

CAREER SERVICES COMMITTEE MEETING

Thursday, March 25, 2021

Meeting Details

Meeting Agenda

► Welcome

Roll Call

Public Comment

Approval of
Minutes

Information /
Discussion /
Action Items

Other Business

Adjournment

WELCOME

MEETING DETAILS

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What: Career Services Committee Meeting

When: Thursday, March 25, 2021
3:00 p.m. – 4:30 p.m.

Where: Virtual Meeting:

Zoom Meeting:

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

Dial In: 1 (929) 205-6099

Meeting ID: 917 4269 8562 / **Password:** 118087

3/25/21 CAREER SERVICES COMMITTEE MEETING AGENDA

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Agenda Item	Topic	Presenter	Action Item
1.	Welcome	Dr. Kathleen Plinske	
2.	Roll Call / Establishment of Quorum	Kaz Kasal	
3.	Public Comment		
4.	Approval of Minutes <u>A. 1/28/21 Career Services Committee Meeting</u>	Dr. Kathleen Plinske	X
5.	Information / Discussion / Action Items A. Review Performance Targets and Provide Insight to Ensure Investment and Goal Attainment 1. Legislative Updates – Looking Forward 2. Current State 3. Business Services Update 4. Situation Analysis	Pam Nabors Mimi Coenen Audrey Hardin Committee Discussion	
6.	Other Business		
7.	Adjournment		

UPCOMING MEETINGS

Upcoming Meetings:

Board Meeting & Retreat	4/23/21	9:00 a.m. - 12:00 p.m.
Budget Workshop	5/20/21	2:00 p.m. – 4:00 p.m.

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ROLL CALL / ESTABLISHMENT OF QUORUM

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PUBLIC COMMENT

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APPROVAL OF MINUTES



DRAFT
Career Services Committee Meeting
Thursday, January 28, 2021
3:00 p.m.

MINUTES

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

MEMBERS ABSENT: Bryan Orr, Al Trombetta and Melanie Stefanowicz

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

Agenda Item	Topic	Action Item / Follow Up Item
1	Welcome Dr. Plinske, Committee Co-Chair, called meeting to order at 3:03 p.m.	
2	Roll Call / Establishment of Quorum Ms. Kasal reported a quorum present.	
3	Public Comment A member of the public, Mr. Mohamed Chaoudi, provided his comments.	
4	Action Items <u>Approval of Minutes</u> <ul style="list-style-type: none"> Reviewed minutes from 11/19/20 Career Services Committee meeting (attachment). 	Mr. Albu made a motion to approve the minutes from the 11/19/20 Career Services Committee meeting. Ms. des Anges seconded; motion passed unanimously.
5	Information and Discussion <u>Scorecard – 7/1/20 thru 12/31/20 (attachment)</u> <ul style="list-style-type: none"> Reviewed scorecard for time period 7/1/20 thru 12/31/20. Also, reviewed Help Is Here outcomes, FY 20-21 state performance metrics and an analysis of local priorities current vs. previous fiscal years. <u>Youth Scorecard and Analysis (attachment)</u> <ul style="list-style-type: none"> Reviewed youth activities and key program outcomes for FY 20-21. Reviewed opportunities for improvement by increasing enrollments and expanding work experience. <u>Business Services Strategies (attachment)</u> <ul style="list-style-type: none"> Reviewed business service activities for time period 7/1/20 thru 12/31/20. Reviewed business services strategies with the primary focus to increase job placements. Also reviewed Immediate Impact 	



	<p>Team initiative: staff assigned as full-cycle recruiters providing enhanced services for businesses.</p> <p>Committee concurred and commended staff on strategies both current and planned.</p>	
6	<p><u>Other Business</u></p> <p>Ms. Coenen encouraged Committee to attend Orlando Business Journal's "Future of Workforce" virtual event on 2/4/21 (attachment). Ms. Nabors and Dr. Shugart will be participating.</p>	
7	<p>Adjournment</p> <p>Meeting adjourned at 4:21 p.m.</p>	

