



BEGINS WITH A DREAM.

CareerSource Central Florida | 4/22/25

CareerSourceCentralFlorida.com

4/22/25 CAREER SERVICES COMMITTEE MEETING DETAILS

Meeting Details

Meeting Agenda

Welcome

Roll Call

Public Comment

Approval of Minutes

Information/
Discussion/
Action Items

Other Business

Adjournment

What: Career Services Committee Meeting

When: Tuesday, April 22, 2025

1:30 p.m. – 3:00 p.m.

Where: CSCF Administration Office

390 N. Orange Ave., Suite 700 (7th Floor)

Orlando, FL 32801

or

Virtual Option via Zoom:

Link: https://careersourcecf.zoom.us/j/81673985401?pwd=s6c6U1furs0H0S1rGm67ZFNNazEcuK.1

Dial In: 1 (929) 205-6099 / Meeting ID: 816 7398 5401 / Passcode: 087380

4/22/25 CAREER SERVICES COMMITTEE MEETING

Meeting Details	Agenda Item #"		Presenter	Action Item
mooting Botano	1.	Welcome	Andrew Albu	
Meeting Agenda	2.	Roll Call / Establishment of Quorum	Kaz Kasal	
Welcome	3.	Public Comment	Andrew Albu	
Roll Call	4.	Approval of Minutes A. 2/13/25 Career Services Committee Meeting	Andrew Albu	X
Public Comment				
Approval of Minutes	5.	Action Items / Discussion / Information A. Action Items 1) New Training Providers for PY25 - 26 B. Discussion Items	Committee Discussion Gina Ronokarijo	X
Information/ Discussion/ Action Items		1) Internship Process 2) Young Adult Program Review 3) Organizational Scorecard – thru 3rd Quarter 4) Federal Legislation Update 5) Training & Budget Priorities	Gina Ronokarijo/Tadar Muhammad	
Other Business				
Adjournment				

4/22/25 CAREER SERVICES COMMITTEE MEETING

N	Meeting Details	Agenda Item #"	Topic	Presenter	Action Item
		5 .	Action Items / Discussion / Information (Continued)		
	Meeting Agenda		C. Information Items		
	Welcome		 1) Workforce Operations a) Program Updates ■ Summer Youth Update 	Gina Ronokarijo	
	Roll Call		 Community Hubs Goodwill Pilot Overview & Update 		
	Public Comment		Strategic Initiatives Update a) Education & Industry Consortium Update	Nilda Blanco	
	Approval of Minutes				
	Information/ Discussion/	6.	Other Business	Andrew Albu	
	Action Items	7.	Adjournment	Andrew Albu	

Other Business

Adjournment



Meeting Agenda

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WELCONE



Meeting Agenda

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ROLL CALL / ESTABLISHMENT OF QUORUM



Meeting Agenda

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PUBLIC COMMENT



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APPROVAL OF MINUTES



DRAFT Career Services Committee Meeting Thursday, February 13, 2025, 3:00 p.m.

MINUTES

MEMBERS PRESENT: Andrew Albu, Sean Donnelly, Casey Ferguson, Mark Havard, Ed James, Molly Kostenbauder, Ben Larry, Chris Pascal, Brinkley Ruffin, Jonathan Schaefer and Richard Watford

MEMBERS ABSENT: Karen Hogans and Maria Vazquez

STAFF PRESENT: Tadar Muhammad, Nilda Blanco, Gina Ronokarijo, Vince Bruno and Kaz Kasal

Agenda Item	Topic	Action Item / Follow Up Item
1	Welcome	
	 Mr. Albu, Committee Chair, called the meeting to order at 3:04 p.m. 	
2	Roll Call / Establishment of Quorum Ms. Kasal reported a quorum was not present.	
3	Public Comment None offered.	
4	Approval of Minutes Reviewed minutes from 9/12/24 Career Services Committee meeting (attachment).	Mr. Schaefer made a motion to approve the minutes from the 9/12/24 Career Services Committee meeting. Dr. Kostenbauder seconded; motion passed unanimously.
	Reviewed minutes from 11/14/24 Career Services Committee meetings (attachment).	Mr. Schaefer made a motion to approve the minutes <u>from</u> the 11/14/24 Career Services Committee meeting. Mr. Larry seconded; <u>motion</u> passed unanimously.
5	Action Items / Discussion / Information Discussion Items: CSCF Value Proposition Reviewed the proposed CSCF Value Proposition (attachment). Committee feedback: Committee concurred speaks to individual and business Simple but powerful – "deliver" resonates "Success" good word Personalizing is critical	

