

WORKFORCE INVESTMENT CONSORTIUM & BOARD OF DIRECTORS VIRTUAL MEETING

Thursday, December 17, 2020

12/17/20 CONSORTIUM & BOARD VIRTUAL MEETING DETAILS

Meeting Details

Meeting Agenda

Welcome

CSCF Spotlight

Roll Call

Public Comment

Consortium
Items

Consortium
Adjournment

Board Consent
Agenda

Board Info /
Discussion /
Action Items

Insight

Other Business

Board
Adjournment

What: Consortium & Board of Directors

When: Thursday, December 17, 2020
9:00 a.m. – 11:00 a.m.

Where: Virtual Meeting

Zoom Meeting:

Link: <https://careersourcecf.zoom.us/j/99283058663?pwd=NjBEamwwOVNrZ1g5ZU9GeHNXdTgyUT09>

Dial In: 1 (929) 205-6099

Access Code: 992 8305 8663 / Password: 949684



12/17/20 CONSORTIUM/BOARD VIRTUAL MEETING AGENDA

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Item

Topic

Presenter

Action
Item

- | Agenda Item | Topic | Presenter | Action Item |
|-------------|--|--------------------------------------|-------------|
| 1. | Welcome <ul style="list-style-type: none"> • Consortium Members Recognition • Pledge of Allegiance • Recent Veterans Events | Commissioner Campione | |
| 2. | CSCF Spotlight Story | Annmarie O'Brien
Annmarie O'Brien | |
| 3. | Roll Call / Establishment of Quorum | Mimi Coenen | |
| 4. | Public Comment | Kaz Kasal | |
| 5. | Approval of Minutes – 6/25/20 Consortium Meeting | Commissioner Campione | X |
| 6. | Approval of Board Appointments | Commissioner Campione | X |
| 7. | Adjournment of Consortium | Commissioner Campione | |

Meeting Agenda

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Agenda Item	Topic	Presenter	Action Item
8.	Consent Agenda		
	A. 9/24/20 Board Meeting Draft Minutes	Mark Wylie	X
9.	Information / Discussion / Action Items		
	A. Chair's Report	Mark Wylie Pam Nabors	
	B. President's Report		
	1) Finance Report		
	C. Committee Reports		
	1) Executive <i>(met on 12/10/20)</i>	Mark Wylie	
	a) Purchase of Equity & Inclusion Training Program - Valencia Peace and Justice Institute		X
	2) Audit <i>(met on 10/13/20)</i>		
	3) Career Services <i>(met on 11/19/20)</i>		
	4) Community Engagement <i>(meeting on 1/12//21)</i>		
	5) Facilities Ad Hoc <i>(met on 10/1/20)</i>		
	6) Finance <i>(met on 10/13/20)</i>	Larry Walter Dr. Kathleen Plinske Jody Wood Matt Walton Eric Ushkowitz	
	a) CSCF Seminole County Office Lease Renewal		X
	7) Governance <i>(met on 10/7/20)</i>	Richard Sweat	
	a) Board Engagement Metrics		
	8) Revenue Diversity Ad Hoc <i>(met on 11/12/20)</i>	Eric Jackson	
10.	Insight		
	A. Legislative Update	Chris Carmody GrayRobinson	
11.	Other Business		
12.	Adjournment of Board		

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WELCOME

CONSORTIUM MEMBERS RECOGNITION

CONSORTIUM MEMBER RECOGNITION



Thank You to
Commissioner Brandon Arrington
Osceola County, FL

Outstanding Service
Recognition

Commissioner Arrington
Central Florida Area
Workforce Development Consortium
2013 – 2020

CONSORTIUM MEMBER RECOGNITION



Commissioner Butler
Central Florida Area
Workforce Development Consortium
2017 – 2020

Thank You to
Commissioner Al Butler
Sumter County, FL

Outstanding Service
Recognition

CONSORTIUM MEMBER RECOGNITION



Commissioner Constantine
Central Florida Area
Workforce Development Consortium
2014 – 2020

Thank You to
Commissioner Lee Constantine
Seminole County, FL

Outstanding Service
Recognition

CONSORTIUM MEMBER WELCOME



Welcome to:
Commissioner Peggy Choudhry
Osceola County, FL

CONSORTIUM MEMBER WELCOME



Welcome to:
Commissioner Gary Search
Sumter County, FL

PLEDGE OF ALLEGIANCE

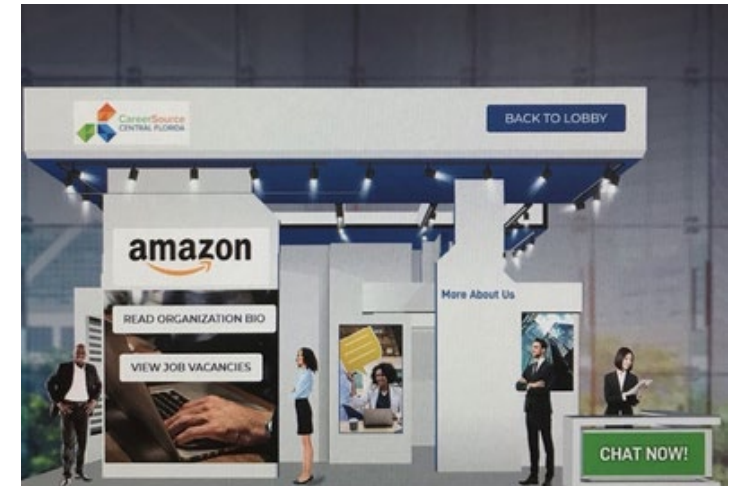
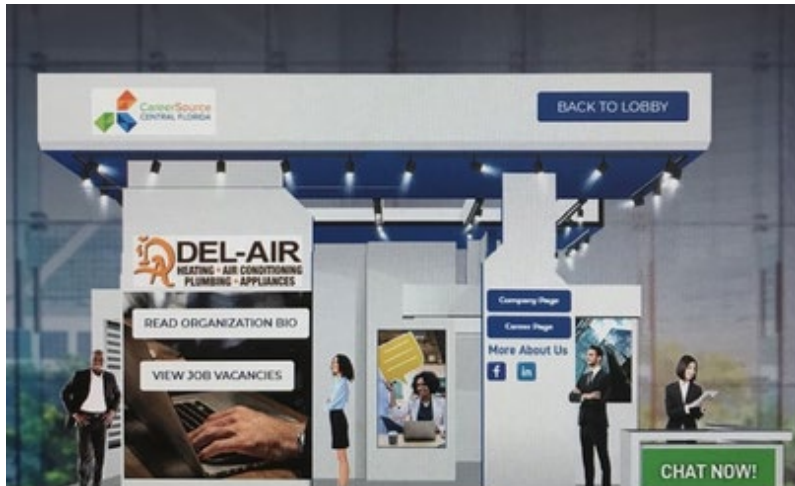
The background of the image is a close-up, slightly blurred view of the American flag, showing the stars and stripes in a wavy pattern. The text is overlaid on this background.

**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**

RECENT VETERANS EVENTS

PAYCHECKS FOR PATRIOTS

- 4-hour virtual hiring event took place Nov. 4
- 42 businesses participated, representing 500+ available positions
- Approximately 100 Veterans participated



CSCF VETERANS' DAY SALUTE



**SALUTE
TO U.S.
MILITARY
FLAGS**



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CSCF SPOTLIGHT STORY

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ROLL CALL / ESTABLISHMENT OF QUORUM

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PUBLIC COMMENT

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CONSORTIUM ITEMS



DRAFT
Consortium and Board of Directors Virtual Meeting

Thursday, June 25, 2020, 9:00 a.m.

MINUTES

CONSORTIUM MEMBERS PRESENT: Leslie Campione, Al Butler, Lee Constantine, and Mayor Jerry Demings

CONSORTIUM MEMBERS ABSENT: Brandon Arrington

BOARD MEMBERS PRESENT: Mark Wylie, Orlando Alancastro, Andrew Albu, Steve Ball, Paul Bough, Wendy Brandon, Diane Culpepper, Keira des Anges, Mark Havard, Jeff Hayward, Eric Jackson, Sheri Olson, Kathleen Plinske, Jm Sullivan, Jane Trnka, Al Trombetta, Daniel Turlington, Eric Ushkowitz, Larry Walter, Matt Walton, Christopher Wilson and Jody Wood

BOARD MEMBERS ABSENT: Glen Casel, Wendy Ford, John Gill, Nicole Guillet, John Gyllin, Bryan Orr, David Sprinkle, Richard Sweat, and Sharron Washington

STAFF PRESENT: Pam Nabors, Mimi Coenen, Leo Alvarez, Lisa Burby, Dyana Burke, Nilda Blanco, Steven Nguyen, Cliff Marvin and Kaz Kasal

GUESTS PRESENT: Christopher Rodriguez / CSCF Program Participant; Andrew Mai / Osceola County; Brooke Morris / CenterState Bank and Thomas Wilkes / GrayRobinson

Consortium-Board Meeting		
Agenda Item	Topic	Action Item / Follow Up Item
1	Welcome <ul style="list-style-type: none"> Commissioner Campione, Consortium Chair, called meeting to order at 9:03 am. 	
2	CSCF Spotlight Story <ul style="list-style-type: none"> Mr. Christopher Rodriguez, veteran, provided an overview of CSCF's services he received. As a result, Mr. Roberts is currently working in an internship capacity with Solai & Cameron as a Robotics Process Operator, with the possibility of getting hired in August. 	
3	Board Recognition <ul style="list-style-type: none"> Mr. Daniel Turlington was recognized for his service on the CSCF Board, which concludes on 6/30/20. 	
4	Roll Call / Establishment of Quorum <ul style="list-style-type: none"> Ms. Kasal reported quorum present with the Consortium, and a quorum of over two-thirds attendance with the Board. 	
5	Public Comment <ul style="list-style-type: none"> None offered. 	
6	Approval of Minutes <ul style="list-style-type: none"> 12/2/19 Consortium Meeting (attachment) 	Commissioner Butler made a motion to approve the minutes from the 12/2/19 Consortium meeting; Commissioner Constantine seconded; motion passed unanimously.



Consortium-Board Meeting (continued)

Agenda Item	Topic	Action Item / Follow Up Item
7	Direct Provider of Workforce Services Extension Request for 2020-2023 <ul style="list-style-type: none"> Board reviewed memo (attachment) requesting approval for CSCF's continued designation as a Direct Service Provider. Consortium reviewed memo (attachment) requesting approval for CSCF's continued designation as a Direct Service Provider. 	<p>Mr. Jackson made a motion to approve CSCF's continued designation as a service provider of basic and individualized careers services for the next three years, beginning 7/1/20 through 6/30/23, as submitted to DEO and CareerSource Florida. Mr. Walton seconded; motion passed unanimously.</p> <p>Commissioner Constantine made a motion to approve CSCF's continued designation as a service provider of basic and individualized careers services for the next three years, beginning 7/1/20 through 6/30/23, as submitted to DEO and CareerSource Florida. Commissioner Butler seconded; motion passed unanimously.</p>
8	Draft Unified Strategic Plan for 2020-2024 <ul style="list-style-type: none"> Board reviewed memo (attachment) requesting approval for CSCF's Strategic Plan for 2020-2024. Consortium reviewed memo (attachment) requesting approval for CSCF's Strategic Plan for 2020-2024. 	<p>Mr. Walter made a motion to approve CSCF's Local Strategic Plan for 2020-2024, beginning 7/1/20 through 6/30/24. Mr. Alancastro seconded; motion passed unanimously.</p> <p>Commissioner Constantine made a motion to approve CSCF's Local Strategic Plan for 2020-2024, beginning 7/1/20 through 6/30/24. Commissioner Butler seconded; motion passed unanimously.</p>
9	Approval of the 2020-2021 Budget <ul style="list-style-type: none"> Board reviewed 2020-2021 Budget (attachment) 	<p>Mr. Walton made a motion to approve the 2020-2021 Budget Mr. Ball seconded; motion passed unanimously.</p>



Consortium-Board Meeting (continued)

Agenda Item	Topic	Action Item / Follow Up Item
	<ul style="list-style-type: none"> Consortium reviewed 2020-2021 Budget (attachment) 	Commissioner Butler made a motion to approve the 2020-2021 Budget. Commissioner Constantine seconded; motion passed unanimously.
10	Approval of CSCF Board Appointments <ul style="list-style-type: none"> Consortium reviewed appointments of the CSCF Board. (attachment) 	Commissioner Constantine made a motion to approve the appointments of the CSCF Board, as presented. Commissioner Butler seconded; motion passed unanimously.
11	Adjournment of Consortium Consortium adjourned at 9:25 am.	

