

BOARD OF DIRECTORS VIRTUAL MEETING

Thursday, August 20, 2020

8/20/20 CSCF BOARD VIRTUAL MEETING DETAILS

Meeting Details

Meeting Agenda

Welcome

CSCF Spotlight

Roll Call

Public Comment

Consent Agenda

Information / Discussion / Action Items

Insight

Next Steps & Adjourn

What: Board of Directors Virtual Meeting

When: Thursday, August 20, 2020
9:00 a.m. – 11:00 a.m.

Where: Teleconference

Zoom Meeting:

Link: <https://careersourcecf.zoom.us/j/93067849533?pwd=RmtjVm91cldnMHkwQitsWERZMjNvUT09>

Dial In: 1 (929) 205-6099

Meeting ID: 930 6784 9533 / Password: 546546

8/20/20 CSCF BOARD VIRTUAL MEETING AGENDA

- Meeting Details
- ▶ Meeting Agenda
- Welcome
- CSCF Spotlight
- Roll Call
- Public Comment
- Consent Agenda
- Information / Discussion / Action Items
- Insight
- Next Steps & Adjourn

Agenda Item	Topic	Presenter	Action Item
1.	Welcome	Mark Wylie	
2.	CSCF Spotlight Story	Mimi Coenen	
3.	Roll Call / Establishment of Quorum	Kaz Kasal	
4.	Public Comment		
5.	Consent Agenda	Mark Wylie	X
	<u>A. 6/25/20 Consortium & Board Meeting Draft Minutes</u>		
	<u>B. FY 20-21 Board and Committee Meeting Calendar</u>		
6.	Information / Discussion / Action Items		
	A. Chair's Report	Mark Wylie	
	1) Executive Committee Report / <u>Budget Modification</u>		X
7.	Insight		
	A. <u>COVID-19 National Landscape</u>	Ron Painter President and CEO National Association of Workforce Boards	
	B. <u>COVID-19 Regional Landscape</u>	Board / Staff Discussion	
8.	Next Steps & Adjourn		
	<u>Upcoming Virtual Meetings:</u>		
	Board Meeting	9/24/20	9:00 a.m. - 10:30 a.m.
	Committee Meetings:		
	- Community Engagement Committee	8/31/20	1:30 p.m. - 3:00 p.m.
	- Career Services Committee	9/10/20	3:00 p.m. - 4:30 p.m.
	- Executive Committee	9/17/20	9:00 a.m. - 10:30 a.m.



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WELCOME



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CSCF SPOTLIGHT STORY



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ROLL CALL / ESTABLISHMENT OF QUORUM

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CONSENT AGENDA



DRAFT
Consortium and Board of Directors Virtual Meeting

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

MINUTES

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

CONSORTIUM MEMBERS ABSENT: Brandon Arrington

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

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

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

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

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



Consortium-Board Meeting (continued)

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



Consortium-Board Meeting (continued)

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

Board Meeting

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



Board Meeting (continued)

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



Board Meeting (continued)

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



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

Respectfully submitted,

Kaz Kasal
Executive Coordinator

Board of Directors Meeting
June 25, 2020
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**CareerSource Central Florida
Board, Consortium and Committee Meeting Dates 2020 - 2021**

Meeting	July	August	September	October	November	December	January	February	March	April	May	June
Board of Directors		8/20/2020 (Thu) 9:00-11:00am	9/24/2020 (Thu) 9:00-10:30am			12/17/2020 (Thu) 9:00-11:00am		2/25/2021 (Thu) 9:00am-10:30am		4/29/2021 (Thu) 9:00-10:30am		6/24/21 (Thu) 9:00-11:00am
Consortium						12/17/2020 (Thu) 9:00-11:00am						6/24/2021 (Thu) 9:00-11:00am
Audit Committee				10/13/2020 (Tue) 2:30-4:00pm				2/9/2021 (Tue) 11:30-1:00pm				
Career Services Committee			9/10/2020 (Thu) 3:00-4:30pm		11/19/2020 (Thu) 3:00-4:30pm		1/28/2021 (Thu) 3:00-4:30pm		3/18/2021 (Thu) 3:00-4:30pm		5/20/2021 (Thu) 2:00-4:00pm Finance & Career Svs. Budget Workshop (Non-Voting Mtg.)	
Community Engagement Committee		8/31/2020 (Mon) 1:30-3:00pm						2/1/2021 (Mon) 3:00-4:30pm			5/10/2020 (Mon) 3:00-4:30pm	
Executive Committee	7/30/2020 (Thu) 11:00-12:30pm	8/13/2020 (Thu) 3:00-4:00pm	9/17/2020 (Thu) 9:00-10:30pm			12/10/2020 (Thu) 9:00-10:30am		2/18/2020 (Thu) 9:00-10:30am		4/22/2021 (Thu) 9:00-10:30am		6/17/2021 (Thu) 9:00-10:30am
Finance Committee				10/13/2020 (Tue) 2:30-4:00pm				2/9/2021 (Tue) 11:30-1:00pm		4/13/2021 (Tue) 2:30-4:00pm	5/20/2021 (Thu) 2:00-4:00pm Finance & Career Svs. Budget Workshop (Non-Voting Mtg)	6/8/2021 (Tue) 2:30-4:00pm
Governance Committee				10/7/2020 (Wed) 3:00-4:30pm			1/20/2021 (Wed) 3:00-4:30pm				5/5/2021 (Wed) 2:00-3:30pm	
Revenue Diversity Ad Hoc Committee (subcommittee of Executive)		8/12/2020 (Wed) 3:00-4:30pm			11/4/2020 (Wed) 3:00-4:30pm				3/10/2021 (Wed) 3:00-4:30pm			6/2/2021 (Wed) 3:00-4:30pm

Please note: Dates listed January 2021 and after are subject to change

Updated: 8/13/20

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

Schedule may be subject to change

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CHAIR'S REPORT

Mark Wylie
CSCF Board Chair



BOARD RECOGNITION



Congratulations to
Orlando Alancastro

Outstanding Service
Recognition

Orlando Alancastro
CareerSource Central Florida
Board of Directors
July 1, 2019 – July 31, 2020

BUDGET ADJUSTMENT

	<u>FY 2020/2021</u>	<u>FY 2019/2020</u>	<u>DIFFERENCE</u>	<u>%</u>
Reserves from Prior Year	\$7,500,000	\$6,500,000	\$1,000,000	
Current Allocation (DEO)	\$24,900,000	\$25,200,000	(\$300,000)	
Orange County – Help is Here	\$7,000,000	---	\$7,000,000	
Diversified Revenue	\$1,600,000	\$800,000	\$800,000	
Available Revenue	\$41,000,000	\$32,500,000	\$8,500,000	
Planned Reserves For FY 20 - 21	(\$2,500,000)	(\$2,300,000)	(\$200,000)	
Total Budget	\$38,500,000	\$30,200,000	\$7,300,000	24.2%



ORANGE COUNTY
HELP IS HERE
BUDGET

Project: "Economic Recovery through Workforce Solutions"			
Funder: Orange County			
Budget Created: 06-01-20			
FUNDING REQUEST			
\$7Million			
	Total	% of Cost	
CATEGORY	Cost	By Category	Description
Career Development Services	\$ 5,800,000		Funding will provide a range of career-development services to 4,000 Orange County residents who have experienced job loss/separation as a result of COVID19.
Total Scholarship Cost	\$ 5,800,000	82.9%	
Career Counselors Staffing Cost	\$ 775,000		1 Program Director for 6 months @ an annual salary of \$65,000 (plus taxes and benefits) and 25 Career Counselors for 6 months @ an average annual salary of \$45,000 (plus taxes & benefits)
Total Staffing Cost	\$ 775,000	11.1%	93.9% DIRECT TRAINING SUPPORT
Direct Allocated Cost	\$ 85,000		Direct allocated cost are cost objectives allocated based on staff charges. This includes cost such as facility, IT network, and supplies.
Total General and OH Cost	\$ 85,000	1.2%	
Indirect Cost Rate (Estimated at 8.5%)	\$ 340,000		Indirect Cost Rate captures administrative and support payroll cost, as well as other administrative indirect charges such as, audit, and professional Human Resource fees.
Total Indirect Cost	\$ 340,000	4.9%	6.1% GENERAL AND ADMIN COST
Total Proposed Cost	\$ 7,000,000	100.0%	



CSCF BUDGET ALLOCATION: FULL YEAR 2020 – 2021

\$38.5M

Budget Allocations	Budget	% of Expenditure
Talent Solutions - Engage the Talent Pool		
Talent Solutions Consultants	10,094,543	
Staff Development (Career Sourcers)	355,000	
Career Seekers Support & Incentives	1,000,000	
Facilities, Maintenance & Related Cost	2,106,000	
Total Talent Solutions - Engage the Talent Pool	13,555,543	35.2%
Talent Solutions - Analyze the Business		
Business Consultants	1,849,211	
Training Investment	16,200,000	
Contracted Services	350,000	
Facilities, Maintenance & Related Cost	757,000	
Total Talent Solutions - Analyze the Business	19,156,211	49.8%
Staff Supporting Operations	3,236,246	8.4%
Strategic Communications	450,000	1.2%
Facilities, Maintenance & Related Cost	462,000	1.2%
G&A External Service Delivery Contracts	440,000	1.1%
IT Cost/Network Expenses	1,200,000	3.1%
TOTAL EXPENDITURES	38,500,000	100.0%

TALENT SOLUTIONS	
\$32,711,754	85.0%

GENERAL & ADMIN COST	
\$5,788,246	15.0%

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INSIGHT



CareerSource Central Florida

Ron Painter, President and CEO

Ron Painter
CEO and President
NAWB



About NAWB

NAWB is the national advocate for workforce development boards and American Job Centers

- Represents 550 Workforce Development Boards and their 12,000+ business members

NAWB's mission is to support its members through a comprehensive program of:

- advocacy,
- training and technical assistance,
- communication, and
- the promotion of strategic partnerships for the advancement of our nation's workforce.