Meeting Packet Page 9 Agenda Item 4A



Workforce Strategies

Reviewed question: "How do we get larger companies to support and help with workforce issues?"

Committee feedback:

- Career Centers could have associations hold meetings their centers – i.e. CFHLA has monthly meetings, one of their meetings could be at a CSCF center where they can learn about the services and community impact CSCF provides.
- Tap into education partners as another resource as well.
- CSCF's focus should be connecting with the HR contacts within the companies, and <u>inform</u> of all the benefits CSCF can provide
- It is important for CSCF to learn and research companies about their business, core competencies, culture, accomplishments, and how CSCF can best support them
- Frequent check-ins (weekly) with the companies will help to develop and strengthen relationships.
- Join company meetings to understand their business needs.
- Learn what specific skills candidates need this will help send the right candidates.
- Partnership is key.
- Be visible and available.
- Do in this order: 1) research about the business, check their website "do your homework first", 2) go to business and connect with HR team and 3) have HR team come to a career center to learn more about services and meet staff.

CSCF Scorecard PY 2024-2025 Q2

- Reviewed results through 2nd Quarter scorecard, (7/1/24 thru 12/31/24 (attachment).
 - To note: <u>number</u> of individuals receiving services and training are lower due to:
 - change in staffing and processes
 - > new assessments provided
 - budget adjustment of additional funding occurring after beginning of this program year.
 - Business relationships have increased
 - To date: Training enrollments should continue to increase.

Career Services Committee Meeting February 13, 2025 Page 2



Federal Legislation Update:

- WIOA Reauthorization was not included in <u>final</u> bill.
- Legislators will continue to work and try to get WIOA Reauthorization passed.
- CSCF continues to monitor and strategically plan for any legislative or funding changes.
- Locally, <u>continuing to</u> work with key partnerships to leverage resources and increase revenue opportunities.

CSCF Service Delivery Model:

Reviewed new "4-E Service Delivery Model" (attachment) which integrates career and business services to promote seamless collaboration and consistent support across all stages of the workforce journey, so both career seekers and businesses receive a streamlined experience, and tools needed to attain job placement or a successful hire.

Workforce Operations Update

Reviewed program updates:

- Summer Youth Program (SYP) 2025
 - Launched youth application 2/3/25 and received 1,000 applications to date.
 - Processed and placed 44 youth in a track.
 - All youth will receive financial literacy and get bank accounts, which all will receive payments via ACH.
 - Launching employer application on 2/17/25.
 - SYP is now cohesive with year-round Youth in 4-E service model.
- Reviewed status of various grants and current activities.

Strategic Initiatives Update

- Education & Industry Consortium Update:
 - March 2025 will mark one year since the Education & Industry Consortium launched.
 - Continuing to understand <u>voice</u> of worker and how to better support with training and engagement.
 - Career exploration, training, experience learning and mentoring are key areas career seekers can develop skills.
 - More jobs posted vs. talent how to continue to attract career seekers.

Career Services Committee Meeting February 13, 2025 Page 3



6	Other Business A survey will go out to <u>Committee</u> to determine the next meeting date.	
7	Adjournment Meeting adjourned at 4:22 p.m.	

Respectfully submitted,

Kaz Kasal Executive Coordinator





Meeting Agenda

Welcome

Roll Call

Public Comment

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ACTION/ DISCUSSION/ INFORMATION ITEMS



ACTION ITEMS:

Request for Approval: PY 2025–2026 Eligible Training Agenda Item 5A 1) Provider List (ETPL)

To: Career Services Committee

From: Gina Ronokarijo, VP of Workforce Operations

Date: April 22, 2024

Purpose

Approve new training providers for inclusion on CSCF's ETPL to support in-demand occupations.