Board Meeting

Agenda Item	Topic	Action Item / Follow Up Item
12	Consent Agenda <ul style="list-style-type: none"> 5/28/20 Board Virtual Meeting Draft Minutes (attachment) 	CSCF Board unanimously approved the minutes from the 5/28/20 Board meeting.
13	Board Information / Discussion / Action Items <ul style="list-style-type: none"> Chair's Report <ul style="list-style-type: none"> Mr. Wylie thanked the Consortium for appointment approval of Ms. Brooke Morris, VP Retail Regional Manager, CenterState Bank, who will serve in the business seat representing Sumter County effective 7/1/20. President's Report Ms. Nabors provided highlights from the President's Report (attachment) to include: <ul style="list-style-type: none"> Scorecard through 6/15/20. Overview of service delivery and solutions provided to individuals and businesses impacted by COVID-19. Review of phased reopening activities - staff have been engaged and on board. UI Rate by County in CSCF's region. On track for submission of Sterling Award application. Potential additional funding from Orange County and National Emergency Grant in response to COVID-19. 	



Board Meeting (continued)		
Agenda Item	Topic	Action Item / Follow Up Item
13	<ul style="list-style-type: none"> Finance Report Mr. Ushkowitz, Finance Committee Chair, reviewed financials through 4/30/20 (attachment). Committee Reports <u>Executive:</u> Mr. Wylie, Executive Committee Chair, reported on the following: <ul style="list-style-type: none"> Met on 6/18/20. Reviewed committee reports. As Florida Attorney General did not issue CSCF an advisory opinion, Committee concurred for GrayRobinson to go to State legislature at its next session to ask for exemption from public records and sunshine laws regarding records and meetings pertaining to cybersecurity. Committee voted on following recommendations for Board approval: <ul style="list-style-type: none"> <u>Approval of New Training Providers / Programs:</u> Reviewed action memo (attachment) on new training providers and programs that will provide more options for career seekers to advance skills and earn credentials that align with in demand jobs. <u>Approval of Summer Youth Explorer Program:</u> Reviewed action memo (attachment) on recommended vendor selections for 2020 Summer Youth Explorer Program. <p><u>Audit:</u> Mr. Walter, Audit Committee Chair, reported there was no meeting, so no new updates.</p> <p><u>Career Services:</u> Dr. Plinske, Career Services Committee Chair, reported on the following:</p> <ul style="list-style-type: none"> Career Services Committee attended 6/9/20 Finance Committee to review draft Budget for 20-21. 	<p>Mr. Hayward made a motion to approve proposed new training providers and correlating programs, as presented, for inclusion on CSCF's Eligible Training Provider. Mr. Walter seconded; motion passed unanimously.</p> <p>Mr. Walter made a motion to approve vendor selections, as presented, for the 2020 Youth Explorer Program. Mr. Havard seconded, with Dr. Plinske abstaining; motion passed unanimously.</p>



Board Meeting (continued)		
Agenda Item	Topic	Action Item / Follow Up Item
	<p><u>Community Engagement</u> Ms. Wood, Community Engagement Committee Chair, reported on following:</p> <ul style="list-style-type: none"> • Met on 5/11/20. • Reviewed communication response timeline to COVID-19 crisis. • Ms. Brady, Sara Brady Public Relations, reviewed her support to CSCF, providing proactive strategies with media engagement and clarification messaging to differentiate CSCF services vs. DEO to ensure accurate, balanced reporting. • Reviewed budget for current and upcoming fiscal year. <p><u>Facilities Ad Hoc Committee</u> Mr. Walton, Facilities Ad Hoc Committee Chair, reported on the following:</p> <ul style="list-style-type: none"> • Met on 6/2/20. • Reviewed lease and renewal options for CSCFs Admin office location. <ul style="list-style-type: none"> ◦ Committee concurred renewing lease is most viable option; lease is still below market vs. other locations, and office move would put a strain on CSCF's service delivery during ongoing COVID-19 crisis. • Committee forwarded recommendation to renew admin lease to Finance Committee. <p><u>Finance Committee</u> Mr. Alvarez, on behalf of Mr. Ushkowitz, Finance Committee Chair, reported on the following:</p> <ul style="list-style-type: none"> • Met on 6/9/20. • Reviewed financials through 4/30/20. • Approved draft budget for FY 20-21. • Committee voted on following recommendation for Board approval: <ul style="list-style-type: none"> ◦ <u>Approval of Admin Office Lease Renewal:</u> Reviewed action memo (attachment) on CSCF Admin Office Lease Renewal Terms. 	<p>Mr. Sullivan made a motion to approve staff continuing lease negotiations and renewing CSCF Admin office lease prior to 7/31/20, renewal notice deadline. Mr. Albu seconded; motion passed unanimously.</p>



Board Meeting (continued)		
Agenda Item	Topic	Action Item / Follow Up Item
13	<p><u>Governance</u> Mr. Jackson, on behalf of Mr. Sweat, Governance Committee Chair reported on the following:</p> <ul style="list-style-type: none"> • Met on 5/6/20. • Concurred to defer review of Bylaws to next fiscal year. • Reviewed proposed Board Roster for FY 20-21. • Reviewed updates with enterprise risk assessment and CSCF's phased reopening plans. • Committee voted on the following recommendations for Board approval: <ul style="list-style-type: none"> ○ <u>Approval of Slate of Officers:</u> Reviewed proposed slate of officers, renewing current officers. ○ <u>Approval of Board Engagement Metrics:</u> <ul style="list-style-type: none"> – Reviewed proposed Board Engagement Metrics (attachment). <p><u>Revenue Diversity Ad Hoc</u> Mr. Jackson, Revenue Diversity Ad Hoc Committee Chair, reported on the following:</p> <ul style="list-style-type: none"> • Met on 6/10/20. • Reviewed year-to-date revenue diversity activities; exceeded all targets except private funding, which will be a focus in the new fiscal year. 	<p>Mr. Alancastro made a motion to approve renewing current officers for FY 20-21, as presented. Mr. Jackson seconded; motion passed unanimously.</p> <p>Mr. Hayward made a motion to approve Board Engagement Metrics, as presented. Mr. Alancastro seconded; motion passed unanimously.</p>
14	<p>Other Business</p> <ul style="list-style-type: none"> – Board reviewed proposed Board meeting dates for FY 20-21 (attachment). Will survey dates for an August Board meeting. Committee meeting dates for FY 20-21 will be addressed later in summer. 	
15	<p>Adjournment</p> <ul style="list-style-type: none"> • Meeting adjourned at 10:33 am. 	

Respectfully submitted,

Kaz Kasal

Board of Directors Meeting
June 25, 2020
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RETURN TO AGENDA

Seat Replacement

New Seat

TOTAL NUMBER OF ACTIVE BOARD MEMBERS: 32NUMBER OF VACANCIES: 0EFFECTIVE DATE: 12/17/20

(*7/1/21: Rascon)

PROPOSED:

Agenda Item 6

REGIONAL WORKFORCE BOARD (RWB) MEMBERSHIP

REGION NAME: Central Florida Regional Workforce Development Board, d/b/a/ CareerSource Central Florida REGION NUMBER: 12

NAME OF RWB MEMBER	AREAS (S) OF REPRESENTATION	COUNTY LOCATION	ORGANIZATION	PERIOD OF APPOINTMENT
Albu, Andrew	BU	Orange	Albu & Associates	7/1/18 – 6/30/21
Ball, Steve	BU	Orange	Holland & Knight	7/1/20 – 6/30/23
Bough, Paul	BU	Orange	Berkeley Research Group	7/1/19 – 6/30/22
Brandon, Wendy	BU	Orange	UCF Lake Nona Medical Center	7/1/19 – 6/30/22
Conley, Kari	BU	Orange	Duke Energy	12/17/20 – 6/30/22
Havard, Mark	BU	Orange	Hyatt Regency Orlando	7/1/19 – 6/30/22
Jackson, Eric	BU <i>Small Business</i>	Orange	Total Roof Services Corp.	7/1/20 – 6/30/23
Wood, Jody	BU	Orange	Walt Disney Parks & Resorts	7/1/19 – 6/30/22
Olson, Sheri	BU	Lake	South Lake Hospital	7/1/18 – 6/30/21
Orr, Brian	BU	Lake	Kalos Service, Inc.	7/1/19 – 6/30/22
Sprinkle, David	BU	Seminole	Veritas Recruiting Group, LLC	7/1/18 – 6/30/21
Sweat, Richard	BU <i>Small Business</i>	Seminole	.decimal	7/1/19 – 6/30/22
Walton, Matt	BU	Seminole	MiGre Engineers, LLC	7/1/18 – 6/30/21
*Rascon, Manuel	BU	Osceola	AdventHealth	7/1/21 – 6/30/23
Siracuza, Stella	BU	Osceola	Tomato Express, Inc.	12/17/20 – 6/30/23
Walter, Larry	BU	Osceola	Hanson, Walter & Associates, Inc.	7/1/18 – 6/30/21
Wylie, Mark	BU	Osceola	Central Florida Chapter Associated Builders and Contractors, Inc.	7/1/20 – 6/30/23
Morris, Brooke	BU	Sumter	CenterState Bank	7/1/20 – 6/30/23
Wilson, Christopher	BU	Sumter	Cemex	12/2/19 – 6/30/22

