

Career Services Committee Meeting

September 15, 2022



9/15/22 CAREER SERVICES COMMITTEE MEETING DETAILS

Meeting Details

Meeting Agenda

Welcome

Roll Call

Public Comment

Approval of Minutes

Information / Discussion / Action Items

Other Business

Adjournment

What: Career Services Committee Meeting

When: Thursday, September 15, 2022

3:00 p.m. – 4:30 p.m.

Where: CSCF Administration Office
390 N. Orange Ave., Suite 700
Orlando, FL 32801

OR:

Virtual Option via Zoom: <https://careersourcecf.zoom.us/j/87694848978?pwd=YIZGeEMycUVoNTdWcUUyMjN3VE1tdz09>

Dial In: 1 (929) 205-6099 / Meeting ID: 876 9484 8978 Passcode: 478960

9/15/22 CAREER SERVICES COMMITTEE MEETING AGENDA

- Meeting Details
- ▶ Meeting Agenda
- Welcome
- Roll Call
- Public Comment
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- Other Business
- Adjournment

Agenda Item	Topic	Presenter	Action Item
1.	Welcome - Introducing New Committee Member	Andrew Albu	
2.	Roll Call / Establishment of Quorum	Kaz Kasal	
3.	Public Comment		
4.	Approval of Minutes <u>A. 5/19/22 Career Services Committee Meeting</u>	Andrew Albu	X
5.	Information / Discussion / Action Items A. Review Performance Targets and Provide Insight to Ensure Investment and Goal Attainment 1) <u>Career Services Committee Charter – Annual Review</u> 2) <u>Scorecard: PY 2021-2022</u> 3) <u>Federal Performance and Negotiated Targets for PY 2022-2023</u> 4) <u>Legislative Updates</u> 5) <u>Summer Youth Outcomes and Discussion</u>	Andrew Albu Nilda Blanco Nilda Blanco Leo Alvarez Committee Discussion	
6.	Other Business		
7.	Adjournment		



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WELCOME



CAREER SERVICES COMMITTEE WELCOME!



Welcome to:
Michelle Sperzel
CEO
Harbor House of Central Florida



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ROLL CALL



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PUBLIC COMMENT



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APPROVAL OF MINUTES



DRAFT
Career Services Committee Meeting
Thursday, May 19, 2022
9:00 a.m.

MINUTES

MEMBERS PRESENT: Andrew ~~Albu~~, Amy Albee-Levine, Sean Donnelly, Mark ~~Harvard~~, Ed James, Bryan ~~Orr~~ and Joseph Richardson

MEMBERS ABSENT: Jessie Dziorney-Lukash, Melanie Stefanowicz and Maria Vazquez

STAFF PRESENT: Mimi Coenen, Nilda Blanco, Lorri Shaban, Steven Nguyen, Sean Masherella and Kaz Kasal

GUESTS PRESENT: Joe Batista / Valencia College

Agenda Item	Topic	Action Item / Follow Up Item
1	Welcome Mr. Albu , Committee Chair, called meeting to order at 9:02 a.m.	
2	Roll Call / Establishment of Quorum Ms. Kasal reported a quorum present.	
3	Public Comment None offered.	
4	Action Items <u>Approval of Minutes</u> <ul style="list-style-type: none"> Reviewed draft minutes from 1/27/22 Career Services Committee meeting (attachment). 	Mr. Donnelly made a motion to approve the minutes from the 1/27/22 Career Services Committee meeting. Mr. James seconded; motion passed unanimously.
2	Information / Discussion / Action Items <u>Charter Update (attachment)</u> <ul style="list-style-type: none"> Reviewed recommendation to add in the Career Services Committee Charter under "Responsibilities" section the following: <i>Review investments of all non-DEO/state and federal funded grants and program initiatives, to ensure attainment of sponsored objectives and performance expectations.</i> <i>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.</i> <u>Scorecard</u> <ul style="list-style-type: none"> Reviewed scorecard for <u>time period</u> 7/1/21 thru 3/31/22 (attachment). Also reviewed unemployment data within the region (attachment). <u>Local Demand Occupations List</u> <ul style="list-style-type: none"> Reviewed list of occupations that State is removing from Local Demand Occupation List. However, staff will be providing documentation and rationale to the State, requesting that some of the occupations being removed should be added back on the 	Mr. Harvard made a motion to approve, for Board's final approval, the recommendation to update Career Services Committee Charter, as presented. Mr. Orr seconded; motion passed unanimously. Mr. Harvard made a motion to approve staff requesting to State the recommended occupations, as presented.