Our Immediate Response

Rapid Response Activities

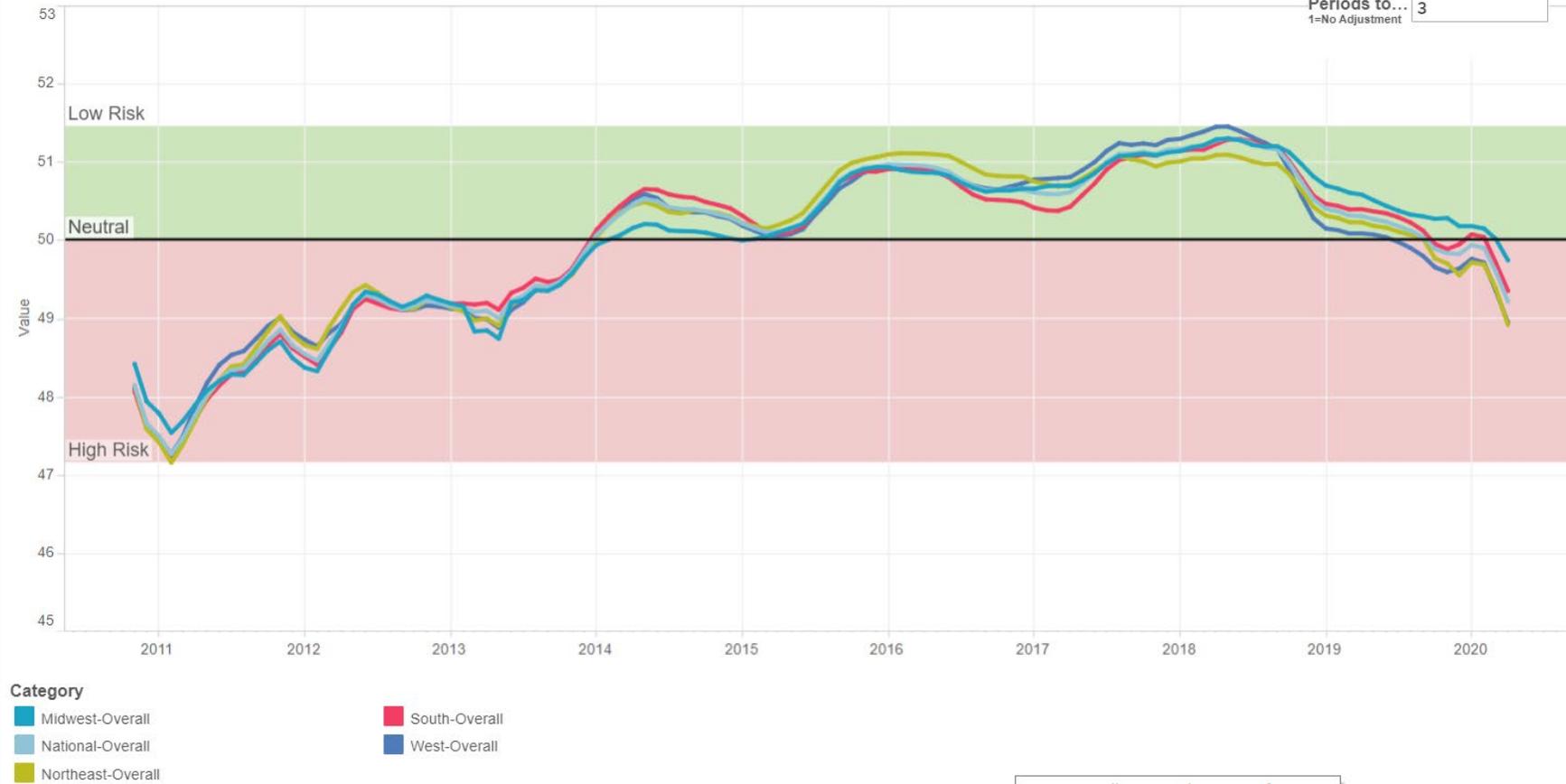
- Business Conditions
- Community Health Conditions
- People's Needs – including staff

Unemployment Insurance

- UI is the *temporary* fix
- How do WDBs engage with the UI system?
- Remember, its visible & we count it



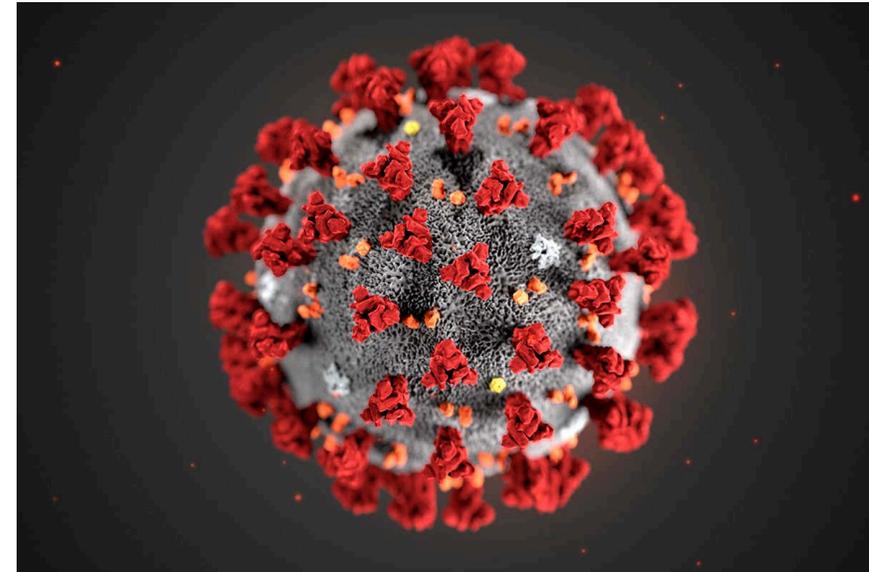
Dun & Bradstreet's Overall Business Health Index



What NAWB Requested to Aid this Response

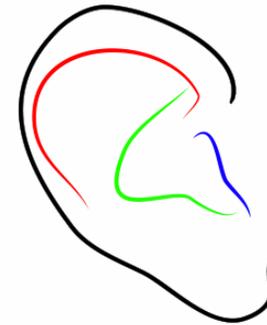
What We Asked For in Response to COVID-19:

- Major Flexibilities for Boards to offer virtual services
- \$9 Billion in additional WIOA Formula funds for relief efforts
 - Specific Funding for all WIOA Formula Programs



What We're Hearing

- Congress is likely to pass a “mini relief” including \$10 billion for USPS and UI
- Senate is considering return-to-work incentives
- Larger package anticipated when Congress returns from Recess
- No current discussions on CARES Act extensions



What has been Proposed

HEROES Act (House Dems)

- ~\$2 billion for WIOA Formula Programs
- \$500 million for contact tracing through local WDBS
- Targeted funding for different sectors of WIOA formula programs

HEALS Act (Senate Republicans)

- ~\$1 billion for WIOA Formula Programs
- Less structure on designation of funding
- Training Requirements
- Loosening of ETPL



HEROES vs. HEALS

- HEROES is more generous with funding
- HEROES loosens some requirements
 - Allows larger percent to be used on training
 - Expands eligibility to those directly affected
- HEALS is structured to let the system function as it has been
- 25% Governor set aside

These are both just proposals:

Provides a good gauge of where both the House and the Senate stand

Where From Here?

- Atlanta Fed & Survey of Business Uncertainty: COVID-19 Is Also a Reallocation Shock
:Jose Maria Barrero, Nick Bloom, and Steven J. Davis Becker Friedman Institute, U of Chicago
 - “...Applying the 42 percent figure to the 27.9 million new claims for unemployment benefits in the six weeks ending on April 25 yields 11.6 million permanently lost jobs. This number does not include future job losses caused by the COVID-19 shock...(pg 21)
 - 3 buckets: jobs lost due to COVID-induced demand shifts, jobs formerly at marginal firms that don’t survive the pandemic and lockdown, and jobs lost due to the intra-industry reallocation triggered by the pandemic and post-pandemic concerns about the transmission of infectious diseases.

COVID Response vs. Long Term Policy

With so much focus on COVID-19 we look back at what policy we worked on over the last year, and where that overlaps with our current economic conditions

- Long Term Unemployment Elimination Act
- 21st Century Skills Act
- Relaunching America's Workforce Act
- Elevating America's Workforce Act



Our Main Policy Principles

- Two words to always remember when advocating!
 - Flexibility
 - Funding



Are you Advocating?

Form a relationship with your Members of Congress

- They like hearing from us but, their job is to serve you
- Refer to our “Know Before You Go” Video for tips on how to build your relationship!