RETURN TO AGENDA

NAME OF RWB MEMBER	AREAS (S) OF REPRESENTATION	COUNTY LOCATION	ORGANIZATION	PERIOD OF APPOINTMENT
Casel, Glen	WOY (CBO representing Youth)	Multi-county	Embrace Families <i>(formerly Community Based Care of Central Florida)</i>	7/1/19 – 6/30/22
Culpepper, Diane	ETPA	Multi-county	Lake Technical College	7/1/19 – 6/30/22
Des Anges, Kiera	GRVRD	Multi-county	Division of Vocational Rehabilitation, Florida Department of Education	7/1/18 – 6/30/21
Ford, Wendy	CBO	Osceola	Osceola County on Aging	7/1/19 – 6/30/22
Gill, John	WOD (CBO representing Individuals & Disabilities)	Multi-county	Quest, Inc.	7/1/19 – 6/30/22
Guillet, Nicole	GRED	Seminole	Seminole County Government	7/1/20 – 6/30/23
Gyllin, John	ETPA	Seminole	Seminole State College	7/1/18 – 6/30/21
Hayward, Jeff	WOD/WOV (CBO representing Disabilities/Veterans)	Multi-county	Heart of Florida United Way	7/1/20 – 6/30/23
Plinske, Kathleen	ETPC	Multi-county	Valencia College	7/1/18 – 6/30/21
Sullivan, Jim	WOLO/WOJ	Multi-county	Central Florida Electrical Joint Apprenticeship & Training Committee (J.A.T.C.) / Central Florida AFL-CIO	7/1/20 – 6/30/23
Trnka, Jane	ETPC	Multi-county	Rollins Crummer Graduate School of Business	7/1/19 – 6/30/22
Trombetta, Al	WOLO/WOJ	Multi-county	International Union of Painters & Allied Trades, Florida Finishing Trades (IUPAT DC 78)	7/1/20 – 6/30/23
Ushkowitz, Eric	GRED	Orange	Orange County Government	7/1/18 – 6/30/21
Washington, Sharron	GRO	Multi-county	Florida Department of Children & Families	7/1/19 – 6/30/22

Key Codes:

Areas of Representation:

- BU – Business **(18 Seats)**
- WOLO – Workforce-Labor Organization
- WOJ – Workforce-Joint labor-management Apprenticeship Program
- WOD – Workforce-Community-based Organizations representing Individuals with Disabilities (optional)
- WOV – Workforce-Community-based Organizations representing Veterans (optional)
- WOY – Workforce-Community-based Organizations representing Youth (optional)
- ETPA – Education and Training Provider-Adult Education and Literacy
- ETPC – Education and Training Provider-Institution of Higher Education
- ETPO – Education and Training Provider-Other Providers (optional)
- GRED – Government Representative-Economic Development
- GRES – Government Representative-Employment Service
- GRVRD – Government Representative-Vocational Rehabilitation
- GRO – Government Representative-Other (optional) **CareerSource Central Florida operates the Wagner Peyser (GRO) function
- OTHER – Other (please specific group/program being represented) (optional)



Board of County Commissioners

P.O. Box 7800 • 315 W. Main St., Suite 316 • Tavares, FL 32778

December 15, 2020

Ms. Pamela Nabors, President/CEO
CareerSource Central Florida
390 North Orange Avenue, Suite 700
Orlando, FL 32801

Dear Ms. Nabors:

I recommend the appointments of the following individuals, for terms as described, on the CareerSource Central Florida Board of Directors.

Appointments *(see attached nomination letters):*

Private Sector Seats:

Representing Orange County:

- Ms. Kari Conley, Duke Energy (Term: 12/17/20 – 6/30/22)

Representing Osceola County:

- Ms. Stella Siracuza, Tomato Express (Term: 12/17/20 – 6/30/23)
- Mr. Manuel Rascon, AdventHealth (Term: 7/1/21 – 6/30/23)

If you have any questions, please feel free to contact me.

Sincerely,

Leslie Campione, Chairman
Commissioner, District 4

cc: Melanie Marsh, Lake County Attorney
Brandon Matulka, Director, Lake County's Agency for Economic Prosperity

P 352.343.9850 • F 352.343.9495

Board of County Commissioners • www.lakecountyfl.gov

Douglas B. Shields
District 1

Sean M. Parks, AICP, QEP
District 2

Kirby Smith
District 3

Leslie Campione
District 4

Josh Blake
District 5



ORANGE COUNTY MAYOR

Jerry L. Demings

P.O. BOX 1393, 201 SOUTH ROSALIND AVENUE, ORLANDO, FL 32802-1393

PHONE: 407-836-7370 • FAX: 407-836-7360 • EMAIL: MAYOR@OCFL.NET

October 26, 2020

The Honorable Leslie Campione
 Lake County Board of County Commission
 P.O. Box 7800
 Tavares, FL 32778

Dear Commissioner Campione:

I am pleased to approve the appointment of the individual listed below to serve on the CareerSource Central Florida Board for the term of 12/17/2020 thru 6/30/2022. Mr. Orlando Alancastro, Orlando Utilities Commission, vacated the seat when he resigned to take a position with a company located in Seminole County.

Private Sector Seat representing Orange County:**Appointment (see attached letter):**

- Ms. Kari Conley, Government and Community Relations Manager, Duke Energy

Sincerely,

Jerry L. Demings
 Orange County Mayor

c: Melanie Marsh, Lake County Attorney
 Pamela Nabors, President/CEO, CareerSource Central Florida

August 27, 2020

The Honorable Mayor Jerry Demings
Orange County Government
201 South Rosalind Ave., 5th Floor
Orlando, FL 32801

Dear Mayor Demings:

The Orlando Economic Partnership is pleased to nominate Ms. Kari Conley to serve in the business seat representing Orange County on the CareerSource Central Florida Board of Directors.

Ms. Conley serves as Government and Community Relations Manager of Duke Energy and we are proud to recommend this individual for consideration.

Please let me know if you have any questions or need further information.

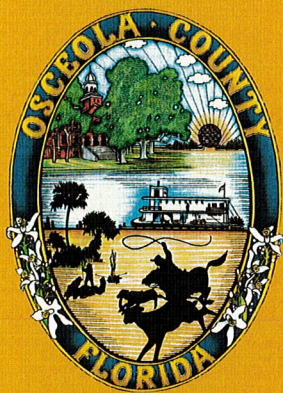
Regards,



Tim Giuliani
President and CEO
Orlando Economic Partnership

cc: Eric Ushkowitz, Economic Development Administrator, Orange County Government
Jeffrey Newton, Orange County Attorney
Pamela Nabors, President/CEO, CareerSource Central Florida





**BOARD
OF
COUNTY
COMMISSIONERS**
407-742-2000

District I
Peggy Choudhry

District II
Viviana Janer
Vice Chair

District III
Brandon Arrington
Chair

District IV
Cheryl Grieb

District V
Ricky Booth

**Osceola
County**

1 Courthouse Square
Suite 4700
Kissimmee, FL 34741

Phone: 407-742-2000
Fax: 407-742-2391

December 14, 2020

Ms. Stella Siracuza
2631 Shinoak Drive
Orlando, FL 32837

Dear Ms. Siracuza:

It gives me great pleasure to inform you that at our December 14, 2020 Board of County Commission meeting, the Osceola Board of County Commissioners appointed you to the CareerSource Central Florida Board of Directors to serve in a new business seat from term 12/17/20 thru 6/30/2023.

Recording Secretary, Ms. Kaz Kasal will contact you with information regarding the Board. Should you have any questions or need further assistance, please contact Ms. Kasal at 407-531-1222.

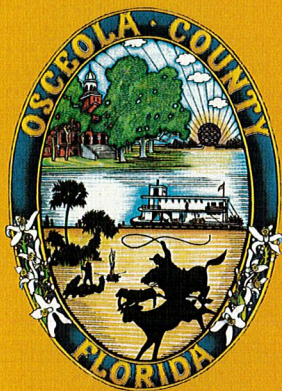
Sincerely,

BOARD OF COUNTY COMMISSIONERS


Brandon Arrington
Chairman

BA/lcb

cc: Pamela Nabors, President and Chief Executive Officer
Kaz Kasal, Recording Secretary



**BOARD
OF
COUNTY
COMMISSIONERS**
407-742-2000

District I
Peggy Choudhry

District II
Viviana Janer
Vice Chair

District III
Brandon Arrington
Chair

District IV
Cheryl Grleb

District V
Ricky Booth

**Osceola
County**

1 Courthouse Square
Suite 4700
Kissimmee, FL 34741

Phone: 407-742-2000
Fax: 407-742-2391

December 14, 2020

Mr. Manny Rascon
2450 North Orange Blossom Trail
Kissimmee, FL 34744

Dear Mr. Rascon:

It gives me great pleasure to inform you that at our December 14, 2020 Board of County Commission meeting, the Osceola Board of County Commissioners appointed you to the CareerSource Central Florida Board of Directors. Your term of office is effective for the period of July 1, 2021, through June 30, 2023.

Recording Secretary, Ms. Kaz Kasal will contact you with information regarding the Board. Should you have any questions or need further assistance, please contact Ms. Kasal at 407-531-1222.

Sincerely,

BOARD OF COUNTY COMMISSIONERS

Brandon Arrington
Chairman

BA/lcb

cc: Pamela Nabors, President and Chief Executive Officer
Kaz Kasal, Recording Secretary



(407) 847-3174
Fax: (407) 870-8607

1425 East Vine Street
Kissimmee, FL 34744

kissimmeechamber.com

August 6, 2020

The Honorable Commissioner Viviana Janer
Chairwoman, Osceola County Board of County Commissioners
1 Courthouse Square
Suite 4700
Kissimmee, FL 34741

Dear Commissioner Janer:

Kissimmee / Osceola County Chamber of Commerce is pleased to nominate Ms. Stella Siracuza to serve in the business seat representing Osceola County on the CareerSource Central Florida Board of Directors.

Ms. Siracuza serves as CFO of Tomato Express, Inc. and we are proud to recommend this individual for consideration.

Please let me know if you have any questions or need further information.

Regards,

John Newstreet
President & CEO

Cc: Commissioner Leslie Campione, Lake County, and Central
Florida Area Workforce Development Consortium Chair
Melanie Marsh, Lake County Attorney
Commissioner Brandon Arrington, Osceola County
Andrew Mai, Osceola County Attorney
Pamela Nabors, President/CEO, CareerSource Central Florida

Mission:
Champions for
Business and Community

Vision:
Leading a Prosperous
Regional Economy

Values:
Creating Opportunity
Embracing Heritage
Building Unity



(407) 847-3174
Fax: (407) 870-8607

1425 East Vine Street
Kissimmee, FL 34744

kissimmeechamber.com

October 21, 2020

The Honorable Viviana Janer
Chairwoman, Osceola County Board of County Commissioners
Osceola County, Florida
1 Courthouse Square, Suite 4700
Kissimmee, Florida 34741

RE: CareerSource Central Florida Board of Directors Appointment Recommendation

Dear Chairwoman Janer,

The Kissimmee/Osceola County Chamber of Commerce is pleased to recommend Mr. Manuel Rascon to serve in the business seat representing Osceola County on the CareerSource Central Florida Board of Directors.

Mr. Rascon's resume accompanies this letter. It highlights his current role as Human Resources Assistant Director / Business Partner at Advent Health Kissimmee. His education includes a Bachelor of Arts in Business Administration from Southern Adventist University as well as studies for a Master of Business Administration degree from Webster University with expected completion this year.

We appreciate the Board's consideration of our recommendation. We will be happy to address any questions or concerns upon request.

Respectfully,

A handwritten signature in blue ink, appearing to read "John Newstreet".

John Newstreet
President/CEO

CC: The Honorable Cheryl Grieb, Vice Chair, Board of County Commissioners
The Honorable Brandon Arrington, Board of County Commissioners
The Honorable Peggy Choudhry, Board of County Commissioners
The Honorable Leslie Campione, Lake County Board of Commissioners
Andrew Mai, Osceola County Attorney
Melanie Marsh, Lake County Attorney
Pamela Nabors, President/CEO, CareerSource Central Florida
Adrianna Sekula, Chair, Kissimmee/Osceola County Chamber of Commerce Board of Directors

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ADJOURNMENT OF CONSORTIUM

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BOARD CONSENT AGENDA



Board of Directors Meeting

Thursday, September 24, 2020, 9:00 a.m.