	<p>list, as they are in high demand within this region (attachment).</p> <p><u>Training Provider / Program Approvals (attachment)</u></p> <ul style="list-style-type: none"> Eligible Training Providers - reviewed requirements and process for eligible training providers and staff recommendation to approve City College and Dental Assisting Academy of Central Florida. Continuing Training Providers – reviewed current training providers' continued eligibility for continuing and new programs for PY 2022-2023. <p><u>Level Up Orange - \$10M Grant</u> Ms. Shaban, VP of Strategic Partnership, provided an overview of Level Up Orange to include areas of focus and outcome goals (attachment).</p>	<p>be added back onto the Local Demand Occupations List. Mr. Orr seconded; motion passed unanimously.</p> <p>Mr. Orr made a motion to approve, for Board's final approval, recommendation for new training providers, City College and Dental Assisting Academy of Central Florida, be included on the Eligible Training Provider List. Dr. Richardson seconded; motion passed unanimously.</p> <p>Mr. James made a motion to approve, for Board's final approval, recommendation of those current providers, as presented, whose programs meet local demand needs (as defined by State criteria and policy through 12/31/22). Mr. Hayward seconded with Dr. Richardson and Dr. Albee-Levine abstaining; motion passed unanimously.</p>
6	<p><u>Other Business</u></p> <ul style="list-style-type: none"> None offered. 	
7	<p><u>Adjournment</u> Meeting adjourned at 10:24 a.m.</p>	

Respectfully submitted,

Kaz Kasal
Executive Coordinator



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INFORMATION / DISCUSSION / ACTION ITEMS



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.



CSCF Scorecard

(July 1, 2021 – June 30, 2022)