Overview

- · All providers must be on the State ETPL and meet CSCF's local criteria.
- Criteria include alignment with industry needs, short-term program length, regional demand occupations (RDOL), licensure, credential attainment, and wage thresholds (\$15+/hr).
- 4 providers reviewed; all recommended for approval.

Recommended Providers

- 160 Driving Academy Orlando (CDL Trade & Logistics)
- Dental Assisting Institute Orlando (Dental Assisting Healthcare)
- Orlando School of Nursing (Medical Assistant, Practical Nursing Healthcare)
- Coding Clarified Academy (Medical Coding Healthcare, Online)





DISCUSSION ITEMS:



CSCF INTERNSHIP OVERVIEW

Program Overview

Work Experience/Internship Program

Empowering Talent. Supporting Employers.

- **Purpose:** Short-term, hands-on experiences to help job seekers gain employability skills and job-specific training.
- Value: Bridges participants to sustainable employment while meeting employer talent needs.
- Partnership: Collaborative effort across Career Services, Business Services, and third-party vendors.



Process Summary

Key Phases & Roles

1. Employer Engagement

BSC assesses worksite fit, collects documentation, secures approvals.

2. Candidate Matching

CSC confirms eligibility, collaborates on training plan.

3. Agreement & Launch

Contract signatures, onboarding via vendor, training activity begins.

4. Monitoring & Completion

 Monthly check-ins, midpoint site visit, close-out includes placement or job search support.



Outcomes & Impact

Performance Metrics & Strategic Impact

- Success Rates: % of participants completing and entering employment
- Cost Efficiency: Spend per participant vs. placement
- Timeliness: From employer approval to start date
- Employer Benefit: Access to trained, work-ready candidates
- Participant Benefit: Work experience aligned with career goals

