updates, federal metrics and committee's charter of which committee concurred no updates needed. Committee also approved to forward to CSCF Board to approve eight new registered apprenticeships to ETPL – which board has approved under Consent Agenda in this meeting.</p> <p><u>Community Engagement</u> Mr. Sprinkle, Community Engagement Committee Chair, stated Committee will meet on 10/27/23. Additionally, Mr. Sprinkle encouraged the board to visit a center, review the CSCF website and set up a Google news alert. Be sure to provide feedback to</p>	
--	---	--



	<p>CSCF staff on your insights; this will help CSCF to better strategize with its outreach activities.</p> <p><u>Facilities Ad Hoc</u> Mr. Walton, Facilities Ad Hoc Committee Chair, stated no meetings scheduled, nothing to report. Mr. Walton extended a welcome to any board member interested in joining this committee.</p> <p><u>Finance Committee</u> Mr. Ushkowitz, Finance Committee Chair, reported the Committee will meet on 10/18/23.</p> <p><u>Governance</u> Ms. Olson, Governance Committee Chair, stated the Committee met on 8/16/23 and reviewed its charter, concurring no updates needed. Committee also reviewed board engagement metrics for 2022-2023, and current board demographics vs. previous years. Diversity has increased on this board over the years.</p> <p><u>Revenue Diversity and New Markets</u> Mr. Gill, Revenue Diversity & New Markets Committee Chair, stated the Committee will meet on 10/10/23.</p>	
7	<p>Insight <u>Enterprise Risk Management Overview</u> Mr. Nguyen, Senior Vice President of Innovation and Technology provided a high level overview of enterprise risk management to include methodology, mitigation strategies, top organizational risks and current highlights (attachment).</p> <p><u>Sunshine Briefing</u> Mr. Wilkes, GrayRobinson, CSCF's corporate attorney, provided a presentation on Government in the Sunshine Law, Public Records Law and Code of Ethics (attachment).</p>	
8	<p>Other Business None offered.</p>	
9	<p>Adjournment Meeting adjourned at 10:34 am.</p>	

Respectfully submitted,

Kaz Kasal
Executive Board Coordinator



Title:	Education and Industry Consortiums
Adopted:	
Effective:	

I. PURPOSE AND SCOPE

Section 445.007(15), Florida Statutes, requires each local workforce development board to create an education and industry consortium composed of representatives of educational entities and businesses in the designated workforce service delivery area.

This policy requires local workforce development boards to appoint education and industry consortiums composed of local leaders who provide independent information from stakeholders in their local area. Local workforce development boards shall consider this information in creating strategies and local plans that describe efforts to provide educational and workforce opportunities to businesses and job seekers. The goal is to align educational programming with industry needs at the local level.

This policy applies to local education and industry consortiums and the local workforce development boards that appoint them. Education and industry consortiums act as independent advisory groups. Members do not have any direct or implied authority over local workforce development boards, their membership or employees.

II. BACKGROUND

Signed into law May 15, 2023, Senate Bill 240, an act relating to education, amended section 445.007(15), Florida Statutes, requiring each local workforce development board to create an education and industry consortium composed of representatives of educational entities and businesses in the designated service delivery area.

CareerSource Florida surveyed local workforce development boards and education institutions to determine what ongoing activities existed and obtain information and recommendations from local education and industry stakeholders about the availability of education, employment and



training opportunities available to businesses and job seekers in local workforce development areas.

A workgroup was convened to develop a collaborative strategic policy that meets statutory requirements of Senate Bill 240 and aligns all relevant federal, state and local laws and policies. The goal for these consortia is for the local workforce development board to obtain local community-based information related to educational programs and industry needs and provide that information to local workforce development boards to inform programs, services and partnerships in the service delivery area. This approach ensures local workforce development boards are informed about the current workforce and talent needs of their targeted industries and existing educational and training offerings. This approach also affords businesses the opportunity to closely collaborate with workforce and education stakeholders to eliminate barriers and identify innovative talent pipeline opportunities like work-based learning experiences, internships, preapprenticeship, registered apprenticeship, on-the-job training, customized training, Incumbent Worker Training and other training opportunities.

The workgroup, which included stakeholders from education, business, state government and local workforce development boards, met six times and made recommendations informing the strategic policy elements listed below.

III. POLICY

Required Membership

Each local workforce development board shall create an education and industry consortium composed of representatives of educational entities and businesses in the designated service delivery area. The chair of the local workforce development board shall appoint the consortium members. A member of a local workforce development board shall not serve as a member of the consortium. Consortium members shall be appointed for two-year terms beginning on Jan. 1 of the year of the appointment, and any vacancy on the consortium must be filled for the remainder of the unexpired term in the same manner as the original appointment.

The membership of the education and industry consortium must meet the following requirements:

Industry Representative Requirements:

- Chief Executive Officers or presidents or other executive level staff from the top public and private employers in the local area.
- Industry representatives should reflect the priority industries in the local area.

Education Representative Requirements:

- Superintendents, presidents, or other leadership staff from education institutions in the local area that represent both public and private education entities in:
 - K-12 education
 - District Technical Colleges
 - State Colleges
 - Universities
 - Other degree or credential granting institutions in the local area

If a member of the education and industry consortium is unable to attend a meeting, a designee from the members' executive team may attend.



Meetings

Each education and industry consortium composed of representatives of educational entities and businesses in the designated service delivery area must meet at least quarterly. The local workforce development board will ensure that administrative support is provided to the consortium as needed and will be specifically responsible for the following:

- Maintaining a roster of consortium members and posting the current roster on the local workforce development board website.
- Posting scheduled consortium meetings on the local workforce development board website.
- Posting the quarterly reports from each meeting on the local workforce development website.

It is not required that consortium meetings be separately conducted from existing, similar meetings in the local area. Consortium meetings' discussions need only focus on the local labor market needs including:

1. Industry representatives sharing their specific talent development needs or observations on talent in the local area.
2. Education representatives sharing what specific education offerings are available in the local area.

Reports

Education and industry consortiums in each local area shall provide quarterly reports to the applicable local workforce development board (and locally designated areas) which provide community-based information related to educational programs and industry needs to inform the local workforce development board on programs, services, and partnerships in the service delivery area.

Quarterly reports shall include:

- A record of the consortium members in attendance.
- A summary analysis of the local labor market based on industry representative needs and education offerings.
- Information on priority industry sectors and occupations for the local area.
- Information on the status of existing talent pipelines for in-demand occupations and the need to expand or leverage existing and/or new resources.

Local workforce development boards are encouraged to consider information obtained from the education and industry consortium to determine effective ways to grow, retain and attract talent to the service delivery area.

As noted above, quarterly education and industry consortium reports shall be published on the local workforce development board's website. Links to education and industry consortium reports and rosters shall be included in each local workforce development board's Workforce Innovation and Opportunity Act local plan.