MINUTES

MEMBERS PRESENT: Mark Wylie, Andrew Albu, Paul Bough, Diane Culpepper, Keira des Anges, Wendy Ford, Nicole Guillet, John Gyllin, Mark Havard, Jeff Hayward, Eric Jackson, Brooke Morris, Sheri Olson, Bryan Orr Kathleen Plinske, David Sprinkle, Jim Sullivan, Richard Sweat, Al Trombetta, Eric Ushkowitz, Larry Walter, Matt Walton, Sharron Washington, Christopher Wilson, and Jody Wood

MEMBERS ABSENT: Steve Ball, Wendy Brandon, Glen Casel, John Gill, Jane Trnka,

STAFF PRESENT: Pam Nabors, Mimi Coenen, Leo Alvarez, Lisa Burby, Dyana Burke, Steven Nguyen, Nilda Blanco, Cliff Marvin, Carla Sosa, Kierstyn Bishop and Kaz Kasal

GUESTS PRESENT: Steven Rivera / CSCF Participant; Representative Rene Plasencia / Florida House of Representatives; Pat Sciarappa; Heather Ramos / GrayRobinson

Agenda Item	Topic	Action Item / Follow Up Item
1	Welcome <ul style="list-style-type: none"> Mr. Wylie, Board Chair, called meeting to order at 9:02 am and welcomed attendees. 	
2	CSCF Spotlight Story <ul style="list-style-type: none"> Mr. Steven Rivera, CSCF Participant, thanked CSCF for helping him enroll in Osceola's Technical Law Enforcement Program. He graduated and ultimately attained a commissioned Police Officer position with the city of Orlando. 	
2	Roll Call / Establishment of Quorum <ul style="list-style-type: none"> Ms. Kasal, Executive Coordinator, reported a quorum present. 	
3	Public Comment <ul style="list-style-type: none"> None offered. 	
4	Consent Agenda <ul style="list-style-type: none"> Mr. Wylie asked the Board if any item on consent agenda, as listed below, should be moved off for further discussion: <ul style="list-style-type: none"> Draft Minutes of 8/20/20 Board Meeting 	Mr. Walter made a motion to approve all items on the consent agenda. Mr. Walton seconded; motion passed unanimously.
5	Information / Discussion <p><u>Chair's Report</u></p> <ul style="list-style-type: none"> Mr. Wylie relayed his tour of the new West Orange Office. <p><u>President's Report</u></p> <ul style="list-style-type: none"> Ms. Nabors, President/CEO, provided highlights from the President's Report (attachment) to include: <ul style="list-style-type: none"> Unemployment impacts to date Revenue diversity streams to date Scorecard through 9/22/20 	



- "Help Is Here" activities to date and encouraged Board for their support on this initiative
- Summer Youth 2020 outcomes
- Sterling Application update

- Finance Report

- Mr. Alvarez, CFO, reviewed financials through 8/31/20, trending on target at 16.5% expended.

Committee Reports

Executive:

Mr. Wylie, Executive Committee Chair, stated Committee met on 9/17/20, reviewed its Charter, CSCF updates and committee reports.

Audit

Mr. Walter, Audit Committee Chair, reported Committee will meeting jointly with Finance Committee on 10/13/20.

Career Services

Dr. Plinske, Career Services Committee Chair, reported on the following:

- Met on 9/10/20
- Reviewed Charter – concurred no changes needed
- Reviewed results from Summer Youth 2020 program – great outcome despite COVID-19
- Ms. Danielle Permenter with Orlando.org presented on "Upskill Orlando" – a grant initiative focused on skills-based hiring vs. credentials

Community Engagement:

Ms. Wood, Community Engagement Committee Chair, reported on following:

- Met on 8/31/20
- Reviewed FY 19-20 Strategic Communications outcomes and road map for first half of FY 20-21
- Reviewed CSCF niche customer vs. pandemic customer.
- Reviewed "Help Is Here" campaign activities and strategies
- Deferred Charter review to next meeting

Facilities Ad Hoc Committee

Mr. Walton, Facilities Committee Chair, stated a meeting will be scheduled for 10/1/20 to review renewal options for CSCF's Seminole County office.



	<p><u>Finance Committee</u> Mr. Ushkowitz, Finance Committee Chair, reported Committee will meeting jointly with Audit Committee 10/13/20.</p> <p><u>Governance</u> Mr. Sweat, Governance Committee Chair, reported Committee will be meeting on 10/7/20.</p> <p><u>Revenue Diversity Ad Hoc</u> Mr. Jackson, Revenue Diversity Ad Hoc Committee Chair, reported Committee will be meeting on 11/4/20.</p>	
6	<p>Insight <u>Representative Rene “Coach P” Plasencia</u></p> <ul style="list-style-type: none"> Representative Plasencia, Florida House of Representatives, provided an overview on challenges the region is facing with COVID-19 pandemic, especially in the hospitality industry. <p>Representative Plasencia also reviewed the Florida Talent Development Council, which he is a member. The Council was formed to help meet Florida’s needs for a 21st century workforce with the goal to ensure 60% of adults have a high-value degree, certificate or credential by 2030. However, the pandemic has accelerated the shift to automation; how quickly we can adjust will determine our success.</p> <ul style="list-style-type: none"> The Board shared with Representative Plascencia their own challenges and impacts faced with COVID-19 pandemic. The Board provided following input: <ul style="list-style-type: none"> The need for State’s help to better educate youth on the great opportunities in technical certifications which leads to good paying, upward mobile jobs vs. attaining a college degree. State should streamline processes of apprenticeship’s journey, so it’s easier and more accessible. Representative Plasencia replied Department of Education has a focus to bring tech programs to high schools, with students learning trades before they graduate. Community stakeholders can also outreach to the working age population in their communities about certification training and technical career opportunities which are in high demand, good pay and can lead to upward mobility. 	



	<ul style="list-style-type: none"> Representative Plasencia encouraged the Board to invite other regional legislators to attend future board meetings so they can keep abreast on talent development needs and status of unemployed and underemployed attaining jobs. 	
7	Adjournment Meeting adjourned at 10:47 am.	

Respectfully submitted,

Kaz Kasal
 Executive Coordinator

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CHAIR'S REPORT

Mark Wylie
CSCF Board Chair

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PRESIDENT'S REPORT

Pamela Nabors

SCORECARD

BOARD PRIORITIES

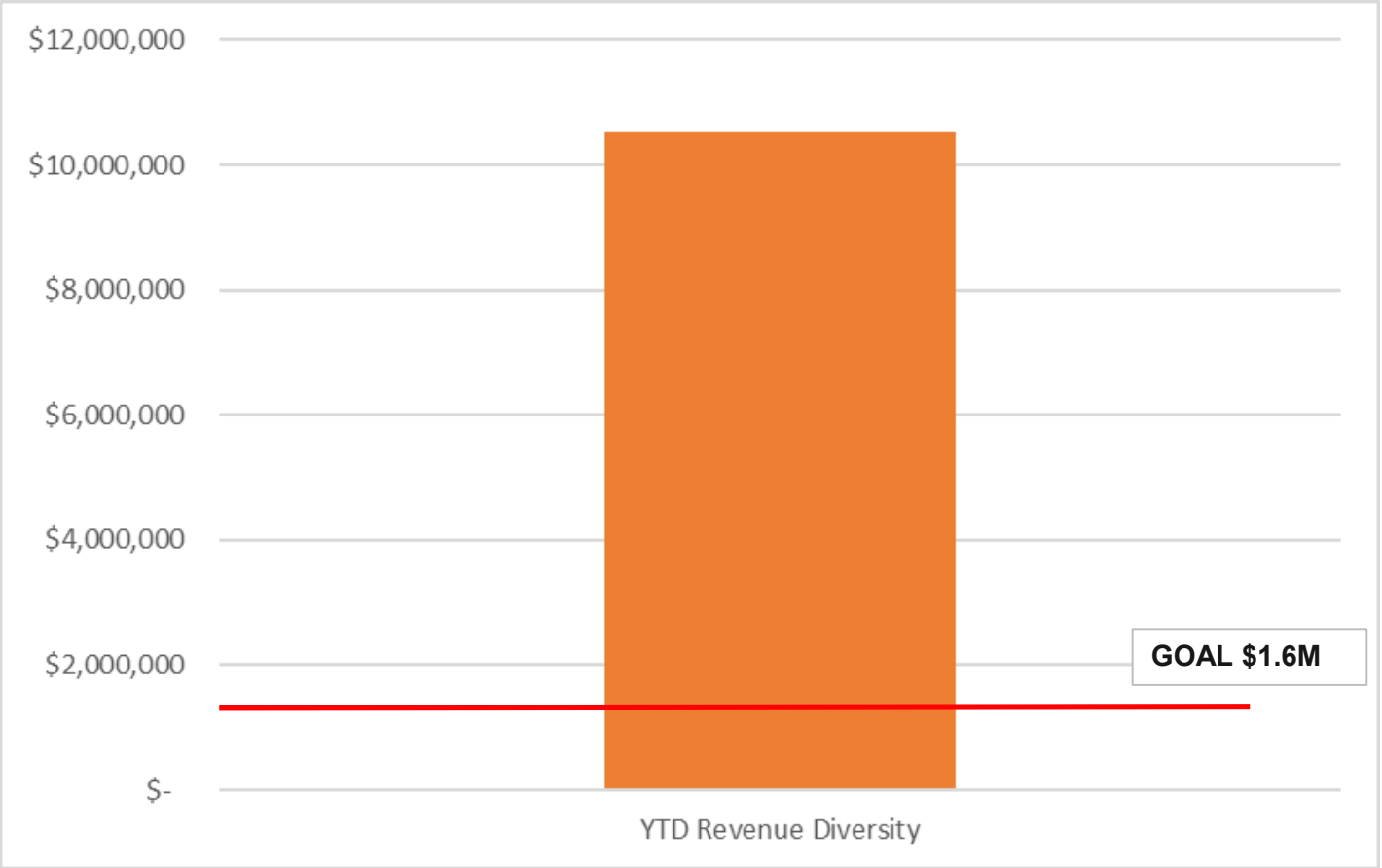
DIVERSIFY REVENUE STREAMS TO ADJUST FOR
VARIABLES IN FEDERAL FUNDING

DELIVER TALENT SOLUTIONS TO IGNITE POTENTIAL

DELIVER TALENT ACQUISITION STRATEGIES FOR
BUSINESSES IN SIX HIGH GROWTH INDUSTRIES

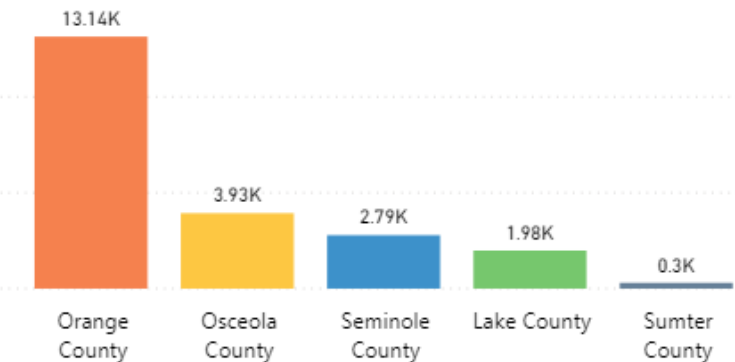
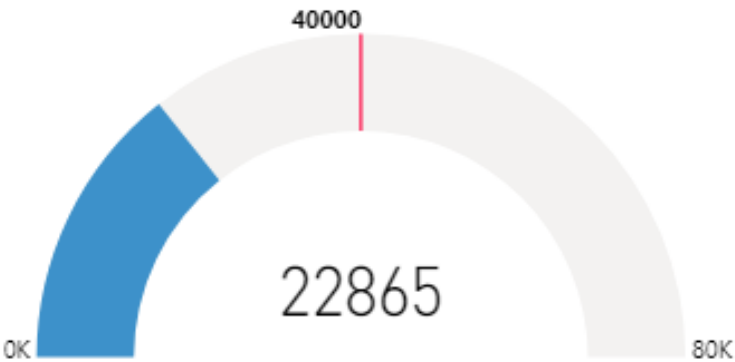
DIVERSIFY REVENUE STREAMS TO ADJUST FOR VARIABLES IN FEDERAL FUNDING