Concrete Impact Stories

- Real-life examples of what you could do with more money
- Detailed stories of collaboration with local businesses
- What projects have you not been able to accomplish due to lack of funds?
- How would increased funding impact the job seekers and employers in your area?



More Info in Workforce Development?



Interviews with public and private sector leaders in workforce development, education, business and economic development on key workforce issues and investment strategies to help America compete globally.

Check us out in iTunes or Google Play & talk to us on twitter @podcastwfc

Thanks for Joining!

Schedule a meeting with your Member of Congress!

Reach out to Matt Bandstra at bandstram@nawb.org for any policy, advocacy, or legislative questions



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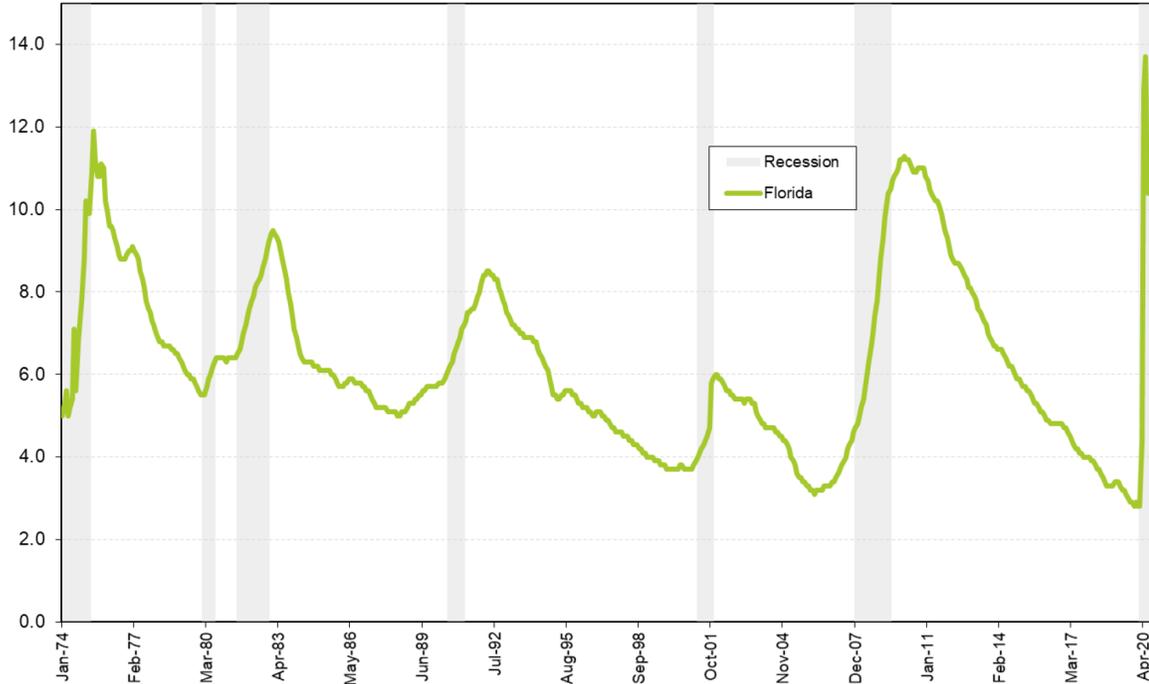
SITUATIONAL ANALYSIS

CENTRAL FLORIDA REGION

COVID-19 IMPACT

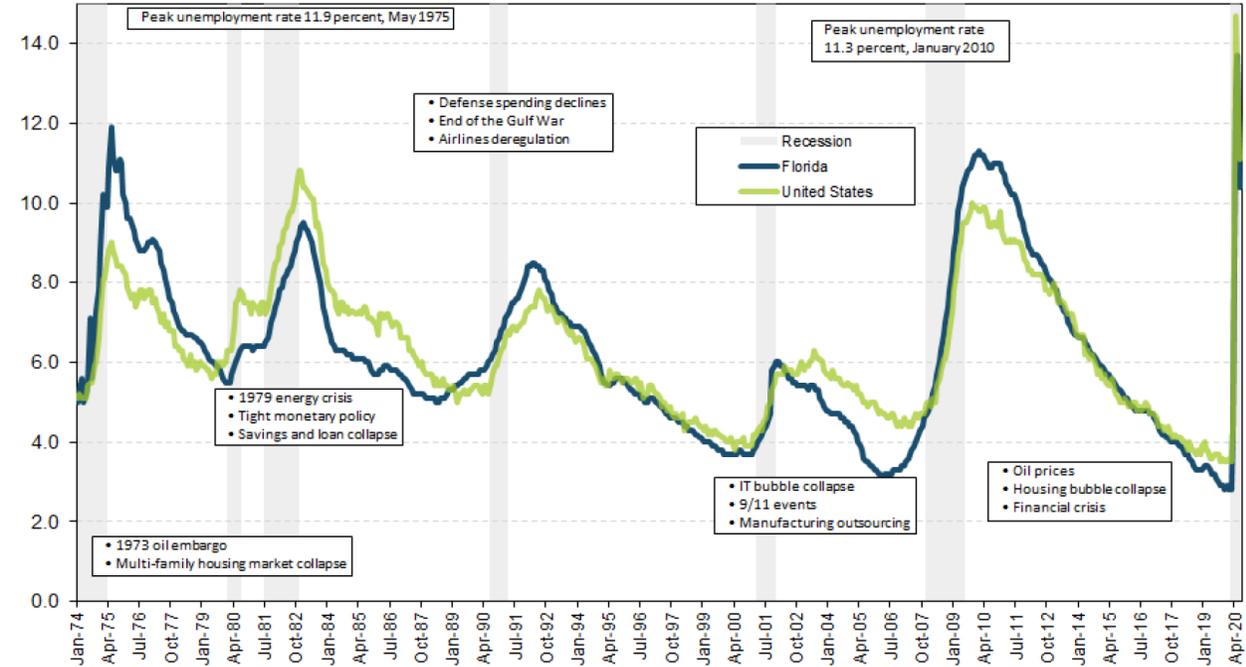
PANDEMIC AND RECESSION

Florida
Unemployment Rates and Recessionary Periods, Seasonally Adjusted
January 1974 - June 2020



Source: U.S. Department of Labor, Bureau of Labor Statistics, Local Area Unemployment Statistics in cooperation with the Florida Department of Economic Opportunity, Bureau of Workforce Statistics & Economic Research. Prepared: July 2020

Florida and the United States
Unemployment Rates and Recessionary Periods
January 1974 - June 2020



Source: U.S. Department of Labor, Bureau of Labor Statistics, Local Area Unemployment Statistics Program in cooperation with the Florida Department of Economic Opportunity, Bureau of Workforce Statistics & Economic Research. Prepared: Jul-2020 (seasonally adjusted).

- National Bureau of Economic Research Declared Recession in February
- Some indicators May Signal Longer Road to Recovery: Gross Domestic Product (GDP), Public Policy Impacting Unemployment Benefits

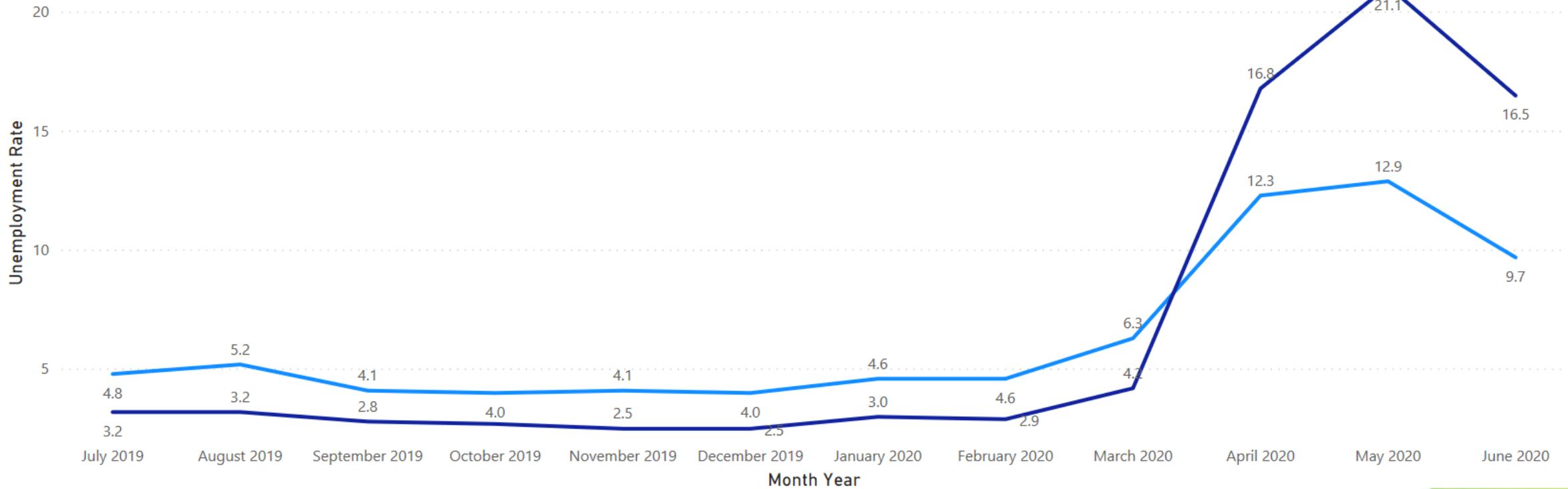
CENTRAL FLORIDA UNEMPLOYMENT RATE

Region 12 Unemployment by MSA

Unemployment Rate by Month Year and MSA (%)