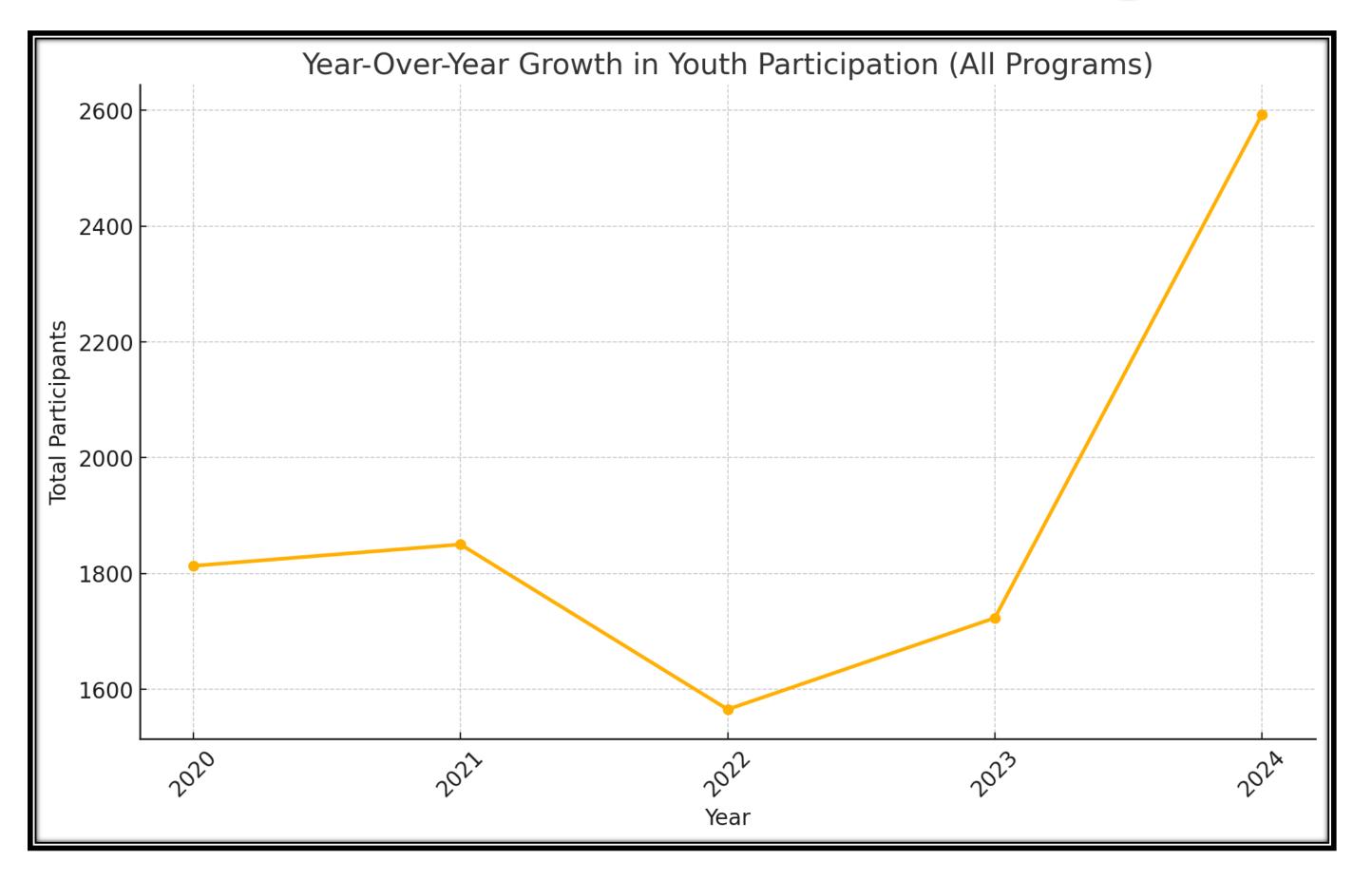




CSCF YOUTH PROGRAMS IMPACT REPORT



Enrollment – CSCF Youth Programming

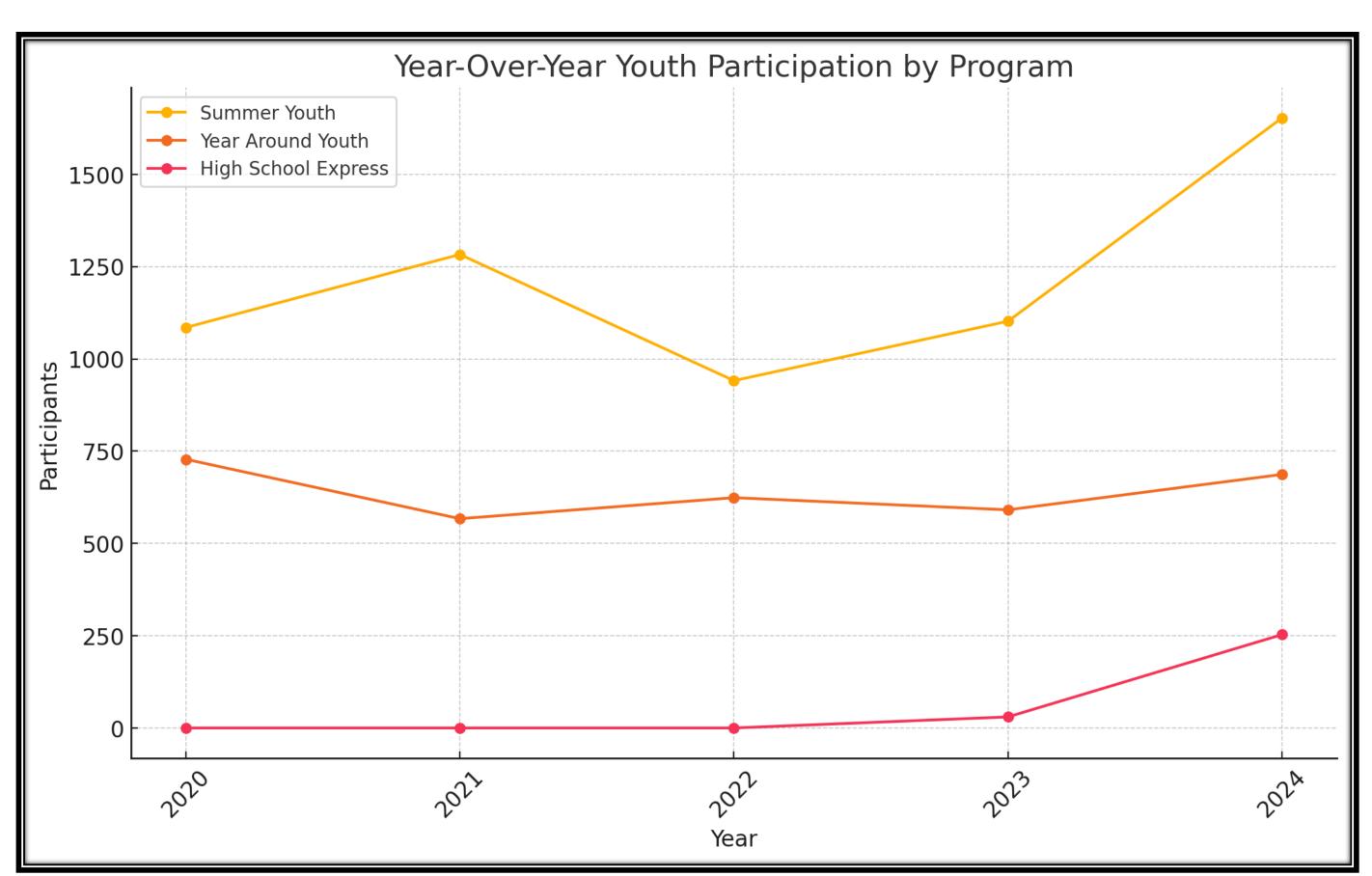




CSCF served more youth in 2024 than in any prior year, with total participation nearing 2,600. This marks a major milestone in expanding reach and impact across all youth programs.



Youth Program Participation by Program



ii Insights by Program:

- **Summer Youth** saw a dramatic increase in 2024, rebounding strongly after a dip in 2022.
- Year Around Youth remained relatively stable, with a slight upward trend resuming in 2024.
- High School Express launched in late 2023 and scaled quickly by 2024, showing early success.





The data reflects meaningful, measurable growth in CSCF's youth programming.



- Total Youth Participation increased from 1,813 in 2020 to 2,593 in 2024 a
 43% growth over 5 years.
- The Summer Youth Program saw a 50% increase from 2023 to 2024 (from 1,102 to 1,653 participants) the strongest one-year growth in the program's recent history.
- High School Express, launched in late 2023, is already reaching 250+ youth in 2024, demonstrating early scalability.
- WIOA Year-Round Youth participation increased to 687 in 2024 after three years of stability, with enrollment ranging between 590 and 624 from 2021 to 2023.