Respectfully submitted,

Kaz Kasal
Executive Coordinator

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INFORMATION / DISCUSSION / ACTION ITEMS

FLORIDA LEGISLATIVE SESSION: HIGHLIGHTS

House of Representatives

Bill 1505

- Develop Common Portal

Bill 1507

- 2-year Term Limits for Board of Directors / Chair
- Create New Office of Reimagining Education and Career Help (REACH)
- Develop New Waivers
- Develop Master Credential Process
- Initiate Workforce System Changes to Deliver More Transparency and Accountability Measures

Senate

Bill 0098

- 2-year Term Limits for Board of Directors / Chair
 - Recommend staggered terms (6, 9, or 12) to allow for some members to align with federal requirements and program continuity
- Common Data Terms
 - Audits and Performance Reporting for Programs, Education, Training
- Assign Letter Grade to Local Workforce Board
 - Recommend uniform accountability measures and allow reports cards available in timely manner

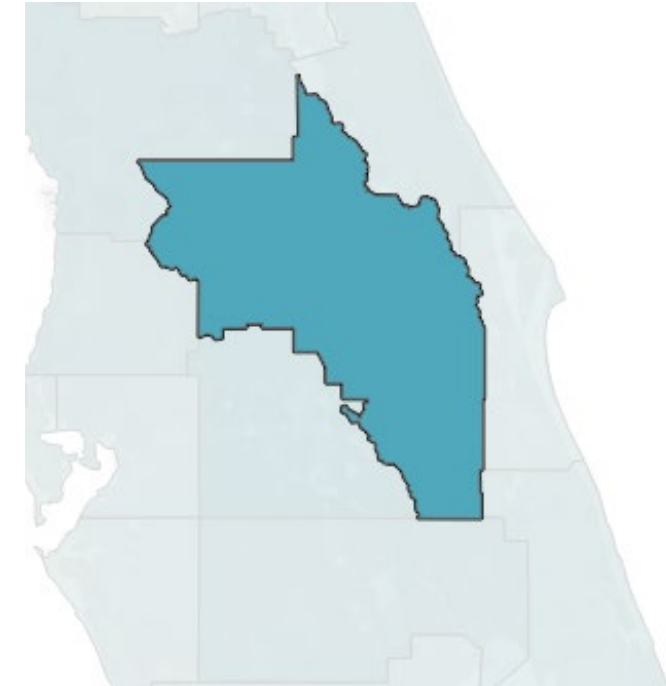
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CURRENT STATE

CENTRAL FLORIDA UNEMPLOYMENT RATE BY COUNTY

County	Unemployment Rate	Number Unemployed	State Rank (of 66 counties)
Osceola	7%	12K	2 nd
Orange	5.9%	41K	9 th
Lake	5.4%	8K	13 th
Seminole	4.8%	11K	28 th
Sumter	6%	2K	8 th



Comparison Unemployment Rates

- Central Florida = 5.8%
- Florida Unemployment = 5.3%
- US Unemployment = 6.3%

Source: Florida Department of Economic Opportunity, January 2021
released March 15, 2021; Non-seasonally adjusted

CENTRAL FLORIDA RE-EMPLOYMENT ASSISTANCE CLAIMS BY COUNTY

County	COVID-19 Related Initial Claimants	Average Labor Force	% of Labor Force Impacted	State Rank by Volume
Lake	48,227	159,027	30.3%	15th
Orange	291,477	762,737	38.2%	3rd
Osceola	90,716	184,329	49.2%	10th
Seminole	65,043	255,529	22.4%	13th
Sumter	6,168	32,628	21.7%	48th

Source: Florida Department of Economic Opportunity
<http://lmsresources.labormarketinfo.com/covid19/index.html>