Revenue Diversity Goal	\$ 1,600,000
<u>Grant Funding</u>	
Help is Here - Orange County	\$ 7,500,000
Veterans Award	\$ 32,206
Project Opioid	\$ 2,700,000
	\$ 10,232,206
<u>Public Funding</u>	
Orange County (Youth Grant)	\$ 99,000
<u>Ticket to Work</u>	\$ 112,892
<u>Private Funding</u>	
Board Member Contributions	\$ 48,000
Additions Financial Bank	\$ 40,000
	\$ 88,000
YTD Revenue Diversity	\$ 10,532,098

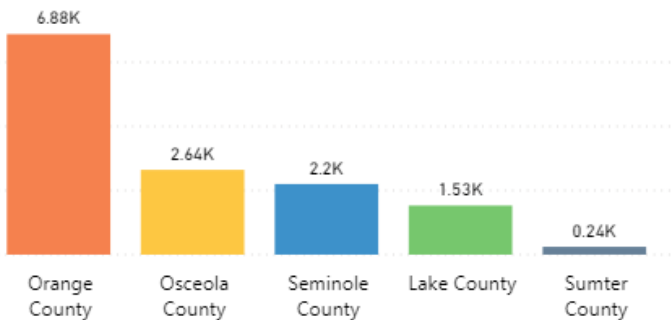
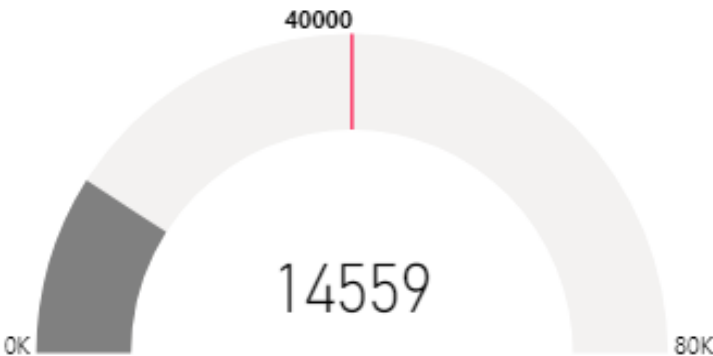


DELIVER TALENT SOLUTIONS
TO IGNITE POTENTIAL

Customers Served
Q1: 2020-2021

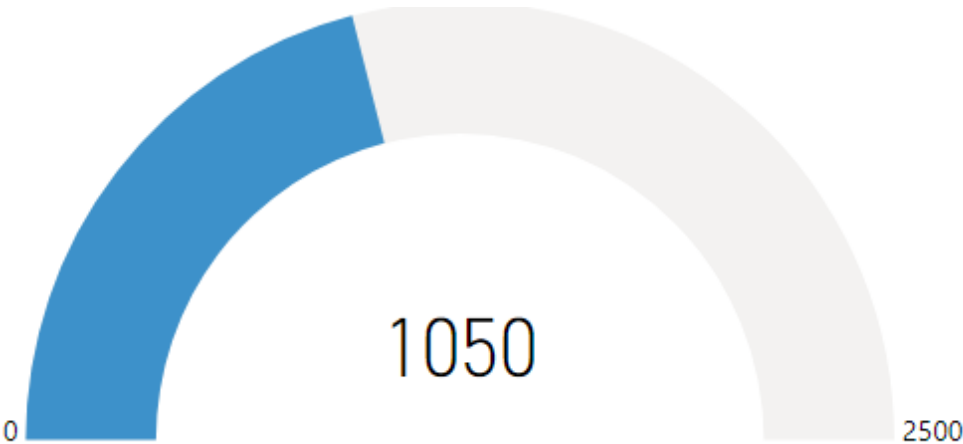


Customers Served
Q1: 2019-2020

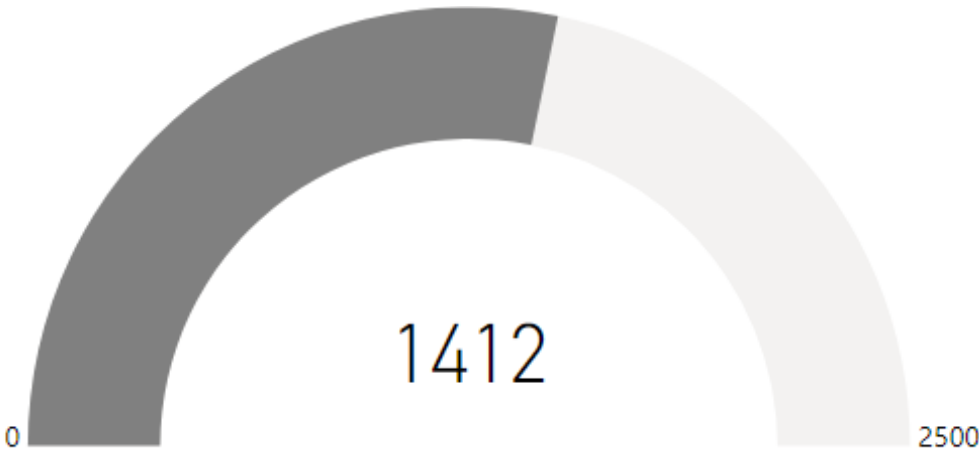


DELIVER TALENT SOLUTIONS
TO IGNITE POTENTIAL

Career Seekers in Training
Q1: 2020-2021

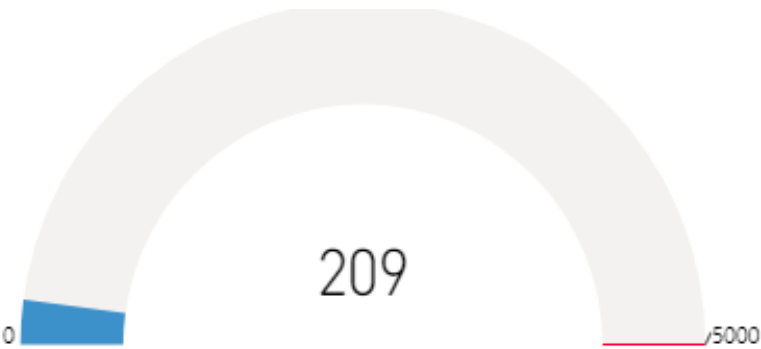


Career Seekers in Training
Q1: 2019-2020



DELIVER TALENT SOLUTIONS TO IGNITE POTENTIAL

Career Seekers Trained and Placed
Q1: 2020-2021



Employment Targeted Sector	Distinct Placements	Percent	Average Wage	Median Wage	σ
Trade & Logistics	31	14.83%	\$19.90	\$19.00	\$8.51
Construction & Utilities	28	13.40%	\$17.70	\$16.46	\$4.76
Other	44	21.05%	\$17.45	\$15.71	\$6.89
IT & Finance	31	14.83%	\$16.91	\$15.00	\$6.79
Healthcare	47	22.49%	\$16.90	\$14.25	\$6.94
Manufacturing	17	8.13%	\$15.70	\$14.00	\$5.64
Hospitality/Tourism	12	5.74%	\$10.51	\$10.17	\$1.43

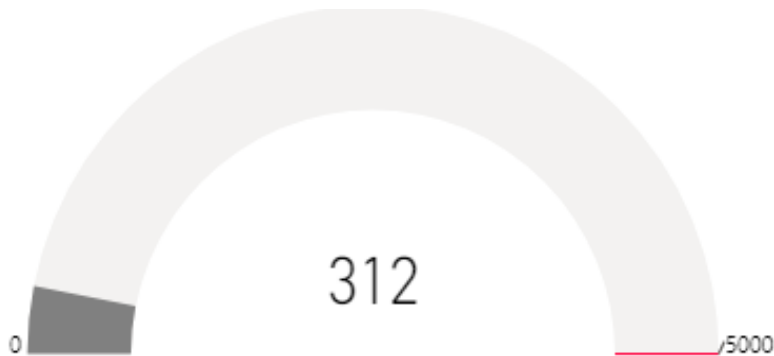
\$17.10

Average Wage

\$15.00

Median Wage

Career Seekers Trained and Placed
Q1: 2019-2020



Employment Targeted Sector	Distinct Placements	Percent	Average Wage	Median Wage	σ
Manufacturing	26	8.33%	\$18.24	\$16.00	\$6.35
IT & Finance	29	9.29%	\$16.18	\$14.00	\$6.66
Trade & Logistics	55	17.63%	\$16.13	\$14.50	\$6.54
Construction & Utilities	30	9.62%	\$15.70	\$15.00	\$3.72
Healthcare	100	32.05%	\$14.50	\$13.09	\$4.35
Other	42	13.46%	\$12.28	\$11.50	\$3.41
Hospitality/Tourism	31	9.94%	\$10.45	\$9.75	\$2.50