IV. AUTHORITY

[Public Law 113-128, Workforce Innovation and Opportunity Act \(2014\)](#)



[Chapter 445.004, Florida Statutes](#)

[Chapter 445.007, Florida Statutes](#)

V. ATTACHMENTS

Consortium Member Appointment Letter Template

Consortium Roster Matrix Template

Quarterly Report Template



 Strategic Policy	
Title:	Regional Planning Areas Strategic Policy
Adopted:	
Effective:	

I. PURPOSE AND SCOPE

A Regional Planning Area is made up of two or more local workforce development areas to improve workforce system alignment within larger economic development areas to support economic mobility, growth and prosperity.

The intended goals of establishing Regional Planning Areas across neighboring local workforce development areas include but are not limited to:

- Aligning workforce strategies to address the needs of shared industry sectors, employers and significant populations of job seekers.
- Addressing common labor shortages and worker skills gaps with aligned service strategies.
- Realizing system efficiencies through reducing resource costs (monetary, time or other).

Beyond establishing formal Regional Planning Areas as defined in this policy, local workforce development areas are encouraged to engage in other partnership opportunities with the broader CareerSource Florida network that achieves these goals.

II. BACKGROUND

Public Law 113 – 128, The Workforce Innovation and Opportunity Act (WIOA), requires the state workforce development board to assist the Governor in developing, implementing and modifying a State Workforce Development Plan. Florida’s WIOA State Plan describes Florida’s strategy for supporting the publicly funded workforce system. WIOA Section 106 describes the process by which the Governor designates local workforce development areas within the state. Local areas are designated consistent with labor market areas in the state;



are consistent with regional economic development areas in the state; and have available the federal and non-federal resources necessary to effectively administer WIOA activities including whether the areas have the appropriate education and training providers such as institutions of higher education and area career and technical education schools.

The Reimagining Education and Career Help (REACH) Act was signed into law in June 2021. The REACH Act addresses the evolving needs of Florida's economy by increasing the level of collaboration and cooperation among state businesses and education communities while improving training within and access to a more integrated workforce and education system for all Floridians. The law takes an integrated, collaborative approach to strengthen partnerships and enhance access to education, training and employment opportunities within and across key workforce, education and support services systems that are the backbone of Florida's comprehensive workforce development ecosystem.

In December 2021, the CareerSource Florida Board of Directors approved CareerSource Florida Policy 2021.12.09.A.1 – Comprehensive Employment, Education and Training Strategy. This strategic policy encourages local workforce development boards to use all allowable resources and to collaborate with all partners to develop innovative strategies that create simplified access to Florida's workforce system and provide excellent customer service for Florida's job seekers and businesses; focus on continuous improvement, strengthen partnerships to leverage shared resources and eliminate duplication of services; align programs and resources to meet local market demand in occupations that lead to self-sustaining jobs; and, implement data-driven accountability measures and quantifiable outcomes related to training programs, employment and services to Florida businesses.

On Feb. 23, 2023, the CareerSource Florida Board of Directors approved the Florida Workforce System Transformation Plan, a three-pillar plan directing the CareerSource Florida network to modernize the local workforce development board governance structure in the nation's third-largest state and better position the system to be more customer-centered, cost effective and responsive to meet workforce talent demands. The plan focuses on:

- Alignment and consolidation for local workforce development boards.
- System-wide improvements for improved customer consistency and better leveraging of public funds; and
- Regional planning to further promote workforce system alignment with education and economic development and optimize opportunities for regional growth.

The Governor subsequently affirmed the CareerSource Florida Board of Directors' recommendation to realign and consolidate local workforce development areas as outlined in the Florida Workforce System Transformation Plan.

III. POLICIES AND PROCEDURES

The Florida Workforce System Transformation Plan directs the CareerSource Florida network to establish Regional Planning Areas. The requirements for Regional Planning Areas in this policy are established by WIOA, Florida law, and actions by the CareerSource Florida Board of Directors.



CareerSource Florida, in collaboration with the Governor's REACH Office, FloridaCommerce and local workforce development boards, shall develop recommendations to the Governor and state workforce development board for the designation of Regional Planning Areas for the state. Local workforce development boards may request designation as a Regional Planning Area by submitting the request and supporting documentation to the state workforce development board for consideration.

The state, after consultation with local workforce development boards and chief local elected officials for the Regional Planning Area, shall require the local workforce development boards and chief local elected officials within a planning region to include the shared Regional Planning Area objectives, activities, and performance elements as a regional addendum to each local workforce development board's WIOA local plan. The state shall provide technical assistance and labor market data, as requested by local areas, to assist with such regional planning and subsequent service delivery efforts.

Regional Planning Area and local WIOA plans must align with Florida's WIOA Statewide Plan.

Requirements for Regional Planning Areas:

- Each local workforce development area must be part of a Regional Planning Area.
- Regional Planning Areas must include, at a minimum, two contiguous local workforce development areas within Florida.
- Regional Planning Areas shall have relevant relationships as evidenced by population centers, commuting patterns, industrial composition, location quotients, labor force conditions and geographic boundaries.
- Regional Planning Areas shall establish a shared regional service strategy with a defined goal.
- Regional planning areas shall establish administrative cost arrangements across local workforce development areas. Acceptable examples of administrative cost arrangements include but are not limited to shared staff, technology systems, or back-end administrative support tools.
- Chief Local Elected Officials in a new regional planning area MUST participate in the regional planning process that results in the inclusion of the shared regional objectives and initiatives as an addendum to each local workforce development board's WIOA plan.
- The regional plan must include a description of activities that result in the following items:
 - Establishment of regional service strategies using cooperative service delivery agreements that include but are not limited to:
 - Consistent eligibility standards and enrollment processes.
 - Common training and coordination of supportive service offerings.
 - Common technology tools and sharing of data within tools outside of Employ Florida.
 - Development and implementation of sector strategies for in-demand sectors or occupations.



- o Collection and analysis of regional labor market data.
- o Coordination of supportive services.
- o Coordination of services with regional economic development services and providers.
- o Establishment of agreement concerning how the regional planning area will collectively negotiate performance for the local workforce development areas or the planning region.

IV. AUTHORITIES

[Public Law 113-128, The Workforce Innovation and Opportunity Act \(WIOA\)](#)

[Chapter 445.003 – 445.007, Florida Statutes](#)

[Chapter 2021-164, Laws of Florida, The Reimagining Education and Career Help Act](#)

[CareerSource Florida Strategic Policy 2000.08.15.I.8D – Certification of Local Workforce Development Boards](#)

[CareerSource Florida Strategic Policy 2020.02.20.A.1 – Board Governance and Leadership](#)

[CareerSource Florida Administrative Policy 094 – Local Workforce Development Area Designation](#)

[Consolidated Action Item – Reimagining Florida's Workforce System](#)

V. RESOURCES

[Reimagining Florida's Workforce System: A Three-Pillar Plan for Transformation](#)

[Future State Options Report](#)

[Background Research and Analysis Report](#)



To: CareerSource Central Florida Board of Directors
 From: Nilda Blanco, Senior Vice President Workforce Operations
 Subject: Request for Approval for the CSCF New Training Providers
 Date: December 15, 2023

PURPOSE:

Recommend the approval of new training providers and their program offerings to be included on CSCF’s eligible training provider list (ETPL) for one year and reviewed for performance for continued eligibility.