Career Seekers in Training

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

Data Start Date
July 1, 2020

Data Through
March 21, 2021

Refreshed On:
March 22, 2021



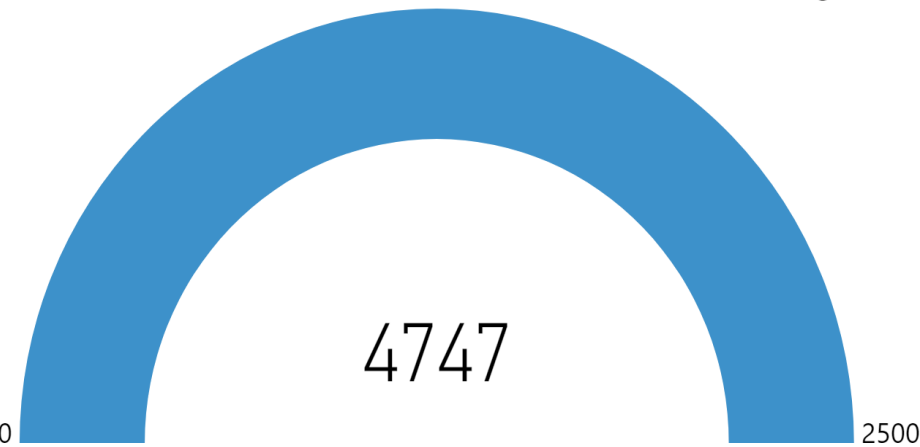
Refresh Cadence: Weekly on Mondays

DELIVER TALENT SOLUTIONS
TO IGNITE POTENTIAL

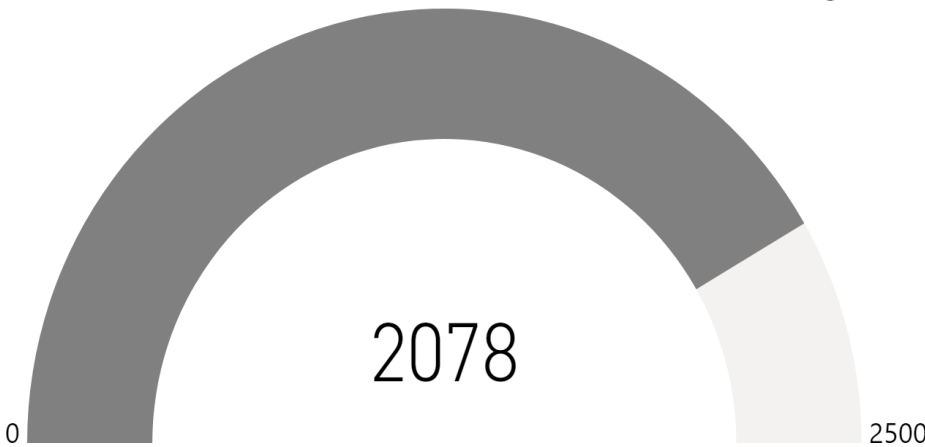
Program Year Quarter

All

PY2021 - Number of Career Seekers in Training



PY1920 - Number of Career Seekers in Training



Top 10 Training Occupations by Volume

Training Onet Title	Training Targeted Sector	Distinct Total	Percent
Help is Here Training	Help is Here Training	2450	70.48%
Heavy and Tractor-Trailer Truck Drivers	Trade & Logistics	240	6.90%
Emergency Medical Technicians and Paramedics	Healthcare	147	4.23%
Electricians	Construction & Utilities	142	4.09%
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	Construction & Utilities	118	3.39%
Medical Assistants	Healthcare	108	3.11%
Licensed Practical and Licensed Vocational Nurses	Healthcare	74	2.13%
Customer Service Representatives	IT & Finance	69	1.99%
Information Security Analysts	IT & Finance	66	1.90%
Dental Assistants	Healthcare	64	1.84%