DELIVER TALENT SOLUTIONS TO IGNITE POTENTIAL

Career Seekers Served

Program Year Week

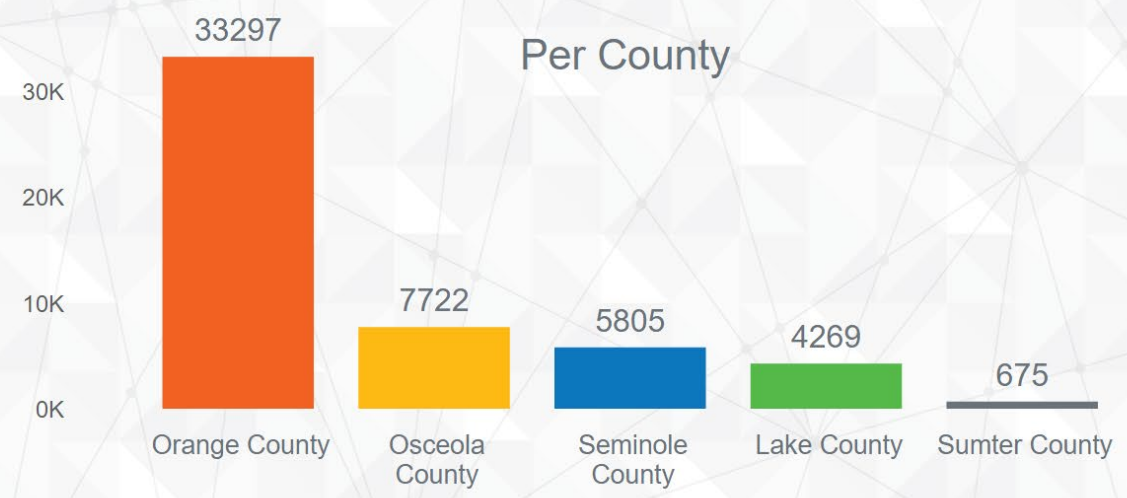
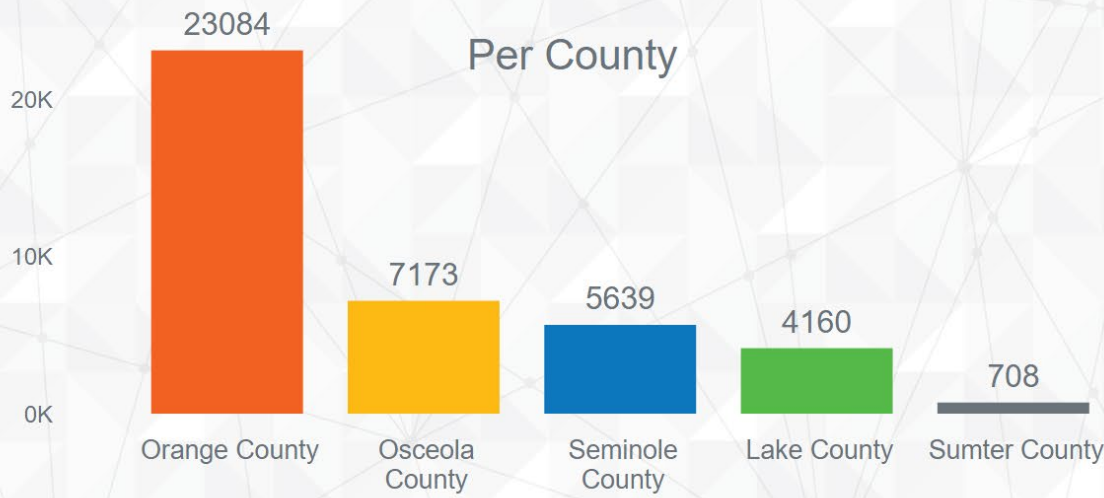


PY 21-22

PY 20-21

43240

53978



Date Range: 7/1/2021 - 6/30/2022 (As of This PY)