BACKGROUND:

CSCF accepts applications from requesting provider twice per program year – October for January addition and April for July addition. CSCF issues public notification in April and October on its website opening the application process from educational training providers (state colleges, vocation and technical training institutes, private vocational training, or community-based organizations).

Requesting training providers must meet the following requirements for consideration:

ELIGIBILITY REQUIREMENTS:

Required licensure	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.
Location	Require a physical location inside the 5-county service area of CSCF
Accessibility	Located near public transportation
Length	Short term training - All programs can be completed within a year
All programs must lead to job titles listed on the RDOL	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.
Credentials	All programs must lead to a credential as defined by WIOA
Wages	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

CSCF follows an internal review process of all Training Provider submissions once the application window closes to ensure eligibility requirements are met and determines what training providers it is recommending be added to the CSCF ETPL. CSCF then provides these recommendations to the Career Services Committee for the committee’s review and approval.

The following new training providers and qualifying programming are recommended:



Training Provider List- CSCF Recommendations / Rationale

Training Provider	Program	Cost	Industry	Recommendation
Trinity Global College Category – Private County -Orange	Practical Nursing	\$18,850.00	Healthcare	Recommended for ETPL Program meets RDOL; expands options in the county
	Medical Assistant	\$9,500.00	Healthcare	
	LPN/Remediation Review	\$4,147.00	Healthcare	
	RN/Remediation Review	\$4,147.00	Healthcare	
	Home Health Aide	\$763	Healthcare	NOT Recommended - Rationale Training is not on the RDOL
Technical Institute of Florida Category– Private County – Osceola	Electrician Technology Helper	\$5,404.00	Construction/ Utilities	Recommended for ETPL Program meets RDOL; expands options in the county
	Solar Energy Technician	\$5,404.00	Construction/ Utilities	NOT Recommended - Rationale Training is not on the RDOL
Devry University Category – Private County -Orange	Undergraduate Certificate in Programming Essentials	\$11,838.00	IT/Finance	Recommended for ETPL Program meets RDOL; expands options in the county

This action was approved by the Career Services Committee on November 16, 2023.

ACTION:

The Career Services Committee recommends the CSCF Board of Directors approve the above three training providers and their recommended programs to be included on the CSCF eligible training provider list for one-year and subsequently reviewed for performance.

careersourcecentralflorida.com | 800.757.4598

CareerSource Central Florida is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities.

A proud partner of the **American Job Center** network
 All voice telephone numbers on this document may be reached by persons using TTY/TDD equipment via 1-800-955-8771 - Voice: 1-800-955-8770.

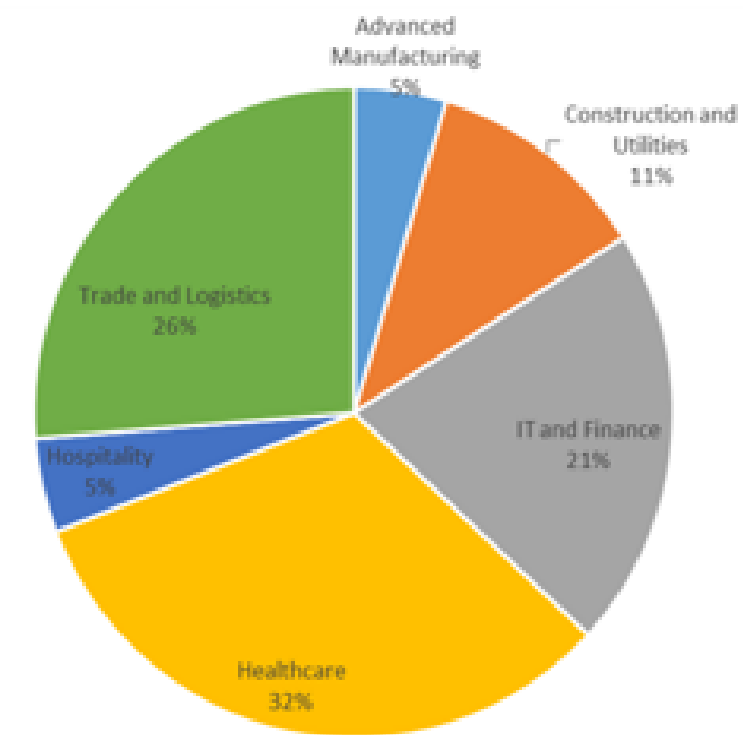


To: CareerSource Central Florida Board of Directors
From: Nilda Blanco, Senior Vice President Workforce Operations
Subject: Training Investment PY 23-24
Date: December 15, 2023

PURPOSE: Career Services Committee recommends that CSCF Board approve allowing CSCF to prioritize remaining training resources by creating a ranking system based on investment percentages, cost and performance to date to maximize remaining resources

BACKGROUND:

At the Career Services Committee meeting held on November 16, 2023, CSCF provided a status to the committee on the status of the organization's \$13.9M training and support services investment target through October 31, 2023. As of October 31, the organization has invested approximately 50% of its training and support services resources and shared the levels of investment by industry sector as shown.



In the Trade & Logistics sector, CDL Truck and Tractor Trailer Driver significantly impacted the investment of 26%, and Healthcare had significant investment in several occupations that include Medical Assisting, Licensed Vocational Nurse, Licensed Practicing Nurse, and EMT/Paramedic.

The Committee discussed various prioritization methods to apply to the remaining funds.

ACTION:

Career Services Committee recommends the CSCF Board approve CSCF staff prioritize the remaining training resources by creating a ranking system based on investment percentages, cost, and performance to date.

careersourcecentralflorida.com | 800.757.4598

CareerSource Central Florida is an equal opportunity employer/program.

A proud partner of the American Job Center network

Auxiliary aids and services are available upon request to individuals with disabilities.

All voice telephone numbers on this document may be reached by persons using TTY/TDD equipment via 1-800-955-8771 - Voice: 1-800-955-8770.