\$14.67

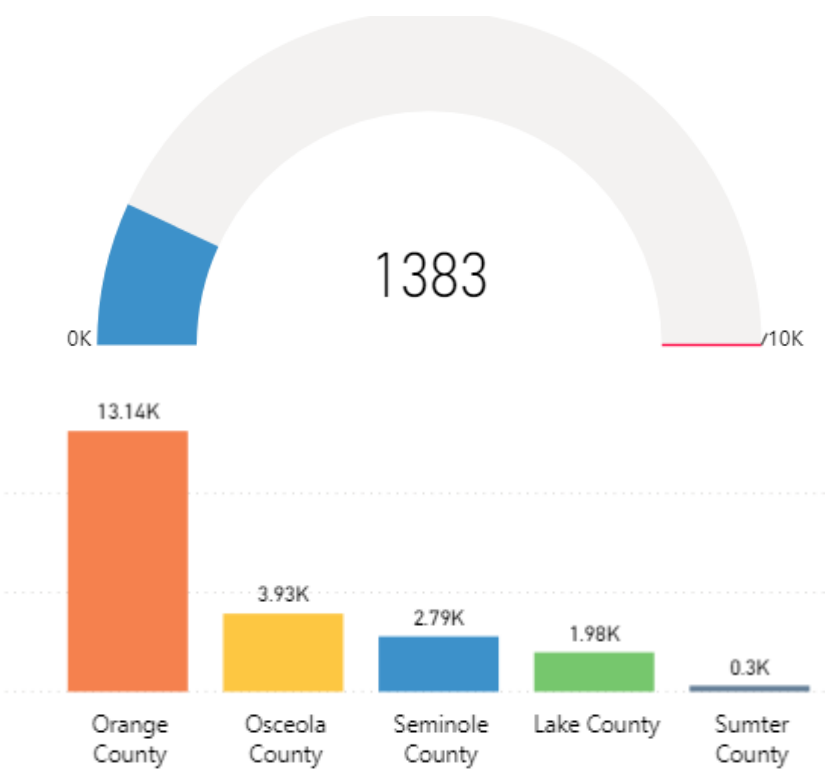
Average Wage

\$13.25

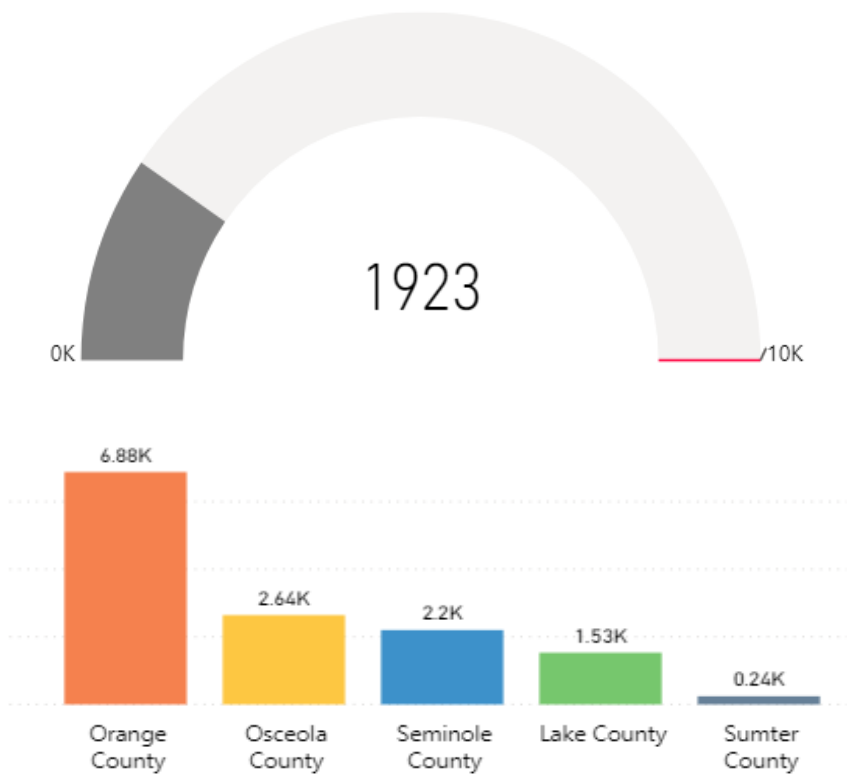
Median Wage

DELIVER TALENT SOLUTIONS TO IGNITE POTENTIAL

Career Seekers Placed
Q1: 2020-2021

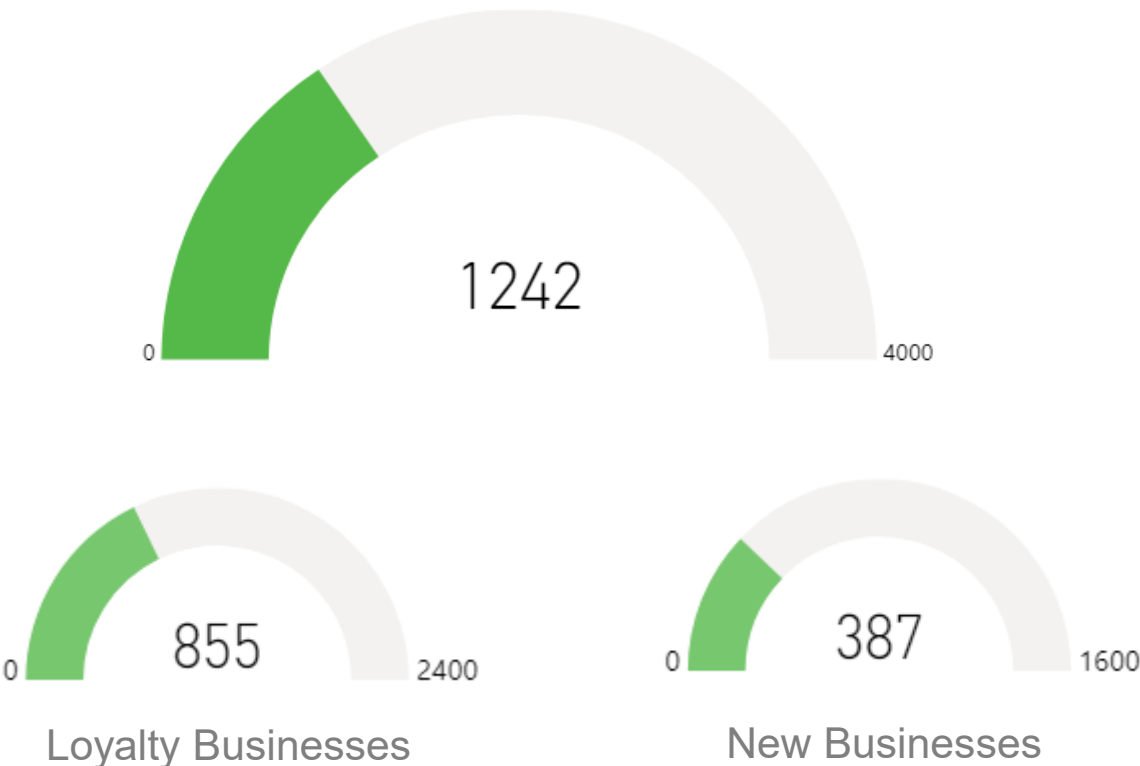


Career Seekers Placed
Q1: 2019-2020

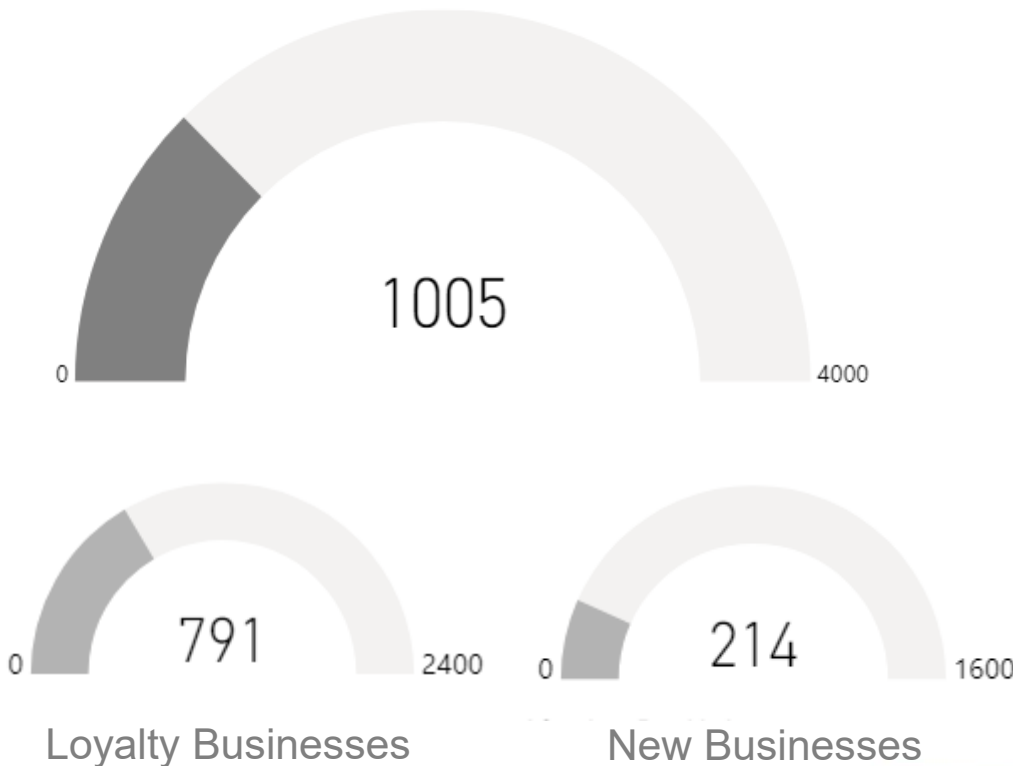


DELIVER TALENT ACQUISITION STRATEGIES FOR BUSINESSES IN HIGH GROWTH INDUSTRIES

Businesses Served
Q1: 2020-2021



Business Served
Q1: 2019-2020



HELP IS HERE ORANGE COUNTY

Cumulative Communication Outreach

Total Unique
Applications

7133

Career Seekers
Total Reached

83,831

Businesses Total
Reached

27,004

Unique Website
Visits

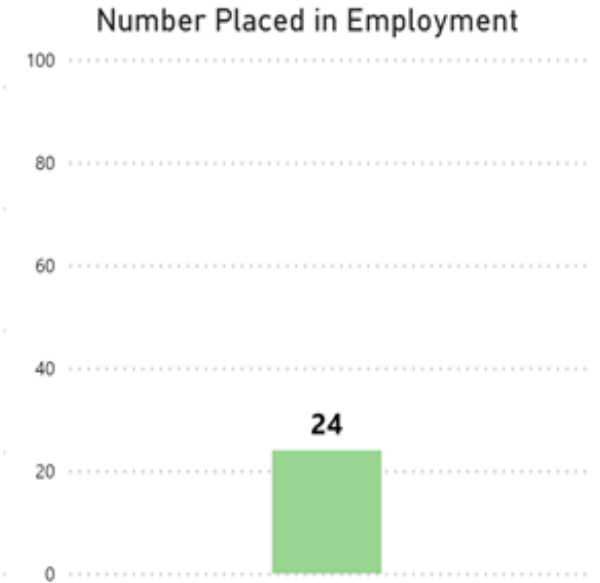
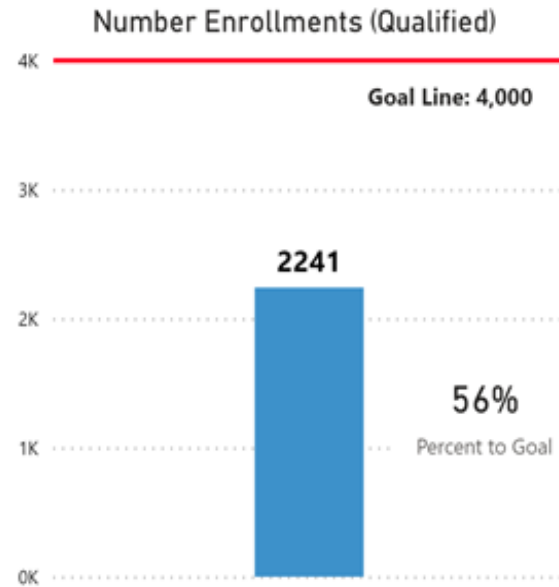
49,835

Total Audience
Reached (Media)