Top 10 Training Occupations by Volume

Training Onet Title	Training Targeted Sector	Distinct Total	Percent
Heavy and Tractor-Trailer Truck Drivers	Trade & Logistics	205	20.67%
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	Construction & Utilities	127	12.80%
Electricians	Construction & Utilities	118	11.90%
Emergency Medical Technicians and Paramedics	Healthcare	101	10.18%
Medical Assistants	Healthcare	99	9.98%
Avionics Technicians	Trade & Logistics	81	8.17%
Licensed Practical and Licensed Vocational Nurses	Healthcare	78	7.86%
Dental Assistants	Healthcare	69	6.96%
Medical Records and Health Information Technicians	Healthcare	58	5.85%
Mechatronics Engineers	Manufacturing	57	5.75%

Career Seekers Trained and Placed

Data Source: Employ Florida
SQL Server

Data Start Date
July 1, 2020

Data Through
March 21, 2021

Refreshed On:
March 22, 2021



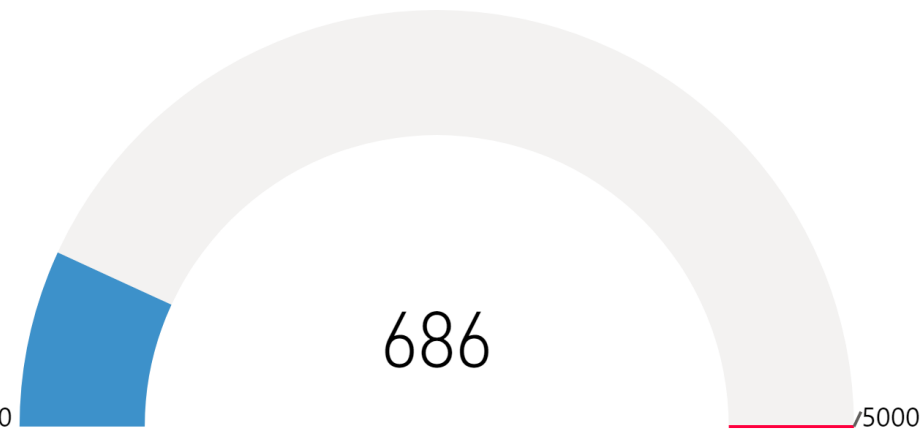
Refresh Cadence: Weekly on Mondays

DELIVER TALENT SOLUTIONS
TO IGNITE POTENTIAL

Program Year Quarter

All

PY2021 - Number of Career Seekers Trained and Placed



\$17.06 \$15.00 \$7.55
Average Wage Median Wage Standard Deviation

Employment Targeted Sector	Distinct Placements	Percent	Average Wage	Median Wage	σ
IT & Finance	134	19.53%	\$19.33	\$17.00	\$9.46
Construction & Utilities	78	11.37%	\$18.55	\$16.00	\$11.34
Trade & Logistics	125	18.22%	\$17.89	\$15.50	\$6.84
Other	131	19.10%	\$16.05	\$15.00	\$5.34
Manufacturing	48	7.00%	\$15.93	\$15.00	\$4.45
Healthcare	145	21.14%	\$15.76	\$15.00	\$5.09
Hospitality/Tourism	31	4.52%	\$12.33	\$11.50	\$5.82

PY1920 - Number of Career Seekers Trained and Placed



\$15.14 \$14.00 \$5.90
Average Wage Median Wage Standard Deviation

Employment Targeted Sector	Distinct Placements	Percent	Average Wage	Median Wage	σ
IT & Finance	146	13.05%	\$17.41	\$15.00	\$7.48
Manufacturing	93	8.31%	\$16.66	\$15.00	\$5.37
Trade & Logistics	227	20.29%	\$16.59	\$15.00	\$6.13
Construction & Utilities	122	10.90%	\$15.58	\$15.00	\$3.23
Healthcare	270	24.13%	\$14.56	\$13.00	\$5.80
Other	170	15.19%	\$13.37	\$12.00	\$5.26
Hospitality/Tourism	95	8.49%	\$10.77	\$10.00	\$2.51