Meeting Details

Meeting Agenda

Welcome

Spotlight Story

Roll Call

Public Comment

Consent Agenda

Information/
Discussion/
Action Items

Insight

Other Business

Adjournment

INFORMATION / DISCUSSION / ACTION ITEMS



CHAIR'S REPORT





PRESIDENT'S REPORT





2023-2024 OUR Q1 IMPACT



SCORECARD

**CAREER
SEEKERS
ENGAGED**

15,609

39%

Percent of 40,000 Target Goal

**CAREER
SEEKERS
SERVED**

10,026

50%

Percent of 20,000 Target Goal

**CAREER
SEEKERS
RECEIVING
TRAINING**

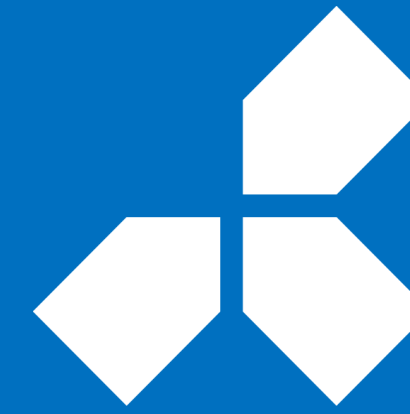
938

31%

Percent of 3,000 Target Goal

1,913 **32%**
Percent of 6,000 Target Goal

**INDIVIDUALS PLACED
IN EMPLOYMENT**



CareerSource
CENTRAL FLORIDA

CAREER SEEKER AVERAGE WAGE

>\$18.00

Average Wage
Target Goal

\$18.01

SCORECARD

**BUSINESS
RELATIONSHIPS**

1,450

36%

Percent of 4,000 Target Goal

INDIVIDUALS INTERVIEWED VS HIRED





CSCF Highlights

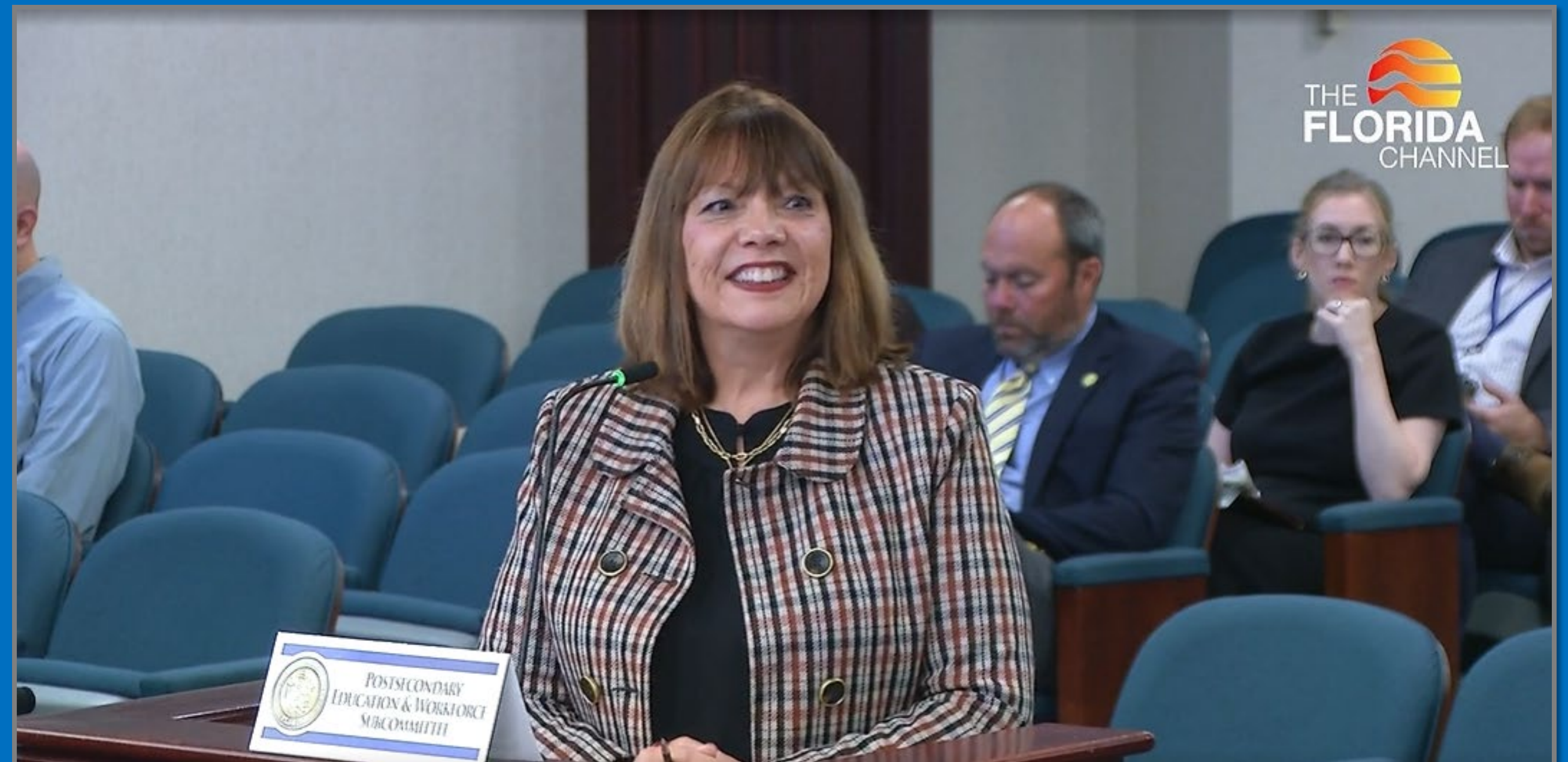




PAM TALKS HOPE IN TALLAHASSEE

On November 15, Pam traveled to Tallahassee to present the HOPE Florida partnership impact with Katie Crofoot, the director of the Executive Office of the Governor's Office of Reimagining Education and Career Help (REACH) to the Postsecondary Education & Workforce Subcommittee.

Through a pilot program opportunity, CSCF and Hope Florida united to jointly manage individuals in need. CSCF provides career exploration and support that results in work experiences or career opportunities that leads to vocational trainings and other impactful opportunities.



BOLD REMINDER

VISION

Make Central Florida Talent the Best for Businesses.

BOLD

Being Brilliant at the Basics

Optimizing Innovation

Leading People

Driving Resiliency



OUR STRATEGIC PRIORITIES



Diversify revenue streams to create resiliency.



Identify and deliver talent solutions for businesses and individuals leading to success



Deliver career solutions to Central Florida residents to ignite their potential



Optimize workforce innovations to maximize organizational value

Richard Sweat Makes BOLD Moves at CSCF All Staff Meeting



LAUNCH OF BOLDLINE PODCAST



Welcome to BOLDLINE, a podcast where bold conversations drive big impact. On this show, CareerSource Central Florida President & CEO, Pamela Nabors, will chat with dynamic business leaders and influential experts about what's impacting today's workers and communities. Listen in for fresh perspectives on talent strategies, career development, and market trends shaping the future workforce in Central Florida and beyond.

Yolanda Green 2023 Ambassador of the Year



Secured Grants & Fundraising Update

Target Goal: \$3 Million

Public

- 150K Osceola County (Immigration Worker Stabilization)
- 50K City of Orlando (Family Sustainability)
- 200K Orange County CCC Summer

Private

- 10K Jobs for the Future (JFF)

Revenue

- \$123,899 Ticket To Work
- \$2,088 Florida Ready To Work

General

- 10K Heart of FL United Way
- \$2,246 Private Donations

Total: \$548,233 (18.3%)

CSCF is in communication with Orange County regarding LUO funds and HCA Healthcare and Fairwinds Foundation for potential grants, along with others as well.



Thank You Board Members



We are honored to have amazing Board Members like each of you. Thank you to those who have contributed to our mission to-date through monetary, in-kind and other supportive contributions.