MSA ● The Villages, FL (MSA) ● Orlando-Kissimmee-Sanford, FL (MSA)

21.1% = Orlando-Kissimmee-Sanford MSA Rate
10.7% = Florida Unemployment Rate
10.2% = US Unemployment Rate*



Source: Florida Department of Economic Opportunity, FRED



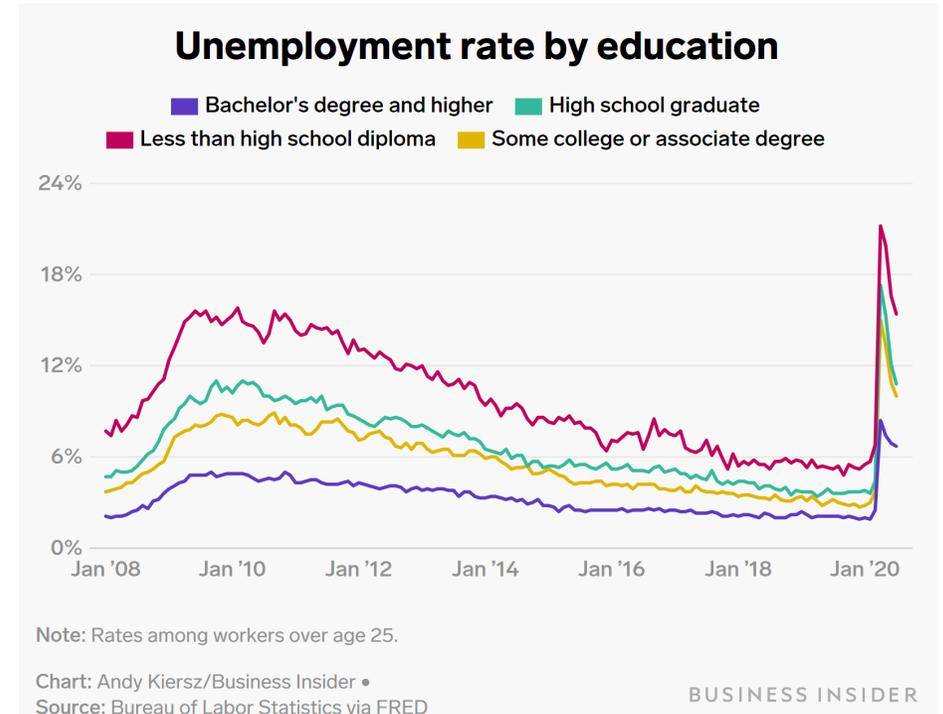
CENTRAL FLORIDA EDUCATIONAL ATTAINMENT

Educational Attainment

Concerning educational attainment, 19.3% of the selected regions' residents possess a Bachelor's Degree (0.5% above the national average), and 11.2% hold an Associate's Degree (3.1% above the national average).



	% of Population	Population
Less Than 9th Grade	5.0%	96,829
9th Grade to 12th Grade	6.4%	123,820
High School Diploma	27.0%	522,042
Some College	21.0%	405,387
Associate's Degree	11.2%	216,891
Bachelor's Degree	19.3%	373,481
Graduate Degree and Higher	10.0%	193,476



- High school graduates and individuals with some college represent 48% of region's residents
- Opportunity to upskill existed pre-pandemic; post-pandemic the need is greater
- Unemployment rates are higher among workers with less than a high school diploma

Source: Orlando-Kissimmee-Sanford MSA, The Villages MSA, EMSI, 2020Q2 / Business Insider, August 2020



CENTRAL FLORIDA UNEMPLOYMENT RATE BY COUNTY

21.1% = Orlando-Kissimmee-Sanford MSA Rate

10.7% = Florida Unemployment Rate

10.2% = US Unemployment Rate*

County	Unemployment Rate	Number Unemployed	State Rank
Osceola	22.9%	44K	1 st
Orange	17.2%	127K	2 nd
Lake	14.3%	21K	3 rd
Seminole	10.3%	23K	9 th
Sumter	9.7%	3K	15 th

Source: Florida Department of Economic Opportunity, June 2020
released July 2020; *BLS July 2020, released August 7, 2020

RE-EMPLOYMENT CLAIMS IN CENTRAL FLORIDA

Central Florida Region - Re-employment Assistance Claims

County 	Claimant Count	Average Labor Force	% of Labor Force Impacted	State Rank by Volume
Lake	37,256	159,027	23.4%	15th
Orange	229,200	762,737	30.0%	3rd
Osceola	74,363	184,329	40.3%	8th
Seminole	48,288	255,529	18.9%	13th
Sumter	5,111	32,628	15.7%	38th

- Orange County claim numbers rank 3rd, behind Miami/Dade and Broward counties
- Osceola has state's highest percentage of claims from its labor force – 40.3%

Data through 7/25/2020

Source: Florida Department of Economic Opportunity

<http://lmsresources.labormarketinfo.com/covid19/index.html>

UNEMPLOYMENT DEMAND

PANDEMIC IMPACT

COMPARISON: IMPACT ON JOBS REGIONALLY VS. NATIONALLY

Jobs Outlook - Nationally:

- Job gains reported in July 2020 for Leisure & Hospitality, Government, Retail Trade, Professional/Business Services, Healthcare, and Other Services
- Despite gains in July, Leisure & Hospitality continues to be hardest hit - down by 2.6M jobs since February 2020

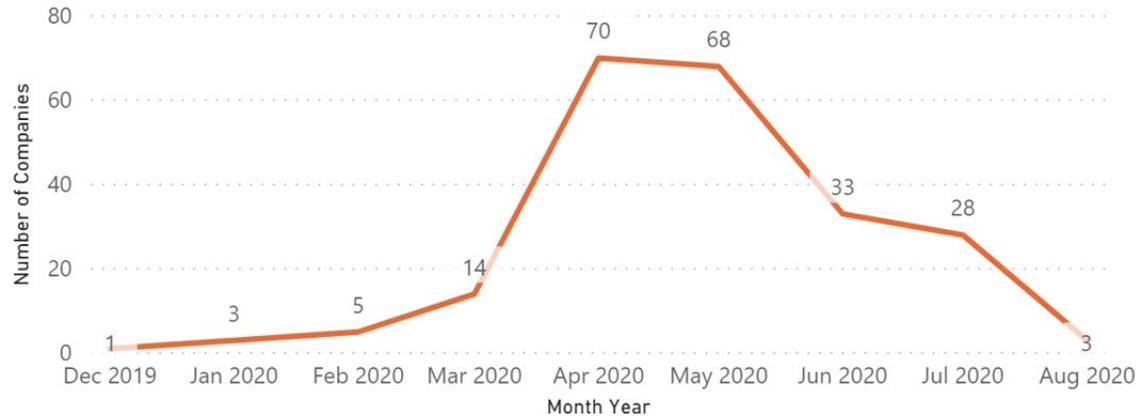
Job Outlook – Regional / State:

- All industries lost jobs in June 2020, except,
 - Construction was only industry showing year-over-year gains with 4,600 jobs added
- Industry losing most jobs year-over-year was Leisure and Hospitality with 268,400 jobs lost
- In more recent job posting Manufacturing, Healthcare/Social Assistance, Accommodation, and Food Service showing signs of reopening existing jobs

BUSINESS LAYOFF NOTICES: CENTRAL FLORIDA

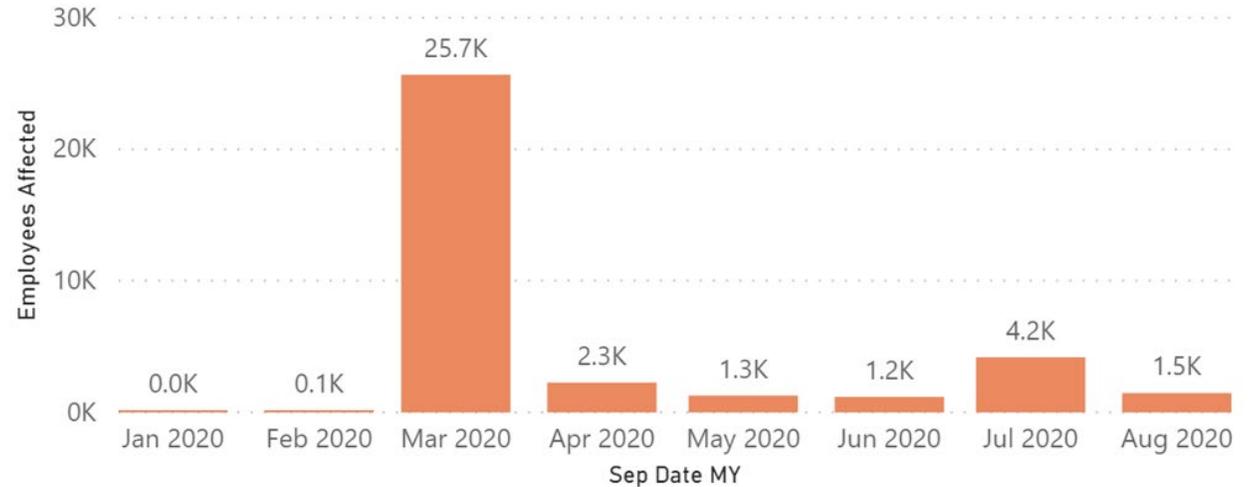
Notices Submitted

Number of Unique Organizations Submitting WARN Notices in Region 12



Individuals Impacted

Employees Affected from WARN Notices by Month in Region 12



- The 70 notices submitted in April represent about 20% of all notices filed in Florida
- 31% of employees impacted in Florida in March were from the Central Fl. region
- Federal assistance to the airline industry ends September 30; industry impacted by October