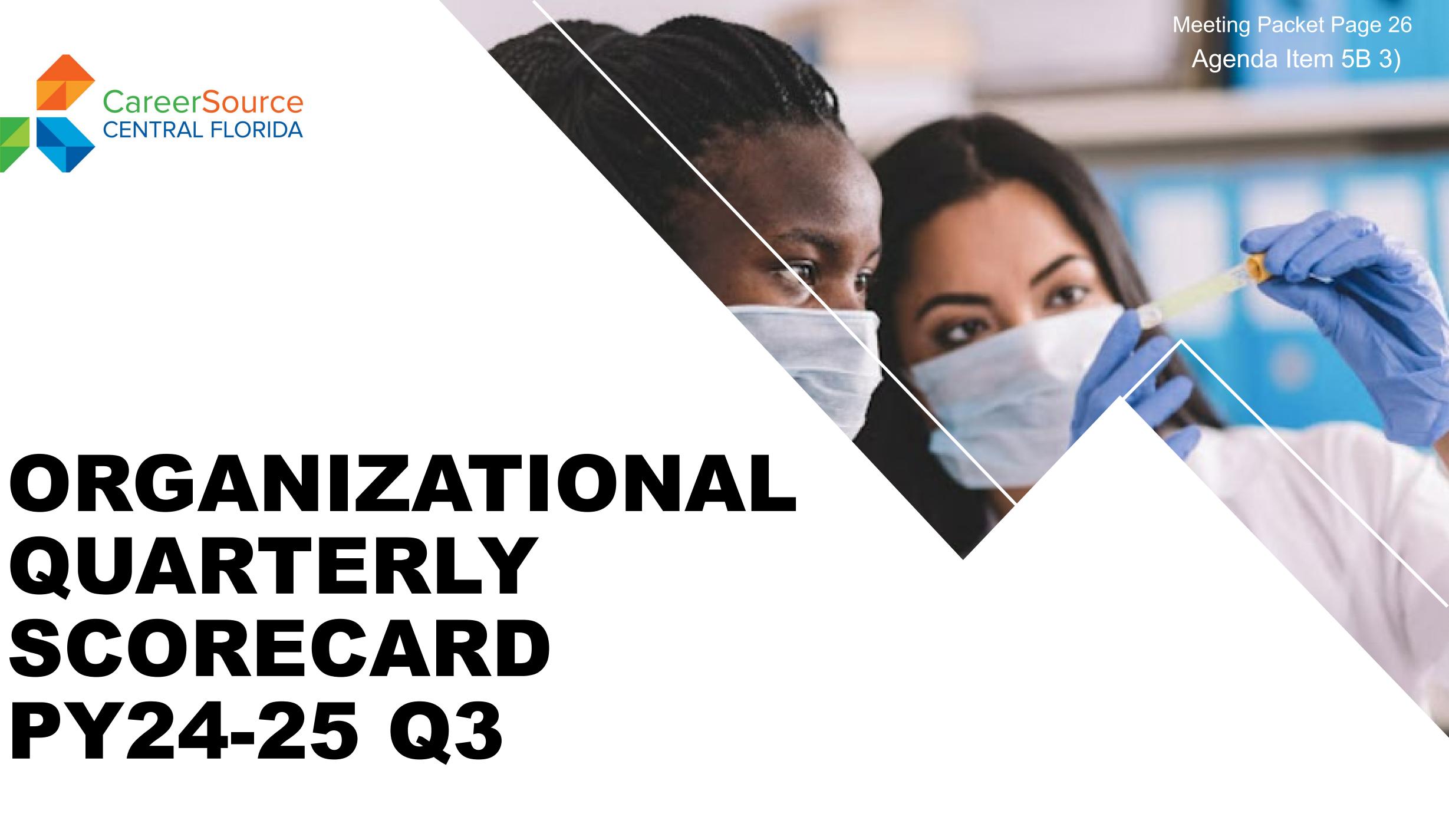


What's the Plan to Show Value & Build Momentum?

- 1. Tell the Story With Data
- 2. Scale High-Growth Pathways
- 3. Strengthen Seamless Pathways









