

CONSORTIUM & CSCF BOARD OF DIRECTORS MEETING

JUNE 23, 2022



6/23/22 CONSORTIUM & CSCF BOARD OF DIRECTORS MEETING DETAILS

What: Consortium and CSCF Board of Directors Meeting

When: Thursday, June 23, 2022
9:00 a.m. – 11:00 a.m.

Where: Cooper Memorial Library (located on Lake Sumter State College Campus)
2525 Oakley Seaver Drive
Clermont, FL 34744
or
Virtual Option via Zoom:
Link: <https://careersourcecf.zoom.us/j/89874922114?pwd=TVd3aElkNU1DeWxWYXB5QytOclJWQT09>

Dial In: 1 (929) 205-6099 / Meeting ID: 898 7492 2114
Passcode: 513871

- Meeting Details
- Meeting Agenda
- Welcome
- Spotlight Story
- Board Recognition
- Roll Call
- Public Comment
- Consortium Action Items
- Adjournment of Consortium
- Consent Agenda
- Information/ Discussion/ Action Items
- Insight
- Other Business
- Adjournment of Board



6/23/22 CONSORTIUM & BOARD MEETING AGENDA

Agenda Item	Topic	Presenter	Action Item
1.	Welcome <ul style="list-style-type: none"> • Pledge of Allegiance • New Consortium Members 	Commissioner Herr	
2.	CSCF Spotlight Story	Mimi Coenen	
3.	Recognition of Board Services – Departing Board Member	Jody Wood	
4.	Roll Call: Consortium / Establishment of Quorum Roll Call: Board / Establishment of Quorum	Kaz Kasal	
5.	Public Comment		
6.	Consortium Action Items	Commissioner Herr	
	A. Approval of Minutes: 12/16/21 Consortium Meeting		X
	B. Approval of Board Appointments		X
7.	Board and Consortium Action Items	Jody Wood	
	A. Approval of the 2022-2023 CSCF Budget		
	➤ Board Approval		X
	➤ Consortium Approval		X
8.	Adjournment of Consortium	Commissioner Herr	

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6/23/22 BOARD OF DIRECTORS MEETING AGENDA

Agenda Item	Topic	Presenter	Action Item
9.	Consent Agenda	Jody Wood	X
	A. 4/28/22 Board Meeting Draft Minutes		
	B. Proposed 2022-2023 Board – Committee Meeting Schedule		
	C. Career Services Committee Charter – Updated (Career Services)		
	D. CSCF New Training Providers (Career Services)		
	E. Revenue Div. & New Markets Committee Charter (Rev. Div. & New Mkts)		
	F. Finance Enterprise Resource Planning System Update Recommendations (Executive)		
	G. Fiscal/Program Monitoring RFP (Executive)		
10.	Information / Discussion / Action Items		
	A. Chair's Report	Jody Wood	
	B. President's Report	Pam Nabors	
	1) Finance Report	Eric Ushkowitz	
	C. Committee Reports		
	1) Executive (met on 6/16/22)	Jody Wood	
	2) <i>Audit (no meeting scheduled)</i>	Sheri Olson	
	3) Career Services (met on 5/19/22)	Andrew Albu	
	a) CSCF Continuing Providers & Programs		X
	4) Community Engagement (met on 5/12/22)	David Sprinkle	
	a) Community Survey Results - Overview		
	5) <i>Facilities Ad Hoc (no meeting scheduled)</i>		
	6) Finance (met on 6/8/22)	Matt Walton	
	7) Governance (met on 5/25/22)	Eric Ushkowitz	
	a) Slate of Officers	Richard Sweat	
	8) Revenue Diversity & New Markets (met on 6/1/22)	Eric Jackson	X

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6/23/22 BOARD OF DIRECTORS MEETING AGENDA

Agenda Item	Topic	Presenter	Action Item
11.	Insights		
	A. Organizational Structure Recommendations	Pam Nabors	X
	B. Follow-Up from Board Retreat	Richard Chapa Disney Parks, Experiences & Products	
12.	Other Business		
13.	Adjournment		

Upcoming Meetings:

See Proposed 2022-2023 Consortium & Board Master Calendar (*under Consent Agenda*)

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WELCOME



PLEDGE OF ALLEGIANCE

The background of the entire page is a close-up, slightly blurred image of the United States flag, showing the stars and stripes in a wavy pattern.

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

Special Thanks to our Host:



Lake Sumter
State College



NEW CONSORTIUM MEMBERS

CONSORTIUM WELCOME



Welcome to:
Commissioner Kirby Smith
Lake County, FL

CONSORTIUM WELCOME



Welcome to:
Commissioner Roberta Ulrich
Sumter County, FL

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SPOTLIGHT STORY



SPOTLIGHT STORY



Carlos Suarez

Hired by Accu-Cut on 6/16/22

Job Title:

Customer Service Specialist

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BOARD RECOGNITION



BOARD RECOGNITION



Congratulations to
Dr. Joseph Richardson

Outstanding Service
Recognition

Dr. Joseph Richardson
CareerSource Central Florida
Board of Directors
July 1, 2021 – June 30, 2022

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ROLL CALL

✓ Consortium

✓ Board of Directors



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PUBLIC COMMENT



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CONSORTIUM ACTION ITEMS



Approval of Draft Minutes of 12/16/21 Consortium Meeting





Consortium & Board of Directors Joint Meeting

Thursday, December 16, 2021, 9:00 a.m.

MINUTES

CONSORTIUM MEMBERS

PRESENT:

Mayor Jerry Demings, Commissioner Andria Herr, Commissioner Josh Blake and Commissioner Gary Search

CONSORTIUM MEMBERS

ABSENT:

Commissioner Peggy Choudhry

BOARD MEMBERS PRESENT: Jody Wood, Andrew Albu, Steve Ball, Paul Bough, Kari Conley, Keira des Anges, Wendy Ford, John Gill, John Gyllin, Mark Havard, Jeff Hayward, Sheri Olson, Renee Quintanilla, Manuel Rascon, Joseph Richardson, David Sprinkle, Richard Sweat, DeAnna Thomas, Al Trombetta, Eric Ushkowitz, and Matt Walton

BOARD MEMBERS ABSENT: Wendy Brandon, Glen Casel, Shawn Hindle, Eric Jackson, Brooke Morris, Bryan Orr, Stella Siracusa, Sharron Washington and Christopher Wilson

STAFF PRESENT:

Pam Nabors, Mimi Coenen, Leo Alvarez, Becca Bides, Dyana Burke, Steven Nguyen, Nilda Blanco, Lorri Shaban, Cliff Marvin, Angel Ramos, Marek Hulva, Sean Masherella, Carla Sosa, Vanessa Nogueira and Kaz Kasal

GUESTS PRESENT:

Stephanie / CSCF Participant; Heather Ramos / GrayRobinson; Gui Cunha / Orlando North Seminole County Tourism; Sean Donnelly / Central Florida J.A.T.C; Jessie Dzorney-Lukash; Maria Vazquez / Orange County Public Schools

Consortium Meeting

Agenda Item	Topic	Action Item / Follow Up Item
1	<p>Welcome</p> <ul style="list-style-type: none"> Mayor Demings, Consortium Chair, called meeting to order at 9:08 am and welcomed attendees. Dr. Gyllin, Vice President, Resource Development & Executive Director, Foundation for Seminole State College and CSCF Board Member, provided an overview of Seminole State College. 	
2	<p>CSCF Spotlight Story</p> <ul style="list-style-type: none"> Ms. Stephanie, CSCF Participant thanked CSCF for providing her training through Roadmaster Drivers School of Orlando to attain her CDL A, and is now working as a professional truck driver for Mercer Enterprises. 	



Consortium Meeting (continued)		
Agenda Item	Topic	Action Item / Follow Up Item
	<p>Recognition of Board Services – Departing Board Members</p> <ul style="list-style-type: none"> The following Board Members were recognized for their service on the CSCF Board, which concludes this month, December 2021: <ul style="list-style-type: none"> Paul Bough Nicole Guillet Al Trombetta Sharron Washington Christopher Wilson 	
3	<p>Roll Call / Establishment of Quorum</p> <ul style="list-style-type: none"> Ms. Kasal, Executive Coordinator, reported a quorum present on the Consortium. 	
4	<p>Public Comment</p> <ul style="list-style-type: none"> None offered. 	
6	<p>Approval of Minutes – 6/25/21 Consortium Meeting</p> <ul style="list-style-type: none"> Reviewed draft minutes from 6/25/20 Consortium Meeting (attachment). <p>Approval of Consortium Agreement</p> <ul style="list-style-type: none"> Reviewed updated Consortium Agreement which has been signed by each county within this region (attachment). <p>Approval of Board Representative Appointment Policy and Process</p> <ul style="list-style-type: none"> Reviewed Board Representative Appointment Policy and Process (attachment). <p>Approval of Board Appointments</p> <ul style="list-style-type: none"> Reviewed appointments of CSCF Board (attachment). 	<p>Commissioner Herr made a motion to approve minutes from the 6/25/21 Consortium meeting. Commissioner Blake seconded; motion passed unanimously.</p> <p>Commissioner Herr made a motion to approve the Consortium Agreement, as presented. Commissioner Search seconded; motion passed unanimously.</p> <p>Commissioner Herr made a motion to approve Board Representative Policy and Process, as presented. Commissioner Search seconded; motion passed unanimously.</p> <p>Commissioner Herr made a motion to approve the Board Appointments, as presented. Mayor Demings seconded; motion passed unanimously.</p>



Consortium Meeting (continued)		
Agenda Item	Topic	Action Item / Follow Up Item
7	Adjournment of Consortium <ul style="list-style-type: none"> Consortium adjourned at 9:32 am. 	
Board Meeting		
Agenda Item	Topic	Action Item / Follow Up Item
8	Roll Call / Establishment of Quorum <ul style="list-style-type: none"> Ms. Kasal, Executive Coordinator, reported a quorum present on the Board. 	
9	Public Comment <ul style="list-style-type: none"> None offered 	
10	Clarification on Voting Ms. Ramos, GrayRobinson provided a refresher and clarification on Board voting and conflicts of interest.	
8	Consent Agenda <ul style="list-style-type: none"> Ms. Wood 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 9/30/21 Board Meeting Community Engagement Committee Charter – Updated Retirement Plan – Fund Adjustment Policy Approval <ul style="list-style-type: none"> Process revision to WP T01: Trade Adjustment Assistance (TAA) Services Process New Policy: WIOA 15/TAA 04: Mandatory WIOA Title 1 and TAA Co-Enrollment New Policy: WIOA -16: Disaster Recover Worker Grants New Training Provider Approvals 	Mr. Ushkowitz made a motion to approve all items on the consent agenda. Mr. Bough seconded; motion passed unanimously.
9	Information / Discussion <u>Chair's Report</u> <ul style="list-style-type: none"> Ms. Wood thanked the Consortium for approving the following appointments to CSCF Board: <ul style="list-style-type: none"> Gui Cunha, Orlando North, Seminole County Tourism Sean Donnelly, Central Florida Electrical Joint Apprenticeship & Training Committee Jessie Dzioney-Lukash, International Union of Painters & Allied Trades, Florida Finishing Trades Charles Scherer, Florida Department of Children & Families Dr. Maria Vazquez, Orange County Public Schools 	



Board Meeting (continued)

Agenda Item	Topic	Action Item / Follow Up Item
	<p><u>President's Report</u></p> <ul style="list-style-type: none"> • Ms. Nabors reported on following highlights (attachment): <ul style="list-style-type: none"> – Orange County grant approved - \$10.3M – Status of other incoming funds and grants – Thanks to Ms. Wood for donating Disney leadership resources to CSCF staff. – April 2022 Board Retreat will focus on strategic planning for next 3 to 5 year business cycle – Thanks to Mr. Sweat for his work on the Career Passport project. – New cybersecurity training and policy for staff. – Scorecard on CSCF performane 1st quarter (7/1/21 thru 9/30/21). • <u>Finance Report</u> <ul style="list-style-type: none"> – Mr. Alvarez, CFO, reviewed financials through 9/30/21, 1st quarter, trending on target at 21% expended. <p><u>Committee Reports</u></p> <p><u>Executive:</u> Ms. Wood, Executive Committee Chair, reported on the following:</p> <ul style="list-style-type: none"> • Met on 12/9/21. • Reviewed CSCF updates and committee reports. 	
	<p><u>Audit</u> Ms. Olson, Audit Committee Chair, reported on the following:</p> <ul style="list-style-type: none"> • Met on 10/5/21 • Reviewed: <ul style="list-style-type: none"> – Charter and concurred good as is. – Audit planning for FY 21-22. – Procurement for 3rd party auditor. <p><u>Career Services</u> Mr. Albu, Albu, Career Services Committee Chair, reported on the following:</p> <ul style="list-style-type: none"> • Met on 11/18/21 • Reviewed: <ul style="list-style-type: none"> – Scorecard for 1st quarter (7/1/21 thru 9/30/21). – Performance and training activities in previous fiscal year (7/1/20 thru 6/30/21). – New programs for ETPL list. 	



Board Meeting (continued)

Agenda Item	Topic	Action Item / Follow Up Item
	<ul style="list-style-type: none"> - Approved for Board's final approval: <ul style="list-style-type: none"> o New training providers (Gwinnett Institute and Med Tech Institute). o Two policies and one process. <p><u>Community Engagement</u> Mr. Sprinkle, Community Engagement Committee Chair, reported on the following:</p> <ul style="list-style-type: none"> • Met on 11/4/21. • Welcomed Becca Bides, VP Strategic Communications. • Revised Charter, streamlined and easier to understand. • Survey: updates and timelines. Test survey with Board and launch in January. <p><u>Finance Committee</u> Mr. Ushkowitz, Finance Committee Chair, reported on the following:</p> <ul style="list-style-type: none"> • Met jointly with Audit Committee on 10/5/21. • Reviewed financials through 8/31/21. • Approved for Board's final approval a few fund adjustments on CSCF's Retirement Plan. <p><u>Governance</u> Mr. Sweat, Governance Committee Chair, stated Committee will meet on 1/12/22.</p> <p><u>Revenue Diversity</u> Mr. Jackson, Revenue Diversity Ad Hoc Committee Chair, reported on the following:</p> <ul style="list-style-type: none"> • Met on 12/7/21. • Working on Charter as this is Committee is now a standing committee. • Reviewed FY 2021-2022 year-to-date results; on track meeting or exceeding goals. • Discussed possible organizational structures for the new venture. 	



Board Meeting (continued)		
Agenda Item	Topic	Action Item / Follow Up Item
10	Insight <u>Workforce Trends</u> <ul style="list-style-type: none"> • Ms. Blanco, provided a presentation entitled “Workforce Trends” (attachment) and reviewed the Region’s unemployment stats, industry demands and growing occupations. Also reviewed the “great resignation” impact and expected labor shortage gap in the Region. • Discussed strategies for hiring, retaining, and providing more flexibility to improve work-life balance and better address needs of workers. • This discussion will continue at the Board Retreat in April 2022. 	
11	Other Business <ul style="list-style-type: none"> • None offered. 	
12	Adjournment Meeting adjourned at 11:07 am.	

Respectfully submitted,

Kaz Kasal
 Executive Coordinator

Approval of Board Appointments



REGIONAL WORKFORCE BOARD (RWB) MEMBERSHIP

Orange: Vacancies / Replacements

Yellow: Expiring on 6/30/22

Green: New Seat

Central Florida Workforce Development Board, d/b/a CareerSource CentralFlorida REGION NUMBER 12

ACTIVE BOARD MEMBERS: 29

NUMBER OF VACANCIES: 3

NUMBER OF NEW SEATS: 1

EFFECTIVE DATE: 7/1/22

NAME OF RWB MEMBER	Organization/Company	AREA(S) OF REPRESENTATION	County	Current and/or New Term
Albu, Andrew	Albu & Associates, Inc.	BU	Orange	7/1/2021 - 6/30/2024
Brandon, Wendy	UCF Lake Nona Medical Center	BU	Orange	7/1/2022 - 6/30/2025
Conley, Kari	Duke Energy	BU	Orange	7/1/2022 - 6/30/2025
Gary, Tanisha Nunn	African American Chamber of Commerce of Central Florida	BU	Orange	7/1/2022 - 6/30/2025
Havard, Mark	Hyatt Regency Orlando	BU	Orange	7/1/2022 - 6/30/2025
Jackson, Eric	Omega Group	BU <i>Small Business</i>	Orange	7/1/2020 - 6/30/2023
Ortigoni, Gaby	Hispanic Chamber of Commerce of Metro Orlando	BU	Orange	7/1/2022 - 6/30/2025
Wood, Jody	Disney Parks, Experiences & Products	BU	Orange	7/1/2022 - 6/30/2025
Sprinkle, David	Veritas Recruiting Group, LLC	BU	Seminole	7/1/2021 - 6/30/2024
Sweat, Richard	.decimal	BU <i>Small Business</i>	Seminole	7/1/2022 - 6/30/2025
Walton, Matt	MiGre Engineers, LLC	BU	Seminole	7/1/2021 - 6/30/2024
Hindle, Shawn	Hanson, Walter & Associates, Inc.	BU	Osceola	7/1/2021 - 6/30/2024
Rascon, Manuel	AdventHealth CFD-South East Orlando Waterford Lakes Lake Nona	BU	Osceola	7/1/2021 - 6/30/2023
Siracuza, Stella	Tomato Express, Inc.	BU	Osceola	12/17/2020 - 6/30/2023
Olson, Sheri	South Lake Hospital	BU	Lake	7/1/2021 - 6/30/2024
Bryan Orr		BU	Lake/Sumter	7/1/2022 - 6/30/2025
VACANT (replacing Brooke Morris)		BU	Sumter	

REGIONAL WORKFORCE BOARD (RWB) MEMBERSHIP

NAME OF RWB MEMBER	Organization/Company	AREA(S) OF REPRESENTATION	REGION NUMBER	Current Term
Casel, Glen	Embrace Families	WOY (CBO representing Youth)	Multi-County	7/1/2022 - 6/30/2025
Cunha, Gui	Seminole County Government, Office of Economic Development & Tourism	GRED	Seminole	12/16/2021 - 6/30/2023
des Anges, Keira	Division of Vocational Rehabilitation / Florida Department of Education	GRVRD	Multi-County	7/1/2021 - 6/30/2024
Donnelly, Sean	Central Florida Electrical Joint Apprenticeship & Training Committee (J.A.T.C.) / Central Florida AFL-CIO	WOLO/WOJ	Multi-County	12/16/2021 - 6/30/2023
Dziorney-Lukash, Jessie	International Union of Painters & Allied Trades (IUPAT DC 78), Florida Finishing Trades	WOLO/WOJ	Multi-County	12/16/2021 - 6/30/2023
Ford, Wendy	Osceola Council on Aging	CBO	Osceola	7/1/2022 - 6/30/2025
Gill, John	Quest, Inc.	WOD (CBO representing Individuals & Disabilities)	Multi-County	7/1/2022 - 6/30/2025
Gyllin, Dr. John	Foundation for Seminole State College, Inc.	ETPA	Seminole	7/1/2021 - 6/30/2024
Hayward, Jeff	Heart of Florida United Way	WOD/WOV (CBO representing Disabilities/Veterans)	Multi-County	7/1/2020 - 6/30/2023
Quintanilla, Renee	Crummer Graduate School of Business at Rollins College	ETPC	Multi-County	7/1/2022 - 6/30/2025
Joe Battista (Replacing Dr. Joseph Richardson)	Valencia College	ETPC	Multi-County	7/1/2022 - 6/30/2025
Scherer, Charles	State of Florida Department of Children & Families	GRO	Multi-County	12/16/2021 - 6/30/2024
Thomas, DeAnna	Lake Technical College	ETPA	Multi-County	7/1/2022 - 6/30/2025
Ushkowitz, Eric	Orange County Government	GRED	Region	7/1/2021 - 6/30/2024
Vazquez, Dr. Maria	Orange County Public Schools	ETPA	Orange	12/16/2021 - 6/30/2024
New Seat Michelle Sperzel	Harbor House	CBO		7/1/2022 - 6/30/2025

REGIONAL WORKFORCE BOARD (RWB) MEMBERSHIP**Central Florida Workforce Development Board, d/b/a CareerSource CentralFlorida REGION NUMBER 12**Key Codes:

Areas of Representation:

- BU – Business **(17 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)



June 23, 2022

Central Florida Area Workforce Development Consortium ("Consortium")
 c/o CareerSource Central Florida
 390 N. Orange Ave., Suite 700
 Orlando, FL 32801

Dear Consortium Members:

Below is the list of appointments and re-appointments to the CareerSource Central Florida Board of Directors, in terms described, for consideration by the Consortium for approval. All individuals listed have agreed to serve.

Appointments (see attached nomination letters):

Public Sector Seats representing Central Florida Region:

- **Embrace Families nominating:**
 Mr. Glen Casel, President/CEO, Embrace Families, to serve in the public seat representing Community-based Organization representing Youth (WOY). **Term: 7/1/22 – 6/30/2025**
- **Quest, Inc. nominating**
 Mr. John Gill, Quest, Inc. to serve in the public seat representing Community-based Organization representing Individuals with Disabilities (WOD). **Term: 7/1/22 – 6/30/2025**
- **Valencia College nominating:**
 Mr. Joe Battista, Vice President for Global, Professional and Continuing Education, Valencia College, to serve in the public seat representing Education and Training Provider Institution of Higher Education (ETPC). **Term: 7/1/22 – 6/30/2025**
- **Harbor House nominating:**
 Ms. Michelle Sperzel, CEO, Harbor House, to serve in the public seat representing Community-based Organization representing Individuals of Domestic Abuse. **Term: 7/1/22 – 6/30/2025**

Private Sector Seats:

- **African-American Chamber of Commerce of Central Florida nominating**
 Ms. Tanisha Nunn Gary, President, African American Chamber of Commerce of Central Florida, to serve in the business seat representing Orange County. **Term: 7/1/22 – 6/30/2025**
- **Hispanic Chamber of Commerce of Metro Orlando nominating**
 Ms. Gaby Ortigoni, President/CEO, Hispanic Chamber of Commerce of Metro Orlando, to serve in the business seat representing Orange County. **Term: 7/1/22 – 6/30/2025**
- **Central Florida Hotel & Lodging Association nominating**
 Mr. Mark Havard, Director of Human Resources, Hyatt Regency Orlando, to serve in the business seat representing Orange County. **Term: 7/1/22 – 6/30/2025**

Private Sector Seats (continued):

- **Air Conditioning Contractors Association of Central Florida nominating** Mr. Bryan Orr, Co-Founder, President, Kalos Services, Inc. to serve in the business seat representing Sumter County. **Term: 7/1/22 – 6/30/2025**

Re-Appointments (nomination letters not required):Public Sector Seats

- Wendy Ford, CEO, Osceola Council on Aging to serve in the public seat representing Community-based Organization representing Older Individuals. **Term: 7/1/22 – 6/30/2025**
- Renee Quintanilla, Director, Student Success, Crummer Graduate School of Business at Rollins College, to serve in the public seat representing Education and Training Provider Institution of Higher Education (ETPC). **Term: 7/1/22 – 6/30/2025**
- DeAnna Thomas, Executive Director, Lake Technical College, to serve in the public seat representing Education and Training Provider Institution – Adult Education and Literacy (ETPA). **Term: 7/1/22 – 6/30/2025**

Private Sector Seats

- Wendy Brandon, CEO, UCF Lake Nona Medical Center, to serve in the business seat representing Orange County. **Term: 7/1/22 – 6/30/2025**
- Kari Conley, Government and Community Relations Manager, Duke Energy, to serve in the business seat representing Orange County. **Term: 7/1/22 – 6/30/2025**
- Jody Wood, Vice President, Recruitment and Talent Management, Disney Parks, Experiences & Products, to serve in the business seat representing Orange County. **Term: 7/1/22 – 6/30/2025**
- Richard Sweat, President/CEO, .decimal, to serve in the business seat representing Seminole County. **Term: 7/1/22 – 6/30/2025**

With regard to reappointments, according to Section II, B of the *Central Florida Area Workforce Investment Consortium Interlocal Agreement...* "Reappointment for one additional three-year term and one additional two year shall be automatic so long as the duly appointed board member is in good standing, the seat on the Board continues to exist, and the Board member wishes to serve another term."

If appointments are approved at the 6/23/22 Consortium Meeting, their terms shall be effective as described above.