Data Source: Employ Florida SQL Server, OSST SQL Server, LUO, and SYP CareerEdge



DELIVER TALENT SOLUTIONS TO IGNITE POTENTIAL

Career Seekers Engaged

Program Year Week

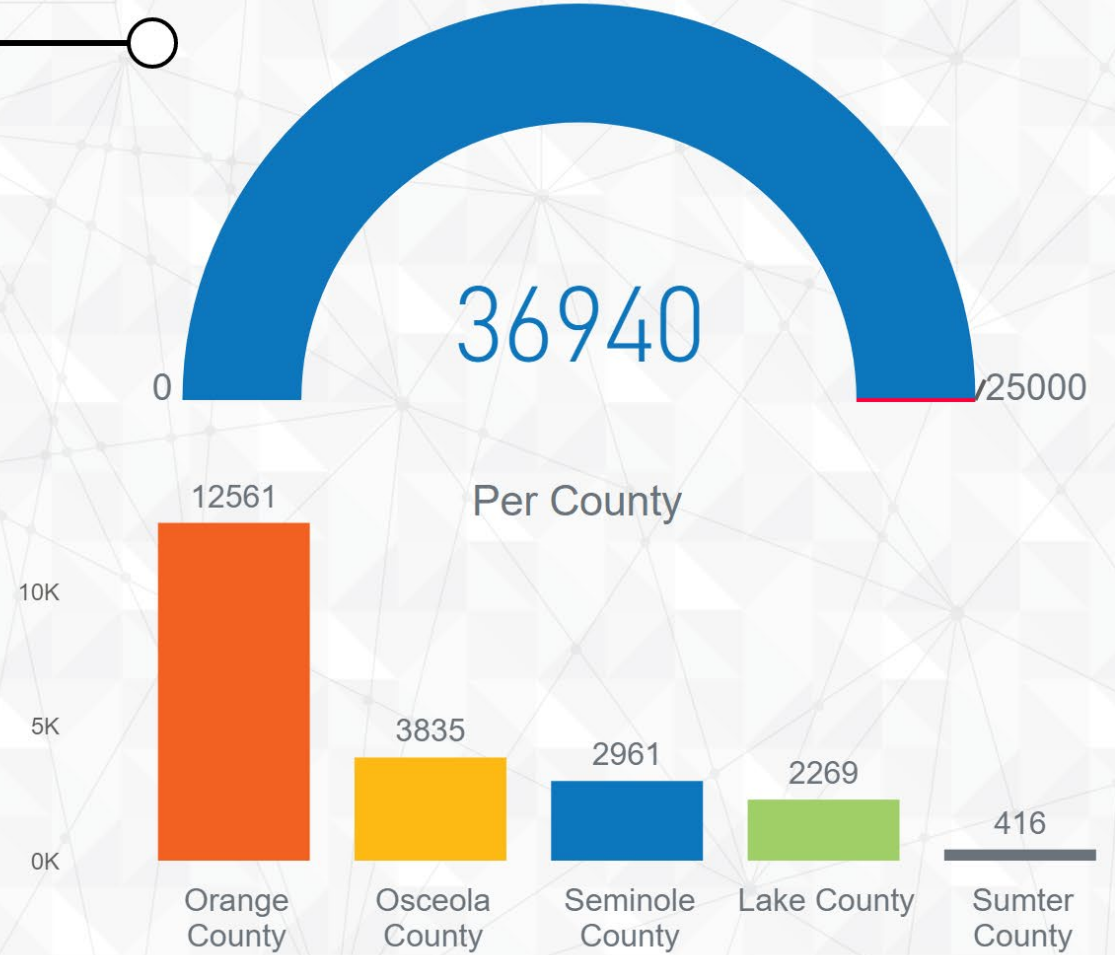
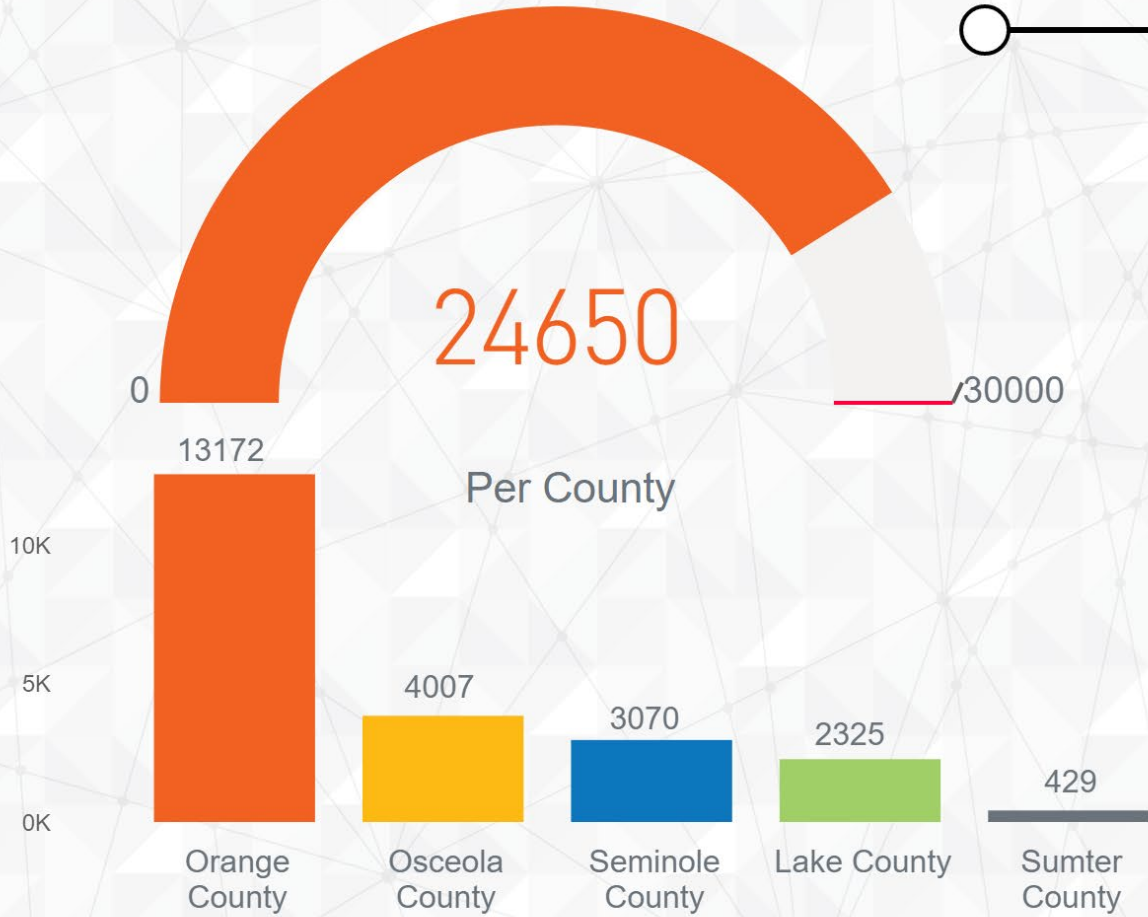