WORKFORCE OPERATIONS

Target Goal: 75%



WORKFORCE OPERATIONS

Career Seeker Clients
23,038

Career Seekers
Receiving Training

1,381



Career Seekers
Hired

2,773



Career Seekers
Average Wage

\$21.71



92%
OF 25K GOAL

46%
OF 3K GOAL

46%
OF 6K GOAL

\$2.72 ABOVE \$18 GOAL

BUSINESSES

Business Relationships

4,832



121% **OF 4K GOAL** Interviewed To **Hired Ratio**



HIRED





CUSTOMER SATISFACTION



BENCHMARK NUMBERS

CUSTOMER SATISFACTION

BASED ON A 10 POINT SCALE

Overall Satisfaction

9.0



Loyalty Rating

9.1



Referral Rating

9.1



RESPONSE VOLUME

4,940

OSCEOLA

WEST

29%

28%

SOUTHEAST

16%

SEMINOLE

15%

LAKE

12%

Date Range - 07/01/2024 - 4/4/2025

All Centers

COMMENTARY

CUSTOMER SATISFACTION

EXPECTATIONS

INTERACTION

CLIENT RECCOMENDATIONS

FINDING EMPLOYMENT MAJORTY POSITIVE EXPERIENCE

MORE FOLLOW UP & CLIENT CHECK INS

SCHOLARSHIPS

LACK OF FOLLOW UP

PROVIDE CLEAR INSTRUCTIONS

FINDING A CAREER
PATH

FEELING RUSHED

MATCHING WITH RELEVANT CAREER



LEGISLATIVE UPDATES









ECONOMIC SNAPSHOT



TOTAL REGIONAL EMPLOYMENT

1,513,000



LABOR FORCE

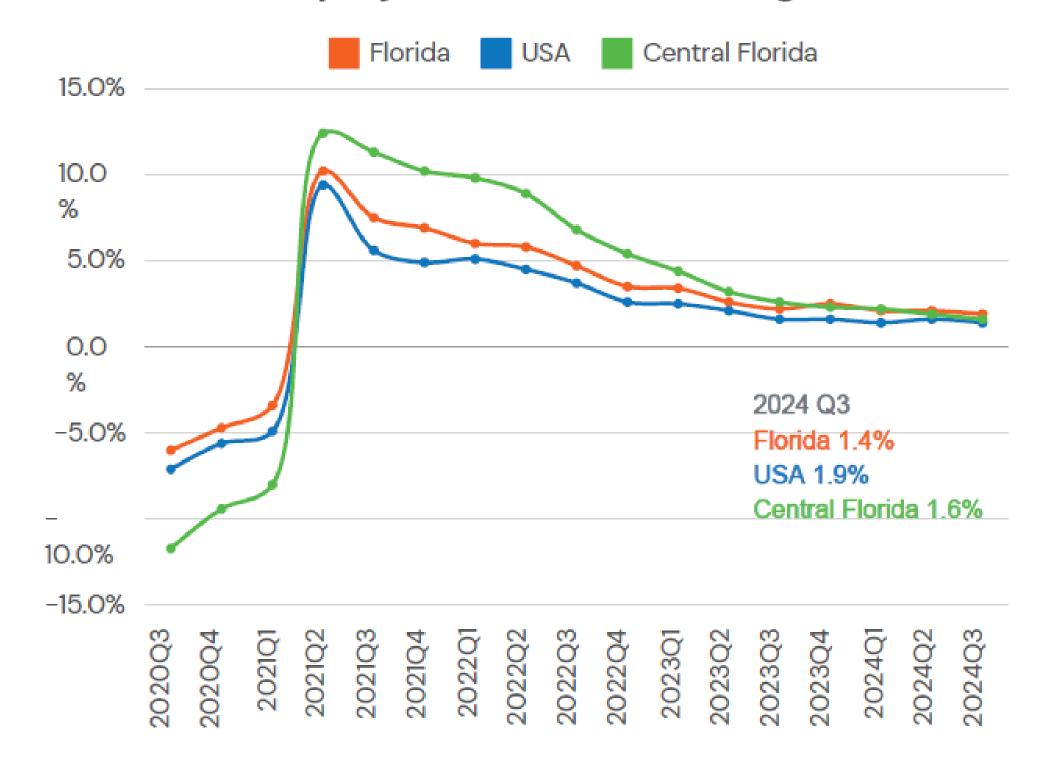
1,582,276



MEDIAN HOUSEHOLD INCOME

\$71.7K

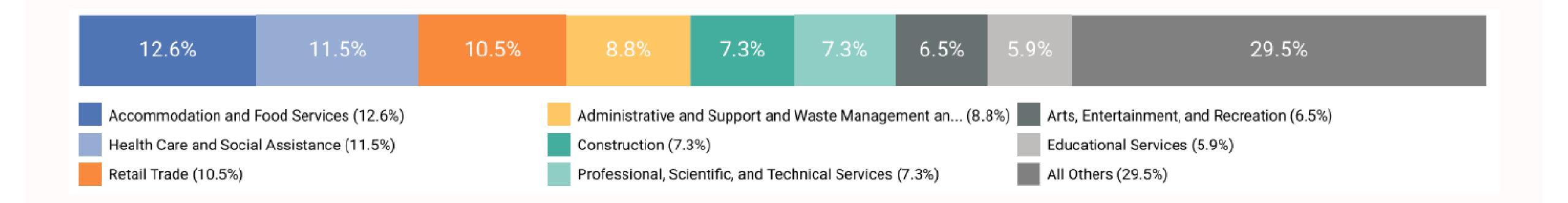
Employment YOY% Change





CENTRAL FLORIDATOP INDUSTRIES







INDUSTRY SNAPSHOT



Regional sectors with the best job growth (or most moderate job losses) over the last 5 years are Professional, Scientific, and Technical Services (+24,016 jobs), Transportation and Warehousing (+21,995), and Health Care and Social Assistance (+23,326)



Over the next year, employment in the Central Florida is projected to expand by 25,534 jobs. The strongest forecast by number of jobs over this period is expected for Health Care and Social Assistance (+3,718 jobs), Accommodation and Food Services (+3,079),



OCCUPATION OVERVIEW



Occupation groups in the Central Florida with the highest average wages per worker are Management Occupations (\$ 13 IK), Legal Occupations (\$ 12 0 K), and Computer and Mathematical Occupations (\$ 10 4 K).



Over the next year, the fastest growing occupations with highest average pay in Central Florida is expected to be Management Occupations (\$131K) with a +1.6% growth rate, Computer and Mathematical Occupations (\$104K) with a +2.1% YOY rate of growth, AND Healthcare Practitioners and Technical Occupations (\$104K) with a +1.7% YOY growth rate.