Program Year Week



HELP IS HERE FOR ORANGE COUNTY RESIDENTS

2,450 Total Career Seekers in Training

Industries	% in Trainings
Other Industries	36.7%
IT & Finance	23.0%
Trade & Logistics	14.5%
Healthcare	12.9%
Hospitality	7.5%
Construction & Utilities	3.1%
Manufacturing	2.3%

Programs	Total Enrollment
OTHER INTERNSHIP	184
IT AND FINANCE INTERNSHIP	128
WORKPLACE ESOL (ON-LINE) FT	89
HOSPITALITY AND TOURISM INTERNSHIP	80
CYBER SECURITY IT PROFESSIONAL	49
COMMERCIAL DRIVER'S LICENSE - CDL A	40
AVIONICS TECHNICIAN	39
EMERGENCY MEDICAL TECHNICIAN	25
CNC OPERATOR	20
PATIENT CARE ASSISTANT	20
TRADE AND LOGISTICS INTERNSHIP	20
COMMERCIAL TRUCK DRIVER - CDL A	17
MEDICAL OFFICE SPECIALIST	17
INTENSIVE ENGLISH PROGRAM: LEVEL 3 - HIGH BEGINNER	16
PROJECT MANAGEMENT PROFESSIONAL	16
Edyth Bush Training Series	14
COSMETOLOGY	13
DOG GROOMER TECHNICIAN	13
IT/NETWORK SUPPORT SPECIALIST	13
MECHATRONICS	12