130.7M

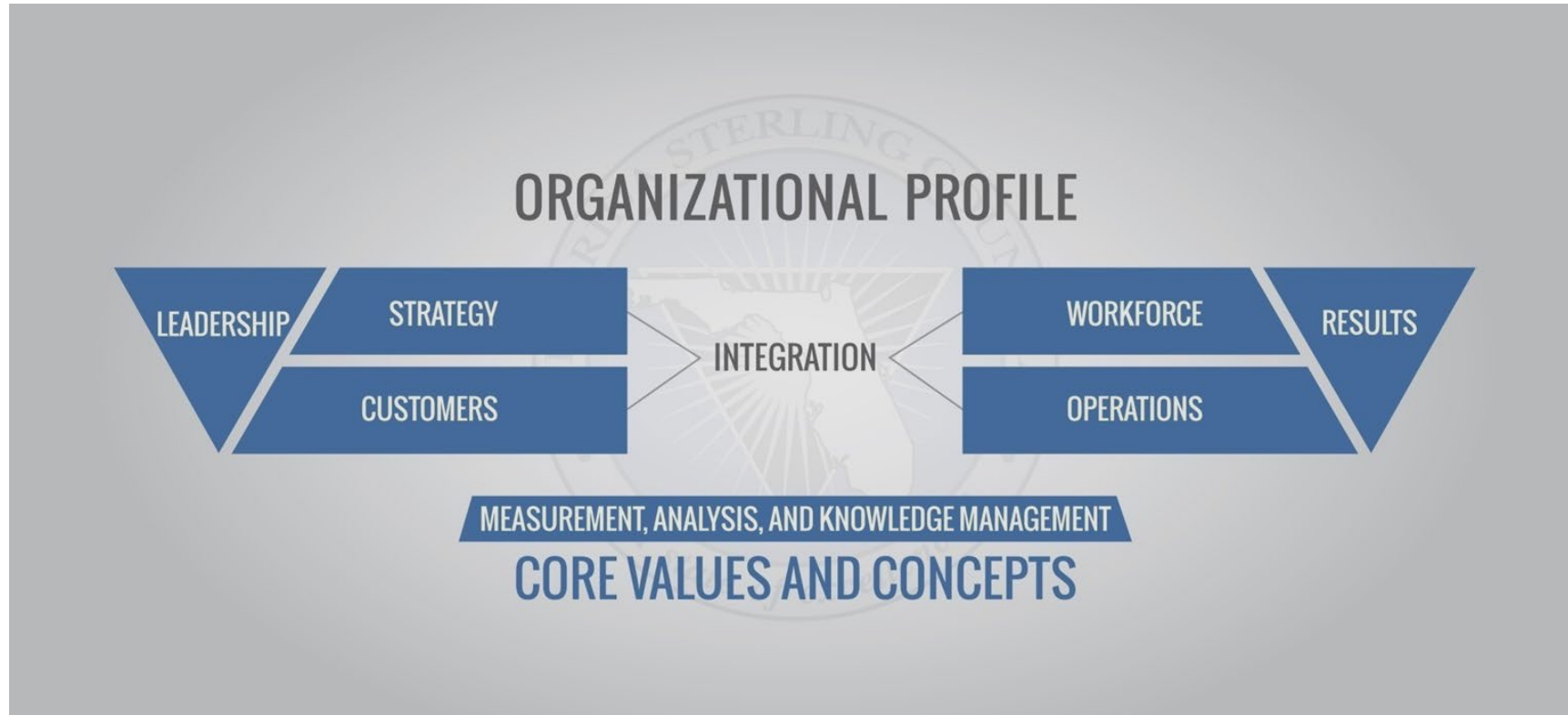
Social Media
Impressions

1,133,558



STERLING UPDATE





Sterling Management Framework








STERLING FRAMEWORK: CSCF TRANSFORMATION

2012-2014




2012

-  Pam Nabors Joins CSCF as President and CEO
-  Initiated 5-year Facilities Consolidation Plan to Save \$1.5M
-  Launched ADP Automated Payroll System
-  Accepted DEO Program Corrective Action Plan to Resolve Audit Findings

2014

-  Rebranded Workforce Central Florida to CareerSource Central Florida
-  Created Governance and Community Engagement Committees
-  Received Unqualified Audit Report for First Time
-  Aligned Operations Leadership Team with National Workforce Competencies
-  Conducted Pagosa Study to Evaluate Service Delivery, Quality, and Effectiveness
-  Doubled Temporary Assistance for Needy Families (TANF) Participation Rates

2013

-  Redefined Youth Services and Created Youth Services Committee
-  DEO Removed "High-Risk Status"
-  Resolved \$17.4M of DEO Questionable Costs
-  Debuted Employee Engagement and Satisfaction Survey






STERLING FRAMEWORK: CSCF TRANSFORMATION

2015-2017

2015

-  DEO Audit Returned Zero Findings
-  Initiated Executive Coaching for Senior Leaders
-  Began to Meet Workforce Innovation Opportunity Act (WIOA) Requirements
-  Implemented Leadership Re-Structure to Enhance Service Delivery

2017

-  Refined Board of Directors Organization's Vision and Mission
-  President & CEO Implemented 1:1 Staff Meetings and Town Halls Company-Wide
-  Debuted Trust Creed to Enhance Company Culture
-  Established New Training Provider Policy with Required Performance Targets.
-  Restructured Retirement Plan, Doubling Plan Assets and Increasing Staff Participation from 70% to 95% Over Four Years

2016

-  Underwent Sterling Explorer Assessment
-  Adopted Sterling Management Model
-  Launched Organizational Risk Assessment Plan
-  Created Continuity of Operations Plan
-  Initiated Strategic Alignment with State/Technical Colleges





STERLING FRAMEWORK: CSCF TRANSFORMATION

2018-2020







2020

-  No Financial Findings from DEO Audits in Five Years
-  Met or Exceeds WIOA Requirements Since 2015
-  Pivoted to Virtual Service Delivery to Address COVID-19 Pandemic
-  Launched Digital Webinars, Job Fairs, Appointment App for Customers
-  Doubled Number of Customers Served from ~40k to 80k in a Span of Four Months
-  Shifted Staff Scheduling to Maintain COVID-19 Safety Measures
-  Media Outreach Plan Significantly Increases Brand Awareness

2018

-  Developed Customer Framework Model/Way of Being
-  Defined CSCF Messaging Narrative/Story
-  Adopted/Trained Leadership in Gino Wickham's Traction Model
-  Created CSCF Scorecard to Track Top-box Metrics

2019

-  Defined CSCF North Star & Launched Innovation Transformation
-  Exceeded Diversified Revenue Diversity Goal
-  Introduced New Budget Structure: 80% Service Delivery/20% General & Administrative
-  Articulated Customer Journey to Enhance Service Delivery
-  Launched New CSCF Website
-  Debuted Lake County and Osceola County Career Centers on State College Campuses to Incorporate Customer Journey Design

STERLING JOURNEY - CSCF STATUS

Completed

- 2015:
 - Started Sterling Excellence Journey and Initiated Staff Training
- 2016:
 - Completed Sterling Explorer Assessment
- 2016-2019:
 - Focused Development around Sterling Concepts, Values, Framework
 - Sterling Governor's Award Challenge Assessment - Baldrige Criteria for Organizational Excellence
- October 2020
 - CSCF Application Submitted

Next Steps:

- **Dec. 2020 – April 2021:**
 - **Sterling Examination Period**
- **March 15, 2021:**
 - **Sterling Examiners Visit CSCF Sites**
- **May 2021:**
 - **Feedback Report Delivered**
- **June 2021:**
 - **Action Plans Established for Continued Transformation**

“Support to Communities: Fostering Opioid Recovery through Workforce Development Grant” from DEO

**\$3.6M
4-Year
Grant**

2020-2024

- **Provide Career & Business Services: Training; Recruitment, Retention**
 - Those Who Seek to Transition to Professions that Support Individuals with Substance Use Disorder
 - Need New or Upgraded Skills in Opioid Recovery and Health-related Professions
 - Those Recovering from Substance Use Disorder
 - Support their Skill Development and Continuous Employment
 - To Become a Peer-to-Peer Drug Treatment Advisor
 - Assist Businesses:
 - Train HR Professionals in Opioid Recovery
 - Help Address Substance Use Disorder Needs as a Component of the Organization’s Employee Assistance Program
- **Deliver NARCAN Training**
 - Community Facilitators, Social Service, Faith-based Organizations
- **Develop a System of Care Approach**
 - Provide Labor Market Analysis to Support In-Demand Careers and Drive Effective Training Programs related to Opioid Recovery
 - Engage and Convene Community Leaders and Training Providers

Next Steps:

- **Grant Funding Pending**
- **Grant Implementation**
 - ✓ **Finalize Planning**
 - ✓ **Staffing to Support Grant**
 - ✓ **Determine Partnership and Vendor Fulfillment Details**



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FINANCE REPORT

ERIC USHKOWITZ

Treasurer / Finance Committee Chair

CareerSource Central Florida
Current Year Budget and 2 yr Expenditure Comparison
As of 09/30/20

	CY	PY	\$	%
Funding Sources	Revenue	Revenue	Difference	Difference
Carry In Funds From FY 18 - 19	7,500,000	6,500,000	1,000,000	
FY 19 - 20 Award	33,500,000	26,000,000	7,500,000	
Award Total - Available Funds	41,000,000	32,500,000	8,500,000	
LESS planned Carryover For FY 20 - 21	(2,500,000)	(2,300,000)	(200,000)	
Total Available Funds Budgeted	38,500,000	30,200,000	8,300,000	27.5%

	Budget	CY Expenditures	PY Expenditures	\$ Difference	% Difference
Salaries/Benefits	15,180,000	3,115,032	3,024,923	90,109	3.0%
Career & Youth Services	17,200,000	4,420,259	4,019,550	400,709	10.0%
Professional Fees	790,000	65,903	103,175	(37,271)	-36.1%
Outreach	500,000	100,903	92,582	8,321	9.0%
Infrastructure/Maintenance & Related Cost	3,275,000	489,507	799,855	(310,349)	-38.8%
IT Cost/Network Expenses	1,200,000	378,011	265,541	112,470	42.4%
Staff Development & Capacity Building	355,000	39,919	55,666	(15,747)	-28.3%
TOTAL EXPENDITURES	38,500,000	8,609,534	8,361,291	248,243	3.0%

	BUDGET	CY ACTUAL	PY ACTUAL
ITA %	30.0%	43.9%	52.4%
ADMINISTRATIVE COST %	8.0%	8.9%	9.1%

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COMMITTEE REPORTS

REPORTS BY COMMITTEE CHAIR

1) Executive

- a) Purchase of Equity & Inclusion Training Program –
Valencia Peace & Justice Institute

Mark Wylie

2) Audit

Larry Walter

3) Career Services

Dr. Kathleen Plinske

4) Community Engagement

Jody Wood

5) Facilities Ad Hoc

Matt Walton

6) Finance

Eric Ushkowitz

- a) CSCF Seminole County Office Lease Renewal

7) Governance

Richard Sweat

- a) Board Engagement Metrics

8) Revenue Diversity Ad Hoc

Eric Jackson





ACTION

To: CareerSource Central Florida Board of Directors
 From: Executive Committee
 Subject: Customized Diversity & Inclusion Program Procurement
 Date: December 17, 2020

Purpose:

To recommend CareerSource Central Florida Board of Directors approve Valencia College to deliver customized diversity and inclusion training to its employees. The recommendation requires board action and two-thirds approval for related party purposes.

Background:

Diversity & Inclusion policies, programs, and practices require aligned, committed, and engaged leadership in order to signal the importance of the work to all employees and to make a meaningful impact on company culture and the workplace. CareerSource Central Florida seeks to create a scaled and purposeful Diversity, Equity, and Inclusion (DEI) strategy, with strategic pillars (Equitable Treatment & Mitigate Bias), and customized initiatives, to kick-start the CSCF DEI Journey. This professional development offering is one component of our CSCF continued development plan and aligns with our North Star Journey.

Staff evaluated several program offerings and found the Valencia College Peace & Justice Institute offering for Diversity & Inclusion provides a robust learning program and aligns with our mission, vision, and values. The Leadership Academy curriculum will become a key element of the CSCF leadership development program.