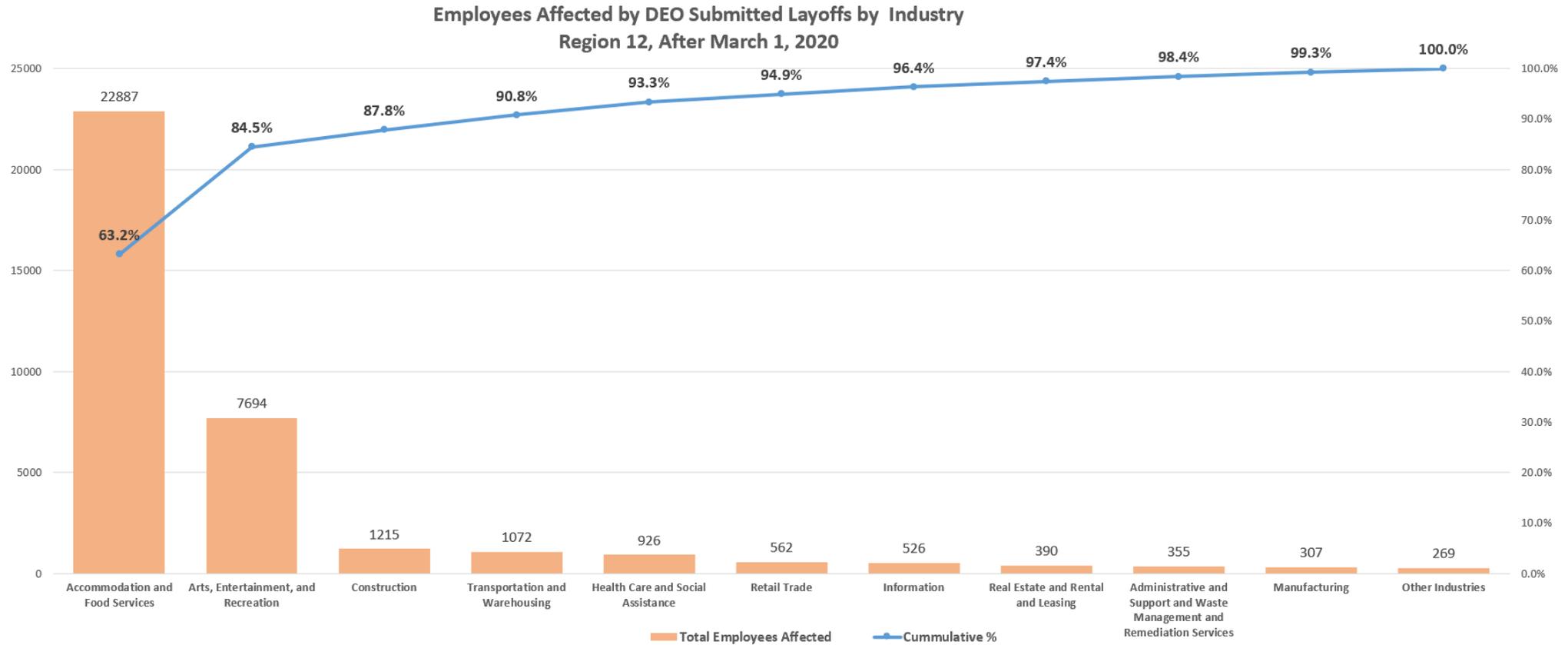
Source: Department of Economic Opportunity, Worker Adjustment and Retraining Notifications (WARN)

The date listed is the date that the separation occurred or is scheduled to occur.

The date listed is the date that the WARN notice was submitted to DEO.



BUSINESS IMPACTED BY INDUSTRY SINCE MARCH 2020



- 84.5% of Business Represent Leisure and Hospitality Industries
- Approximately 600 layoffs Announced in Next 2 Months by Airline Industry

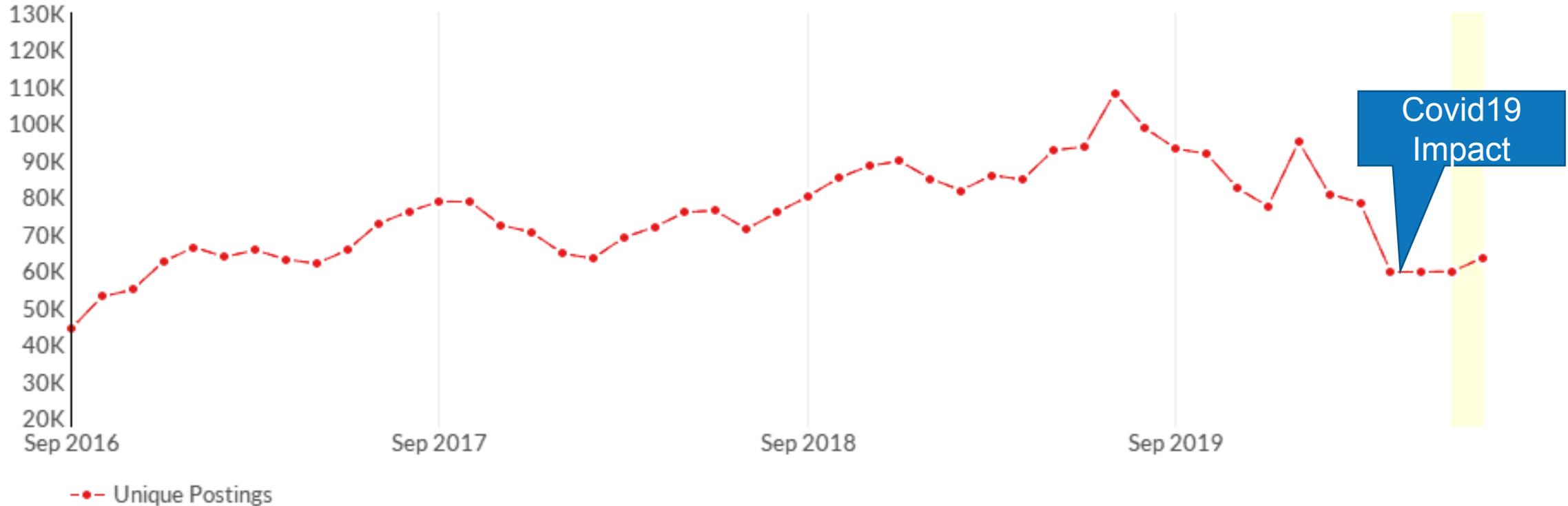
Note: "Other Industries" are composed of Other Services (except Public Administration), Wholesale Trade, Professional, Scientific, and Technical Services

Source: Department of Economic Opportunity, Worker Adjustment and Retraining Notifications (WARN)



CENTRAL FLORIDA JOB POSTINGS

Unique Postings Trend



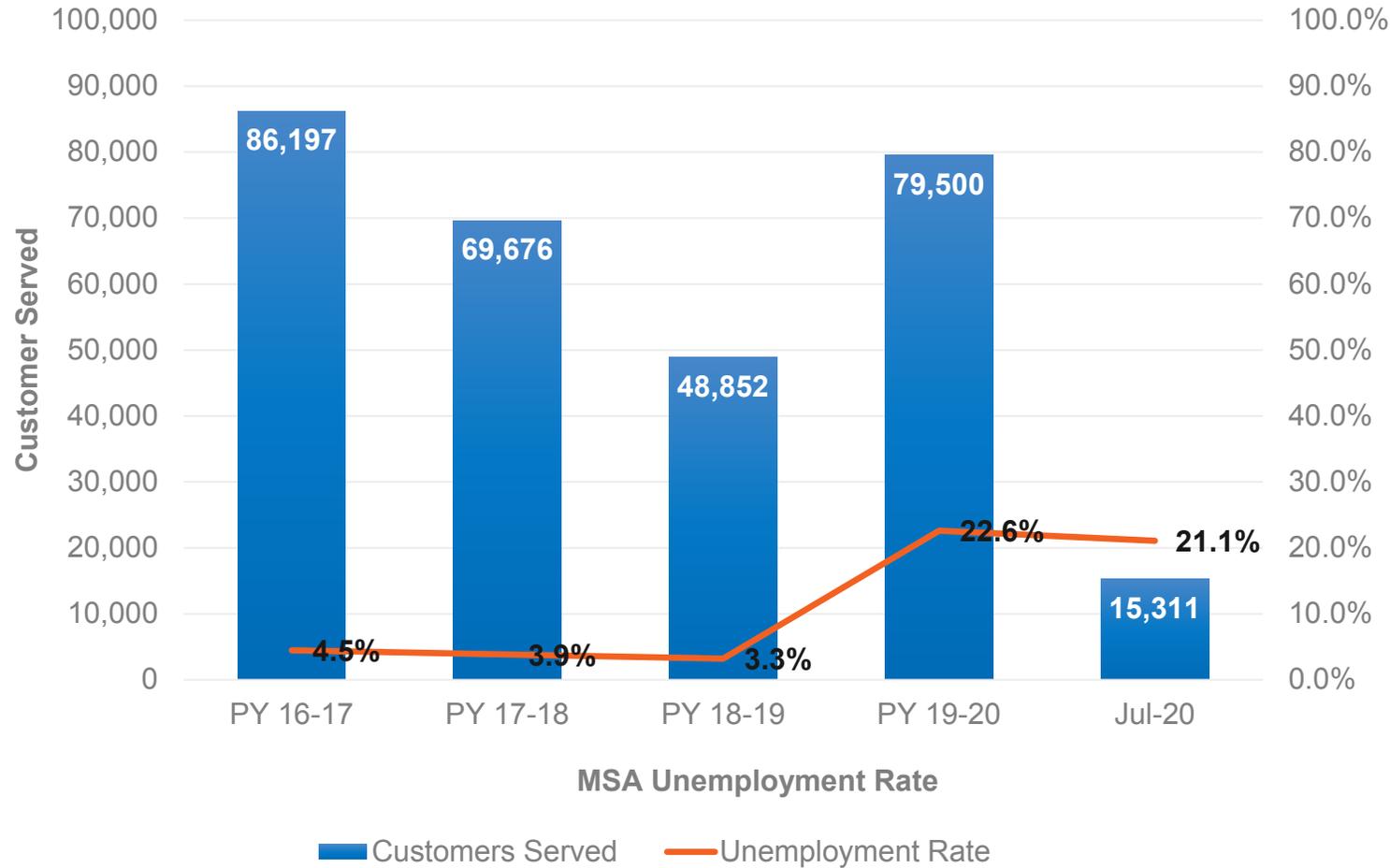
- 41% year-over-year decrease in job postings in region
- 24% decrease from March 2020 to April 2020
- 6% increase in July 2020 since April 2020