Regards,

Pamela Nabors

Pamela Nabors
President/CEO

CareerSourceCentralFlorida.com
390 North Orange Avenue, Suite 700 | Orlando, FL 32801
p. 407.531.1222 | f. 407.708.1385 | TTY/TTD 771





Administrative Support Center
901 N. Lake Destiny Rd, Suite 400
Maitland, FL 32751
EmbraceFamilies.org

March 31, 2022

The Honorable Mayor Jerry Demings
Chair, Central Florida Area Workforce Development Consortium
Orange County Government
201 South Rosalind Ave., 5th Floor
Orlando, FL 32801

Dear Mayor Demings:

Embrace Families is pleased to nominate Mr. Glen Casel to serve another term, 7/1/22 thru 6/30/25, in the public seat representing Workforce Community-based Organization representing Youth (WOY) on the CareerSource Central Florida Board of Directors.

Mr. Casel serves as President/CEO, Embrace Families. We are proud to recommend this individual for consideration.

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

Regards,

Mark Jackson, Board Chair
Embrace Families, Inc.

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





ph 407.218.4300 • fax 407.218.4301
(toll free) 888.80.QUEST
P.O. Box 531125 • Orlando, FL 32853

Corporate Office
1509 E. Colonial Drive, Suite 300 • Orlando, FL 32803

May 12, 2022

The Honorable Mayor Jerry Demings
Chair, Central Florida Area Workforce Development Consortium
Orange County Government
201 South Rosalind Ave., 5th Floor
Orlando, FL 32801

Dear Mayor Demings:

Quest, Inc. is pleased to nominate Mr. John Gill to serve another term, 7/1/22 thru 6/30/25, in the public seat representing Workforce Community-based Organization representing individuals with Disabilities (WOD) on the CareerSource Central Florida Board of Directors.

Mr. Gill serves as President/CEO of Quest, Inc. We are proud to recommend this individual for consideration.

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

Regards,

Andrew Hebert
Quest, Inc., Board Chair
Senior Vice President
SouthState Bank, N.A.

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

VALENCIA COLLEGE

June 20, 2022

The Honorable Mayor Jerry Demings
Chair, Central Florida Area Workforce Development Consortium
Orange County Government
201 South Rosalind Ave., 5th Floor
Orlando, FL 32801

Dear Mayor Demings:

Valencia College is pleased to nominate Mr. Joe Battista to serve in the public seat representing Educational and Training Provider – Institution of Higher Education (ETPC) on the CareerSource Central Florida Board of Directors for the term 7/1/22 thru 6/30/25.

Mr. Battista currently serves as the Vice President for Global, Professional, and Continuing Education at Valencia College. Having worked at Valencia for nearly 20 years, he is very familiar with the variety of programs and services that Valencia has to offer the community. Furthermore, Mr. Battista provided leadership and oversight in the development and expansion of our Accelerated Skills Training programs which provide opportunities for adults to quickly develop skills and earn industry certifications that are in high demand by local businesses.

Mr. Battista holds a bachelor's degree in accounting and a Master's in Business Administration, both from St. Joseph's University in Philadelphia, and is a Certified Public Accountant (CPA).

I am proud to recommend Mr. Battista for your consideration. Please let me know if you have any questions or need further information.

Sincerely,



Kathleen Plinske, Ed.D.
President

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



March 18, 2022

The Honorable Mayor Jerry Demings
Chair, Central Florida Area Workforce Development Consortium
Orange County Government
201 South Rosalind Ave., 5th Floor
Orlando, FL 32801

Dear Mayor Demings:

Harbor House of Central Florida is pleased to nominate Michelle Sperzel to serve in the public seat representing Workforce Community Based Organization representing individuals of domestic abuse on the CareerSource Central Florida (CSCF) Board of Directors. The term of service on the CSCF Board is 7/1/22 through 6/30/25.

Ms. Sperzel serves as CEO for Harbor House of Central Florida. We are proud to recommend this individual for consideration.

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

Regards,



Adenola Adewale, MD
Harbor House Board President

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



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

March 3, 2022

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

Dear Commissioner Campione:

I am pleased to approve the appointment and reappointment of the individuals listed below to serve in the open business seats on the CareerSource Central Florida Board of Directors for July 1, 2022 – June 30, 2025 term.

Private Sector Seats representing Orange County:

Appointment (see attached nomination letter):

- Ms. Tanisha Nunn Gary, President, African American Chamber of Commerce of Central Florida
- Ms. Gaby Ortigoni, President/CEO, Hispanic Chamber of Commerce of Metro Orlando

Sincerely,

A handwritten signature in blue ink that reads "Jerry L. Demings".

Jerry L. Demings
Orange County Mayor

c: Pamela Nabors, President/CEO CareerSource Central Florida



02/08/22

The Honorable Mayor Jerry Demings
Chair, Central Florida Area Workforce Development Consortium
Orange County Government
201 South Rosalind Ave., 5th Floor
Orlando, FL 32801

Dear Mayor, Demings:

The African American Chamber of Commerce of Central Florida is pleased to nominate Ms. Tanisha Nunn Gary to serve in the business seat representing Orange County on the CareerSource Central Florida Board of Directors.

Ms. Tanisha Nunn Gary serves as President of the African American Chamber of Commerce of Central Florida, and we are proud to recommend this individual for consideration.

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

Regards,

Ronald Nesbitt
Chairman of the Board
African American Chamber of Commerce of Central Florida

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



February 14, 2022

Gaby Ortigoni
President/CEO

2022

EXECUTIVE BOARD

Jan Aspuru, Chair
Jeff Villanueva, Vice Chair
Lisha Gonzalez, Vice Chair-Elect
Roberto Santoni, Legal Advisor
Oscar J. Cristancho - Treasurer
Margarita Calo, Secretary

DIRECTORS

Nicholas Abrahams
Janice Abrew-Coriano
Wilmer Alvarez
Janet Balanoff
Dick J. Batchelor
Michael Brown
John de Armas
Angela Lagos
Kimberly Lopez
Mario Meridolaro
Arnaldo Oliveras
Madeline Otero
Juliana Peña
Anton Piccolo, Ph.D.
Juan C. Quiroga
David Rodriguez
Ana Carolina Salazar
Karen Skyer
Shelly Wilkes

TRUSTEES

AdventHealth
Addition Financial
Bank of America
Charter Communications
City of Orlando
City of St. Cloud
Duke Energy
Embrace Home Loans
Fairwinds Credit Union
Florida Technical College
Florida Blue
Heart of Florida United Way, Inc.
CQ Services
P Morgan Chase & Co
Massey Services, Inc.
Mechanical One
Memours Children's Hospital
Orlando Health
Orlando Magic
DUC, The Reliable One
Publix Super Markets, Inc.
Rollins College
Rosen Hotels & Resorts
Seminole State College of Florida
Travel + Leisure
TD Bank
T&G Constructors
Upperware Brands
Universal Orlando Resort
Valencia College
Vystar Credit Union
Walt Disney World Resort
Wells Fargo
WFTV Channel 9

The Honorable Mayor Jerry Demings
Chair, Central Florida Area Workforce Development Consortium
Orange County Government
201 South Rosalind Ave., 5th Floor
Orlando, FL 32801

Dear Mayor Demings:

The Hispanic Chamber of Commerce of Metro Orlando is pleased to nominate Ms. Gaby Ortigoni to serve in the business seat representing Orange County on the CareerSource Central Florida Board of Directors.

Ms. Ortigoni serves as President/CEO of the Hispanic Chamber of Commerce of Metro Orlando and we are proud to recommend this individual for consideration.

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

Regards,

Jan Aspuru
HCCMO Board Chair

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



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

April 19, 2022

Central Florida Area Workforce Development Consortium
c/o CareerSource Central Florida
390 N. Orange Ave., Suite 700
Orlando, FL 32801

Dear Consortium:

I am pleased to approve the appointment of the individual listed below to serve in the open business seat on the CareerSource Central Florida Board for the term 7/1/22 thru 6/30/25.

Private Sector Seat representing Orange County:

Appointment (see attached nomination letter):

- Mr. Mark Havard, Director of Human Resources, Hyatt Regency Orlando.

Sincerely,

A handwritten signature in blue ink that reads "Jerry L. Demings".

Jerry L. Demings
Orange County Mayor

c: Pamela Nabors, President/CEO, CareerSource Central Florida



Central Florida Hotel & Lodging Association
 6675 Westwood Boulevard, Suite 210
 Orlando, FL 32821
 (407) 313-5000
 www.cfhla.org

Board of Directors

Erin Arpke
 Avanti International Resort
 Tim Bailey
 Loews Hotels at Universal Orlando
 Brad Boland
 Innovative Hospitality Partners
 Crystal Bonaparte
 Hilton Garden Inn/Home2 Suites Orlando Downtown
 Suzi Brady
 TownePlace Suites by Marriott Orlando Airport
 Robert Bray
 Orlando World Center Marriott
 Lana Burke
 Embassy Suites by Hilton Orlando I-Drive 360
 Joe Cardone
 DoubleTree by Hilton Orlando at SeaWorld
 Brian Comes
 Hyatt Regency Orlando
 Jill Cooper
 Blown Away
 Joe Delgado
 The Celeste Hotel Orlando, a Tribute Collection
 Robert Fohr
 Les Harris
 Homewood Suites by Hilton Orlando Theme Parks
 Keith Hess
 Holiday Inn Orlando Suites – Waterpark
 Paul Joseph
 Hyatt Regency Grand Cypress
 Jeff Korte
 Disney's Saratoga Springs Resort
 John Lamont
 Florida Hotel & Conference Center
 Craig Leicester
 Crowne Plaza Orlando-Downtown
 Jay Leonard
 Wyndham Lake Buena Vista Disney Springs Resort Area
 Kristin Lindsay
 Disney's Art of Animation
 Jason Lopez
 DoubleTree by Hilton at the Entrance to Universal
 Ally Martin
 Homewood Suites by Hilton Orlando Airport at Gateway
 Village
 Sean McCarron
 Waldorf Astoria Orlando
 John McCracken
 Marriott Village Orlando
 Bruce McDonald
 Hyatt Regency Orlando International Airport
 Wade Michael
 StayBridge Suites – Orlando Royale Parc Suites
 Cedric Pas
 Floridays Resort Orlando
 Rob Pici
 Jorge Reyes
 Marriott's Lakeshore Reserve
 Diana Saumell
 Holiday Inn Express & Suites Nearest Universal Orlando
 Paul Schmidt
 Regal Palms Resort / Guest Services
 Michael Scioscia
 JW Marriott Grande Lakes
 Nina Shirk
 Hyatt Place / Hyatt House across from Universal Orlando
 Erin Sims
 Landform of Central Florida, Inc.
 Bruce Skwarlo
 Orlando Marriott Lake Mary
 Robert Stanfield
 Omni Orlando Resort at ChampionsGale
 Bill Thompson
 Disney's Fort Wilderness Lodge
 Sean Verney
 Walt Disney World Swan and Dolphin Resort
 Glen Viasic
 Wyndham Orlando Resort & Conference Center /
 Celebration
 Justin Williams
 Grand Bohemian Hotel Orlando
 Chelsea Wynn
 Orange Lake Resort
 Ana Zapata
 Courtyard by Marriott Orlando International Drive

April 1, 2022

The Honorable Mayor Jerry Demings
 Chair, Central Florida Area Workforce Development Consortium
 Orange County Government
 201 South Rosalind Ave., 5th Floor
 Orlando, FL 32801

Dear Mayor Demings:

Central Florida Hotel & Lodging Association is pleased to nominate Mr. Mark Havard to serve another term, 7/1/22 thru 6/30/25, in the business seat representing Orange County on the CareerSource Central Florida Board of Directors.

Mr. Havard serves as Director of Human Resources at Hyatt Regency Orlando. CFHLA is proud to recommend this individual for consideration.

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

Regards,

Robert J. Agrusa
 President / CEO

2022 Executive Committee

Chair of the Board, Sonja Giselbrecht, Marriott's Cypress Harbour
1st Vice Chair, Anthony Lazzara, Crowne Plaza Orlando – Universal Blvd.
2nd Vice Chair, Jeff Swirsky, Grand Orlando Resort at Celebration
Secretary, Barb Bowden, Loews Hotels at Universal Orlando
Treasurer, Jorg Heyer, Sheraton Vistana Resort
Assistant Treasurer, Chris Mueller, Hilton Orlando
Historian, Fred Sawyers, Signia by Hilton Orlando Bonnet Creek and Waldorf Astoria Orlando
Immediate Past Chair, Jesse Martinez, The Alford Inn at Rollins

Sumter County Approval of Bryan Orr Appointment:

Excerpt from minutes of 4/12/22 Sumter County, FL Board of County Commissioners Meeting:

c. APPOINTMENTS

1. North Sumter County Utility Dependent District (NSCUDD) Vacancy and One Application (Board's Option).

An application was received by Roger Azzarello.

4-12-22-3-c-1

Commissioner Gilpin moved, with a second by Commissioner Estep, to approve the appointment of Roger Azzarello to the North Sumter County Utility Dependent District (NSCUDD). The motion carried 4 - 0.

2. Vacancy for Sumter County Private Sector Representative to CareerSource Central Florida Board of Directors- One Application (Board's Option).

An application was received by Bryan Orr.

Commissioner Breeden moved, with a second by Commissioner Ulrich, to approve the appointment of Bryan Orr as the Sumter County Private Sector Representative to CareerSource Central Florida Board of Directors. The motion carried 4 - 0.



April 4, 2022

The Honorable Commissioner Craig Estep
Chair, Sumter County Board of County Commissioners
7375 Powell Drive
Wildwood, FL 34785

Dear Commissioner Estep:

ACCA/CF, The Air Conditioning Contractors Association of Central Florida, is pleased to nominate Mr. Bryan Orr to serve a term, 7/1/22 thru 6/30/25, in the business seat representing Sumter County on the CareerSource Central Florida Board of Directors.

Mr. Orr serves as Co-Founder, President of Kalos Services, 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,

PCA

Be the REASON someone smiles today!

Paula C. Huband
Executive Director, ACCA/CF
407.260.2206
Paula.Huband@ACCACF.com
www.ACCACF.com
www.FRACCA.com

Cc: Bradley Arnold, Sumter County Administrator
Jennifer Ray, Sumter County Attorney
Pamela Nabors, President/CEO, CareerSource Central Florida

RETURN TO AGENDA

Approval of FY 2022 – 2023 CSCCF Budget



CSCF ANNUAL BUDGET: July 1, 2022 – June 30, 2023

AGENDA

- **Full-Year Budget 2022-2023**
- **Budget Strategic Priorities and Goals**
- **Compensation Statistics and Cost**
- **General & Administrative**
- **Summary**

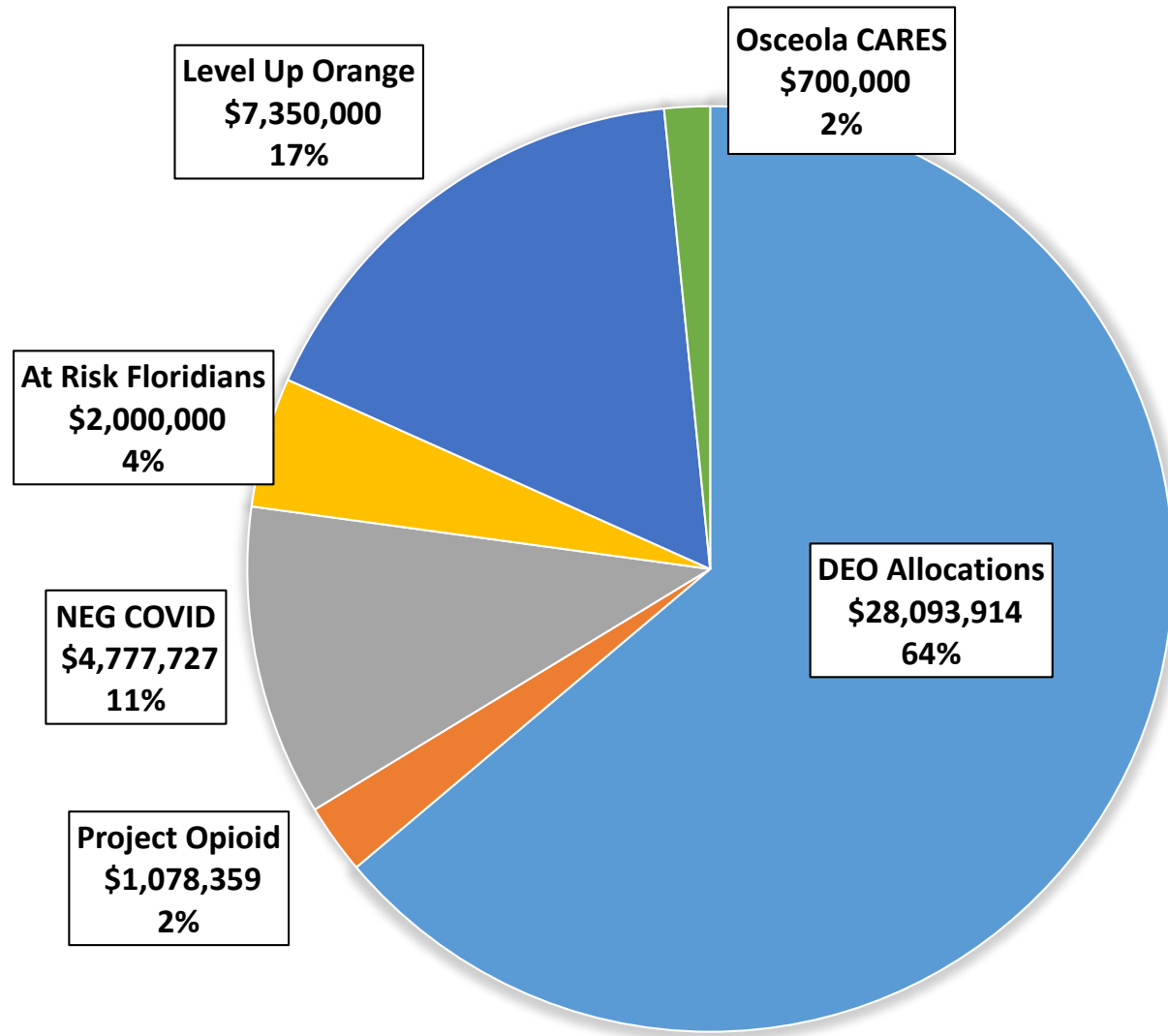
BUDGET OVERVIEW

	<u>FY 2022-23</u>	<u>FY 2021-22</u>	<u>\$ Difference</u>	<u>% Difference</u>
Reserves From Prior Year	\$28,362,798	\$11,453,123	\$16,909,675	
Current Year Funding Allocation - DEO	\$26,409,937	\$40,741,305 A	(\$14,331,368)	
Current Year Funding Awards - Non-DEO	\$3,500,000	\$11,168,370	(\$7,668,370)	
Award Total - Available Funds	\$58,272,735	\$63,362,798	(\$5,090,063)	
LESS planned Carryover For FY 23 - 24	(\$14,272,735)	(\$21,362,798)	\$7,090,063	
Total Available Funds Budgeted	<u>\$44,000,000</u>	<u>\$42,000,000 B</u>	<u>\$2,000,000</u>	<u>4.8%</u>

Note A: Standard annual allocations from DEO was \$28.2M. An additional \$12.5M was received special grants awarded by DEO and CareerSource FL.

Note B: Actual projected expenditures for FY2021-22 is \$35M. The balance of \$7M is reflected in the "Reserves From Prior Year" category for FY2022-23.

REVENUE SOURCES - \$44M



DEO ALLOCATIONS	
WIOA Adult	\$5,125,162
WIOA Youth	\$5,096,801
WIOA Dislocated	\$4,975,316
Wagner Peyser	\$2,405,542
Welfare Transition	\$7,789,115
SNAP	\$610,000
VETS	\$252,315
Re-employment Assistance	\$771,930
Other	\$1,067,732
Total DEO Allocations	\$28,093,914

- Workforce Innovation Opportunity Act (WIOA)
- Includes WIOA Grant Funding
- The balances represent revenue projections for one fiscal year. Note, several grants have multi-year allocations.



CSCF BUDGET ALLOCATION: FULL YEAR 2022 – 2023

\$44M

Budget Allocations	Budget	% of Expenditure
Talent and Recruitment Solutions		
Career Consultants	12,638,828	28.7%
Business Consultants	2,161,103	4.9%
Temporary Staffing (Supporting Summer Youth)	500,000	1.1%
Training Investment	14,000,000	31.8%
Career Seekers Support & Incentives	1,200,000	2.7%
Contracted Services	2,885,000	6.6%
Facilities, Maintenance & Related Cost	2,400,000	5.5%
Total Talent and Recruitment Solutions	\$ 35,784,931	81.3%

TALENT & RECRUITMENT SOLUTIONS	
\$ 35,784,931	81.3%

General Support Cost		
Staff Supporting Operations	4,743,113	10.8%
Strategic Communications	800,000	1.8%
Staff Development (CareerSourcers)	445,000	1.0%
IT Cost/Network Expenses	1,452,000	3.3%
Facilities, Maintenance & Related Cost	325,000	0.7%
G&A Professional Services	450,000	1.0%
Total General Support Cost	\$ 8,215,069	18.7%
TOTAL EXPENDITURES		
	\$ 44,000,000	100.0%

GENERAL SUPPORT COST	
\$ 8,215,069	18.7%



CSCF BUDGET ALLOCATION: YEAR-OVER-YEAR COMPARISON

Budget Allocations	FY 2022/23	FY2021/22	DIFFERENCE
Talent and Recruitment Solutions	A	B	A - B
Career Consultants	12,638,828	10,500,581	2,138,247
Business Consultants	2,161,103	2,013,774	147,329
Temporary Staffing	500,000	500,000	-
Training Investment	14,000,000	17,000,000	(3,000,000)
Career Seekers Support & Incentives	1,200,000	1,200,000	-
Contracted Services	2,885,000	365,000	2,520,000
Facilities, Maintenance & Related Cost	2,400,000	2,784,354	(384,354)
Total Talent and Recruitment Solutions	\$ 35,629,931	\$ 34,363,709	\$ 9,510,715
General Support Cost			
Staff Supporting Operations	4,743,113	4,200,918	542,151
Strategic Communications	800,000	500,000	300,000
Staff Development (CareerSourcers)	445,000	405,000	40,000
IT Cost/Network Expenses	1,452,000	1,587,000	(135,000)
Facilities, Maintenance & Related Cost	325,000	493,373	(168,373)
G&A Professional Services	450,000	450,000	-
Total General Support Cost	\$ 8,215,069	\$ 7,636,291	\$ 989,285
TOTAL EXPENDITURES	\$ 44,000,000	\$ 42,000,000	\$ 2,000,000

CSCF BUDGET ALLOCATION: DIRECT PROGRAM VS. ADMIN COST

\$44M

Budget Allocations	Budget	% of Expenditure
Talent and Recruitment Solutions		
Career Consultants	14,991,106	34.1%
Business Consultants	2,161,103	4.9%
Temporary Staffing (Supporting Summer Youth)	500,000	1.1%
Training Investment	14,000,000	31.8%
Career Seekers Support & Incentives	1,200,000	2.7%
Contracted Services	2,885,000	6.6%
Strategic Communications	800,000	1.8%
Staff Development (CareerSourcers)	311,500	0.7%
IT Cost/Network Expenses	1,306,800	3.0%
Facilities, Maintenance & Related Cost	2,400,000	5.5%
Total Talent and Recruitment Solutions	\$ 40,555,509	92.2%

TALENT & RECRUITMENT SOLUTIONS	
\$ 40,555,509	92.2%

Administrative Cost		
Staff Supporting Operations	2,390,791	5.4%
Staff Development (CareerSourcers)	133,500	0.3%
IT Cost/Network Expenses	145,200	0.3%
Facilities, Maintenance & Related Cost	325,000	0.7%
G&A Professional Services	450,000	1.0%
Total Administrative Cost	\$ 3,444,491	7.8%
TOTAL EXPENDITURES	\$ 44,000,000	100.0%