TRAINING INVESTMENT PRIORITIES



Target Occupational Clusters – Central Florida Focus



STEM Occupations

Advanced Manufacturing

- Robotics Technicians
- CNC Machinists
- Industrial Engineers
- Mechatronics Technicians

Information Technology (IT)

- Software Developers
- Cybersecurity Analysts
- Data Scientists
- Network Administrators

Trades & Infrastructure Occupations

Construction

- Electricians
- Plumbers
- HVAC Technicians
- Construction Managers

Utilities

- Line Installers and Repairers
- Utility Technicians

Hospitality Mid-Level Management

Hospitality Management

- Hotel Operations Managers
- Food and Beverage Managers
- Guest Services Managers
- Event Coordinators

Care Occupations

Healthcare

- Registered Nurses (RNs)
- Nurse Practitioners
- Physician Assistants
- Medical and Health Services Managers

Public Safety

- Emergency Medical Technicians (EMTs)
- Paramedics
- Firefighters
- Law Enforcement Officers

Education



Tiered Support Structure Investing Strategically in Workforce Development



TIER 2 SUPPORT – UP TO \$7,000 FOR OCCUPATIONS WITHIN TARGETED FOCUS AREAS

- ✓ Prioritized investment to strengthen Central Florida's key occupational clusters
- Supports high-skill, high-wage, and high-demand occupations
- **★ TIER 1 SUPPORT UP TO \$5,000 FOR OCCUPATIONS OUTSIDE OF TARGETED FOCUS AREAS**
- Flexible support for workforce needs beyond core clusters
- Encourages broad community participation and upskilling
- Provides training opportunities while aligning with regional labor trends



INFORMATION ITEMS:



WORKFORCE OPERATIONS UPDATE

Program Updates

- Summer Youth 2025
- Community Hubs
- Goodwill Work Transition Pilot



STRATEGIC INITIATIVES

Education & Industry Consortium Update







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OTHER BUSINESS



UPCOMING MEETINGS:

• Budget Workshop: 5/22/25 (Thu): 10:00 a.m. to 12:00 p.m.



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ADJOURNMENT





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



THANKYOU

Phone: 800.757.4598

Website: www.CareerSourceCentralFlorida.com