Top 20 Training Programs By Volume

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BUSINESS SERVICES UPDATE

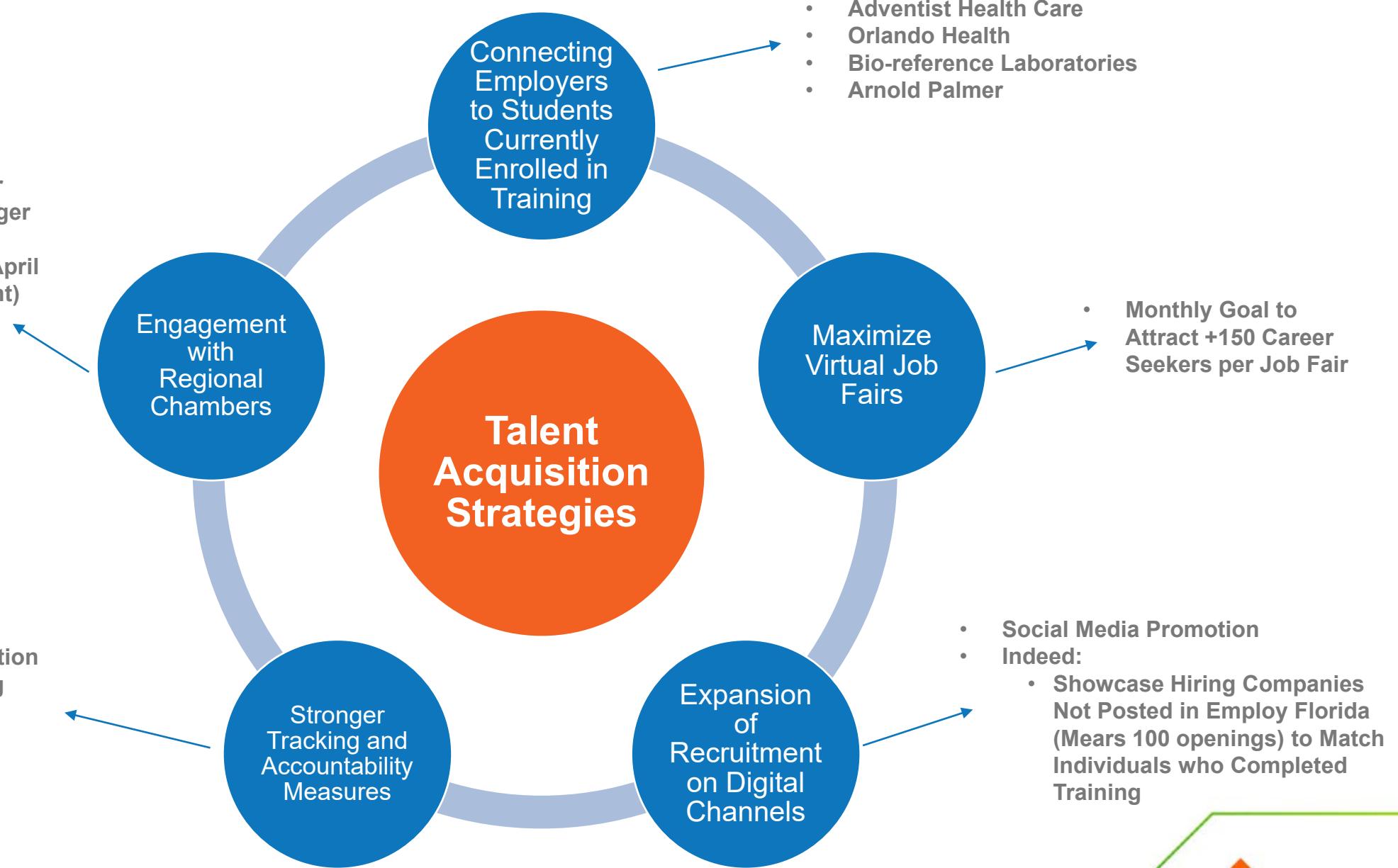
TRAINING SUMMARY

	Entered Training	Ready for Employment
Traditional Scholarships	1,358	1,097
Internships	658	491
Help is Here	2,450	2,350

- CSCF Performance Accountability Measures Tied to Traditional Scholarships and Internships
- CSCF Training Goals Tied to Help is Here for Orange County Residents

*Help is
here*

- Adding Value to Chamber Members, Building Stronger Brand and Partnerships
- Lake / Sumter Initiative (April 2021 Tavares Career Event)



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SITUATION ANALYSIS

LONG-TERM: STATEWIDE TOP 25 OCCUPATIONS

PROJECTED TO GROW BETWEEN 2020 – 2028

Non-degree, certificate-based

- Cooks, Restaurant
- Dining Room and Cafeteria Attendants and Bartender Helpers
- Lifeguards, Other Recreational
- Protective Service
- **Concierges**
- Chefs and Head Cooks
- Personal Care Aides
- Combined Food Preparation/Serving Workers, Including Fast Food
- Massage Therapists
- **Bartenders**
- Laundry and Dry-Cleaning Workers
- Information Security Analysts
- Hotel, Motel, and Resort Desk Clerks
- Nonfarm **Animal Caretakers**
- First-Line Supervisors of Food Preparation and Serving Workers
- Maids and Housekeeping Cleaners
- Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop
- First-Line Supervisors of Housekeeping and Janitorial Workers
- Phlebotomists
- Waiters and Waitresses
- Taxi Drivers and Chauffeurs
- Home Health Aides
- Bus Drivers, Transit and Intercity
- **Fitness Trainers and Aerobics Instructors**
- Diagnostic Medical Sonographers
- Medical Assistants

LONG-TERM: TOP INDUSTRIES IN CENTRAL FLORIDA

PROJECTED TO GROW BETWEEN 2020 – 2028

- +39.4% = Leisure & Hospitality (Concierge / Bartenders)
- +16.9% = Health Services & Education
- +14.6% = Construction
- +14.5% = Professional & Business Services (Animal Caretakers)
- +13.2% = Personal/Other Services (Fitness Training & Aerobic Instructors)
- +10.5% = Government
- +9.2% = Transportation & Utilities
- +8.6% = Financial Activities
- +5.7% = Information
- +5.4% = Manufacturing