ADMINISTRATIVE COST	
\$ 3,444,491	7.8%



BUDGET STRATEGIC PRIORITIES AND GOALS

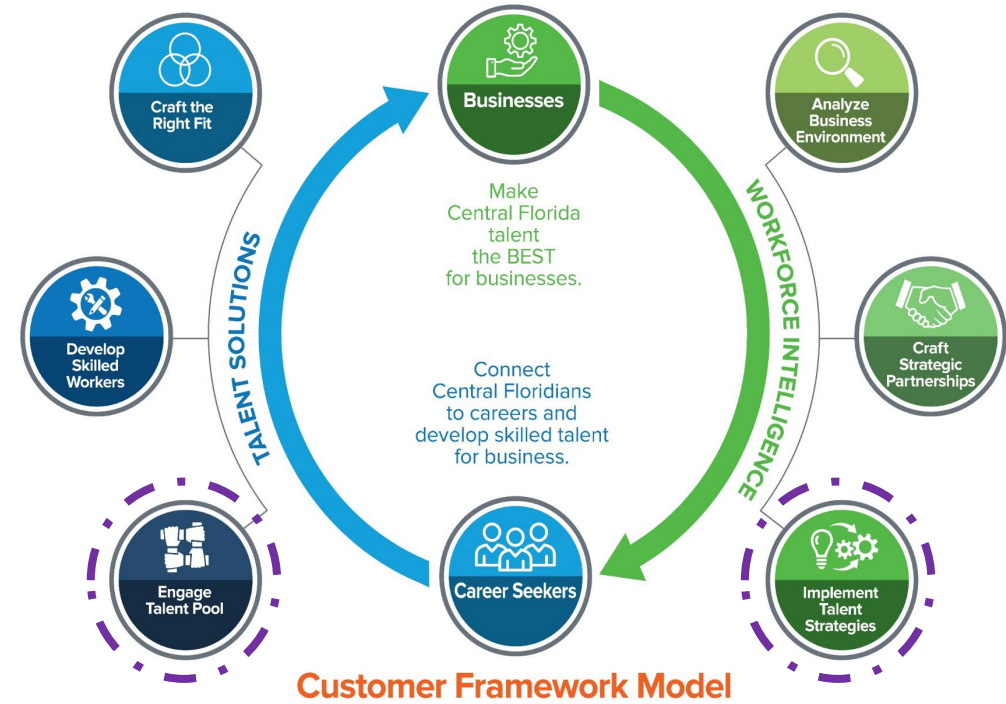
CSCF STRATEGIC PRIORITIES

DIVERSIFY REVENUE STREAMS TO ADJUST FOR VARIABLES IN FEDERAL FUNDING

DELIVER TALENT ACQUISITION STRATEGIES FOR BUSINESSES IN RECOVERING & EMERGING INDUSTRIES

DELIVER TALENT SOLUTIONS TO IGNITE POTENTIAL

ADJUST TO EVOLVING MARKET AND LEGISLATIVE CHANGES THROUGH INNOVATIVE INITIATIVES



2022-2023 Strategy

	Strategic Priority	Goals	Outcome
Foundational Focus	DIVERSIFY REVENUE STREAMS TO ADJUST FOR VARIABLES IN FEDERAL FUNDING	<ul style="list-style-type: none"> Generate \$3.5M of New Diversified Revenue Establish Organizational Structure and Strategy to Generate Non-DEO Revenue Develop and Activate Plan to Invest General (unrestricted) Revenue 	An Increased CSCF Budget/Revenue Stream, Enabling Greater Flexibility in the Delivery of Services, Stability and Sustainability
	DELIVER TALENT ACQUISITION STRATEGIES FOR BUSINESSES IN RECOVERING & EMERGING INDUSTRIES	<ul style="list-style-type: none"> Ensure 60% or greater are Small-Medium Businesses Deliver Workforce Intelligence As a Core Business Service Align Business Recruitment Strategies to Meet Market Demands 	Quality Recruitment Services to Deliver Qualified Candidates for Interviews and Hiring by Businesses Served
	DELIVER TALENT SOLUTIONS TO IGNITE POTENTIAL	<ul style="list-style-type: none"> Create Value Through Comprehensive Career Services Within the Customer Journey 	Central Florida Job Seekers Receive Quality Services Throughout their Career Journey that Result in Increased Skills and Employment
Positioning For Growth	ADJUST TO EVOLVING MARKET AND LEGISLATIVE CHANGES THROUGH INNOVATIVE INITIATIVES	<ul style="list-style-type: none"> Track and Define New Legislation as the State Releases New Policies Impacting Service Delivery and Training Elevate and Innovate the Organization's Capacity to Provide Virtual Services Establish New Return on Investment Strategies to Measure Market Needs Across the Region 	<p>Defined Return on Investment and Use Leveraged Data to Understand Changing Markets</p> <p>Opportunities for Innovation in Virtual Service Delivery for Customers and Clients</p>

DIVERSIFY REVENUE STREAMS TO ADJUST FOR VARIABLES IN FEDERAL FUNDING

GOAL

- Generate \$3.5M of New Diversified Revenue
- Establish Organizational Structure and Strategy to Generate Non-DEO Revenue
- Develop and Activate Plan to Invest General (unrestricted) Revenue

KEY PERFORMANCE METRICS

- ✓ Achieve Target of \$3.15M of New Restricted Non-DEO Revenue
- ✓ Achieve Target of \$350K of New General “Unrestricted” Revenue
- ✓ Creation of a New Organizational Structure and Operational Plan to Support Non-DEO Revenue

OUTCOME

An Increased CSCF Budget/Revenue Stream, Enabling Greater Flexibility in the Delivery of Services, Stability and Sustainability

DIVERSIFIED REVENUE

UNRESTRICTED REVENUE

REVENUE	BUDGET
Unrestricted Balance As of April 2022	\$ 954,000
Receivables as of April 2022	\$ 46,000
* Unrestricted Donations Made to CSCF	\$ 100,000
*Ticket to Work Projected Revenue (Rounded)	<u>\$ 250,000</u>
TOTAL PROJECTED REVENUE	\$ 1,350,000
EXPENDITURES	
Operational Cost	\$ 250,000
Fundraising & Revenue Development	<u>\$ 100,000</u>
TOTAL PROJECTED EXPENDITURES	\$ 350,000
PROJECTED BALANCE AT 06/30/23 - (ROUNDED)	\$ 1,000,000

RESTRICTED REVENUE

RESTRICTED REVENUE	BUDGET
* TOTAL PROJECTED REVENUE	\$ 3,150,000
Funding sources include grants, municipalities, business investments and sponsorships	

* Diversified Revenue
 ➤ Ticket to Work Projected Revenue + Unrestricted Donations + Restricted Revenue = \$3,500,000



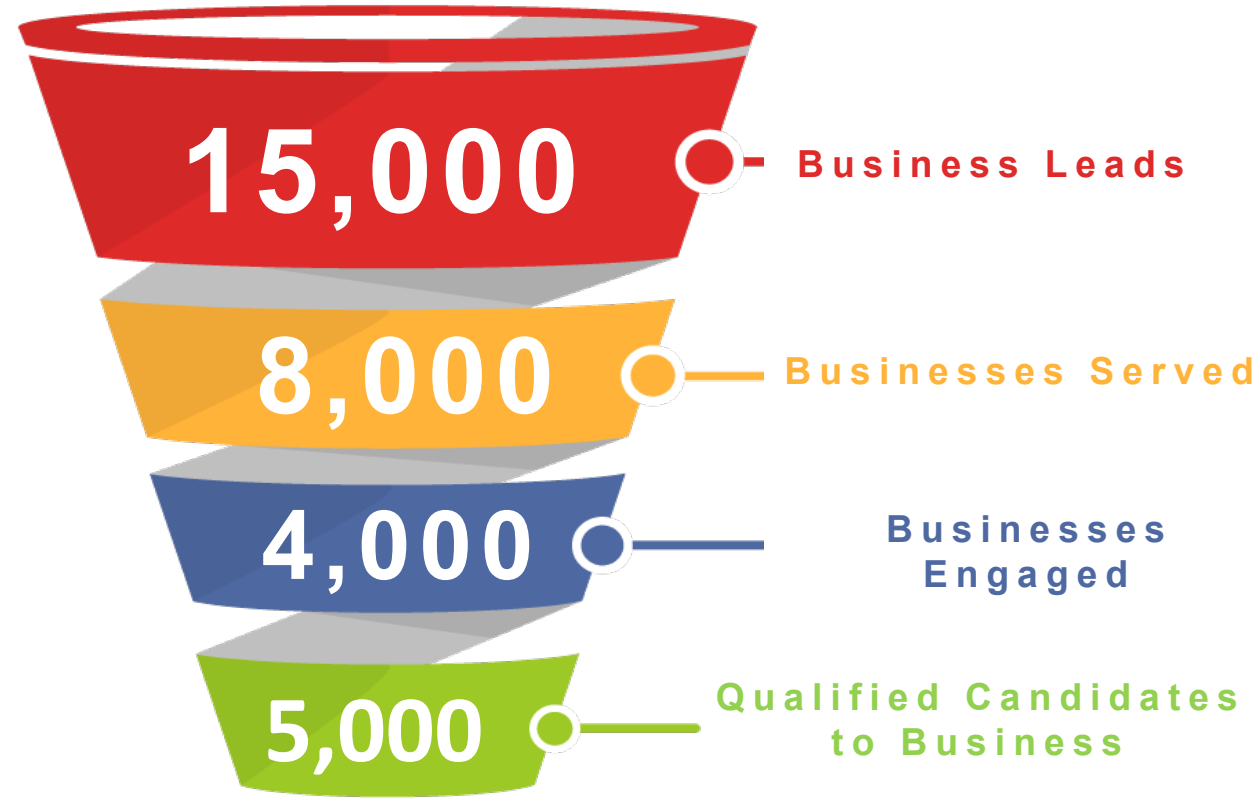
DELIVER TALENT RECRUITMENT & RETENTION INITIATIVES FOR BUSINESSES IN RECOVERING & EMERGING INDUSTRIES

GOAL

- Ensure 60% of Businesses Served are Small-Medium Businesses
- Deliver Workforce Intelligence As a Core Business Service
- Align Business Recruitment Strategies to Meet Market Demands

KEY PERFORMANCE METRICS

- ✓ Increase Quality Services to Businesses by 50%
- ✓ Increase the Number of Businesses Engaged by Dedicated Business Consultants by 20%
- ✓ Actively Recruit and Refer Twice as Many Qualified Candidates to Business
 - ✓ 5,000 Qualified Candidates Interviewed or Hired by Engaged Businesses



OUTCOME

CSCF Provided Quality Recruitment Services and Delivers Qualified Candidates who are Interviewed or Hired by the Businesses Served



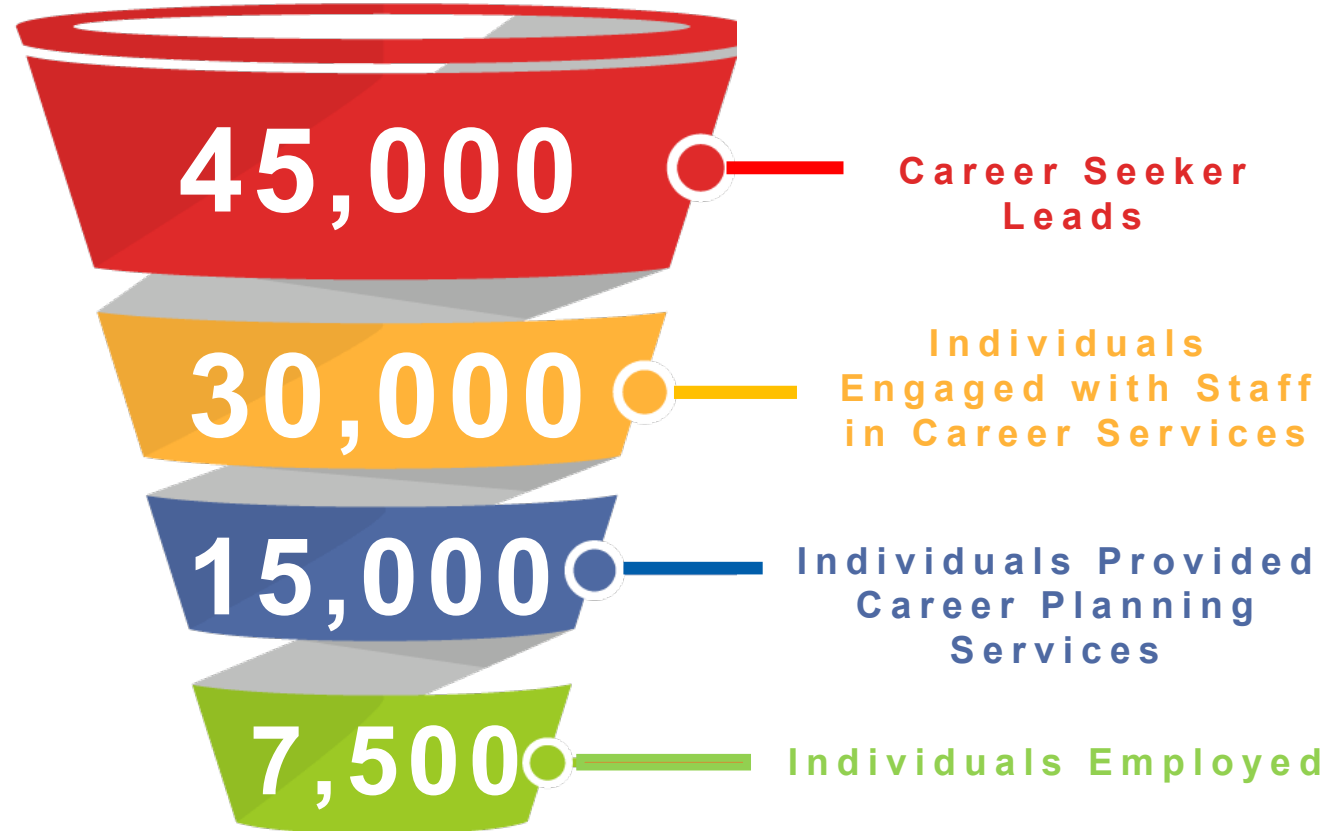
DELIVER TALENT SOLUTIONS TO IGNITE POTENTIAL

GOALS

- Create Value Through Comprehensive Career Services Within the Customer Journey

KEY PERFORMANCE METRICS

- ✓ 30,000 Receive Career Services with CSCF Staff
- ✓ 15,000 Receive Career Planning Consultations
- ✓ 3,000 Career Seekers Receiving CSCF Supported Training
 - ✓ Receive Training / Credentials
 - ✓ 80% Achieve a Wage of >\$17.50
- ✓ 7,500 Employed

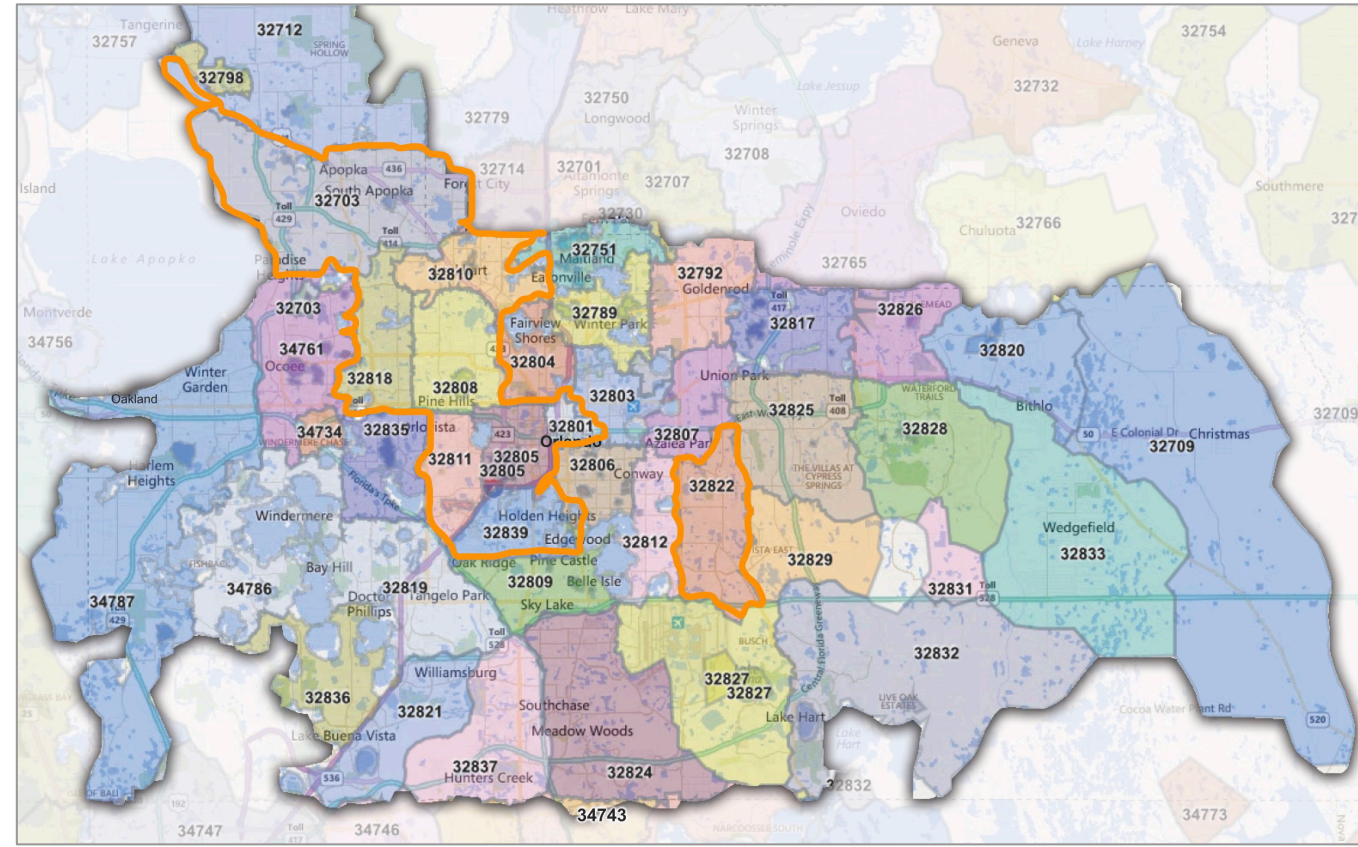


OUTCOME

Central Florida Job Seekers Received Quality Services Throughout their Career Journey that Results in Increased Skills and Employment.



- \$10.3 million grant from Orange County
- Through Dec 2023
- COVID-impacted residents with special emphasis on nine low-income zip codes + veterans, justice-involved and people with disabilities
- Training scholarships, internships and support funding for high school seniors, adult career-seekers and local businesses
- Investment in new outreach, tools and training platforms



Priority neighborhoods: Parramore (32801), Clear Lake (32805), Pine Hills (32808) Lockhart (32810), Orlo Vista (32811), Hiawassee (32818), Apopka (32703), SE Orlando (32822), Edgewood/Pine Castle (32839)

ADJUST TO EVOLVING MARKET AND LEGISLATIVE CHANGES THROUGH INNOVATIVE INITIATIVES

GOAL

- Track and Define New Legislation as the State Releases New Policies Impacting Service Delivery and Training
- Elevate and Innovate the Organization's Capacity to Provide Virtual Services
- Establish New Return on Investment Strategies to Measure Market Needs Across the Region

KEY PERFORMANCE METRICS

- ✓ Produce Legislative Fact Sheets Quarterly on REACH Act Impacts
- ✓ Implement a New Operational Model for Virtual Career Services
- ✓ Apply the ROI Business Model to 2022-2023 Scorecards

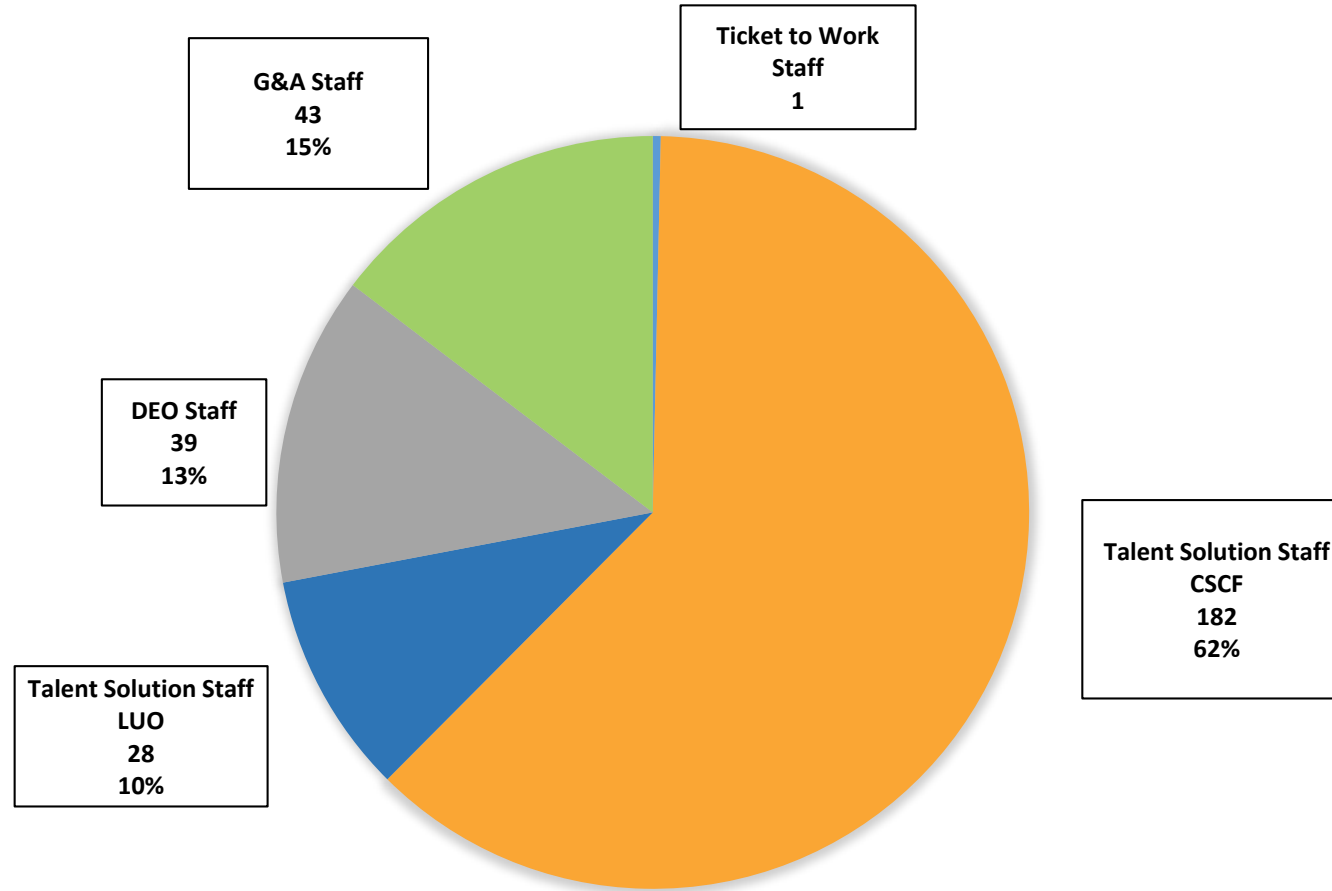
OUTCOME

Defined Return on Investment and Use of Leveraged Data to Navigate Changing Markets
Opportunities for Innovation in Virtual Service Delivery for Customers and Clients

COMPENSATION STATISTICS AND COSTS

CSCF STAFF BREAKDOWN

\$19.7M TOTAL COMPENSATION



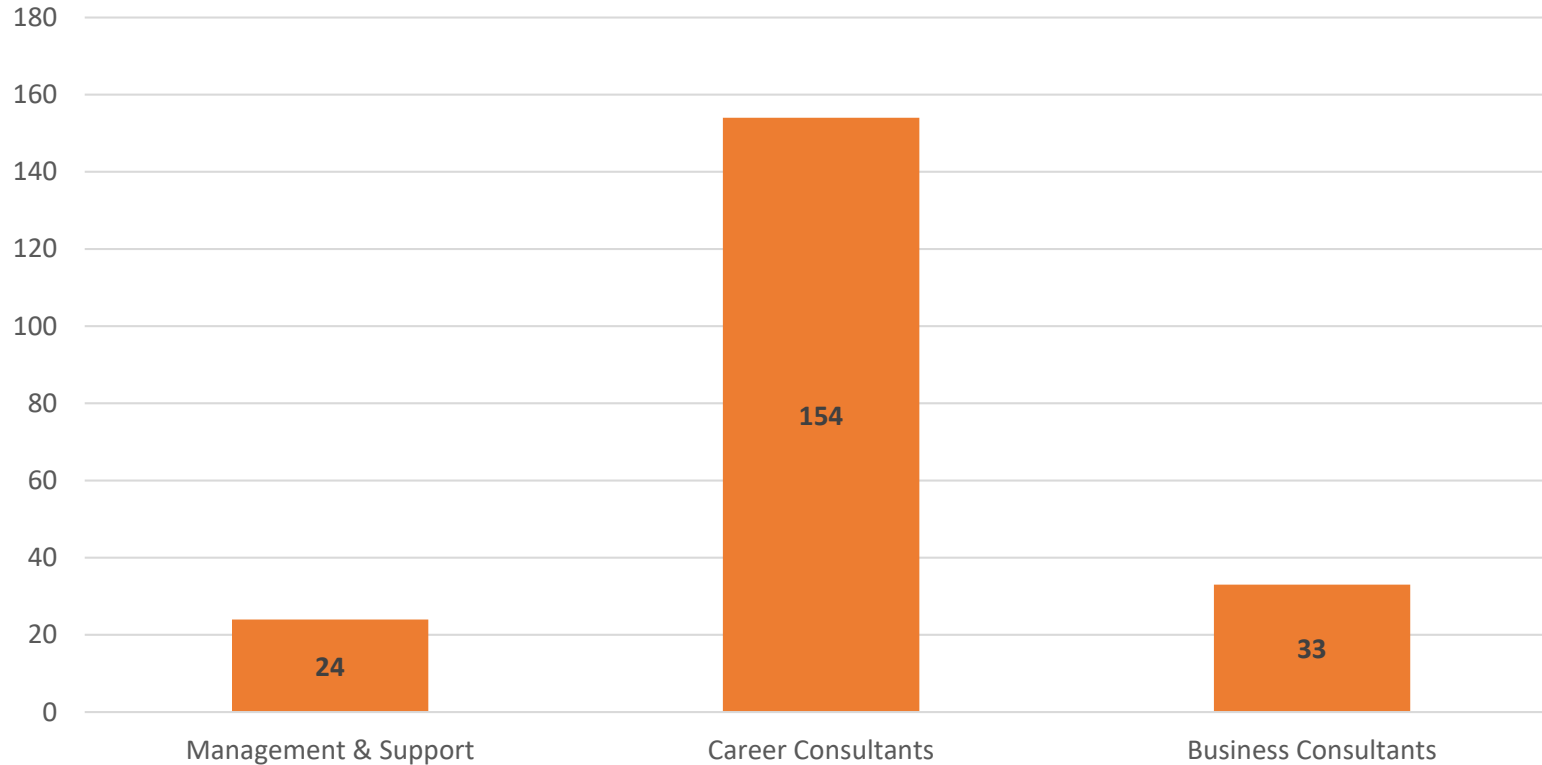
- Proposed Budget for Salaries Reflects an Average 4% Merit Increase
- Individuals Awarded for Merits Will Not Exceed 5% of Salaries
- Merit Increases are Awarded Based Upon Achievement of Annual Performance Goals
- Total Compensation Includes Salaries, Taxes, and Benefits



CSCF STAFF & SALARY COMPARISON

	<u>FY 2022/23</u>	<u>FY 2021/2022</u>	<u>DIFF</u>
TOTAL STAFF	254	222	32
TOTAL COMPENSATION	\$19,700,000	\$ 16,700,000	\$ 3,000,000
BUDGET	\$44,000,000	\$ 42,000,000	\$ 2,000,000
% OF SALARIES TO TOTAL BUDGET	45%	40%	5%

CSCF STAFFING BLEND – TALENT SOLUTIONS



\$14.8M Service Delivery
211 FTEs

Career Seekers	15,000
Career Consultants	154
Consultants Engaging Career Seekers Ratio	100:1

Engaged Businesses	4,000
Business Consultants	33
Consultants Engaging Number of Businesses Ratio	120:1

Note: The staffing balance above does not include 39FTE's jointly managed and paid by DEO. Their primary function is to engage with career seeker and business leads and general job matching functions.