Joe Battista

Gui Cunha

Wendy Brandon

Wendy Ford

Tanisha Nunn Gary

Mark Havard

Jeff Hayward

Stella Siracuza

Michelle Sperzel

DeAnna Thomas

Maria Vazquez



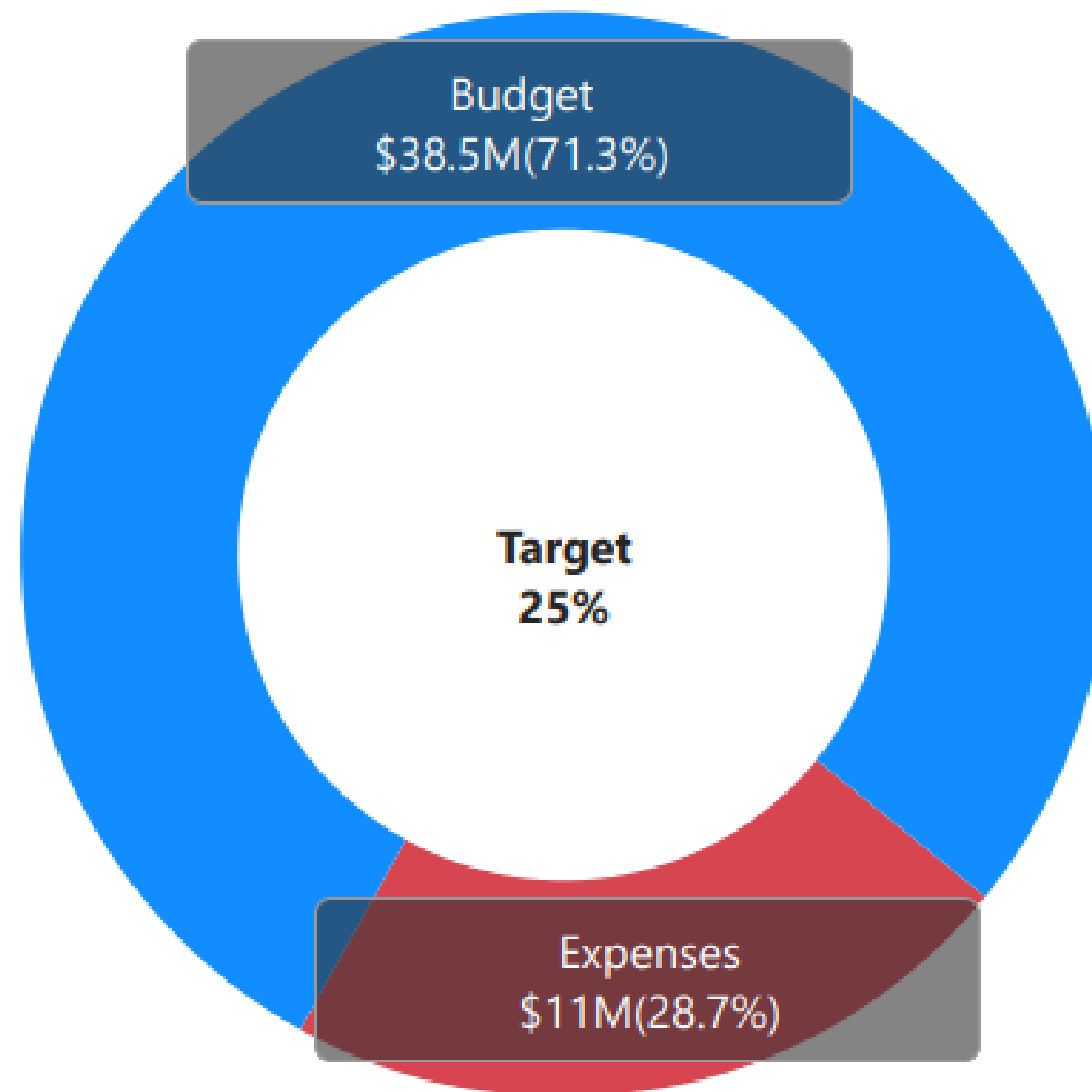
HAPPY HOLIDAYS

Thank you CareerSource Central Florida Board Members for your unwavering engagement and dedication to this organization.

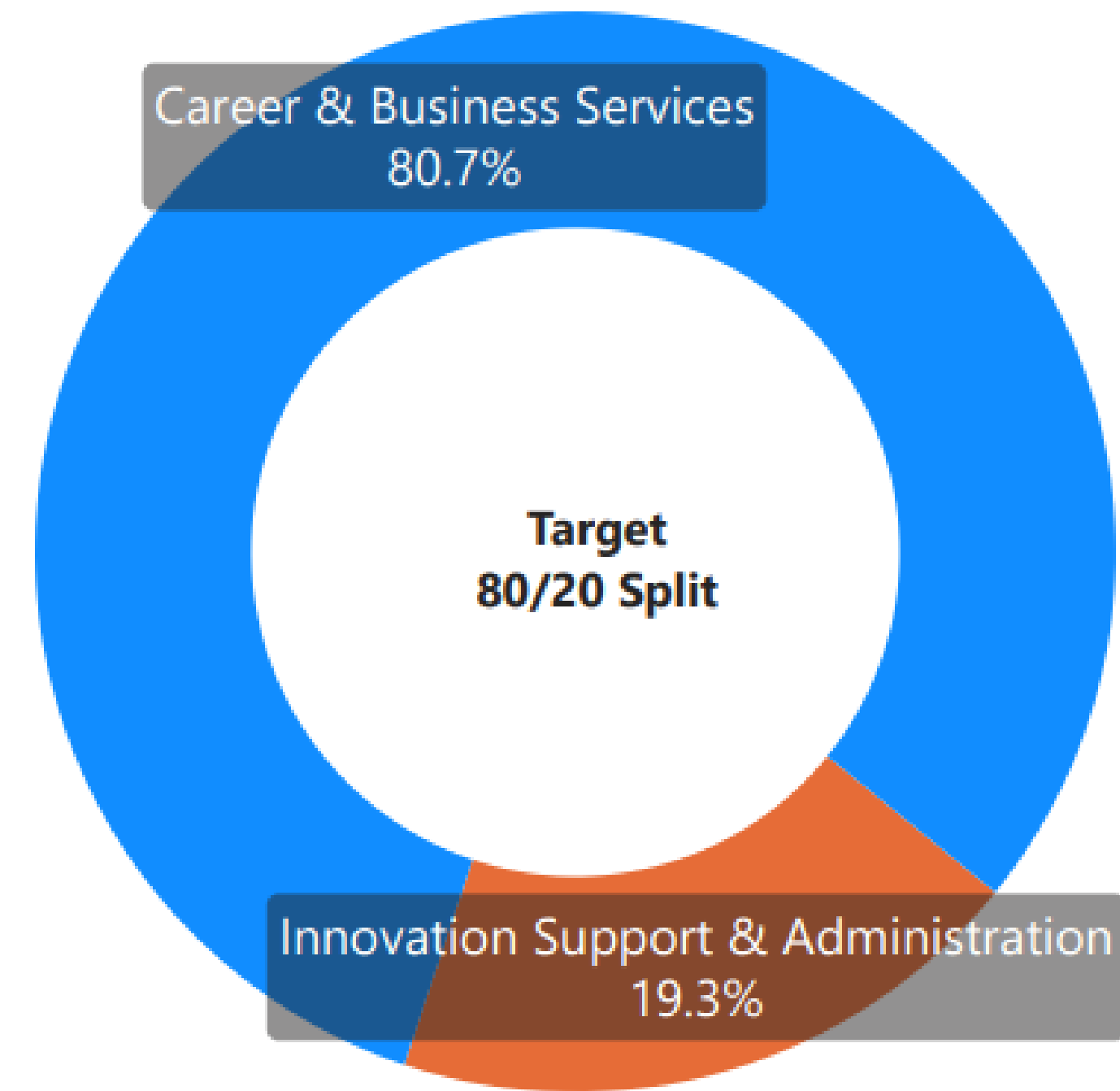
We hope this holiday season is filled with joy for you and your families.