Source: Orlando-Kissimmee-Sanford MSA, The Villages MSA, EMSI, 2020Q3



CSCF CUSTOMERS

CSCF NUMBER OF CAREER SEEKERS SERVED: 4-YEAR REVIEW



- As unemployment levels continued to decrease, the number of customers served by CSCF did too
- COVID -19 impact on employment has created a demand for CSCF support; exceeding previous two program year levels

Data Source: EFM, OSST
Date Range: 7/1/18 – 7/30/2020



CSCF NICHE CUSTOMER VS. PANDEMIC CUSTOMER

CSCF Niche Customers

Career Seekers:

- 24 to 44 years old
- 2/3 are 35 or younger
- About half have more than 10 years of work experience
- Have less than a bachelors degree and/or some education

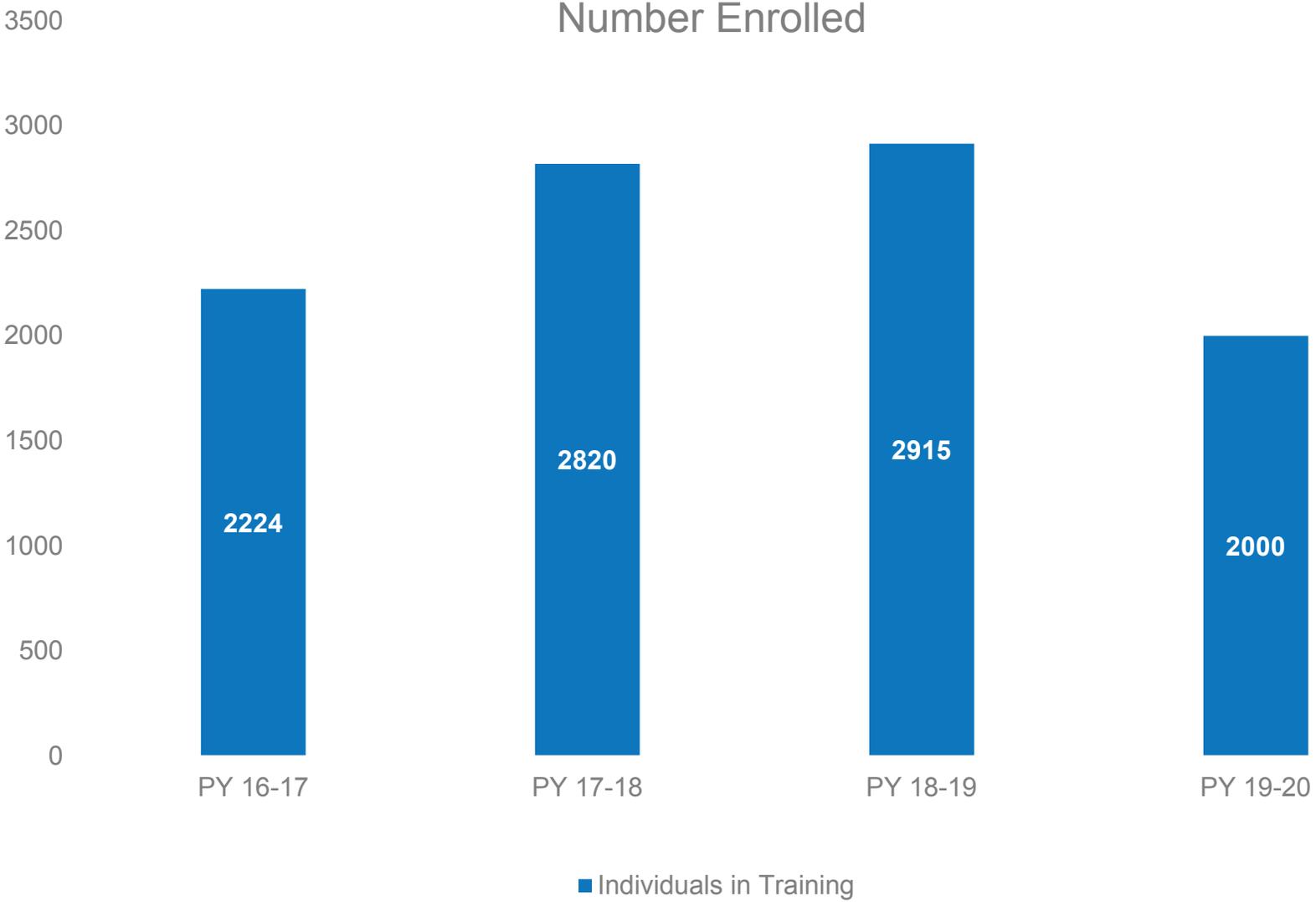
Businesses:

- Size is less than 250 employees

Pandemic Niche Customer

- Largest age group impacted 25-34; early career path
- Increase in those age 55+
- Black/African American and Hispanic/Latinos higher unemployment rates are 4-6% higher than of all those unemployed
- Rates of displaced is higher among women than men
- Have high school diploma or less

ENGAGING THE TALENT POOL: TRAINING



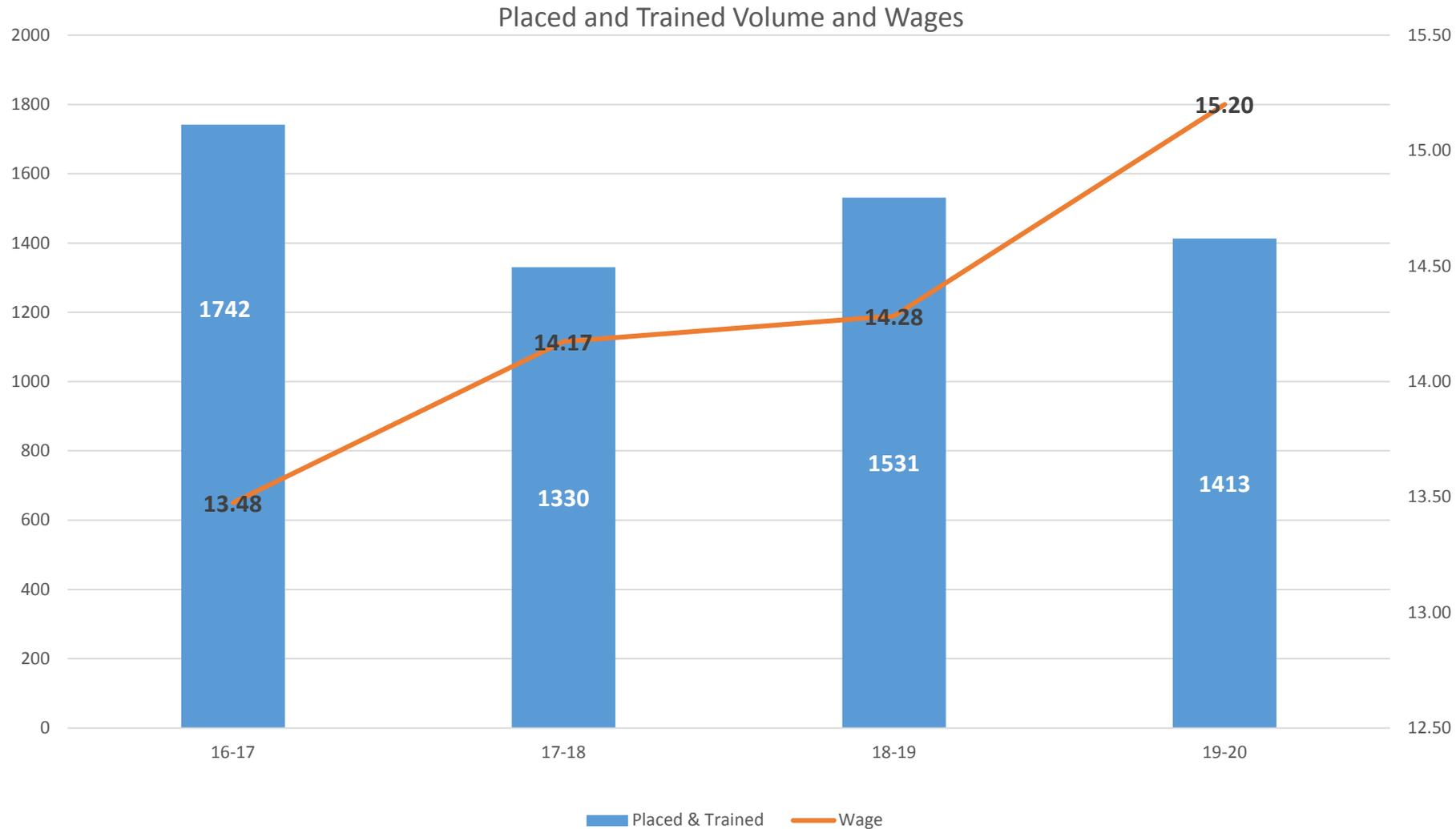
Despite unemployment rates decreasing, training enrollments have increased over the last three years.