TRAINING INVESTMENT & CAREER SEEKER SUPPORT

INTENSIVE TALENT SOLUTIONS

\$16.9M

GOALS

- ✓ 3,000 Career Seekers
- ✓ Training Services Offered
 - ✓ Traditional Scholarships
 - ✓ Apprenticeships
 - ✓ Internships
 - ✓ On-the-Job Training
 - ✓ Pilots for Special Populations
- ✓ \$2.9M in Subrecipient Contracted Services
 - ✓ Youth Navigators
 - ✓ Construction Training for Justice-Involved Individuals
 - ✓ Pilot Innovative Training Systems Using Technology

CAREER SEEKER SUPPORT & INCENTIVES

\$1.2M

GOALS

- ✓ 2,500 Career Seekers
 - ✓ Receive training credentialing and transportation support
 - ✓ Fees, licenses or other employment related needs
 - ✓ Youth Incentive payments
 - ✓ Average support account is \$480 per Career Seeker

GENERAL SUPPORT COST

GENERAL SUPPORT COST: FULL YEAR 2022 – 2023

\$8.2M

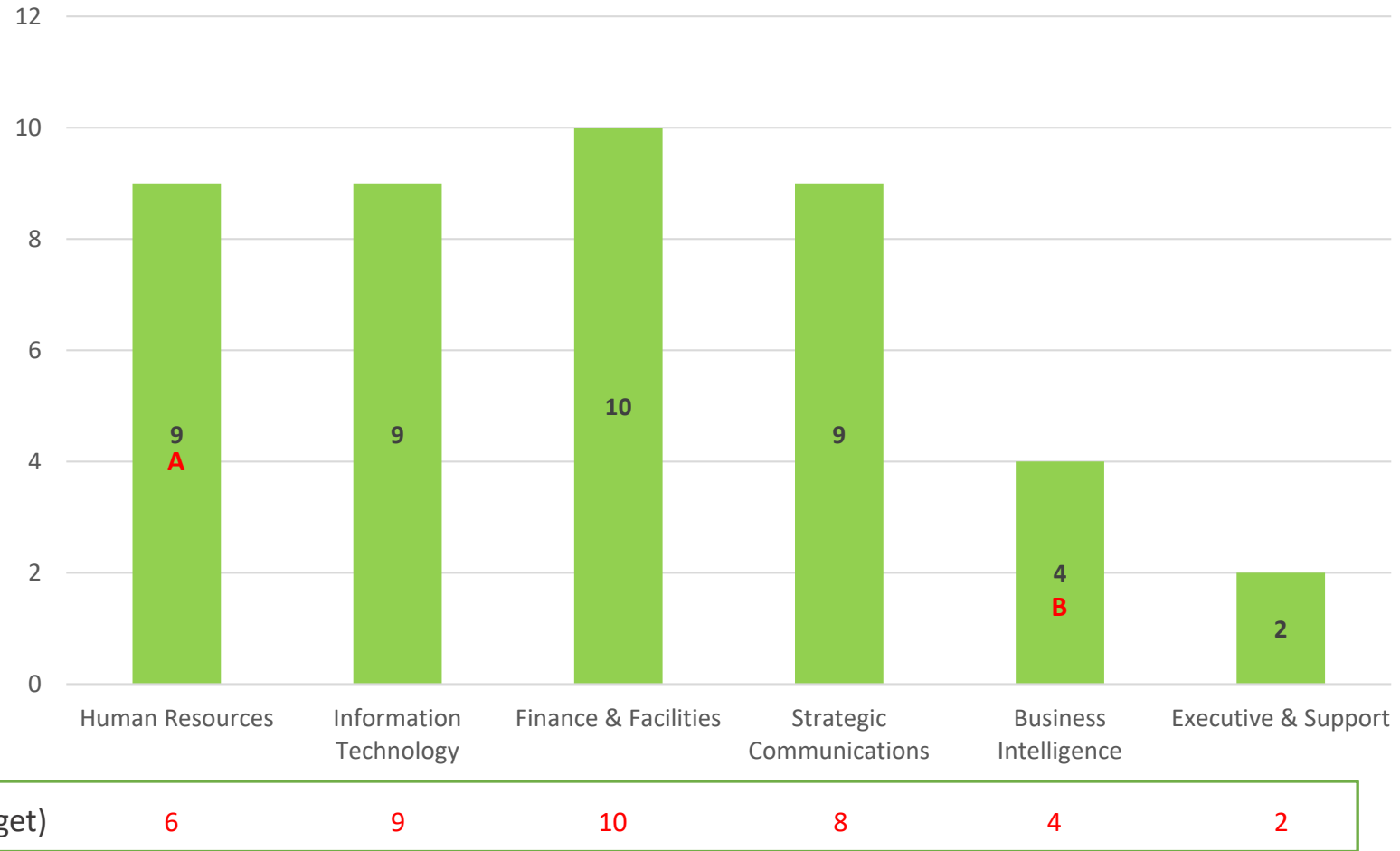
General Support Cost		
Staff Supporting Operations	4,743,113	10.0%
Strategic Communications	800,000	1.2%
Staff Development (Career Sourcers)	445,000	1.0%
IT Cost/Network Expenses	1,452,000	3.8%
Facilities, Maintenance & Related Cost	325,000	1.2%
G&A Professional Services	450,000	1.0%
Total Support and Administrative Cost	\$ 8,215,069	18.2%
TOTAL EXPENDITURES	\$ 44,000,000	100.0%

GENERAL SUPPORT COST	
\$ 8,215,069	18.7%



CSCF STAFF SUPPORTING OPERATIONS – G&A

\$4.7M General & Administrative
43 FTEs



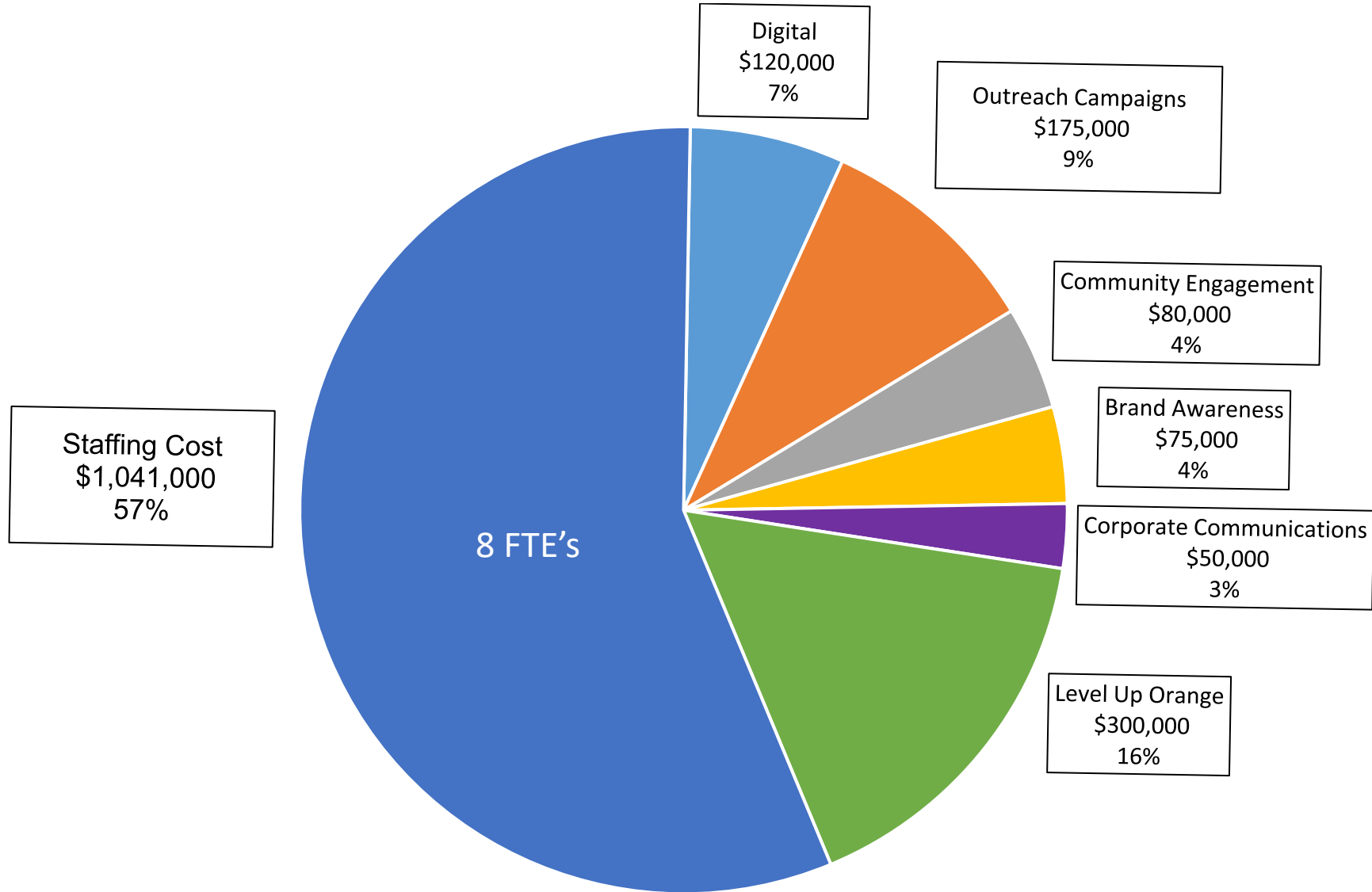
Note A: The Business Intelligence Department has one FTE (BI Manager) and three vacancies

Note B: The Human Resources Department added one new FTE (HR Director) and two internal transfers. One FTE serving as an internal recruiter for CSCF employment needs and one FTE transferring payroll functions from the Finance Department to HR.



COMMUNICATIONS DEPARTMENT – \$1.84M

COMMUNICATIONS STRATEGIC INITIATIVES - \$800K



STRATEGIC COMMUNICATIONS

- **DRIVE AWARENESS & ENGAGEMENT TO ELEVATE TALENT POOL**

Inspire residents to elevate income by driving awareness and engagement in CSCF programs through:

- Innovative marketing (paid ads, publicity, co-branded partnerships)
- Compelling company communications (social media, website, collateral)
- Broadscale community awareness

- **GROW REPUTATION & ENGAGEMENT IN CSCF TALENT SOLUTIONS**

Increase awareness of the benefit/ ROI of CSCF to the regional economy

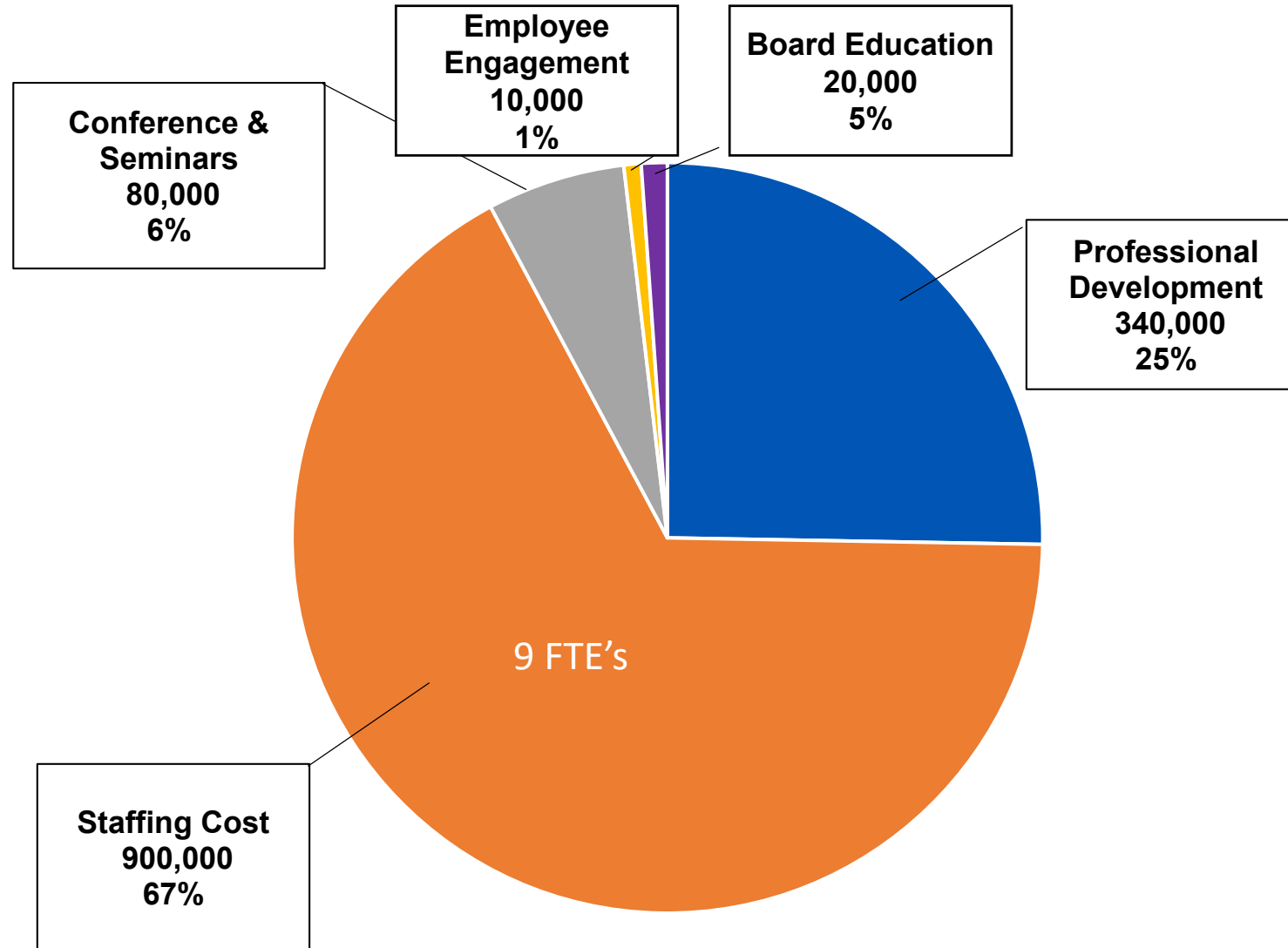
- Strengthen cooperative stakeholder relationships (government, business, media, educational)
- Help business clients navigate labor challenges by driving awareness of, and engagement in, our services
- *Define an organizational process and plan for how we prioritize, introduce and deliver Business Intelligence (data & insights) externally and internally to elevate CSCF as a critical resource across the region.*

- **STRENGTHEN & EVOLVE THE ORGANIZATION BRAND**

- Develop a strategic organizational communications plan that articulates and builds the vision, value and services of CSCF, and new entities, both as a whole and individually
- Inform, inspire and equip our employees to align to best serve the community

HUMAN RESOURCES DEPARTMENT – \$1.35M

HR STRATEGIC INITIATIVES - \$445K



CSCF PROFESSIONAL DEVELOPMENT

Create CareerSourcers Culture

Goal

Align Professional Development Priorities to Key CSCF Values

- Purpose Driven (North Star)
- Innovation (Training)
- Integrity (Trust Creed)

Key Performance Outcomes

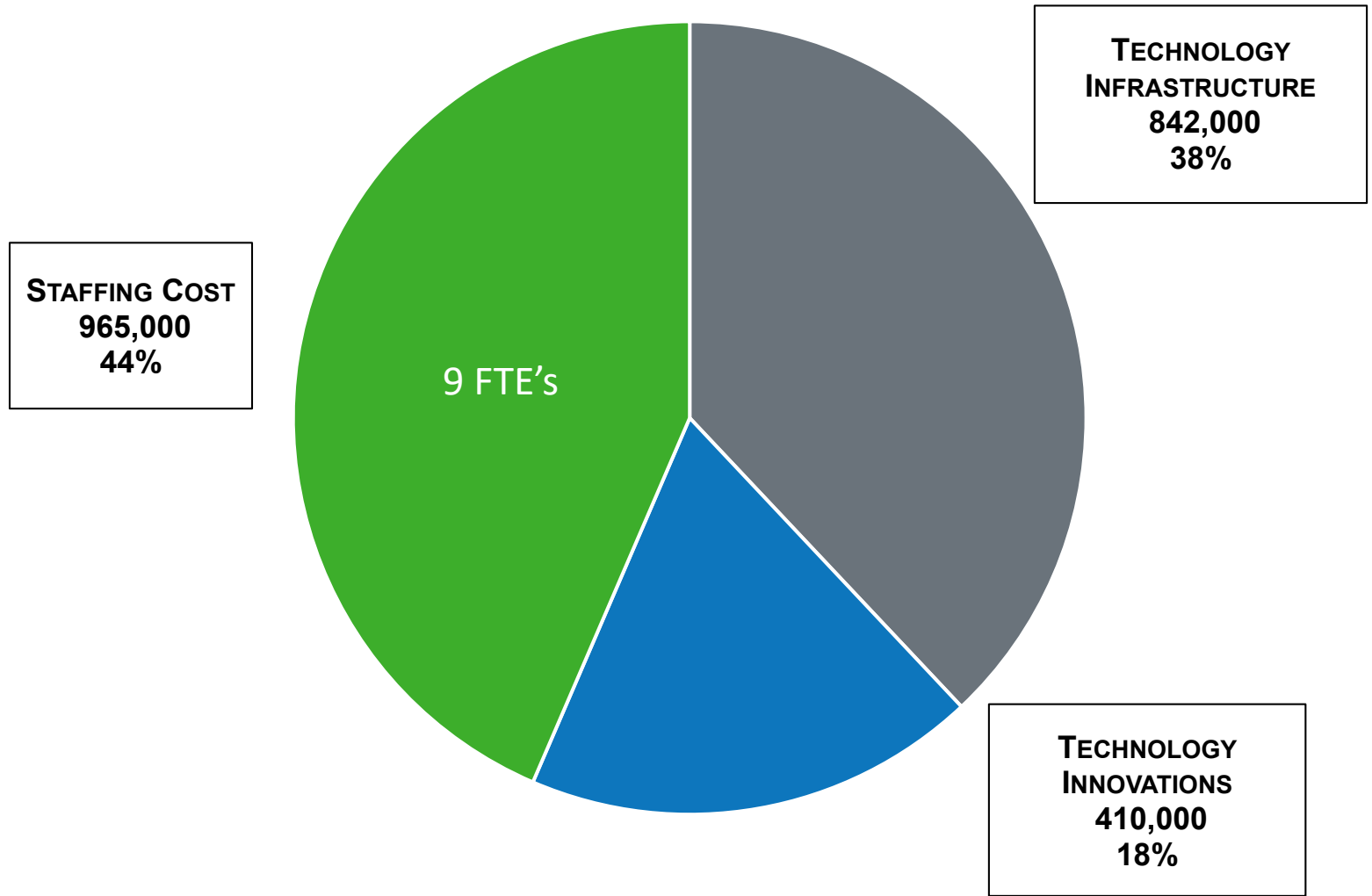
- ✓ Improve Job Performance and Ensure Compliance
- ✓ Talented and Effective Leaders Through Leadership Development and Succession Management
- ✓ Elevate Emotional Intelligence and Increase Adoption of “CareerSourcer” Attributes and competencies
- ✓ Ensure New CSCF Staff are Acclimated into Culture Effectively