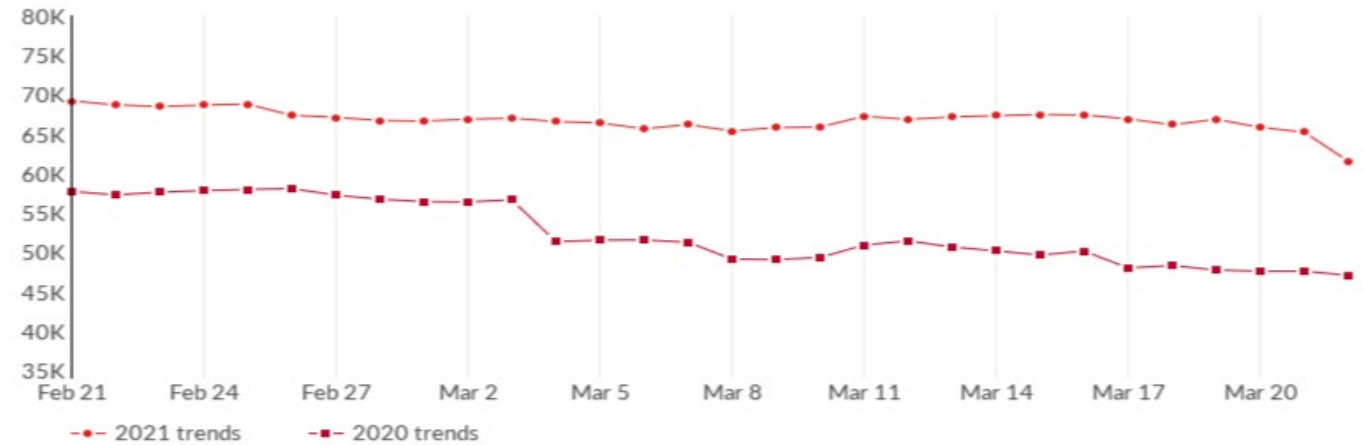


SHORT-TERM: JOB POSTINGS PAST 30 DAYS

- **Highest Number of Vacancies in Service and Healthcare
- 1-2 years of Experience Required for 57% of Vacant Jobs
- More than Half Require Vocational or Technical Training



Source: Orlando-Kissimmee-Sanford MSA, The Villages MSA, EMSI, 2021



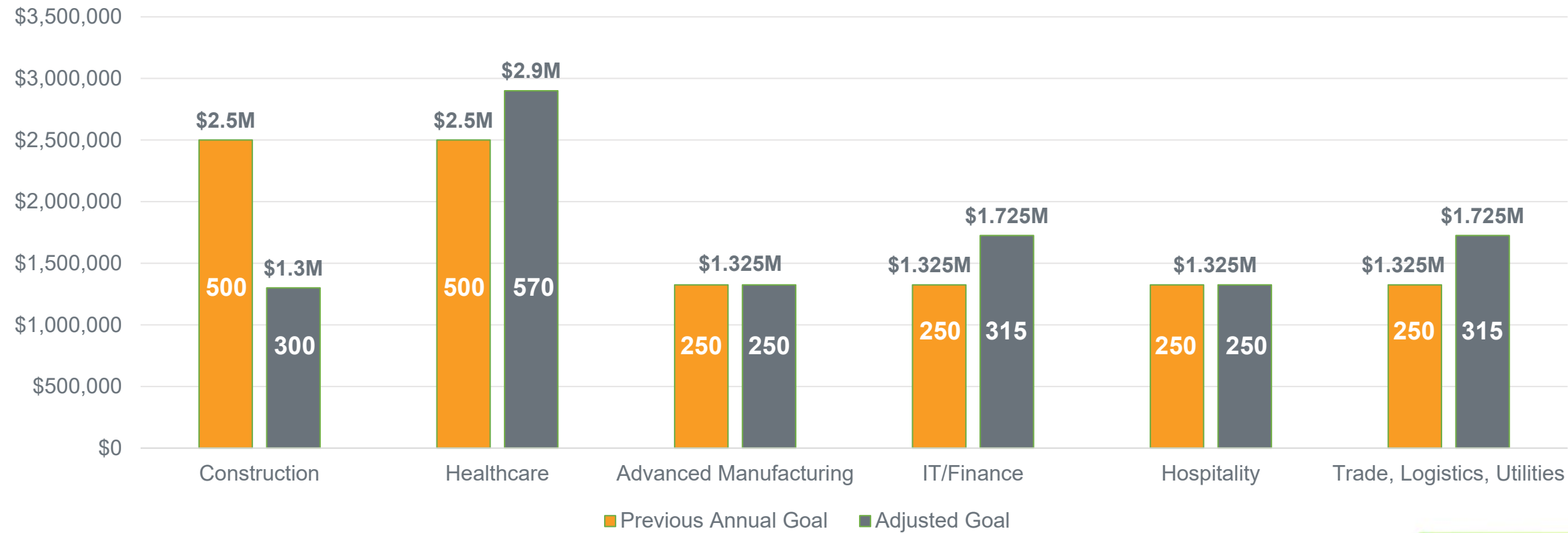
- +36% Increase in Job Posting in Last Month
 - +31% Year-over-Year Increase
- Top Jobs Posted:
 - CDL-A Truck Drivers
 - RNs & LPNs
 - Customer Service Representative
 - Childcare Professionals
 - Delivery Drivers
 - Pharmacy Technicians