Budget Vs. Actual Through 09/30/2023

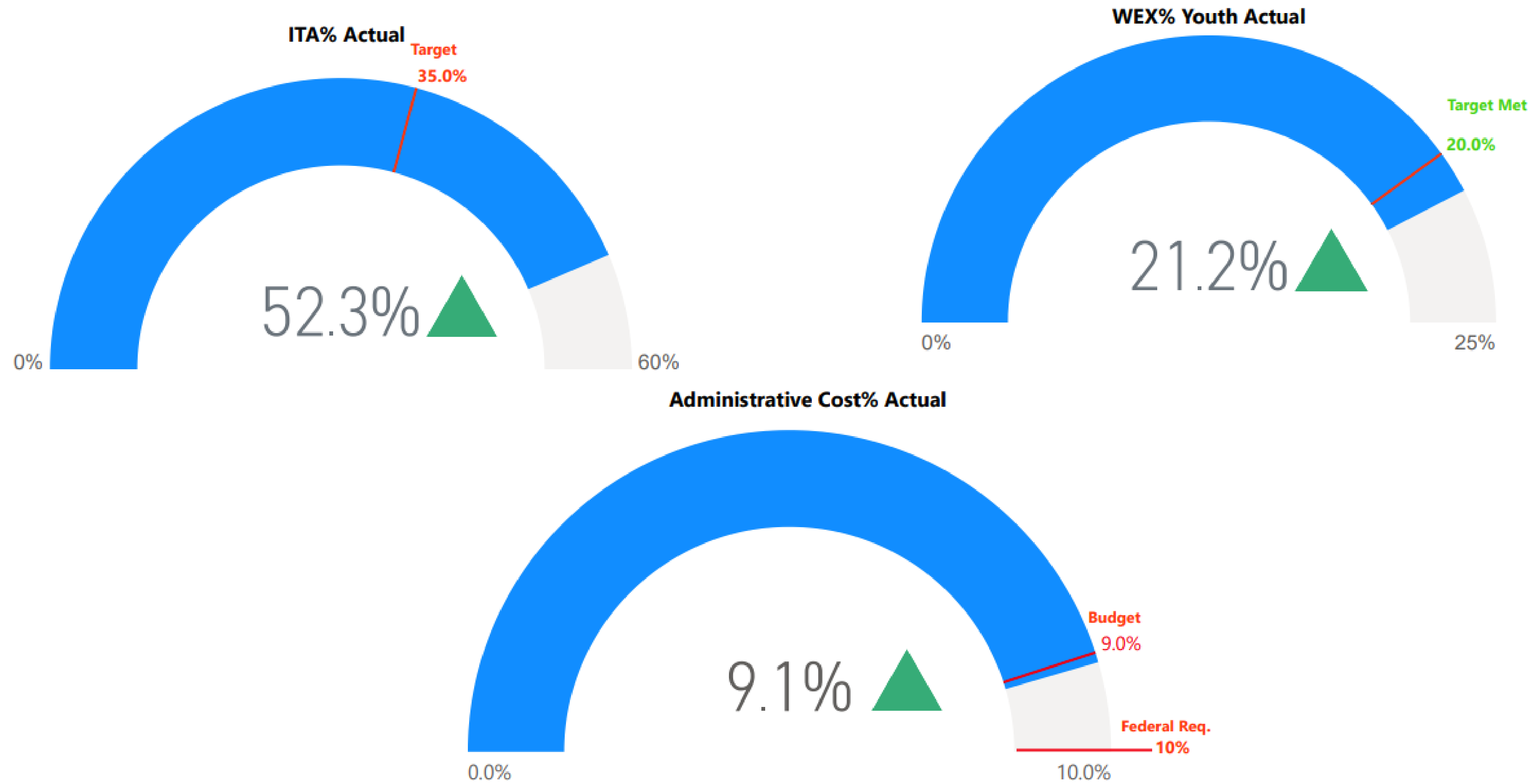
Budget to Actual Expenses



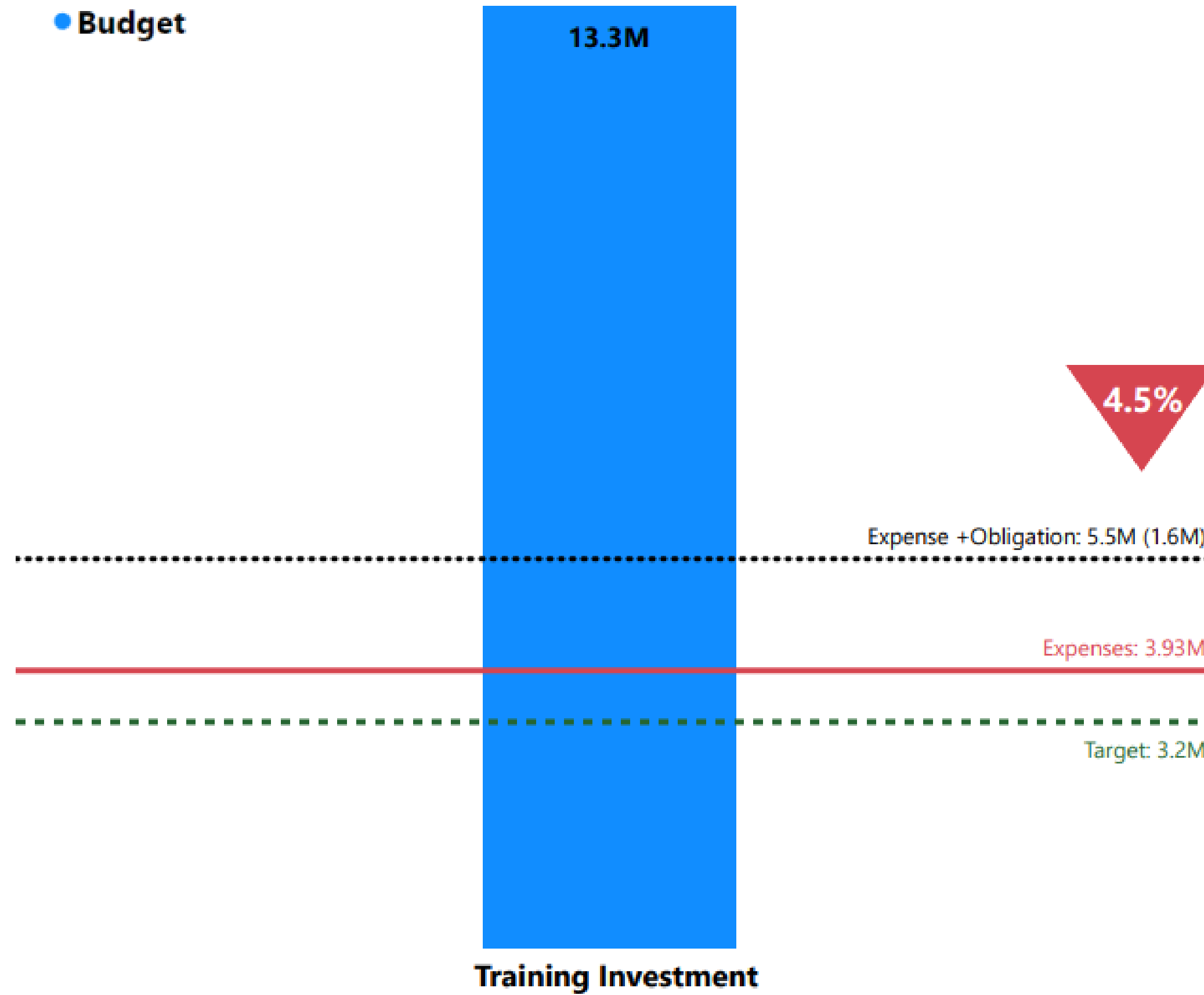
Budget Operations/Support



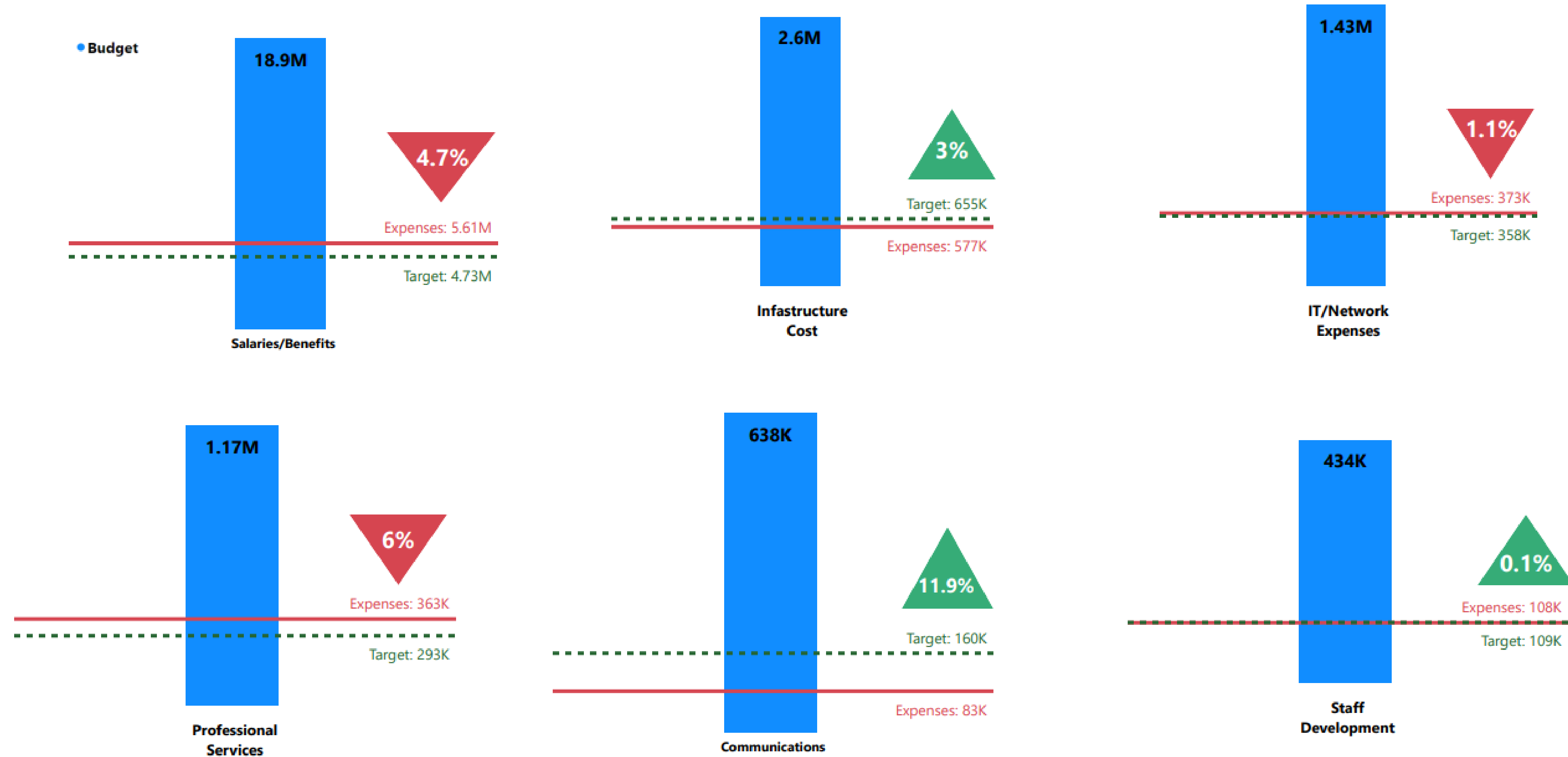
Budget Federal/State Requirements – Through 09/30/2023



Budget Federal/State Requirements – Through 09/30/2023



Budget VS Actual by Expenditure Category 09/30/2023



REPORTS BY COMMITTEE CHAIR

Executive

Richard Sweat

Audit

Matt Walton

Career Services

Andrew Albu

Community Engagement

David Sprinkle

Facilities Ad Hoc

Matt Walton

Finance

Eric Ushkowitz

Governance

Sheri Olson

Revenue Diversity & New Markets

John Gill



To: CareerSource Central Florida Board of Directors
From: Nilda Blanco, Senior Vice President Workforce Operations
Subject: Approval of JATC (Electrical Training Alliance of Central Florida)
Date: December 15, 2023

PURPOSE:

To recommend the approval of a Memorandum of Understanding between CareerSource Central Florida and the Central Florida Electrical Joint Apprenticeship Training Committee (JATC)/Electrical Training Alliance of Central Florida to support training of apprentices who qualify for workforce funds.

BACKGROUND:

- The Central Florida Electrical Joint Apprenticeship Training Committee (JATC) supports the talent development needs for electricians in the region.
- CSCF partners with the JATC, based on funding availability, to support tools, boots, and laptops for up to 90 year two and three apprentices.
- CSCF has established an MOU with JATC that outlines this partnership.
- JATC is on the CSCF Board of Directors, and the agreement is hereby presented to the committee for consideration and approval, and then presented to the Board of Directors.