CSCF Professional Development Priorities

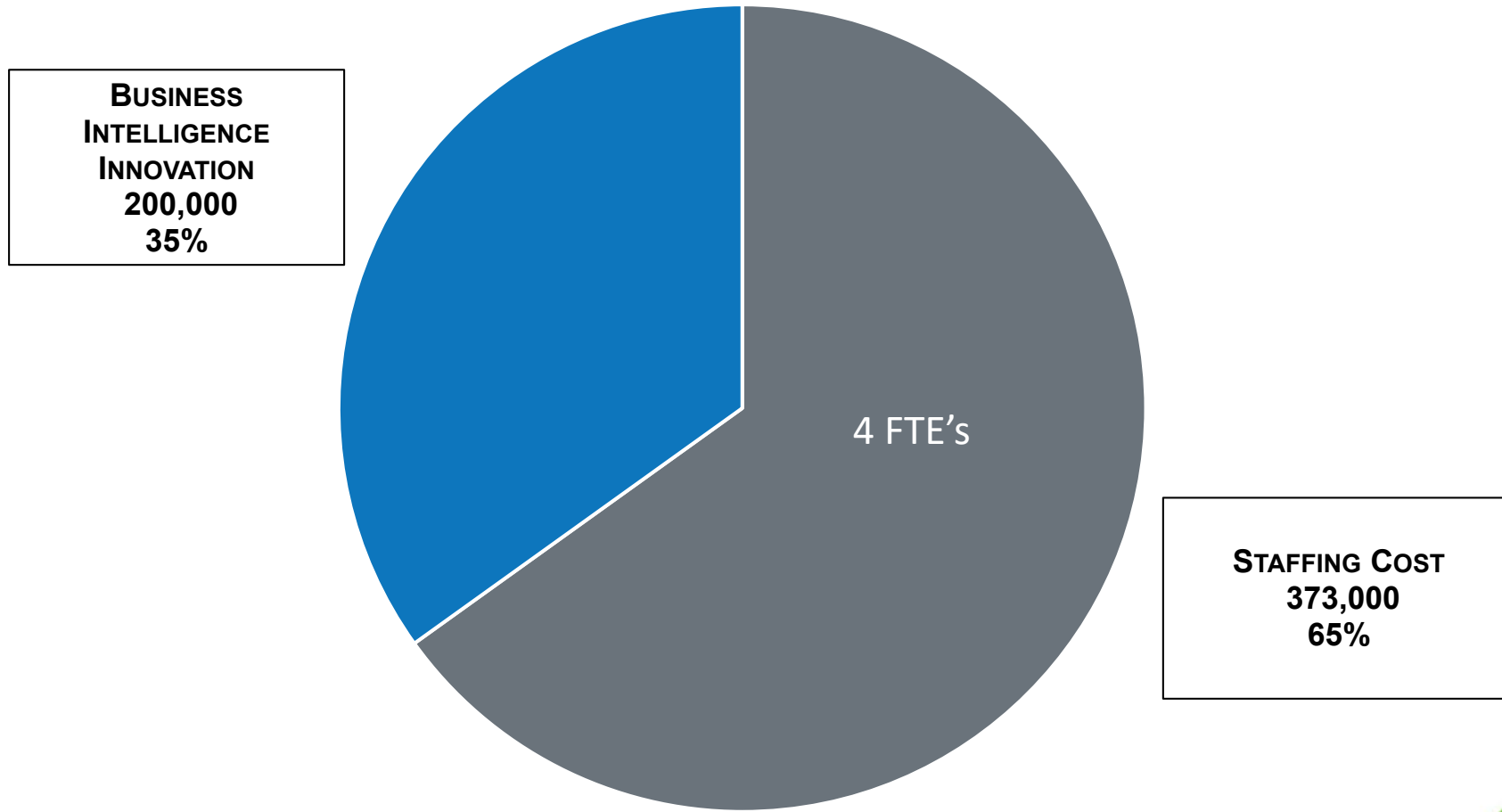
INNOVATION & TECHNOLOGY DEPARTMENT – \$2.22M

INNOVATION & TECHNOLOGY STRATEGIC INITIATIVES - \$1.45M



BUSINESS INTELLIGENCE & INNOVATION— \$573K

INNOVATION & TECHNOLOGY STRATEGIC INITIATIVES -
\$1.452M - CONTINUED



INNOVATION & TECHNOLOGY STRATEGY

Deliver Best-in-Class Technology Solutions (Infrastructure)

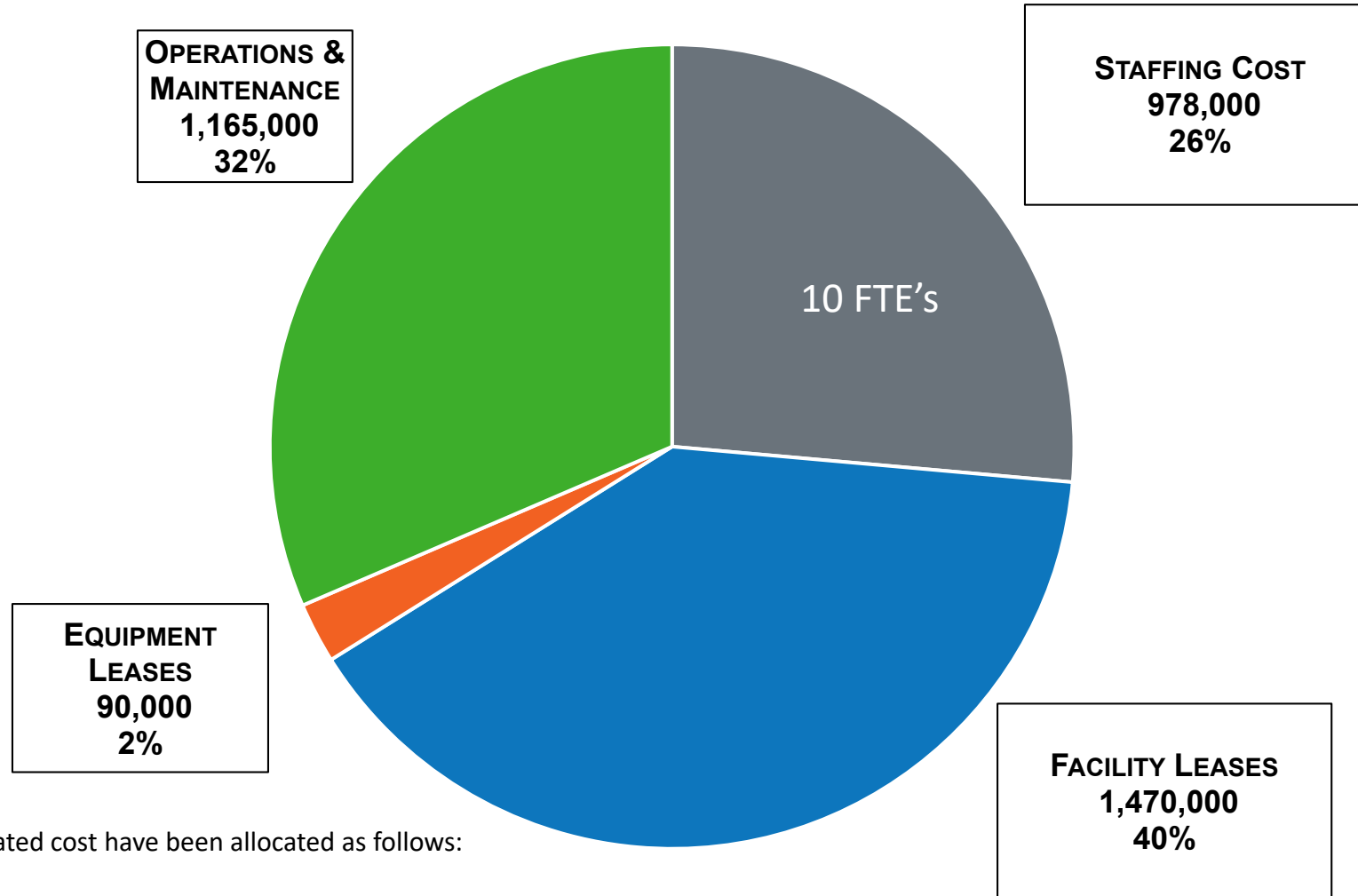
- Expand CSCF's Technology Portfolio to Enhance Digital Solutions that Inform and Engage Internal and External Audiences (Automation/Integration points, Online forms and Signature)
- Design a Modern, Resilient Technology Infrastructure and Hybrid working environment with secure platforms to Meet Next Generation Technology Requirements. (Business resiliency and fully remote work- Mobile Device management, Zero Trust Network Access)
- Improve and Enhance Cloud-based and Mobile Technology Solutions for Secure Virtual Service Delivery (Cloud services and performance, Sophos Technical Account manager)

Deliver Technology & Business Intelligence Innovations

- Elevate CSCF's Contact Center to Become a Virtual Full-Service Experience Aligned to the Customer Journey. (2022 Strategy alignment)
- Develop a Customer Satisfaction Strategy Driving Deep Loyalty that is measurable and proactive. (2022 Strategy alignment)
- Enhance and leverage business intelligence to make data driven decisions, strategies, and provide insights about the region's workforce (workforce intelligence, operational excellence model)
- Expand Customer Relationship Management solutions with industry leading marketing tool integration and data integrity. (CRM)

FINANCE, FACILITIES & RELATED COST – \$3.7M

FACILITIES, MAINTENANCE & RELATED COST- \$2.73M



***Note:** The \$2.73M in facilities & related cost have been allocated as follows:

- \$2.4M Talent & Recruitment
- \$325K in G&A

FACILITIES

(1) Lake (Lake Sumter SC)	
Total Square Foot	11,669
Annual Rental Cost	\$169,666
Expiration Date	1/23/2024

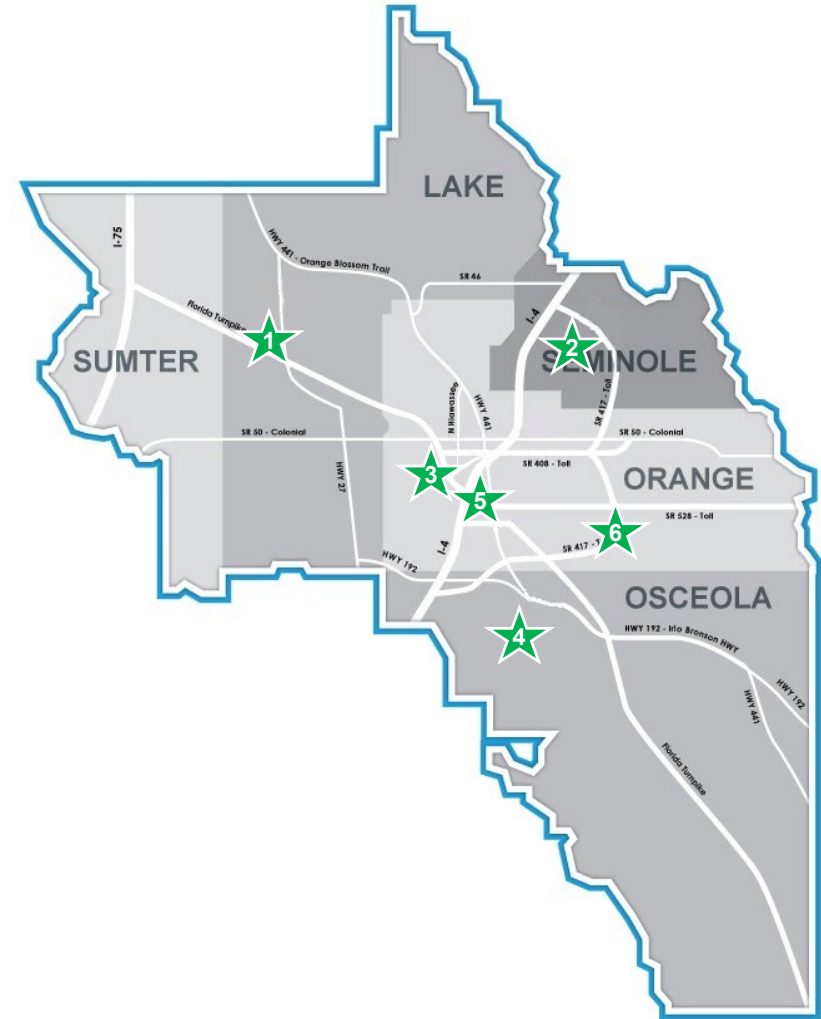
(2) Seminole	
Total Square Foot	10,031
Annual Rental Cost	\$176,822
Expiration Date	6/30/2026

(3) West Orange	
Total Square Foot	12,041
Annual Rental Cost	\$313,846
Expiration Date	07/31/2026

(4) Osceola	
Total Square Foot	12,731
Annual Rental Cost	\$190,965
Expiration Date	12/31/2024

(5) Administration	
Total Square Foot	11,792
Annual Rental Cost	\$422,276
Expiration Date	7/31/2026

(6) Southeast Orange	
Total Square Foot	12,363
Annual Rental Cost	\$197,808
Expiration Date	9/30/2024



Rent / Related cost for maintaining locations represents approximately 6.2% of total rent

G&A PROFESSIONAL SERVICES

\$450K

Accounting / External Monitoring	\$200K
<ul style="list-style-type: none">• External Financial Audit Fees and Third-party Financial Monitoring	
Payroll & Broker Fees	\$150K
<ul style="list-style-type: none">• Benefit Broker Fees and Third-party Payroll Services	
Legal	\$100K
<ul style="list-style-type: none">• General Counsel Fees and Employment Law Support	



SUMMARY & BUDGET ASSUMPTIONS

- Fiscal Responsibility
 - Total Funding Revenue \$44M; Year-over-Year \$2M or 4.8% increase
 - 81.3% Earmarked to Deliver Talent Solutions; 18.7% in General Support Cost
 - 92.2% Is Allocated To Direct Program Cost; 7.8% in Administrative Cost
 - The proposed budget for salaries will reflect a 4% merit increase average overall. Merit increases are awarded based upon achievement of annual performance goals.
 - Employee health benefits reflects an increase of 2% of current cost based on market rate, with minimal impact to employee costs or plan structure for the program year.
 - The total amount budgeted for administrative cost will be to not exceed 8%, lower than the state allowable cap of 10%.

Meeting Details

Meeting Agenda

Welcome

Spotlight Story

Board
Recognition

Roll Call

Public Comment

Consortium
Action Items

Adjournment of
Consortium

Consent Agenda

Information/
Discussion/
Action Items

Insight

Other Business

Adjournment of
Board

ADJOURNMENT OF CONSORTIUM



- Meeting Details
- Meeting Agenda
- Welcome
- Spotlight Story
- Board Recognition
- Roll Call
- Public Comment
- Consortium Action Items
- Adjournment of Consortium
- Consent Agenda**
- Information/ Discussion/ Action Items
- Insight
- Other Business
- Adjournment of Board

CONSENT AGENDA





DRAFT
Board of Directors Meeting

Thursday, April 28, 2022, 9:00 a.m.

MINUTES

- MEMBERS PRESENT:** Jody Wood, Andrew Albu, Wendy Brandon, Glen Casel, Gui Cunha, Keira des Anges, Sean Donnelly, Wendy Ford, John Gyllin, Mark Havard, Eric Jackson, Sheri Olson, Bryan Orr, Renee Quintanilla, Manuel Rascon, Stella Siracuza, David Sprinkle, Richard Sweat, DeAnna Thomas, Eric Ushkowitz, and Matt Walton
- MEMBERS ABSENT:** Kari Conley, Jessie Dzierney-Lukash, John Gill, Jeff Hayward, Shawn Hindle, Joseph Richardson, Charles Scherer and Maria Vazquez
- STAFF PRESENT:** Pam Nabors, Mimi Coenen, Leo Alvarez, Becca Bides, Lorri Shaban, Dyana Burke, Steven Nguyen, Nilda Blanco, Sean Masherella, Carla Sosa, Vanessa Nogueira, and Kaz Kasal
- GUESTS PRESENT:** Richard Chapa / Disney Parks, Experiences & Products; Heather Ramos / GrayRobinson; Commissioner Peggy Choudhry / Osceola County; Gaby Ortigoni / Hispanic Chamber of Commerce of Metro Orlando; Tanisha Nunn Gary / African American Chamber of Commerce of Central Florida; Michelle Sperzel / Harbor House of Central Florida

Agenda Item	Topic	Action Item / Follow Up Item
1	<p>Welcome</p> <ul style="list-style-type: none"> • Ms. Wood, Board Chair, called meeting to order at 9:04 am and welcomed attendees. 	
2	<p>CSCF Spotlight Story</p> <ul style="list-style-type: none"> • Viewed video of CSCF Participant who relayed her appreciation and value she gained from the ESOL (English to Speakers of Other Languages) program she attended to improve her English skills. 	
3	<p>Roll Call / Establishment of Quorum</p> <ul style="list-style-type: none"> • Ms. Kasal, Executive Coordinator, reported a quorum present. 	
4	<p>Public Comment</p> <ul style="list-style-type: none"> • None offered. 	
5	<p>Consent Agenda</p> <ul style="list-style-type: none"> • Ms. Wood asked the Board if any item on consent agenda, as listed below (attachments), should be moved off for further discussion: <ul style="list-style-type: none"> – Draft Minutes of 2/24/22 Board Meeting – Committee Actions <ul style="list-style-type: none"> ○ Case Management/Training System (Finance) ○ FY 2022-2023 Health Insurance Plan Renewal Update (Finance) 	<p>Mr. Ushkowitz made a motion to approve all items on the consent agenda. Mr. Walton seconded; motion passed unanimously.</p>



6	<p>Information / Discussion</p> <p><u>Chair's Report:</u></p> <ul style="list-style-type: none"> • Attended the NAWB (National Association of Workforce Boards) Forum April 11-14, 2022 and shared highlights. Mr. Hayward attended as well. • Reminded Board, if haven't done so already, to view Orientation video by 6/30/22 as this is a mandatory requirement of all Board Members. <p><u>Finance Report</u></p> <ul style="list-style-type: none"> • Mr. Alvarez, CFO, reviewed financials through 3/31/22 (attachment). <p><u>Committee Reports</u></p> <p><u>Executive:</u> Ms Wood, Executive Committee Chair, reported on the following:</p> <ul style="list-style-type: none"> • Met on 4/22/22. • Reviewed committee reports. <p><u>Finance</u> Mr. Ushkowitz, Finance Committee Chair, reported on the following:</p> <ul style="list-style-type: none"> • Met on 4/20/22. • Reviewed financials through 3/31/22. • Reviewed following action items, which are being brought forward for Board's approval: <ul style="list-style-type: none"> – Temporary Staffing & Payroll Services – Finance Committee and staff recommending to complete negotiations with selected firms (attachment). – Retirement/Healthcare Benefits Broker – Finance Committee and staff recommending to complete negotiations with selected firm (attachment). 	<p>Mr. Havard made a motion to approve allowing staff to negotiate and contract with the two highest evaluated proposers: Manpower and Apple One. Ms. Olson seconded; motion passed unanimously.</p> <p>Mr. Walton made a motion to approve allowing staff to negotiate and contract with the highest evaluated proposer: One Digital, for both Retirement Broker Services and Employee Benefits. Mr. Jackson seconded; motion passed unanimously.</p>
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7	Other Business None offered.	
8	Adjournment Meeting adjourned at 9:27 am.	

Respectfully submitted,

Kaz Kasal
Executive Coordinator

**CareerSource Central Florida
 Board, Consortium and Committee Meeting - Dates 2022 - 2023**

Meeting	July	August	September	October	November	December	January	February	March	April	May	June
Board of Directors			9/29/2022 (Thu) 9:00-10:30am Orientation Session 10:30am-12pm			12/15/2022 (Thu) 9:00-11:00am		2/23/2023 (Thu) 9:00am-10:30am		Board Mtg & Retreat 4/27/2023 (Thu) 9:00am-3pm	5/18/2023 (Thu) 2:00-4:00pm Budget Workshop (Non-Voting Mtg.)	6/22/23 (Thu) 9:00-11:00am
Consortium						12/15/2022 (Thu) 9:00-11:00am						6/22/2023 (Thu) 9:00-11:00am
Audit Committee			9/14/2022 (Wed) 2:30-4:00pm					2/8/2023 (Wed) 2:30-4:00pm				
Career Services Committee			9/15/2022 (Thu) 3:00-4:30pm		11/17/2022 (Thu) 3:00-4:30pm		1/26/2023 (Thu) 3:00-4:30pm			4/13/2023 (Thu) 3:00-4:30pm		
Community Engagement Committee		8/25/2022 (Thu) 3:00-4:30pm			11/10/2022 (Thu) 3:00-4:30pm				3/9/2023 (Thu) 3:00-4:30pm		5/11/2023 (Thu) 3:00-4:30pm	
Executive Committee	7/14/2022 (Thu) 2:00-3:30pm		9/22/2022 (Thu) 2:00-3:30pm			12/8/2022 (Thu) 2:00-3:30pm		2/16/2023 (Thu) 2:00-3:30pm		4/20/2023 (Thu) 2:00-3:30pm		6/15/2023 (Thu) 2:00-3:30pm
Facilities Ad Hoc Committee (subcommittee of Finance)												
Finance Committee			9/14/2022 (Wed) 2:30-4:00pm			12/7/2022 (Wed) 2:30-4:00pm		2/8/2023 (Wed) 2:30-4:00pm		4/12/2023 (Wed) 2:30-4:00pm		6/7/2023 (Wed) 2:30-4:00pm
Governance Committee		8/10/2022 (Wed) 3:00-4:30pm					1/18/2023 (Wed) 3:00-4:30pm				5/4/2023 (Wed) 3:00-4:30pm	
Revenue Diversity & New Markets Committee		8/17/2022 (Wed) 2:00-3:30pm			11/30/2022 (Wed) 2:00-3:30pm				3/22/2023 (Wed) 2:00-3:30pm		5/31/2023 (Wed) 2:00-3:30pm	

Updated: 6/22/22

Please Note: Schedule may be subject to change

Location and times are as specified on public notices which are displayed on CareerSource Central Florida website: www.careersourcecentralflorida.com

Career Services Committee Charter

Purpose:

The Career Services Committee reports to the Board of Directors and is charged with overseeing the organizations Operations plan through:

1. Establishment of annual budget targets for investment of training resources
2. Set and assess Board performance targets for talent solutions and talent acquisition strategies in targeted sectors and assess career seeker satisfaction with CSCF service delivery.
3. Review and approve scholarship training providers and programs in alignment with targeted sectors.
4. Set and assess performance targets for young adult career pathways including both summer and year-round service delivery.

Responsibilities:

- Review and recommend the operational budget that supports the Board's annual priorities in delivering programs and services.
 - *Metric: Measured annually by 75% of committee members attending and approving the budget during the combined CSC and Finance committee workshop held every May.*
- Review local performance metrics and provide insight to ensure attainment of annual investment and training objectives.
 - *Metric: Conduct annual review on training performance/investments. Provide recommendations if not on track with Board priorities and given budget.*
- Evaluate and recommend providers who offer training scholarships aligned with targeted sectors.
 - *Metric – Conduct analysis semi-annually to ensure the training matrix reflects programs that are needed and accessible across the region.*
- Review progress towards young adult career pathway goals.
 - *Metric: Conduct review of defined targets for youth and young adult program each meeting. Provide recommendations, if not on track with annual priorities and investment objectives.*
- **Review investments of all non-DEO/ state and federal funded grants and program initiatives, to ensure attainment of sponsored objectives and performance expectations**
 - *Metric: Conduct a quarterly review of all named initiatives that are outside traditional DEO-funded program and services. Provide recommendations if efforts are not on track with required priorities, budget and timelines.*

**Skills/Expertise:**

- Willingness to attend or participate in the majority of Committee meetings.
- Have proven background or working knowledge of targeted high growth industries.
- Prior experience as a board member desired.
- Prior experience in service delivery or oversight of program performance desired.

Structure:

- Membership of the Committee consists of Board members and community subject matter experts; the Board Chair appoints all Committee members.
- The Committee Chair is appointed by the Board Chair and is responsible to report on the Committee activities at the full Board meeting.
- Career Services Committee meets 5 times a year (4 meetings alone and 1 combined meeting with the Finance committee for an annual program and budget workshop.)
- Agenda and minutes are kept and published on the CareerSource Central Florida website and supplied to committee members via email one week prior to meetings.



To: Board of Directors
From: Mimi Coenen, Chief Operations Officer
Subject: Request for the Addition of New Training Providers to the Eligible Training Provider List
Date: June 23, 2022

PURPOSE:

To approve new training providers who offer in-demand occupational training options for CSCF’s Eligible Training Provider List (ETPL) for PY 2022-2023.

BACKGROUND:

CSCF issues public notification on its website, bi-annually in April and October, opening the application process for educational training providers (state colleges, technical colleges and institutions, private technical training, or community-based organizations) to be considered for approval and inclusion on CSCF’s ETPL.

All educational training providers who apply must:

- Meet all eligibility criteria as outlined by the Department of Economic Opportunity (DEO).
- Comply with CSCF’s ETPL Local Operating Policy.
- Must align with local/regional and CSCF workforce priorities, industry, and occupational growth demands.
- Submit all required documentation as outlined in the online application process.

ELIGIBILITY REQUIREMENTS:

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



SUBMISSIONS:

CSCF received applications from **eight** organizations during the open application timeframe. All providers, except Learning Alliance Corp, and Access Computer Training, are within CSCF's five-county service region.

- Private vocational training providers (private) (6)–Trinity Global College; Access Computer Training; Learning Alliance Corp; City College; The Leasing Academy; Dental Assisting Academy of Central Florida; Abundant Life Nursing School.
- Community-based organization (CBO) (2)- International Association of Academic Methods; Kingdom Believers, Inc.

REVIEW PROCESS:

- CSCF follows an internal review process of all submissions once the application window closes to ensure eligibility requirements are met and determines if any private or CBO training providers will be recommended to be added to the CSCF ETPL.
- CSCF then provides these recommendations to the Career Services Committee for review and approval.
- Once approved by the committee, the ETPL is provided to the CSCF Board of Directors for final approval and implementation.
- All new Training Providers are then notified whether they will be included on the CSCF ETPL.
- All approved new training providers attend an orientation session and have their programs available for new students by July 1, 2022.