Florida Diversity Council - Diversity First					
Program Offerings	Number of Participants	Cost Per Participant	SUM	Facilitation Fee	GRAND TOTAL
5-day Virtual Classroom Participation	10	\$ 5,050.00	\$ 50,500.00	\$ -	\$ 50,500.00
Access to Diversity First Toolkit and Graduate Network	10	\$ -	\$ -	\$ -	\$ -
CDP Examination Fee	10	\$ 450.00	\$ 4,500.00	\$ -	\$ 4,500.00
TOTAL					\$ 55,000.00
PRISM - Leveraging Diversity, Equity and Inclusion					
Program Offerings	Number of Participants	Cost Per Participant	SUM	Facilitation Fee	GRAND TOTAL
Diversity Equity and Inclusion Training	25	\$ 94.00	\$ 2,350.00	\$ 3,500.00	\$ 5,850.00
Career Power Classic & Love 'Em or Lose 'Em	25	\$ 235.00	\$ 5,875.00	\$ 4,500.00	\$ 10,375.00
Micro Courses, Help - Up -Stay	25	\$ 94.00	\$ 2,350.00	\$ 3,500.00	\$ 5,850.00
TOTAL					\$ 22,075.00
Valencia College - Peace and Justice Institute					
Program Offerings	Number of Participants	Cost Per Participant	SUM	Facilitation Fee	GRAND TOTAL
Casting a Vision Workshop (1-hour workshop)*	250	\$ 49.95	\$ 12,488.50	\$ -	\$ 15,000.10
Leadership Academy Training Series (8 Workshops) *	28	\$ 89.70	\$ 2,511.60		
CareerSource Circles for Staff and Leadership (1-hour workshop)	250	\$ 40.00	\$ 10,000.00	\$ -	\$ 10,000.00
Conversations in Inclusiveness (8 Workshops)					
TOTAL					\$ 25,000.10
*Cost per participant amounts are approximate					

*Cost per participant amounts are approximate.

Action: Executive Committee recommends the CSCF Board approve allowing CareerSource Central Florida to contract with Valencia College to deliver the customized diversity and inclusion training. This vote will require the related party to abstain from voting and two-thirds approval.

Approved:

- Executive Committee: 12/10/20



ACTION

To: CareerSource Central Florida Board of Directors
From: Finance Committee
Subject: CareerSource Central Florida - Facilities
Date: December 17, 2020

Purpose:

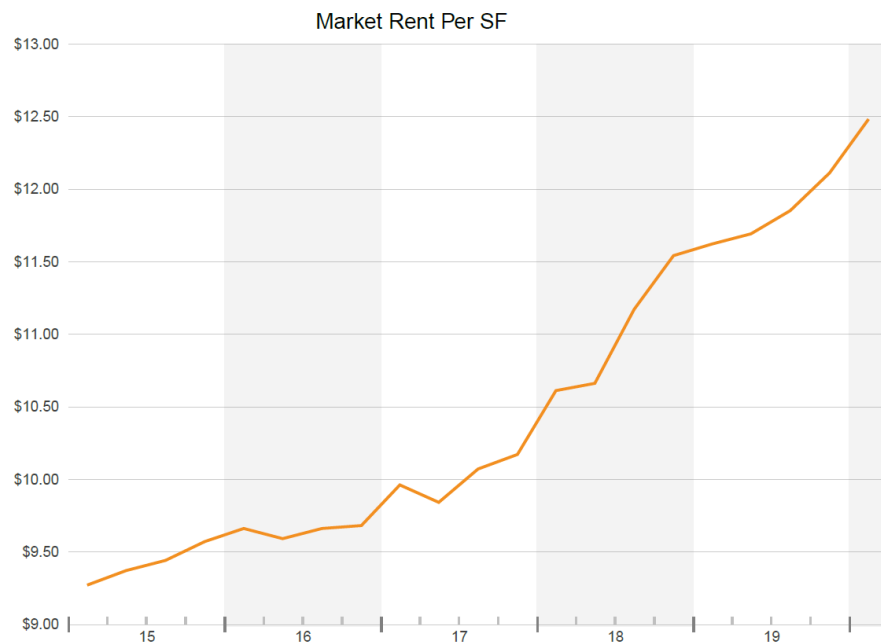
To recommend CareerSource Central Florida's (CSCF) Board of Directors approve for staff to continue Seminole County office's lease negotiations for a 5-year renewal, prior to the June 30, 2021. The Executive Committee reviewed below information on the current lease terms, market rates, and renewal options provided by the landlord. CSCF's Seminole County facility lease expires on June 30, 2021.

Background:

Current Lease Terms for Seminole County Office:

<u>1209 West Airport Blvd, Sanford</u>
Lease Size: 10,031
Term: Initial term 62Mo. (05/01/14 to 06/30/19) w/ 2 Yr. Extension (06/30/21)
Current Rate: \$12.53 per sq./ft. (NNN Lease)
Annual Rent Escalation: 3%
Renewal Option: One Five Year Option with written notice 6 mo. Prior to Exp.

Current Rental Market Rate in Seminole County:



Renewal Options:

CareerSource Central Florida as the landlord of the Seminole County office to provide two renewal options for The Facilities Ad-Hoc Committee to consider, a short-term two year option and a five year option.

Option 1: Two year renewal, with 3.5% annual base rent escalations, CAM adjustment from \$2.10 psf to \$2.20 psf and, space to remain as is,

Option 2: Five year renewal, with 2% annual base rent escalations, CAM adjustment from \$2.10 psf to \$2.20 psf and, Brio to bear the cost of painting the space throughout (estimated at a cost of \$15,000) plus, Brio will contribute an additional \$15,000 towards any addl. desired renovations. Any additional renovation costs above paint and the additional \$15,000 allowance is to be amortized over the 5 year renewal term at 5.5%.

Update: Negotiated Terms since Finance Committee Meeting

Five year renewal, with 2% annual base rent escalations, CAM adjustment from \$2.10 psf to \$2.20 psf.

Landlord will contribute \$75,000 toward tenant improvements with a budget not to exceed \$160,000. Any cost beyond \$75,000 will be paid by landlord and amortized over the five year lease at 4.5% interest.

<u>1209 West Airport Blvd, Sanford</u>
Lease Size: 10,031
Term: Term 60Mo. (07/01/21 to 06/30/26)
Current Rate: \$12.78 per sq./ft. (NNN Lease)
Annual Rent Escalation: 2%
Renewal Option: One Five Year Option with written notice 6 mo. Prior to Exp.
Annual Cost: \$128,200 (Approximate)

Action:

The Finance Committee recommends that the CSCF Board approves staff to continue Seminole County office's lease negotiations for a 5-year renewal, prior to the June 30, 2021 renewal.

Approved:

- Finance Committee: 10/13/20

BOARD ENGAGEMENT METRICS – FY 2020-2021

	ENGAGEMENT		NEW
	PARTICIPATE	DEMONSTRATE	CONTRIBUTE
GOAL	90% of Board Membership	80% of Board Membership	70% of Board Membership
DESCRIPTION	<ul style="list-style-type: none"> Board & Committee Meetings Committee Meetings Board Orientation Board Conference Travel (NAWB, State Board Meetings) CSCF Miscellaneous Business Activities Job Shadowing Center Visits The Board Source Newsletter Engagement 	<ul style="list-style-type: none"> Attending Company Sponsored / Industry Events Participate in Media Interviews Speaking Engagements (internal or external) Sharing the CSCF Story: Inclusion of News/Information in Company's Communications Channels (internal or external) CSCF Miscellaneous Business Activities Job Shadowing Center Visits The Board Source Newsletter 	<ul style="list-style-type: none"> Suggested Annual Contribution (Suggested \$500) (10% of private sector target) Participation in Fundraising Activities to Leverage \$500 towards Revenue Diversity Goals Contribution of In-Kind Donations equivalent to \$500
KPI	Participate for 24 Hours, Per Year	Participate in One Occurrence, Per Year	Contribute to Revenue Generation and/or provide In-kind Contribution

Mid-Year Full Report at Feb. Meeting

BOARD ENGAGEMENT: BOARD MEETING PARTICIPATION

FY: 20-21

Actual Overall 7/1/20 thru 11/30/20: 79%

BOARD MEETING
PARTICIPATION GOAL

70%

BOARD MEETING

30 Members: 83%

FACILITIES AD HOC COMMITTEE

6 Members, 83%

REVENUE DIVERSITY AD HOC COMMITTEE

4 Members, 75%

GOVERNANCE COMMITTEE

7 Members: 83%

FINANCE COMMITTEE

8 Members, 71%

COMMUNITY ENGAGEMENT COMMITTEE

7 Members, 67%

CAREER SERVICES COMMITTEE

9 Members: 61%

AUDIT COMMITTEE

2 Members, 100%

EXECUTIVE COMMITTEE

10 Members, 91%



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INSIGHT

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KEY
DATES

COVID-19

WHAT'S
NEXT?

WORKFORCE
DEVELOPMENT
BOARDS

KEY 2021
ISSUES

QUESTIONS

Legislative Update

Chris Carmody

December 17, 2020

KEY DATES

2021 Committee Week Dates

Monday, January 11, 2021 → Friday, February 19, 2021

2021 Regular Session Dates

Tuesday, March 2, 2021 → Friday, April 30, 2021

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COVID-19

All Eyes on Washington, DC

- Will there be another stimulus package?
- Will there be a state/local government “bail out?”
- Will the rules be changed to allow for the CARES Act money to be used for government budget stabilization?

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WHAT'S NEXT?

New Revenue Sources



Gambling



Internet Sales
Tax



Marijuana



COVID-19

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GAMBLING

- A long sought renewed compact with the Seminole Tribe of Florida to renew the annual payments to the State, expand the exclusive gaming options available to the casinos, and to establish a regulatory structure for sports betting did not pass during the regular session but could be the topic of a special session in the month ahead. Revenue projections for a new deal are between \$500 and \$700 million annually.
- Internet sales tax is another possible source of revenue for Tallahassee if/when collections continue to plummet. Simply creating a collection mechanism (now clearly authorized following the SCOTUS ruling) for all online sales tax in Florida could mean upwards of \$500+ million in RECURRING general revenue that currently goes uncollected.

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INTERNET SALES TAX

- Estimated \$300-500 million in internet sales tax not collected.

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MARIJUANA

- Anticipating a constitutional amendment in 2022 to allow for fully legalized marijuana (regardless of medical needs), there is some talk of legalizing marijuana and taxing it.

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COVID-19

- Could a special session be called to modify the budget in light of the revenue shortfalls expected to be caused by COVID-19?
- Revenue estimates show already show that COVID-19 has cost the state AT LEAST \$1.9 billion in lost sales tax revenue alone, and that number will certainly grow in August.
- In addition to fiscal issues in a potential special session, liability reform for businesses that operate in good faith has become a hot topic, led by State Senator Jeff Brandes. Expect this to be a part of the conversation whenever the legislature returns to Tallahassee.

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WORKFORCE DEVELOPMENT BOARDS

- House Speaker Chris Sprowls noted during his Organizational Session media interview that local workforce boards would be reviewed.
- Workforce Boards added to House Education Committee authority (previously under Commerce).
 - Chaired by Sprowls' closest ally Chris Latvala.
- Meetings already taken place with Chair Latvala on this very topic.

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KEY 2021 ISSUES



Budget



**COVID-19 Liability
Reform**



Alcohol To-Go



Water



Police Reform



**University
Funding**

THANK YOU!



Questions? Contact Chris:



chris.carmody@gray-robinson.com



407-244-5649

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ADJOURNMENT OF BOARD

THANK YOU!

[RETURN TO AGENDA](#)