CSCF STRATEGIC PRIORITY

2018-2019 BOARD APPROVED

✓ **\$10.3M Investment In Training Services; 2,000 Career Seekers Employed in HGIs at an Average Wage of \$15/hr.**

IMPACT MODEL



Adjusted Training Investment Model Approved By Board, December 2018



NEW IN-DEMAND OCCUPATIONS

PUBLIC SAFETY Top Posted Occupations

	Total/Unique (Feb 2020 - Feb 2021)
Security Guards	8,529 / 772
Registered Nurses	4,904 / 456
Maids and Housekeeping Cleaners	2,682 / 383
Maintenance and Repair Workers, General	1,494 / 351
First-Line Supervisors of Retail Sales Workers	1,509 / 331
First-Line Supervisors of Office and Administrative Support Workers	882 / 211
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	734 / 173
Medical and Health Services Managers	1,343 / 169
Construction Managers	918 / 166
General and Operations Managers	691 / 163

AVIATION Top Posted Occupations

	Total/Unique (Feb 2020 - Feb 2021)
Software Developers and Software Quality Assurance Analysts and Testers	784 / 103
Civil Engineers	322 / 57
First-Line Supervisors of Office and Administrative Support Workers	155 / 46
Aircraft Mechanics and Service Technicians	180 / 44
Reservation and Transportation Ticket Agents and Travel Clerks	205 / 40
Computer Occupations, All Other	191 / 38
First-Line Supervisors of Mechanics, Installers, and Repairers	219 / 38
Construction Managers	120 / 36
Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other	167 / 30
Aerospace Engineers	108 / 30

TOP OCCUPATIONS – REQUIRING DEGREES STATEWIDE

- Registered Nurses
- Managers, All Other
- Medical and Health Services Managers
- Software Developers, Applications
- General and Operations Managers
- Sales Managers
- Market Research Analysts and Marketing Specialists
- Human Resources Specialists
- Patient Representatives
- Management Analysts
- Accountants
- Marketing Managers
- Financial Managers, Branch or Department
- Construction Managers
- Computer Systems Analysts
- Loan Officers
- Computer Systems Engineers/Architects
- Information Technology Project Managers
- Information Security Analysts
- Financial Analysts
- Business Intelligence Analysts



- 900+ Job Openings per Position Statewide
- All Positions Represent:
 - 56K Job Openings in Jan. 2021
 - 3k More than Jan. 2020

NEW OPPORTUNITY?

Are there Certificate Programs that Align to These Careers?

WHAT'S NEXT?

- Do We Have the Right Training for Two New In-Demand Occupations and Those Requiring A Degree? Do We Want To?
- Should We Expand or Alter our High Growth Industries?
- Do We Need to Alter How We Serve Business with Talent Acquisition Services?

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ADJOURNMENT

THANK YOU!

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