CSCF RECOMMENDATIONS FOR THE ETPL:

- Include City College and Dental Assisting Academy of Central Florida on the ETPL
- The chart below provides specific details for the nine training provider applications, including all final recommendations.

MOTION:

- The Career Services Committee is requesting that the Board of Directors approve City College and Dental Assisting Academy of Central Florida to be added to the Eligible Training Providers List for Region 12 based on the submitted criteria.



Training Provider Application List – CSCF Recommendations / Rationale

Training Provider	Program	Cost	Industry	Recommendation
Trinity Global College Category – Private County -Orange	Practical Nursing	Did not submit	Healthcare	NOT Recommended – Rationale Not currently licensed by the CIE (provisional only)
Access Computer Training Category - Private County - Pasco	Business Application (BAPP)	\$5,000	IT/Finance	NOT Recommended - Rationale Located outside CSCF footprint – Lutz, FL
	Microsoft Advanced Office (ADOFF)	\$2,500	IT/Finance	
	Introduction to Bookkeeping	\$2,500	IT/Finance	
	A+ Certification Prep	\$5,500	IT/Finance	
	Network+ Certification Prep	\$3,000	IT/Finance	
	Security + Certification Prep	\$3,000	IT/Finance	
Learning Alliance Corp Category - Private County - Hillsborough	Computer Support Specialist	Did not Submit	IT/Finance	NOT Recommended – Rationale Located outside CSCF footprint – Tampa, FL
	Cyber Security Support Technician	Did not Submit	IT/Finance	
	Database Technician	Did not Submit	IT/Finance	
	Digital Marketing	Did not Submit	IT/Finance	
	Multimedia Producer	Did not Submit	IT/Finance	
	Telecommunications Technician	Did not Submit	IT/Finance	



The Leasing Academy Category– Private County - Lake	Leasing Professional Certificate	\$1,500	IT/Finance	NOT Recommended – Rationale Not licensed by CIE
International Association of Academic Methods Category - CBO County - Orange	HHA/CNA/ESOL	\$1,015	Healthcare	NOT Recommended – Rationale No occupational license for location, program not on RDOL, performance required for CBOs not submitted.
Abundant Life Nursing School Inc Category - Private County - Lake	HHA	Did not Submit	Healthcare	NOT Recommended – Rationale Not currently licensed by the CIE (provisional only)
	CNA	Did not Submit		
	Patient Care Tech	Did not Submit		
	Licensed Practical Nursing	Did not Submit		
Kingdom Believers Inc Category-CBO County-Orange	Low Voltage Training	\$525	Construction	NOT Recommended - Rationale Programs not considered “credential” for WIOA, performance required for CBOs not submitted
	HVAC EPA	\$420	Construction	
City College Category – Private County - Seminole	Medical Assistant	\$18,029.98	Healthcare	Recommended for ETPL Program meets RDOL; expands options in the county
Dental Assisting Academy of Central Florida Category – Private County - Orange	Dental Assistant	\$3,752	Healthcare	Recommended for ETPL; Program meets RDOL; expands options in the county



Revenue Diversity and New Markets Committee Charter

** DRAFT 03/21 **

Purpose:

The Revenue Diversity and New Markets Committee reports to the Board of Directors and provides strategic oversight in the development of CareerSource Central Florida's short-term and long-term revenue growth strategies, specifically the development of new, diversified funding streams.

Fostering diversified revenue is one of the top priorities for the Board of Directors, as this funding not only provides organizational stability when federal monies vary year-over-year, but also increases the organization's ability and resources to evolve and create innovative, and future concepts to serve the region's businesses and residents.

Goals:

Through strategic advisory meetings 3-5 times a year, committee members will contribute insights and review strategies to support CSCF in achieving the following goals:

1. Identify and create strategies to increase CareerSource Central Florida's diversified revenue streams (Non-DEO Funding), resulting in Organizational growth, stability, sustainability, and greater flexibility in the delivery of services.

Metric: Develop a one-, three-, and five-year revenue growth plan. Create a budget to measure progress against goal and make adjustments recommendations when necessary.

2. Provide strategy and oversight over CareerSource Central Florida's General (Unrestricted) Funds.

Metric: Develop a one-, three-, and five-year business plan that includes projected unrestricted revenue growth, reinvestment of funds, and reserve balance. Annual budgets will be measured against actual and adjustment recommendations will be made when necessary.

Responsibilities:

- Review and provide guidance with respect to CareerSource Central Florida's short and long-term diversified revenue growth initiatives.
- Periodically, review and evaluate CareerSource Central Florida's progress in implementing its short and long-term strategic revenue growth plans, discuss appropriate modifications to such plans to reflect changes in market or business conditions and recommend appropriate action to the Board as necessary.
- Serve as an ambassador to CareerSource Central Florida in the business community and provide insights and opportunities with partner contacts that could lead to new or enhanced funding opportunities.



Structure:

- The committee reports to the Board of Directors.
- The Board Chair appoints all committee members and designates the Committee Chair.
- Members must be able to participate in 3-5 committee meetings per year. As feasible, members will serve as CSCF executive ambassadors within their own professional circles to promote the organization's contributions and services in the community.
- The Committee Chair is responsible to report on the Committee activities at the full Board meeting. (NOTE: All committee meetings are open to the public and all minutes and agendas are accessible on the CareerSource Central Florida website.)
- Relevant materials for each meeting will be emailed to members one week prior to scheduled meeting.
- The Committee's staff liaison is the Vice President/Chief Financial Officer. Contact information is cell (407) 325-0659; email LAlvarez@careersourcecf.com



Action Item

To: CareerSource Central Florida Board of Directors
 From: Executive Committee
 Subject: CareerSource Central Florida – Streamline and Upgrade Financial ERP System
 Date: June 23, 2022

Purpose: The purpose of this Memo is to provide a final ERP Finance System recommendation to CareerSource Central Florida's (CSCF) Board of Directors.

Background: CareerSource Central Florida currently utilizes Abila MIP as its main accounting system. Over the years additional ancillary systems have been added to support the organizational needs, bringing the total number of accounting software systems to five. In the last six months staff has been conducting discovery and exploring solutions to upgrade the ERP system. Staff has engaged the current system vendors, as well as identified Oracle NetSuite and Sage Intacct as potential new systems. Below is a list of benefits of CSCF changing to a new ERP system:

- One application versus five - All functions are integrated in one system - less manual process.
- More operational efficiency – more insight and faster time-to-decision
- Finance department efficiency improvement – team members will repurpose to higher value work with the added efficiency of a streamlined model
- More effective spending/payment practices by controlling spend/budget and managing vendor base
- Benefit from shared best practices in process automation
- Interface is more modern – Automate reporting and dashboards
- Cloud-based for simplified remote access as needed; Cloud systems connect easily & securely to other applications which eliminates the need for workarounds; Cloud system allows freedom to adapt
- Real-time data availability to department heads and other users
- Dedicated training and support resources (support 24/7)
- CSCF won't need to maintain server
- Disaster recovery simplified
- Moves responsibility for data security to vendor
- Annual license cost is less and no more upgrades (no IT burden)
- We estimate improvements will be seen in Compliance, Revenue Management, Budgeting & Planning, Reporting & Audit and Analytics

We have held numerous discovery calls with representatives from both Sage and NetSuite and evaluated both systems from a fit perspective in both Finance and IT. We have also appraised our current and future needs from both a fiscal standpoint, IT infrastructure and ongoing support that will be needed during implementations and ongoing support. Based on these factors, Finance and IT have agreed that Sage Intacct presents the best fit for CSCF.

Cost Analysis

<u>Comparative Analysis</u>	<u>Implementation Cost</u>	<u>Annual Cost</u>	
Current System	\$ -	\$ 86,036	
NetSuite	\$ 67,193	\$ 77,855	**
Sage Intaact	\$ 67,250	\$ 79,876	*
* Includes 15 mos in first year (3 mos free)			
** 5 Year Average			

The annual cost of the new ERP system does not reach the \$150K procurement threshold requiring committee and board approval, but it is a significant change in operations and therefore being presented for approval. The goal is to implement the new system by January of 2023.

Action:

The Executive Committee is recommending the CSCF Board approve staff to complete contract negotiations and select Sage Intaact as the vendor of choice for CSCF's new Financial ERP system.

Approved:

Executive Committee: 6/16/22

Finance Committee: 6/8/22



Action Item

To: CareerSource Central Florida Board of Directors
From: Executive Committee
Subject: CareerSource Central Florida – Fiscal and Programmatic Monitoring Services
Date: June 23, 2022

Purpose:

The purpose of this memo is to provide a summary of CareerSource Central Florida's (CSCF) procurement process for year-round fiscal and programmatic monitoring. Below is a description of the process and a recommendation to complete negotiations with the selected firm.

Background:

The purpose of this Request for Proposal (RFP) is to solicit proposals from qualified firms possessing expertise and experience in certified public accounting practices. Services of a Certified Public Accounting firm are required to support Central Florida Regional Workforce Development Board, Inc., d/b/a CareerSource Central Florida, in the areas of fiscal and programmatic monitoring. Vendor shall provide technical assistance to both the finance and programs staff, focused in the areas of fiscal and programmatic compliance with federal and state workforce development grants.

The RFP was released via the company website for a 15-day duration beginning May 16, 2022, with a bid closing date of May 31, 2022, in conjunction with publishing a legal notice in the Orlando Sentinel. The RFP was based on specifications developed by the CareerSource team. Advance notification of legal notice publication for the internal audit RFP was provided to fourteen (14) firm representatives deemed capable of providing internal audit services. Proposals were submitted by the following: (1) Taylor Hall Miller Parker, P.A.

Since only one response was received, the proposal was reviewed by CSCF's CFO and the Finance Committee Chair. Taylor Hall Miller Parker, P.A. is the firm currently providing monitoring services for CSCF and specializes in workforce development audits, representing many organizations in Florida and Georgia.

Action:

The Executive Committee is recommending the CSCF Board staff to complete contract negotiations and select Taylor Hall Miller Parker, P.A. as the vendor of choice for fiscal and programmatic monitoring services.

Approved:

Executive Committee: 6/16/22

Finance Committee: 6/8/22

Meeting Details

Meeting Agenda

Welcome

Spotlight Story

Board
Recognition

Roll Call

Public Comment

Consortium
Action Items

Adjournment of
Consortium

Consent Agenda

Information/
Discussion/
Action Items

Insight

Other Business

Adjournment of
Board

INFORMATION / DISCUSSION / ACTION ITEMS



Chair's Report

Jody Wood



BOARD ENGAGEMENT GOALS – STATUS UPDATE

	PARTICIPATE*	DEMONSTRATE*	CONTRIBUTE*
GOAL	90% of Board Membership	80% of Board Membership	70% of Board Membership
KPI	Each Board Member Participates 24 Hours per Year	Each Board Member Demonstrates 1 Occurrence of Visible Support per Year	Each Board Member Contributes to Revenue Generation and/or In-kind Contribution Per Year
Status	<i>Exceeded goal:</i> avg. 27 hrs. per Board Member	<i>Exceeded goal:</i> Overall 125% Demonstrated	<i>Under goal:</i> 52% Contributed (*11 new contributors needed to achieve goal)

* *PARTICIPATE: board, committee, industry and staff meetings*

* *DEMONSTRATE: taking action e.g. center visit, social media, RFQ participating*

* *CONTRIBUTE: monetary, host board meeting, accept interns, sponsorship referrals*

RETURN TO AGENDA



President & CEO Report

Pam Nabors



CSCF STRATEGIC PRIORITIES

DIVERSIFY REVENUE STREAMS TO ADJUST FOR VARIABLES IN FEDERAL FUNDING

DELIVER TALENT SOLUTIONS TO IGNITE POTENTIAL

DELIVER TALENT RECRUITMENT STRATEGIES FOR BUSINESSES IN HIGH GROWTH / RECOVERING / EMERGING INDUSTRIES

New

ADJUST TO EVOLVING MARKET AND LEGISLATIVE CHANGES THROUGH INNOVATIVE INITIATIVES

Performance Scorecard

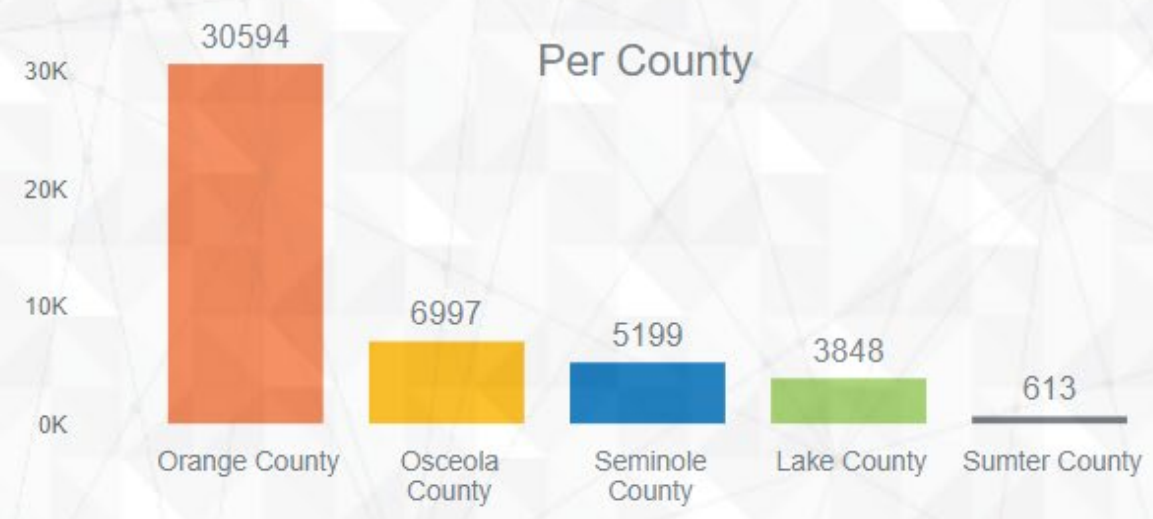
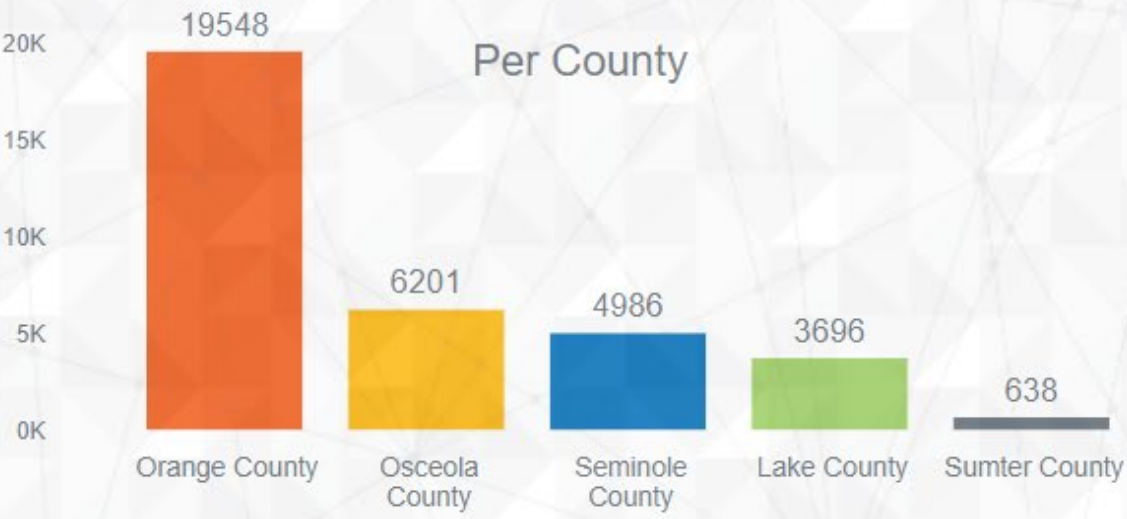
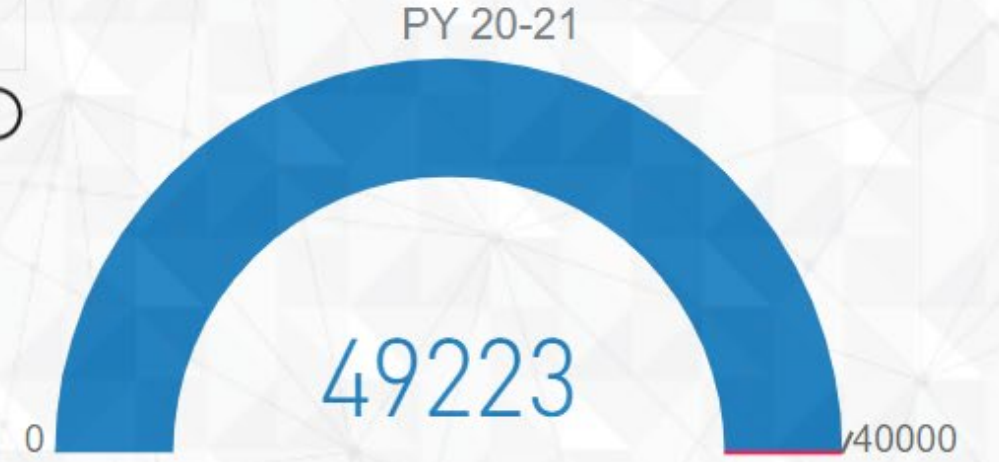
July 1, 2021 – June 11, 2022



DELIVER TALENT SOLUTIONS TO IGNITE POTENTIAL

Career Seekers Served

Program Year Week



Date Range: 7/1/2021 - 6/11/2022 (As of This PY)
Data Source: Employ Florida SQL Server, OSST SQL Server, and Help is Here CareerEdge



DELIVER TALENT SOLUTIONS TO IGNITE POTENTIAL

Career Seekers Engaged

Program Year Week

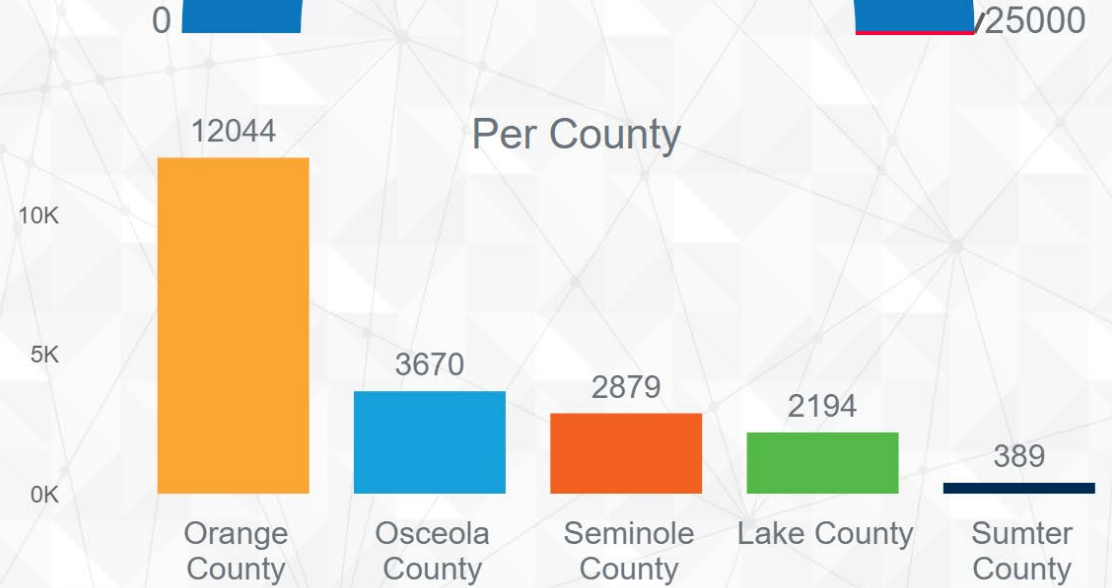
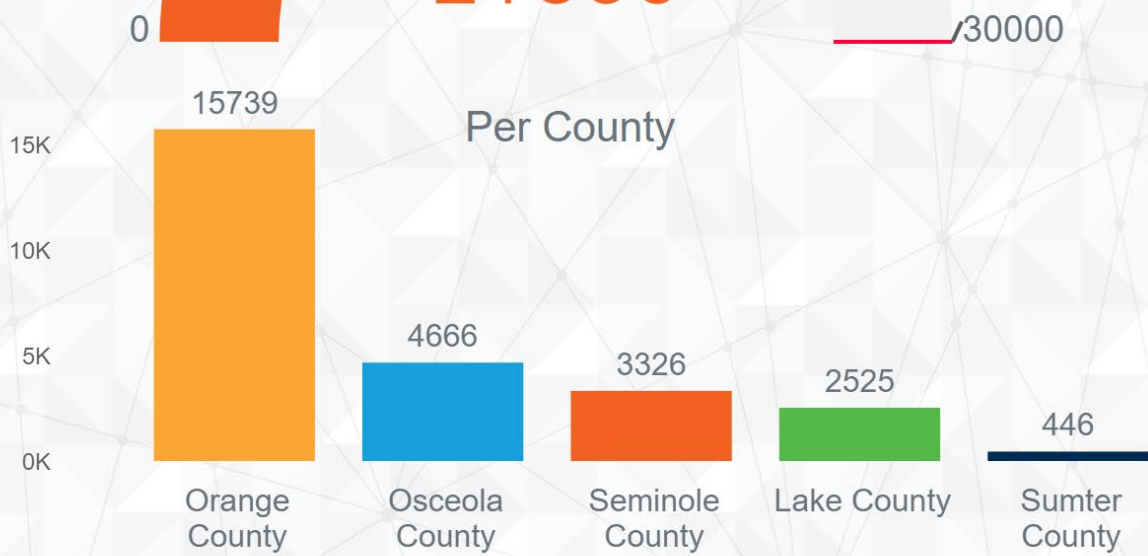


PY 21-22

PY 20-21

21830

34685



Date Range: 7/1/2021 - 6/11/2022 (As of This PY)

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



DELIVER TALENT SOLUTIONS TO IGNITE POTENTIAL |

Career Seekers Engaging in Intensive Services

PY 21-22



1 49

Date Range: 7/1/2021 - 6/11/2022 (As of This PY)