However, with the impact of COVID-19, training enrollments decreased in the last PY.

Data Source: EFM, OSST
Date Range: 7/1/16 – 6/30/2020



ENGAGING THE TALENT POOL: WAGES & PLACEMENT

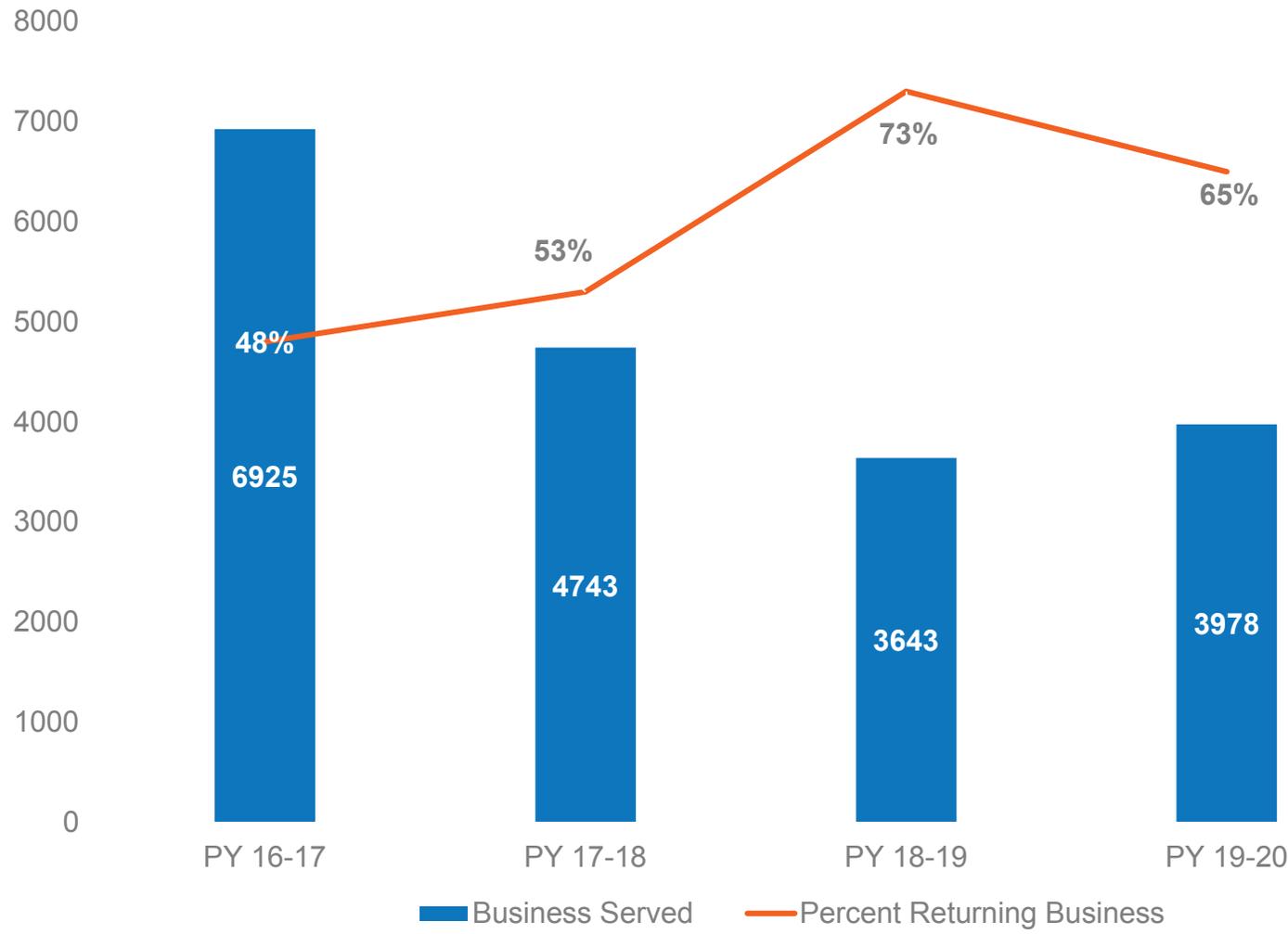


- **118 less** Placements in PY 19-20 than in 18-19 PY
- Wages Continue to Increase
 - Exceeded \$15 per hour goal

Data Source: EFM
Date Range: 7/1/16 – 6/30/2020



BUSINESSES SERVED: 4-YEAR LOOK

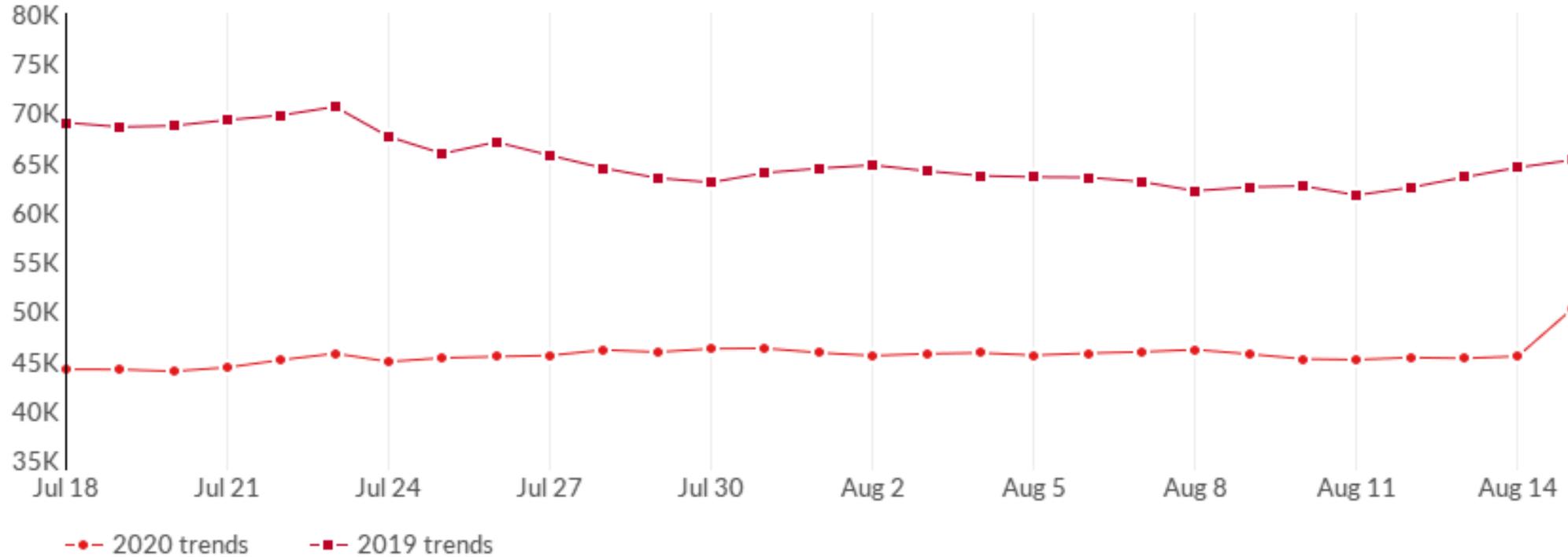


- Greatest number of businesses served in PY 18-19 were Healthcare, IT/Finance, and Manufacturing sectors
- In PY 19-20 greatest number of businesses served were in Manufacturing, IT/Finance and Other
- Provided more than 27k transactional services to Businesses
- Highest level of services included reviewing resumes, job order follow up, employer contact, referring quality candidates

Data Source: EFM,
Date Range: 7/1/16 – 6/30/2020



JOB POSTINGS: LAST 30 DAYS



- Trend is showing slight increase in hiring effort
- Year-over-Year Change for mid-August is about 25%
- All Industries Now Showing Jobs Returning

TYPES OF JOB AVAILABLE OR COMING DOWN PIPELINE

In-demand positions in the last 30 days:

- Registered Nurses
- **Software Developer**
- **Software QA Analyst**
- **Supervisors – Food Preparation**
- Accountants / Auditors
- **Home Health / Personal Care Aides**
- **Respiratory Therapists**
- **CDL & Delivery Drivers**
- **Medical Assistants**
- **Food Preparation – Frontline**
- Personal Care Services
- Stylists
- Childcare Workers
- General Managers
- Financial Managers
- **Network and Computer Systems Administrators**

Most current occupations align to CSCF target industries

Top Posted Occupations

Occupation (SOC)	Total/Unique (Jun 2020 - Jul 2020)	Posting Intensity	Median Posting Duration
Registered Nurses	42,570 / 4,435	10 : 1	21 days
Heavy and Tractor-Trailer Truck Drivers	8,671 / 2,916	3 : 1	21 days
First-Line Supervisors of Retail Sales Workers	14,166 / 2,595	5 : 1	41 days
Retail Salespersons	15,322 / 2,505	6 : 1	36 days
Customer Service Representatives	16,103 / 2,297	7 : 1	30 days
Software Developers and Software Quality Assurance Analysts and Testers	15,113 / 1,905	8 : 1	22 days
First-Line Supervisors of Office and Administrative Support Workers	7,097 / 1,254	6 : 1	26 days
Stockers and Order Fillers	6,907 / 1,102	6 : 1	33 days
First-Line Supervisors of Food Preparation and Serving Workers	7,926 / 1,030	8 : 1	45 days
Computer User Support Specialists	6,219 / 1,016	6 : 1	26 days
Accountants and Auditors	7,437 / 1,011	7 : 1	43 days
Maintenance and Repair Workers, General	5,799 / 1,003	6 : 1	31 days
Computer Occupations, All Other	5,636 / 954	6 : 1	30 days
Childcare Workers	1,969 / 923	2 : 1	16 days
Physicians, All Other; and Ophthalmologists, Except Pediatric	5,682 / 894	6 : 1	37 days
Medical and Health Services Managers	5,478 / 846	6 : 1	34 days
Home Health and Personal Care Aides	6,498 / 811	8 : 1	24 days
Light Truck Drivers	4,633 / 775	6 : 1	34 days
General and Operations Managers	3,807 / 757	5 : 1	29 days
Cooks, Restaurant	4,208 / 735	6 : 1	40 days

Region's Median posting days is 30 days; Posting Intensity is 6:1
 Posting intensity – for every unique position available, the number of times it is posted

Source: Orlando-Kissimmee-Sanford MSA, The Villages MSA, EMSI, 2020Q3



WHAT'S NEXT?

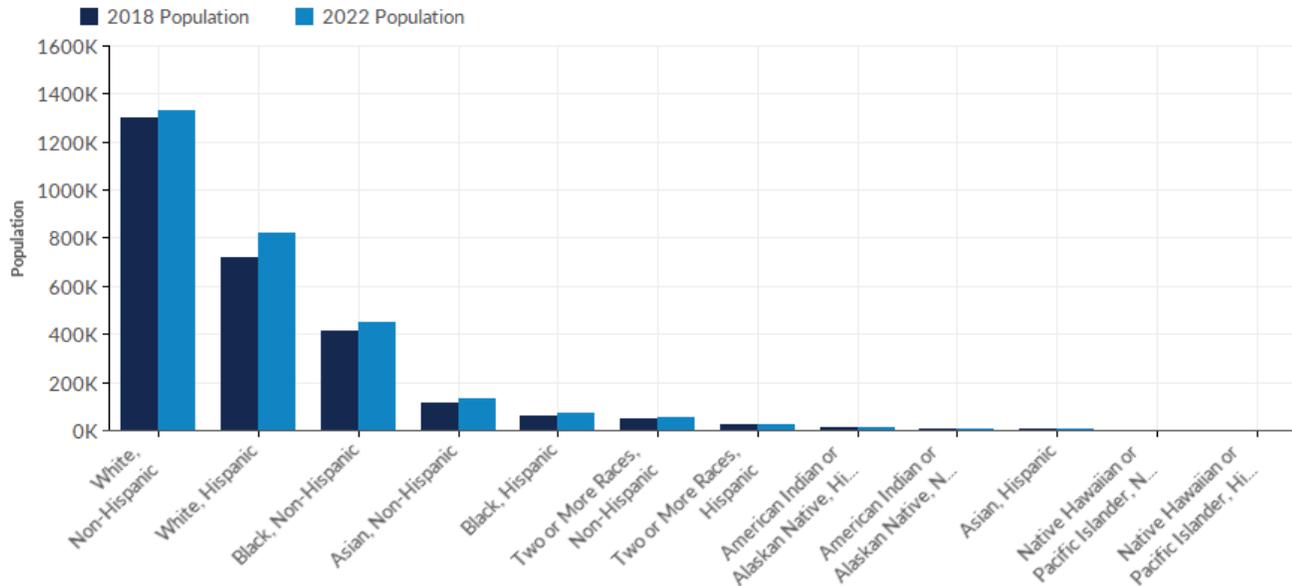
- Do we have the right training for the demand?
- Do we need to expand or alter our high growth industry focus based on demand?
- Do we need to alter how we serve business in talent acquisition?
- Do we need to reassess our niche customer based on unemployed?

ADDENDUM

CENTRAL FLORIDA POPULATION



	Population
● Total Working Age Population	2,278,771
● Not in Labor Force (15+)	873,809
● Labor Force	1,404,962
● Employed	1,369,148
● Unemployed	35,814
● Under 15	482,977



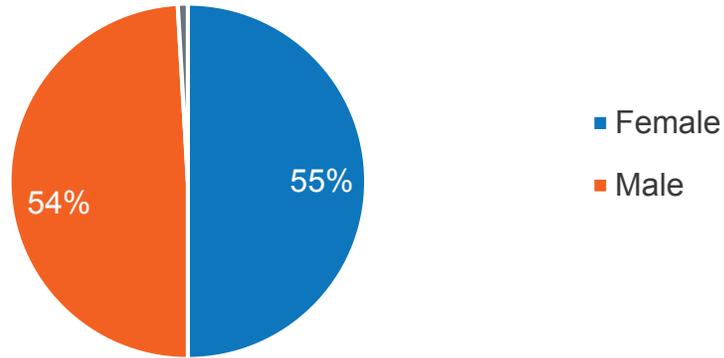
- Population to grow to 2.9M by 2024
- Labor force participation is down 100K due to pandemic
- Average age in the Orlando-Kissimmee-Sanford region is 37 – prime working age; The Villages is 67
- Overall population continues to become more diverse
- Hispanic population projected to increase by about 120,000 residents from 2018 to 2022

Source: Orlando-Kissimmee-Sanford MSA, The Villages MSA, EMSI, 2020Q3

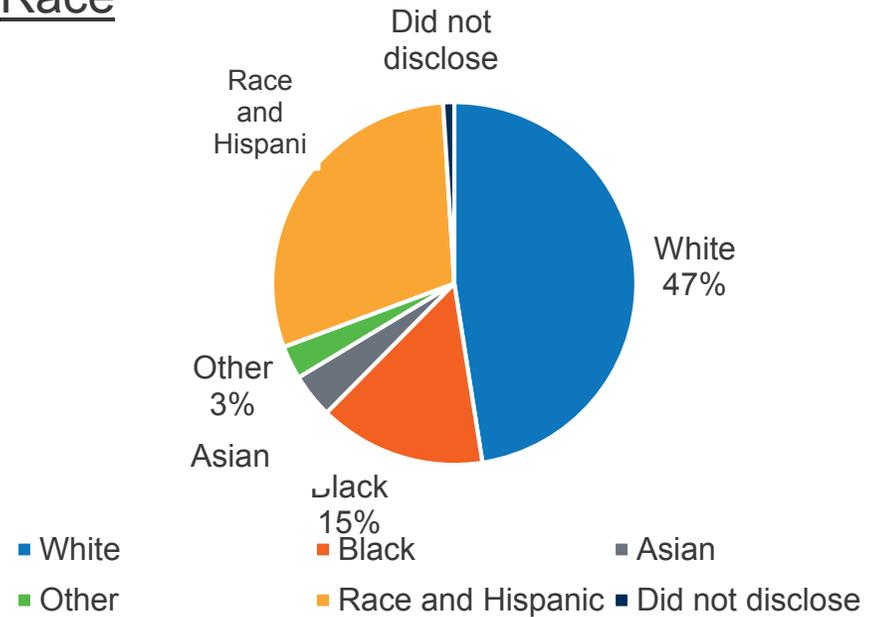


CUSTOMER DEMOGRAPHICS

Customer Gender



Race



- 30% of Customers identify as Hispanic
- CSCF serves a slightly more diverse population as compared to the region's demographics
- 5.2% Customers identifying as having a disability
- Approximately 24% have a high school diploma and 23% have some college

Data Source: EFM
Date Range: 7/1/16 – 6/30/2020



UNEMPLOYED BY RACE – NATIONAL PERSPECTIVE

Unemployment Rate: **White**, **Black**, **Hispanic/Latino**, **Asian**



- Unemployment among Blacks and Hispanics are above the national levels
- Hispanics more likely to be impacted due to their disproportionate roles in Leisure/Hospitality

RETURN TO AGENDA

Meeting Details

Meeting Agenda

Welcome

Roll Call

Public Comment

Consent Agenda

Information /
Discussion /
Action Items

Insight

Next Steps &
Adjourn

NEXT STEPS & ADJOURN

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THANK YOU!

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