Per CSCF's procurement guidelines and Florida Commerce requirements, the CSCF Board of Directors must review financial agreements involving a member of the Board of Directors and/or their organization that could benefit financially from the agreement. The action, approved by the Career Services Committee on November 16, 2023, must be approved by a two-thirds vote of the Board. Mr. Sean Donnelly, Director of JATC/Electrical Training Alliance of Central Florida, serves as a member of the CSCF Board, and will need to abstain from voting on the recommended action.

ACTION:

The Career Services Committee recommends the CSCF Board of Directors approve an agreement between CareerSource Central Florida (CSCF) and the Central Florida Electrical Joint Apprenticeship Training Committee (JATC)/Electrical Training Alliance of Central Florida to support up to 90 apprentices based on funding availability and program requirements.

careersourcecentralflorida.com 1-800-757-4598

CareerSource Central Florida is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities.

A proud partner of the [American Job Center](#) network
All voice telephone numbers on this document may be reached by [voice](#) using TTY/TDD equipment via 1-800-955-8771 - Voice: 1-800-955-8770.



To: CareerSource Central Florida Board of Directors
 From: Facilities Ad Hoc Committee
 Subject: CareerSource Central Florida – Lake-Sumter Career Center Lease Renewal
 Date: December 15, 2023

Purpose:

To recommend approval from CareerSource Central Florida’s (CSCF) Board of Directors to extend the original facility lease at Lake Sumter State College. This option will provide CSCF with five renewal option(s) of one year per option beginning in January of 2024.

Background:

The Facilities Ad Hoc Committee met on 10/24/23 and reviewed the below information on the current lease terms, renewal options and market trend data. The rate per sq/ft will increase from \$15.76 to \$17.00. To offset the cost, CSCF will be decreasing the leased square footage from 11,063 to 10,526. The net effect is an increase of \$500 per month or \$6,000 annually in rent expense.

Lake-Sumter Career Center: Lease renewal January 2024

Center Lease Information	Sqft.	Terms.	Current Rate	Annual Rent Escalation	Renewal Options
CareerSource Central Florida (Lake-Sumter)	10,526	Five renewal option(s) of one year	\$17.00 per sq/ft (Full-Service Lease)	3%	Five 1-year options, with 3 months notice prior lease expiration

Lake County Market Analysis



Note: The cost above does not include tenant improvement or relocation cost.



Action: The Facilities Ad-Hoc Committee recommends the Board of Directors approve CSCF to renew Lake-Sumter Career Center lease contract to include following details:

- 1) Renew with five (5), 1-year lease renewal options at 3% escalation,
- 2) Reduce lease square footage by 500 and
- 3) Accept rate of \$17 per square foot.

Approved:

- *Facilities Ad Hoc Committee: 10/24/23*



Meeting Details

Meeting Agenda

Welcome

Spotlight Story

Roll Call

Public Comment

Consent Agenda

**Information/
Discussion/
Action Items**

Insight

Other Business

Adjournment

OTHER BUSINESS



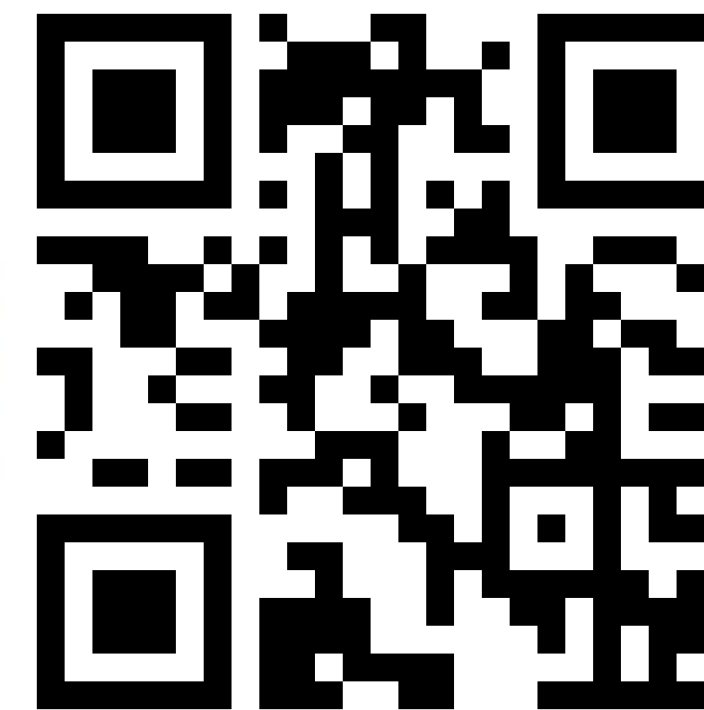
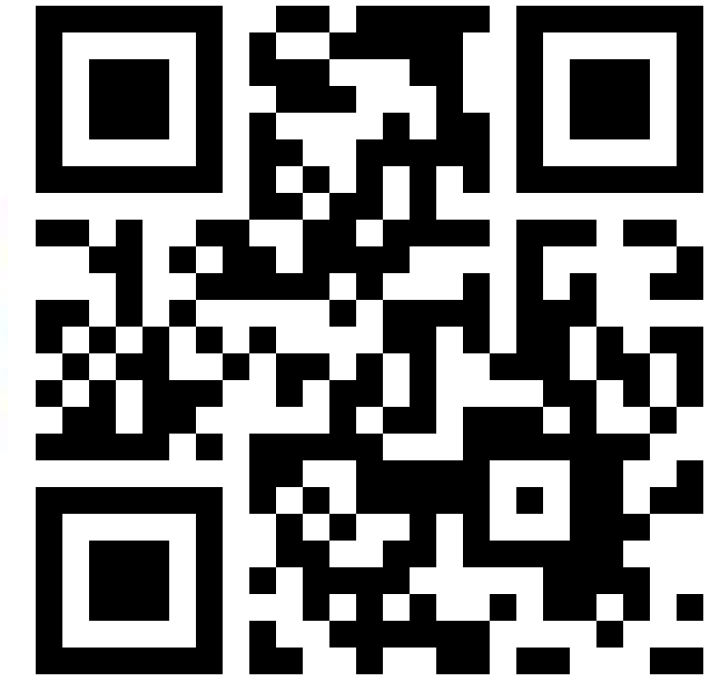
REMINDER:

**NEXT BOARD MEETING SCHEDULED FOR:
THURSDAY, FEBRUARY 29, 2024**

***UPDATED CALENDAR INVITE WITH LOCATION
WILL BE SENT OUT***



CONNECT WITH US



or in person by appointment, in your place of business or at one of our Career Centers.



Meeting Details

Meeting Agenda

Welcome

Spotlight Story

Roll Call

Public Comment

Consent Agenda

**Information/
Discussion/
Action Items**

Insight

Other Business

Adjournment

ADJOURNMENT



Visit us
online



THANK YOU

www.CareerSourceCentralFlorida.com

800.757.4598