Data Source: Employ Florida SQL Server, OSST SQL Server



DELIVER TALENT SOLUTIONS TO IGNITE POTENTIAL

Career Seekers Employed

Program Year Week



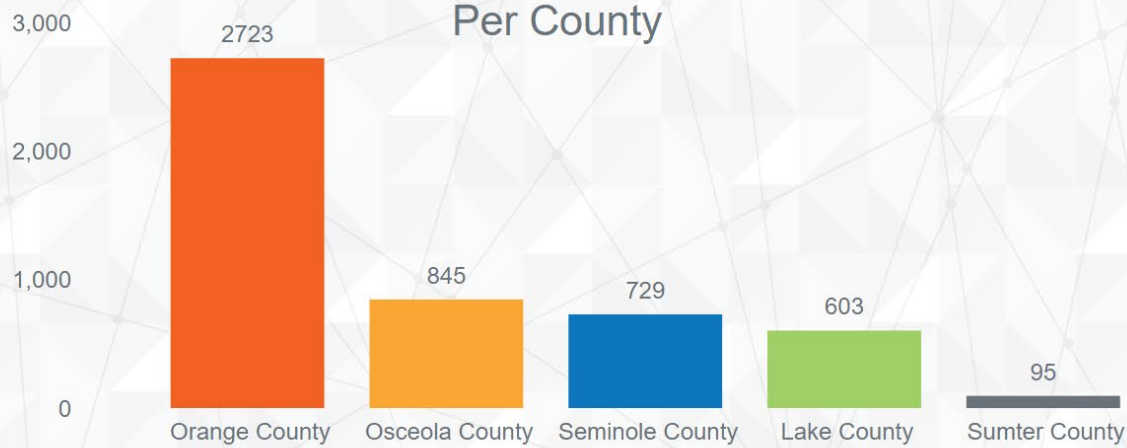
PY 21-22



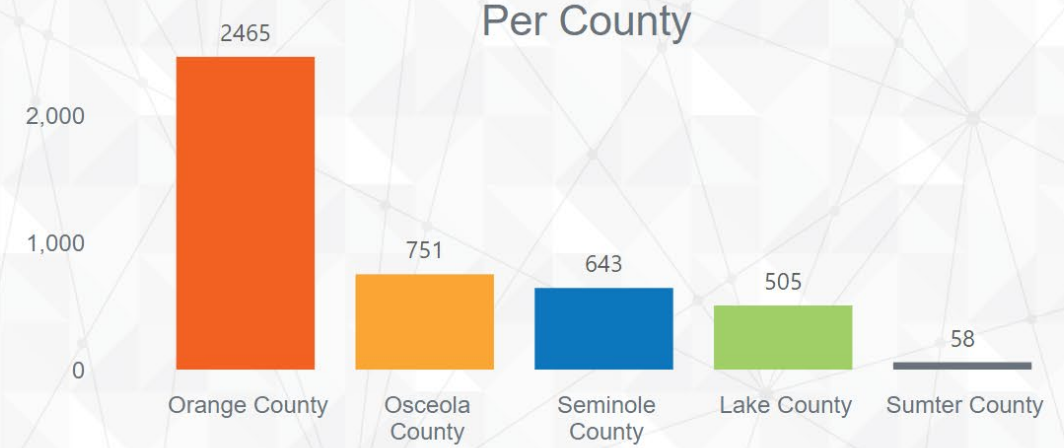
PY 20-21



Per County



Per County

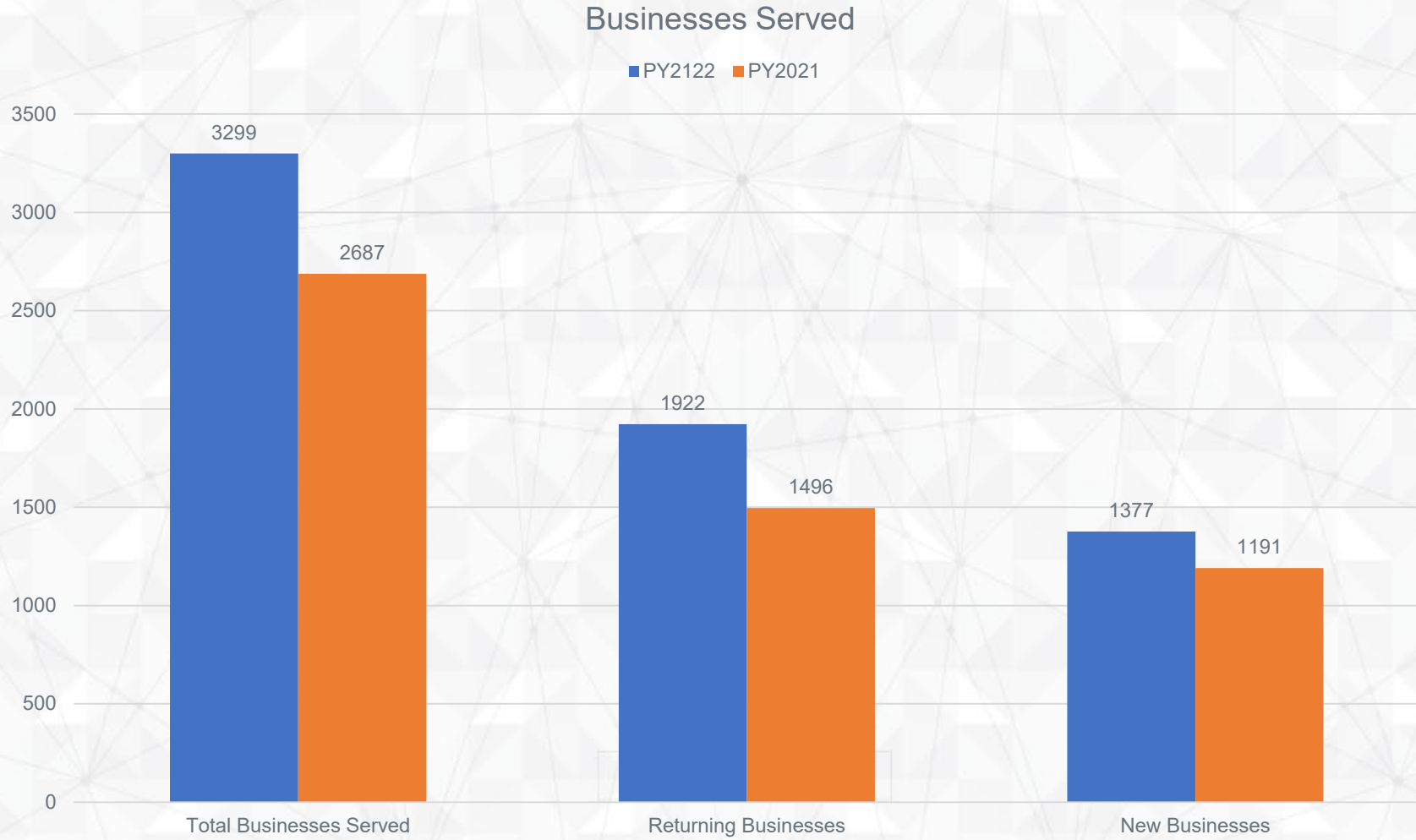


Date Range: 7/1/2021 - 6/11/2022 (As of This PY)

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



DELIVER TALENT ACQUISITION STRATEGIES FOR BUSINESSES IN HGI





Program soft-launched in April and publicly debuted in late May

500+ OC residents registered for program

300 career-seekers actively receiving services

\$334k encumbered for training and internships

Seven mobile sites for Neighborhood Navigators

90+ businesses in nine priority zip codes contacted

Digital, social and direct outreach driving awareness

Community partners helping CSCF drive leads

Featured in Mayor Demings' 2022 State of the County address

STATE UPDATES	WORKFORCE LEADERSHIP	LOCAL NEWS
 <ul style="list-style-type: none"> ➤ State report card ➤ State board re-alignment ➤ Board Member Financial Disclosures Due 7/1 	 <ul style="list-style-type: none"> ➤ U.S. Conference of Mayors, Workforce Dev. Council ➤ Natl. Assoc. of Workforce Dev. Professionals <ul style="list-style-type: none"> ○ Board election ➤ FL Workforce Chair's Alliance 	 <ul style="list-style-type: none"> ➤ National Recognition for CSCF retirement plan ➤ New RISE office w/ City of ORL ➤ Launch of Level Up Orange and Osceola Cares

CareerSource Central Florida
 Current Year Budget and 2 yr Expenditure Comparison
 As of 04/30/22

	CY	PY	\$	%
Funding Sources	Revenue	Revenue	Difference	Difference
Carry in Funds From FY 20 - 21	11,453,123	10,000,000	1,453,123	
FY 21 - 21 Award	51,791,304	40,500,000	11,291,304	
Award Total - Available Funds	63,244,428	50,500,000	12,744,428	
LESS planned Carryover For FY 22 - 23	(21,244,428)	(8,000,000)	(13,244,428)	
Total Available Funds Budgeted	42,000,000	42,500,000	(500,000)	-1.2%

	Budget	CY Expenditures	PY Expenditures	\$ Difference	% Difference
Salaries/Benefits	16,993,000	13,152,460	11,790,903	1,361,557	11.5%
Career & Youth Services	18,200,000	10,856,270	18,839,260	(7,982,990)	-42.4%
Professional Fees	1,315,000	607,669	1,195,701	(588,032)	-49.2%
Outreach	500,000	273,658	404,713	(131,055)	-32.4%
Infrastructure/Maintenance & Related Cost	3,000,000	2,297,572	2,004,972	292,600	14.6%
IT Cost/Network Expenses	1,587,000	718,545	1,078,815	(360,270)	-33.4%
Staff Development & Capacity Building	405,000	337,562	204,815	132,747	64.8%
TOTAL EXPENDITURES	42,000,000	28,243,736	35,519,179	(7,275,443)	-20.5%

	BUDGET	CY ACTUAL	PY ACTUAL
ITA %	30.0%	43.0%	44.7%
ADMINISTRATIVE COST %	10.0%	9.0%	9.3%

REPORTS BY COMMITTEE CHAIR

Executive

Jody Wood

Audit

Sheri Olson

Career Services

Andrew Albu

Community Engagement

David Sprinkle

Facilities Ad Hoc

Matt Walton

Finance

Eric Ushkowitz

Governance

Richard Sweat

Revenue Diversity & New Markets

Eric Jackson

To: Board of Directors
From: Mimi Coenen, Chief Operating Officer
Subject: Continuing Training Providers / Program Requests
 PY 2022-23 Eligible Training Provider List
Date: June 23, 2022

PURPOSE:

To review and approve the training provider applications for continued eligibility for continuing and new training programs for PY 2022-23.

BACKGROUND:

All currently approved training providers must submit their programs annually in April for continued eligibility to be considered for the next program year’s Eligible Training Provider List (ETPL). Providers may also request to remove programs they no longer want to be included on the list and add new programs to be considered. Continuing and new programs must meet all established eligibility requirements to be considered for the ETPL.

ELIGIBILITY REQUIREMENTS:

Financial Stability	As demonstrated by a copy of the provider's last two audits and current organizational budget.
Business Support	Proof of local business contributing to the provider’s advisory boards or written support letters from a minimum of 2 business partners validating local industry input of the program.
Alignment to CSCF Plan	Must align with CSCF’s local/regional priorities and industries.
Length	Short term training - All programs can be completed within a year
All programs must lead to job titles listed on the RDOL	Regional Demand Occupations List (RDOL) - Training programs must lead to jobs that are growing. The RDOL is an annual list that the state issues for job titles that meet this requirement both at the state and regional levels.
Credentials	All programs must lead to a credential as defined by WIOA
Wages	Training programs provide an opportunity for individuals to enter careers with wages beginning with an average wage of \$15.00 per hour, with an opportunity for career and wage advancement



CSCF RECOMMENDATIONS FOR TRAINING PROGRAMS TO BE INCLUDED ON THE ETPL:

CSCF has evaluated all programming options to ensure training is available in all five counties and there is business demand for each. The chart below identifies the continuing providers for the list and their new and continuing programs.

NEXT STEPS:

- CSCF is requesting that the Career Services Committee approve the Eligible Training Providers List (table listed below) for continuing providers and continuing and new programs that meet the needs of the local workforce board based on the current state and local policy and meet the requirements of the regional demand occupation list.
- CSCF is requesting pending approval of the programs that support the occupations presented for inclusion on the regional / local demand occupational list (LDOL). Additional occupations will be submitted to the state for review and inclusion in the list to be published no later than June 30, 2022.
- If approved, submit the ETPL to the CSCF Board of Directors for final approval and implementation. Implementation will be based on the final guidance issued by the Department of Economic Opportunity.

Motion: Request the Board of Directors approve programs offered by current providers that meet local demand as defined by state criteria and policy through 12/31/2022.



Training Provider	Program Name	Industry
Avionics Technician Assoc	Surface Mount Technician	Advanced Manufacturing
	Advance Avionics	Advanced Manufacturing
Second Harvest	Culinary Training	Hospitality
Cambridge College of Healthcare and Technology	Medical Assistant	Healthcare
	Phlebotomy	Healthcare
Truck Driver Institute	CDL A	Trade & Logistics
Sumter Adult & Community Education	HVAC	Trade & Logistics
Concorde Career Institute	Phlebotomy Tech	Healthcare
	EKG Tech	Healthcare
	Sterile Processing Tech	Healthcare
	Medical Assistant	Healthcare
	Dental Assistant	Healthcare
	Medical Office Administration	Healthcare
2nd Chance University	HVACR Tech & EPA Cert	Trade & Logistics
Greater Orlando Dental Academy	Dental Assistant	Healthcare
Roadmaster	CDL A	Trade & Logistics
Valencia Continuing Education	Cabinet making & Finishing	Construction
	Carpentry	Construction
	Certified Forklift Tech	Construction
	Clinical Medical Assistant	Healthcare
	CNC Machining	Manufacturing
	Commercial Truck Driver -CDL A	Trade & Logistics
	Distribution Operations Tech	Trade & Logistics
	Electronic Board Assembly	IT & Finance
	Heavy Equipment Operations	Construction
	Industrial Maintenance Technician - Mechatronics	Advanced Manufacturing
	IT Support Specialist	IT & Finance
	Medical Office Specialist	Healthcare
	Electrical Powerline Tech	Construction
	Residential Maintenance Tech	Construction
	Residential/Commercial Electrician	Construction
	Welding I	Manufacturing
	Welding II	Manufacturing
	Welding Technology	Manufacturing
	Community Association Manager	IT and Finance
Valencia College	Accounting Applications	IT & Finance
	Accounting Operatons	IT & Finance
	Accounting Specialist	IT & Finance
	Baking & Pastry Arts	Hospitality
	Baking & Pastry Specialist	Hospitality



	Bar & Beverage Management	Hospitality
	Business Management	IT & Finance
	Business Operations	IT & Finance
	Business Specialist	IT & Finance
	Chef's Apprentice	Hospitality
	Cloud Computing Architecture	IT & Finance
	Computer Information Technology Analyst	IT & Finance
	Computer Information Technology Specialist	IT & Finance
	Computer Programming	IT & Finance
	Computer Programming Specialist	IT & Finance
	Construction Specialist	Construction
	Culinary Arts	Hospitality
	Culinary Arts Management Operations	Hospitality
	Cyber Security	IT & Finance
	Digital Forensics	IT & Finance
	Electronic Technician-Advance	IT & Finance
	Electronic Technician-Basic	IT & Finance
	Event Planing Management	Hospitality
	Hotel Operations and Management	Hospitality
	Linux Enterprise Server Admi	IT & Finance
	Medical Information Coder/Biller	Healthcare
	Network Administration	IT & Finance
	Network Infrastructure	IT & Finance
	Network Support	IT & Finance
	Pastry Chef's Apprentice	Hospitality
	Restaurant and Food Service Management	Hospitality
HBI	Construction Pre-Apprenticeship Certificate Training	Construction
Orange Tech College	3-D Animation Technology	IT & Finance
	Accounting Operations	IT & Finance
	Administrative Office Specialist	IT & Finance
	Advanced Automotive Service Technology	Trade & Logistics
	Advanced Collision Technology Tech	Trade & Logistics
	Building Construction Technologies	Construction
	CNC Production Specialist	Manufacturing
	Commercial Vehicle Driver	Trade & Logistics



	Computer Aided Drawing and Modeling	Construction
	Dental Assisting Technology and Management	Healthcare
	Diesel Systems Technician	Trade & Logistics
	Digital Audio Production	IT & Finance
	Digital Cinema Production	IT & Finance
	Digital Media/Multimedia Design	IT & Finance
	Electricity	Construction
	Electronic Systems Integration and Automation	Construction
	Enterprise Desktop and Mobile Support Technology	IT & Finance
	Enterprise Network and Server Support Technology	IT & Finance
	Fundamental Foodservice Skills	Hospitality
	Heating Ventilation Air Conditioning/ Refrigeration 1	Construction
	Heating Ventilation Air Conditioning/ Refrigeration 2	Construction
	Hemodialysis Technician	Healthcare
	Hospitality & Restaurant Management	Hospitality
	Lodging Manager	Hospitality
	Lodging Operations	Hospitality
	Machining Technologies	Advanced Manufacturing
	Mechatronics Technology	IT & Finance
	Medical Administrative Specialist	Healthcare
	Medical Assisting	Healthcare
	Medical Coder Biller	Healthcare
	Modeling Simulation Design	IT & Finance
	Modeling Simulation Production	IT & Finance
	Phlebotomy	Healthcare
	Practical Nursing (LPN)	Healthcare
	Professional Culinary Arts & Hospitality	Hospitality
	Specialized Career Instruction - Comprehensive (Electricity Track)	Construction
	Specialized Career Instruction - Comprehensive (Welding Track)	Advanced Manufacturing
	Surgical Technology	Healthcare
	Web Development	IT & Finance
	Welding Technology	Advanced Manufacturing



	Welding Technology Advanced	Advanced Manufacturing
	Welding, ARC, MIG, TIG & Gas	Advanced Manufacturing
Mech Tech Institute	Technology in Diesel Mechanics	Trade & Logistics
	Industrial Welding	Advanced Manufacturing
New Horizons Computer Learning Center	Cisco Certified Network Associate	IT & Finance
	CompTIA A+ and Network+ Certified IT Professional	IT & Finance
	Cyber Security IT Professional	IT & Finance
	Cyber Security Analyst	IT & Finance
	Ethical Hacker & Computer Forensic Investigator	IT & Finance
	Information Systems Security Professional	IT & Finance
	Program for Front End Web Developer	IT & Finance
	Project Management Professional	IT & Finance
	Software Developer	IT & Finance
	Windows Mobile Device & Desktop Support Technician	IT & Finance
Lake Sumter State College Continuing Ed	CDL Class "A" License (1 wk)	Trade & Logistics
	CDL Class A (2 wks)	Trade & Logistics
	CDL Class A (4 wks)	Trade & Logistics
	CDL - Automatic restriction lift	Trade & Logistics
	Dental Assisting - Entry Level	Healthcare
	Dental Assisting Expanded Functions	Healthcare
	Dialysis Technician	Healthcare
	Line Worker Bootcamp	Construction
	Phlebotomy	Healthcare
	Phlebotomy II	Healthcare
Lake Sumter State College	Cybersecurity	IT & Finance
	Electric Utility Line Worker (Basic)	Construction
	Electric Utility Line Worker (Advanced)	Construction
	Engineering Technology Support Specialist	IT & Finance
	Help Desk Support Technician	IT & Finance
	Information Technology Analysis	IT & Finance
	Information Technology Support Specialist	IT & Finance
	Internet of Things (IoT) Specialist	IT & Finance
	Medical Information Coder Biller	Healthcare



	Medical Office Management Certificate	Healthcare
	Mechatronics	Advanced Manufacturing
Lake Technical College	Accounting Operations	IT & Finance
	Automotive Collision Technology Tech	Trade & Logistics
	Baking & Pastry Arts	Hospitality
	Cloud Computing & Virtualization	IT & Finance
	CNC Production Specialist	Advanced Manufacturing
	Correctional Officer (B RTP)	Public Safety
	Diesel Systems Tech 1	Trade & Logistics
	Diesel Systems Tech 2	Trade & Logistics
	Enterprise Desktop & Mobile Support Technology	IT & Finance
	Fire Fighter/EMT - Combined	Healthcare
	Florida Law Enforcement Academy	Public Safety
	HVAC/R 1	Construction
	HVAC/R 2	Construction
	Medical Assisting	Healthcare
	Phlebotomy	Healthcare
	Practical Nursing	Healthcare
	Professional Culinary Arts & Hospitality	Hospitality
	Public Safety Telecommunication	Public Safety
	Welding Technology	Advanced Manufacturing
	Welding Technology Advanced	Advanced Manufacturing
Introduction to Hospitality	Hospitality	
STEP Medical	Remedial/Refresher by NCLEX Examination	Healthcare
	Remedial Refresher by Endorsement	Healthcare
	Practical Nursing Accelerated	Healthcare
Cruz Institute	Air Conditioning, Refrigeration, and Heating Technology Helper	Construction
	Electrician Helper	Construction
Gwinnett Institute	Medical Assistant - Diploma	Healthcare
	Medical Billing and Coding - Diploma	Healthcare
Central Florida Urban League	Entrepreneurship & Small Business Certification	IT & Finance
	Project Management Credential	IT & Finance
	Salesforce Administrator	IT & Finance



Seminole State College	Accounting Applications	IT & Finance
	Accounting Operations	IT & Finance
	Accounts Specialist	IT & Finance
	Air conditioning, Refrigeration, & Heating Technician 1	Construction
	Air conditioning, Refrigeration, & Heating Technician 2	Construction
	Associate Project Management	IT & Finance
	Automotive Maintenance & Light Repair	Trade & Logistics
	Business Operations	IT & Finance
	Business Specialist	IT & Finance
	Chefs Apprentice	Hospitality
	Computer Aided Design	IT & Finance
	Computer Programming Specialist	IT & Finance
	Computer Programmer	IT & Finance
	Computer Repair & Installation	IT & Finance
	Corrections	Public Safety
	Electrician Helper	Construction
	Entrepreneurship Operations	IT & Finance
	Entrepreneurship	IT & Finance
	Financial Management Specialist	IT & Finance
	Financial Operations	IT & Finance
	Food & Beverage Operations	Hospitality
	Food & Beverage Specialist	Hospitality
	Global Business	IT & Finance
	Graphic Design Content Developer	IT & Finance
	Human Resources Administrator	Busniess Management & Admin
	Information Technology Analysis	IT & Finance
	IP Communications	IT & Finance
	IT Client Specialist	IT & Finance
	Law Enforcement	Public Safety
	Management	IT & Finance
	Marketing	IT & Finance
	Medical Office Management	IT & Finance
	Network Infrastructure	IT & Finance
	Network Security	IT & Finance
	Network Server Administration	IT & Finance
	Network Support Technician	IT & Finance
	Plumbing	Construction
	Rooms Division Operations	Hospitality
	Small Business Management	Business Mgmt & Admin
	Welding Technology	Advanced Manufacturing
Web Development	IT & Finance	



UCF-Continuing Education	Accounts Payable Specialist Certification with Microsoft Excel 2019	IT & Finance
	Adobe Certified Professional in Visual Design	IT & Finance
	Adobe Certified Professional in Web Design	IT & Finance
	AWS System Operations Certification Bundle	IT & Finance
	Clinical Medical Assistant (CCMA) + Certified Electronic Health Records Specialist (CEHRS)	Healthcare
	Administrative Professional with Microsoft Office Master 2019	IT & Finance
	Medical Administrative Assistant with Medical Billing and Coding	Healthcare
	Medical Administrative Assistant with Certified Electronic Health Records Specialist + Medical Terminology	Healthcare
	Certified Bookkeeper	IT & Finance
	Certified Clinical Medical Assistant (CCMA)	Healthcare
	Certified Electronic Health Records Specialist + Medical Terminology	Healthcare
	Certified Ethical Hacker (Voucher Included)	IT & Finance
	Certified Information Security Manager (CISM)	IT & Finance
	Certified Information Systems Auditor (CISA)	IT & Finance
	Certified Information Systems Security Professional (CISSP)	IT & Finance
	Certified Internal Auditor with Microsoft Excel	IT & Finance
	Certified Medical Administrative Assistant (CMAA)	Healthcare
	Certified Network Defender (CND)	IT & Finance
	Certified Physical Therapy Aide	Healthcare
	Certified Professional Medical Auditor	Healthcare
Certified Residential Interior Designer	Construction	
Certified Financial Planner	IT & Finance	



	Cisco CCNA Certification Training	IT & Finance
	Coding Boot Camp-F/T	IT & Finance
	Coding Boot Camp-P/T	IT & Finance
	CompTIA A+ with ITIL Foundation	IT & Finance
	CompTIA Advanced Security Practitioner (CASP)	IT & Finance
	CompTIA Certification Training: ITF+ and A+	IT & Finance
	CompTIA Cloud Essentials+	IT & Finance
	CompTIA IT Fundamentals	IT & Finance
	Computer Hacking Forensics Investigator (CHFI)	IT & Finance
	Cyber Defense Professional Certificate Program	IT & Finance
	Data Analytics Boot Camp	IT & Finance
	Dental Assistant	Healthcare
	Digital Marketing Boot Camp	IT & Finance
	Fiber Optics Technician - Advanced (CFOT, CFOS/T, /S, /O, & /H)	IT & Finance
	Fiber Optics Technician (CFOT, CFOS/T, & /S)	IT & Finance
	Freight Broker/Agent Training	Trade & Logistics
	Human Resources Professional	Human Services
	Information Security Training	IT & Finance
	ITIL 4 Foundation	IT & Finance
	Medical Billing and Coding	Healthcare
	Medical Billing Specialist	Healthcare
	Medical Office Manager (CPPM)	Healthcare
	Network IT Certificate	IT & Finance
	Payroll Practice and Management with Microsoft Excel 2019	IT & Finance
	Comprehensive Project Management Certificate & PMP®/CAPM® Exam Preparation	IT & Finance
	Professional Bookkeeping with QuickBooks Online with Payroll Practice and Management	IT & Finance
	Professional Bookkeeping with QuickBooks Online	IT & Finance
	UX/UI Boot Camp	IT & Finance
	VMware Certified Associate	IT & Finance
Lighthouse Medical Academy	Electrocardiograph Aide	Healthcare
	Medical Assistant	Healthcare
	Phlebotomy Technician	Healthcare



AAA School of Dental Assisting	Dental Assisting with Expanded Functions	Healthcare	
Florida Technical College	Baking and Pasteleria	Hospitality	
	Business Office Specialist-New	IT & Finance	
	LaSalle Cisco Network Associate (CCNA) Exam Preparation	IT & Finance	
	Commercial Driver's License (CDL) - New program	Trade & Logistics	
	LaSalle Ethical Hacker (CEH) Exam Preparation	IT & Finance	
	LaSalle Advanced Security Professional (ISC2 CISSP) Exam Preparation	IT & Finance	
	LaSalle CompTIA A+ Exam Preparation	IT & Finance	
	LaSalle CompTIA Network+ Exam Preparation	IT & Finance	
	LaSalle CompTIA Security+ Exam Preparation	IT & Finance	
	Computer Support Technician-New	IT & Finance	
	Culinary Arts	Hospitality	
	Electrical with PLC- New	Construction	
	Electrical	Construction	
	LaSalle Human Resources Professional Exam Preparation	IT & Finance	
	HVAC Refrigeration Technician with Programming Logic Control	Construction	
	HVAC Refrigeration Technician	Construction	
	LaSalle ITIL Exam Preparation	IT & Finance	
	Medical Assistant Technician with Basic Xray Machine Operator-New	Healthcare	
	Medical Assistant Technician-New	Healthcare	
	Medical Billing and Coding Specialist	Healthcare	
	LaSalle Microsoft Office Specialist Exam Preparation	IT & Finance	
	LaSalle Project Management Exam Preparation	IT & Finance	
	Welding-New	Construction	
	Osceola Technical College	Accounting Operations	IT & Finance
	Cyber Security Applied	IT & Finance	
	Auto Maintenance & Light Repair	Trade & Logistics	
	Building Construction Tech	Construction	



	Computer Numerical Control Production Specialist	IT & Finance
	Computer Systems & Information Tech	IT & Finance
	Crossover from Correctional to Law Enforcement Officer	Public Safety
	Culinary Arts & Hospitality	Hospitality
	Dental Assisting	Healthcare
	Diesel Systems Tech 1	Trade & Logistics
	Digital Design	IT & Finance
	Electrical	Construction
	Enterprise Desktop & Mobile Support Tech	IT & Finance
	FL Law Enforcement Academy	Public Safety
	HVAC/R 1	Construction
	Medical Assisting	Healthcare
	Medical Coder/Biller	Healthcare
	Network Support Services	IT & Finance
	Phlebotomy	Healthcare
	Plumbing	Construction
	Practical Nursing (LPN)	Healthcare
	Welding	Construction
Ana G Mendez University	Bookkeeping & Accounting Technology	IT & Finance
	Computer Repair & Network Installation	IT & Finance
	Small Business Entrepreneurship	IT & Finance
	Small Business Operations	IT & Finance
	Medical Assistant	Healthcare
	Medical Billing & Coding	Healthcare
The Hartford Apprenticeship Program with Seminole State College	Health Information Technology A.S. (Hartford Apprenticeship)	Healthcare

COMMUNITY AWARENESS & REPUTATION

RESEARCH DONATED BY UCF TO:

Secure insights on region's awareness & perceived value of CSCF

WHAT WE LEARNED

- Core Recruitment & Training Services: high awareness & need... moderate trust in CSCF
- Business Services & Consulting: awareness needs to expand...need is high...trust in us high
- Data Insight Services: reinforced that interest would be high ... trust in us high

HOW WE WILL APPLY

- Align insights w/ strategic planning
- Follow up w/ formal research to better understand Customer Satisfaction
- Expand offerings, launch awareness campaigns for Business Consulting and Data Insights Services

RETURN TO COMMITTEE REPORT OUTS



SLATE OF OFFICERS

Proposed:

Slate of Officers FY: 2022-2023

Board Position	Nomination	Job Title	Organization
Chair	Jody Wood	Vice President, Recruitment and Talent Management	Walt Disney Parks, Experiences & Products
Vice Chair	Richard Sweat	President/CEO	.decimal
Treasurer	Eric Ushkowitz	Economic Development Administrator	Orange County Government
Secretary	Jeff Hayward	President/CEO	Heart of Florida United Way

RETURN TO COMMITTEE REPORT OUTS



- Meeting Details
- Meeting Agenda
- Welcome
- Spotlight Story
- Board Recognition
- Roll Call
- Public Comment
- Consortium Action Items
- Adjournment of Consortium
- Consent Agenda
- Information/ Discussion/ Action Items
- Insight**
- Other Business
- Adjournment of Board

INSIGHT

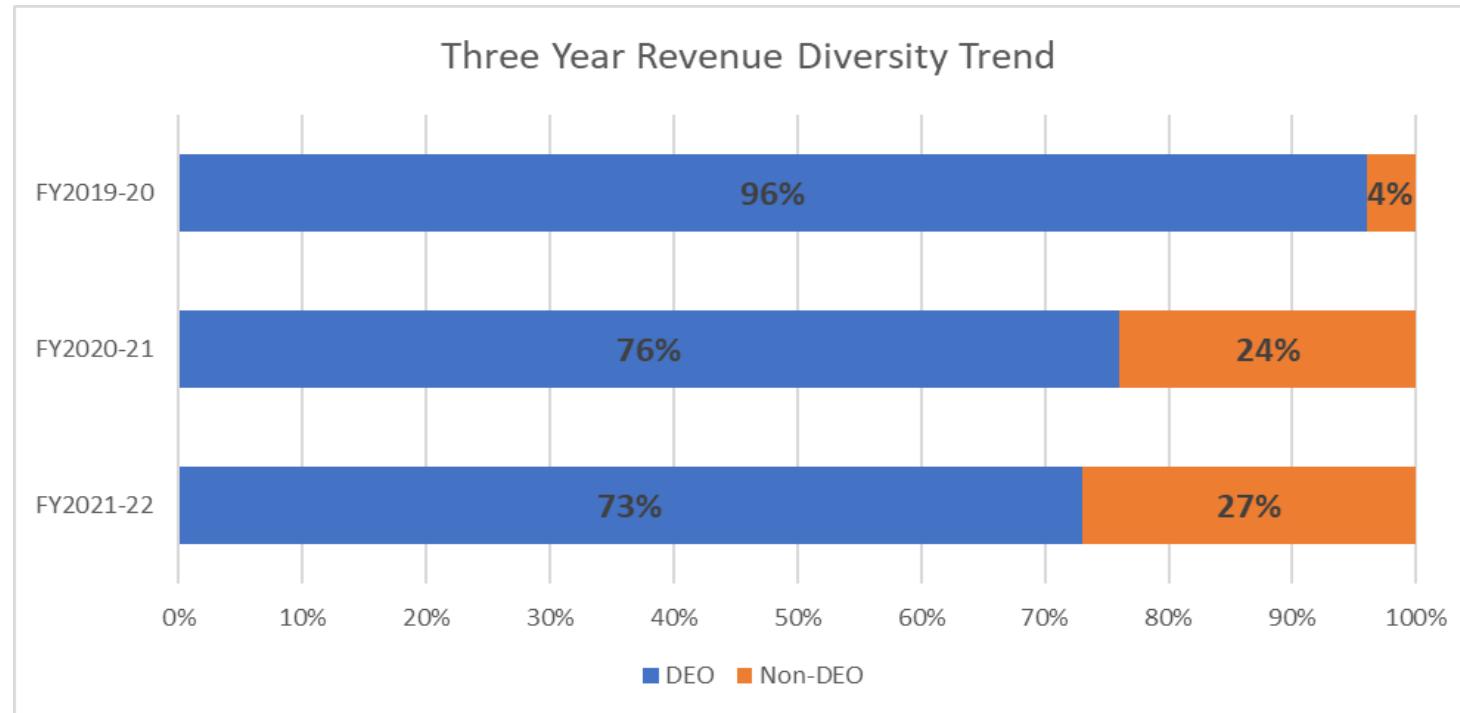


CareerSource Central Florida

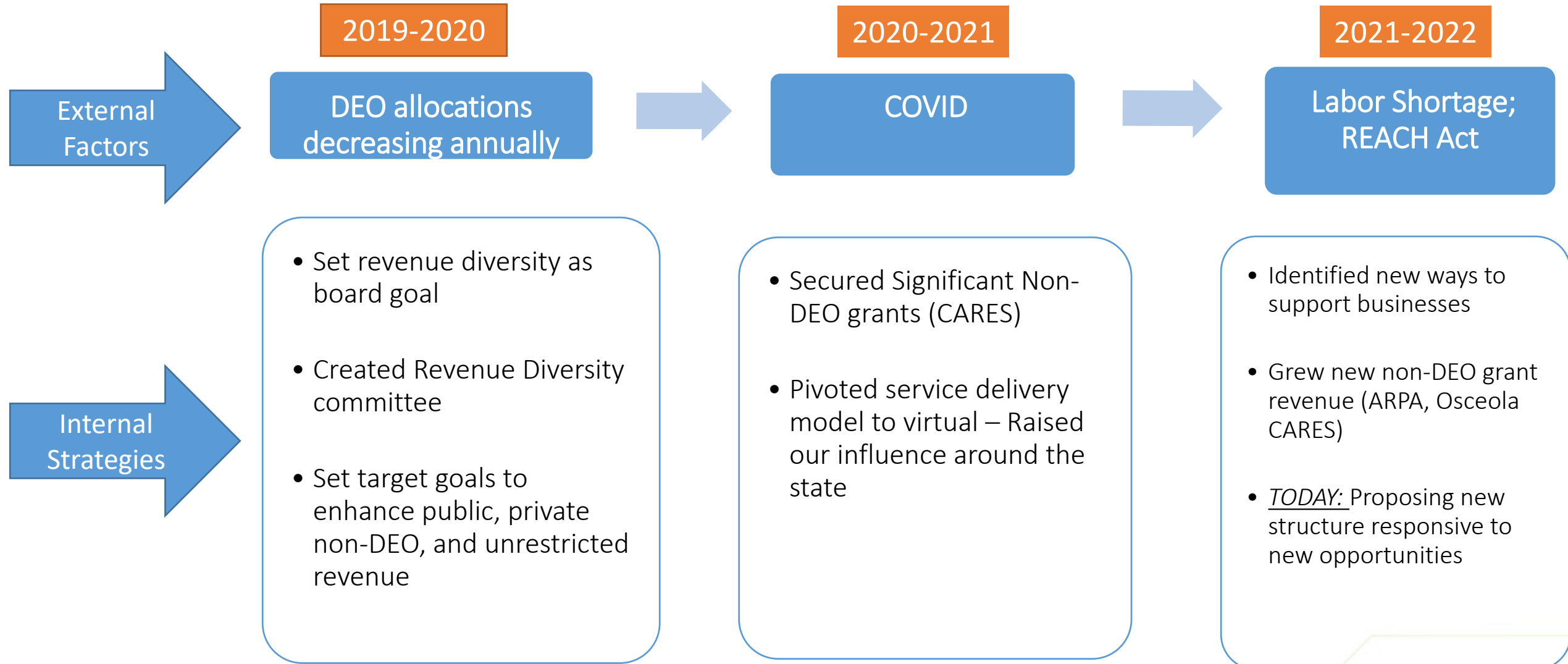
Organizational Structure Proposal

The Challenge

- CSCF structure is created to only support DEO grants
- Non-DEO revenue from 4% to 27% of the company's total revenue over 3 years
 - (from \$1.1M to \$14M)
- CSCF needs an organizational structure that allows for business flexibility, resiliency and scalability.



DRIVERS OF CHANGE & GROWTH

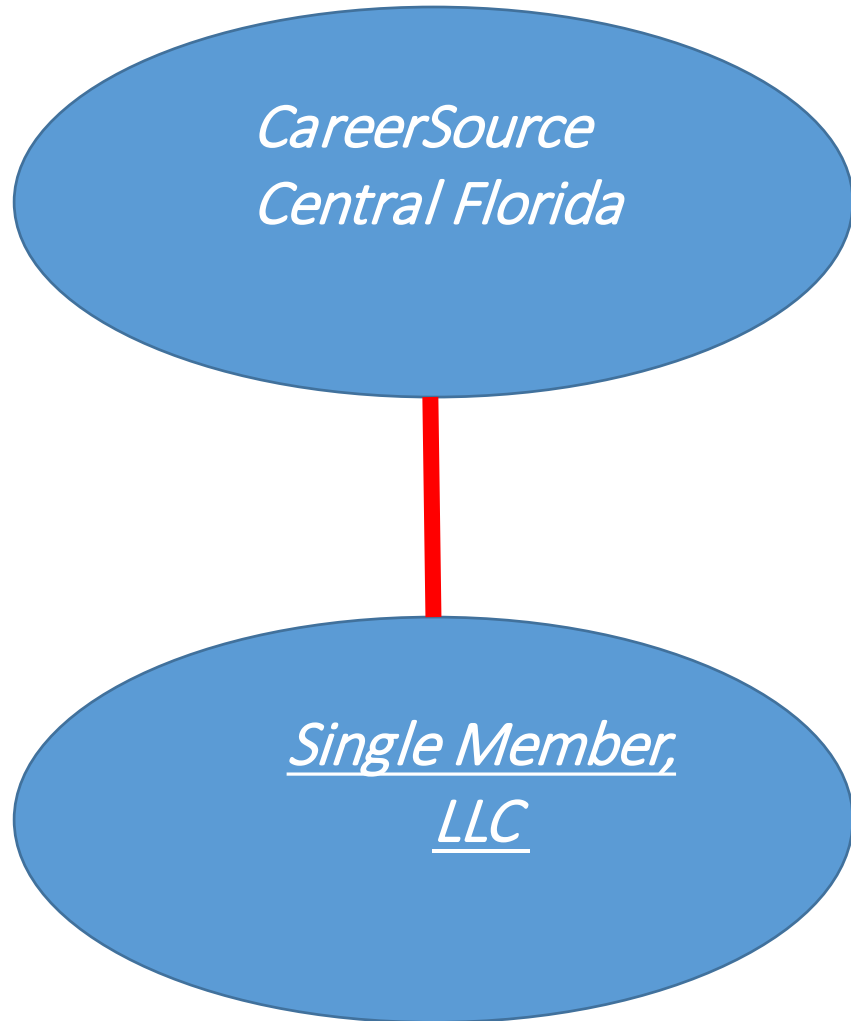


SOLUTION: DIVERSIFY CSCF STRUCTURE FOR NEW & FUTURE NEEDS

Creating affiliate entities
to attract capital, foster innovation and limit liability.



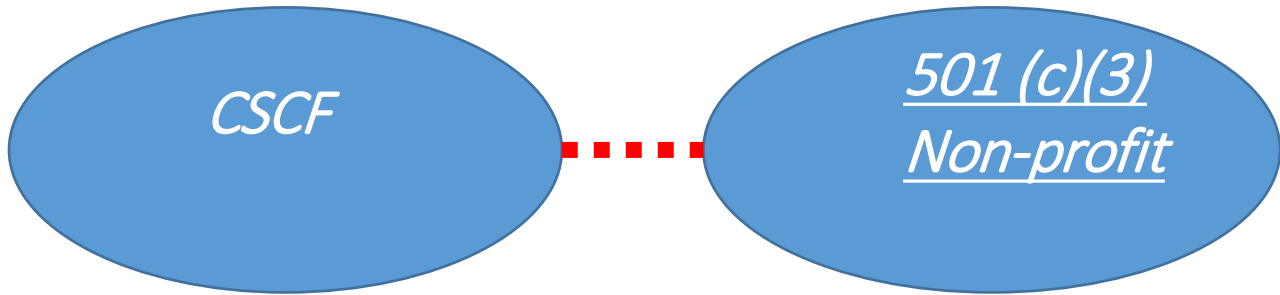
BUSINESS UNIT 1: Single-Member LLC



Benefits & Considerations

- Affiliate - Single Member Limited Liability Company
- Structure will support all Non-DEO grant funding that has Federal, State or local restrictions.
- Closely aligned with CSCF existing system and can manage and distribute cost through cost allocation.
- Protects CSCF against any liabilities associated with the LLC's activities; controlled by CSCF
- Will act as a division of CSCF (Federal Tax Law) - tax-exempt Section 501(c)(3) organization, LLC's activities will be reported on CSCF's Form 990 Return

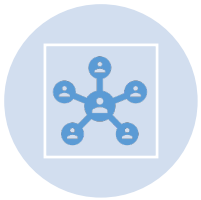
BUSINESS UNIT 2: Separate Section 501(c)(3)



Benefits & Considerations

- Affiliate – Non-Profit Corporation
- Structure will support the development of new unrestricted funds aligned to our mission, separate from DEO
- Protects CSCF against any liabilities associated with the non-profit corporation's activities; controlled by CSCF
- Separate Entity (Federal Tax Law) – will obtain its own Section 501(c)(3) Tax-Exempt Status, file separate Form 990 Return; exists independent from CSCF/stability
- Can be Entrepreneurial/Innovative – to further the larger mission of CSCF; deliver services in addition to those required by CSCF contract with DEO
- Intellectual Property Protection
- Allows Others to Invest in New Strategies; Can Attract New Capital

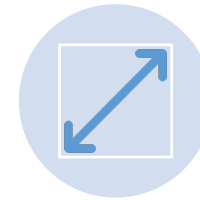
BENEFITS OF CHANGE...



Business
consultation



Develop new
revenue streams



Expand impact on
who we serve



Position organization
for restructure
impact



Innovate with data
analytics &
technology



Invest in
teams' development
and capacity

RECOMMENDATION

The Revenue Diversity and New Markets Committee is recommending the creation of business units 1 and 2 for Executive Committee and Board approval.

[RETURN TO AGENDA](#)

Career Source Central Florida Annual Board Retreat

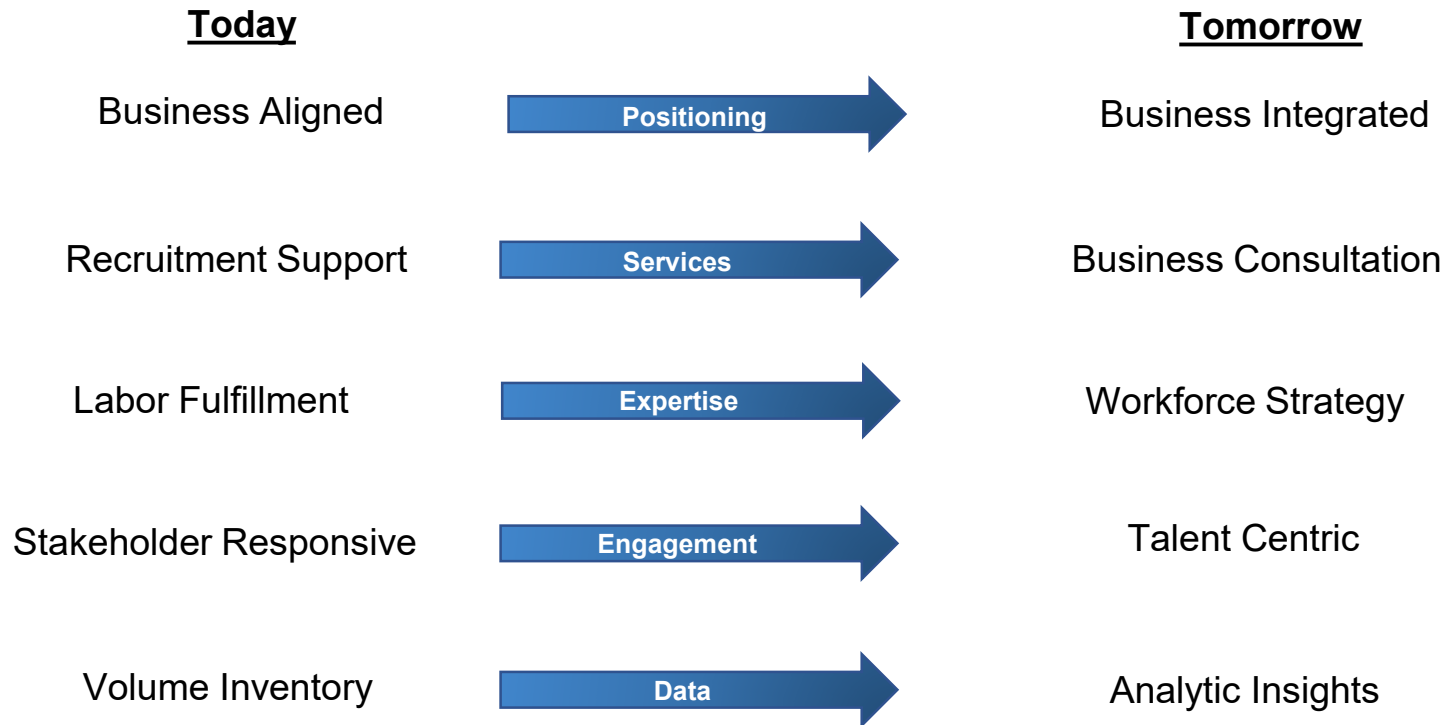
Update and Agreement

June 2022

 Parks, Experiences & Products
ORGANIZATION DEVELOPMENT

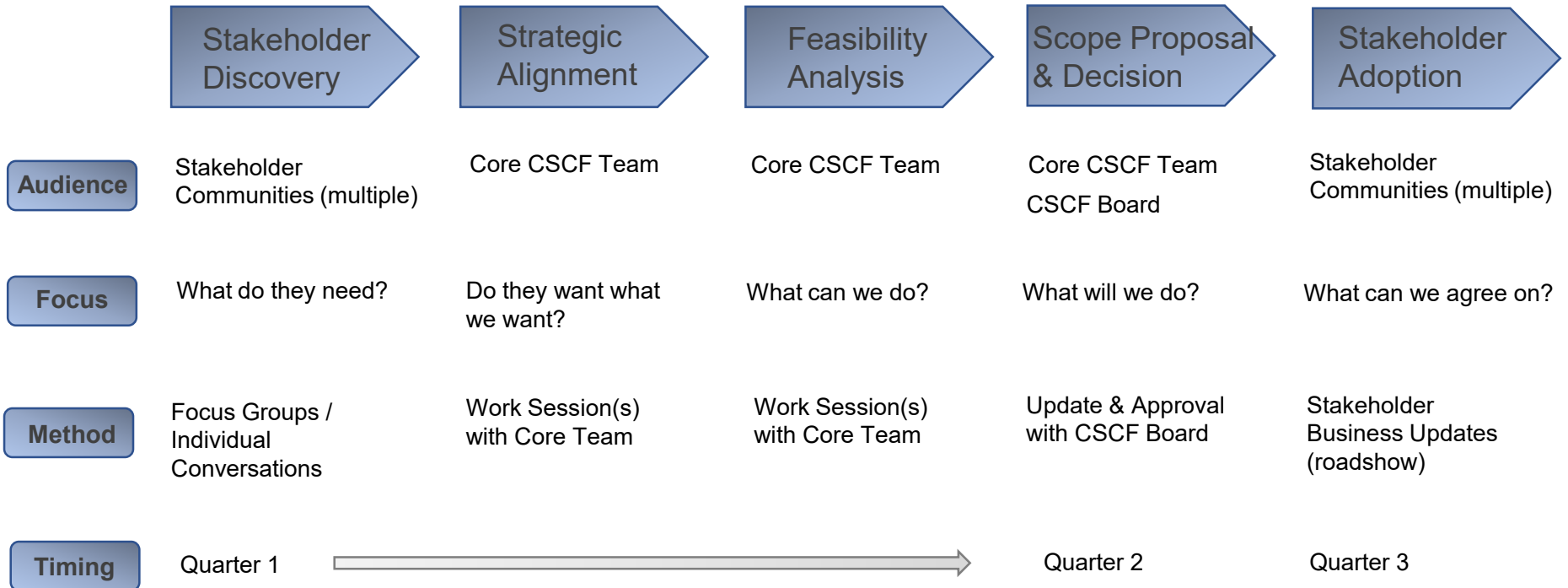
Headlines

- Opportunity exists to offer new services that will elevate CSCF overall value
- Current operating model primarily gives voice of influence to financially invested stakeholders highlighting a need for amplified representation of the voice of individual job/career seeker
- Developing and defining a credible consultative function positions CSCF to be a stronger partner focused on relevant, customizable solutions
- A need for a robust best-in-class insights and analytic function will be critical in determining the speed by which partners see us as critically imperative in developing a talent strategy
- Businesses will index past successes to inform directional future and likely not fully understand many conditions impacting its workforce relying heavily on Recruitment functional expertise to lead
- New and expanded capabilities will be needed within the recruitment function to successfully influence new business thinking throughout the development lifecycle of workforce strategies



Go Forward Pathway

Objective: Leverage work concepts to frame up business' 2-3 year strategic priorities and socialize with key stakeholder communities to determine organizational feasibility, talent capability, functional capacity and final work plan



RETURN TO AGENDA

Meeting Details

Meeting Agenda

Welcome

Spotlight Story

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Recognition

Roll Call

Public Comment

Consortium
Action Items

Adjournment of
Consortium

Consent Agenda

Information/
Discussion/
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Other Business

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OTHER BUSINESS



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ADJOURNMENT OF CSCCF BOARD



THANK YOU!

[RETURN TO AGENDA](#)