PY 21-22

PY 20-21

24650

36940



Date Range: 7/1/2021 - 6/30/2022 (As of This PY)

Data Source: Employ Florida SQL Server, OSST SQL Server, SYP CareerEdge



DELIVER TALENT SOLUTIONS TO IGNITE POTENTIAL

Career Seekers Engaging in Intensive Services PY 21-22



1 53

DELIVER TALENT SOLUTIONS TO IGNITE POTENTIAL

Career Seekers in Training

Program Year Quarter

Multiple selections

PY 21-22

PY 20-21



Top 10 Training Careers

Training Program	Industry	Total	Percent
Heavy and Tractor-Trailer Truck Drivers	Trade & Logistics	424	31.50%
Emergency Medical Technicians	Healthcare	195	14.49%
Medical Assistants	Healthcare	157	11.66%
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	Construction & Utilities	146	10.85%
Electricians	Construction & Utilities	98	7.28%
Licensed Practical and Licensed Vocational Nurses	Healthcare	81	6.02%
Medical Records Specialists	Healthcare	80	5.94%
Dental Assistants	Healthcare	73	5.42%
Office and Administrative Support Workers, All Other	Other	53	3.94%
Personal Care Aides	Healthcare	41	3.05%

Top 10 Training Careers

Training Program	Industry	Total	Percent
Help is Here Training	Help is Here Training	2448	64.93%
Heavy and Tractor-Trailer Truck Drivers	Trade & Logistics	334	8.86%
Emergency Medical Technicians	Healthcare	194	5.15%
Electricians	Construction & Utilities	148	3.93%
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	Construction & Utilities	132	3.50%
Medical Assistants	Healthcare	128	3.40%
Information Security Analyst	IT & Finance	85	2.25%
Dental Assistants	Healthcare	80	2.12%
Licensed Practical and Licensed Vocational Nurses	Healthcare	79	2.10%
Computer Network Support Specialists	IT & Finance	73	1.94%

DELIVER TALENT SOLUTIONS TO IGNITE POTENTIAL

Career Seekers Employed

Program Year Week

1 53



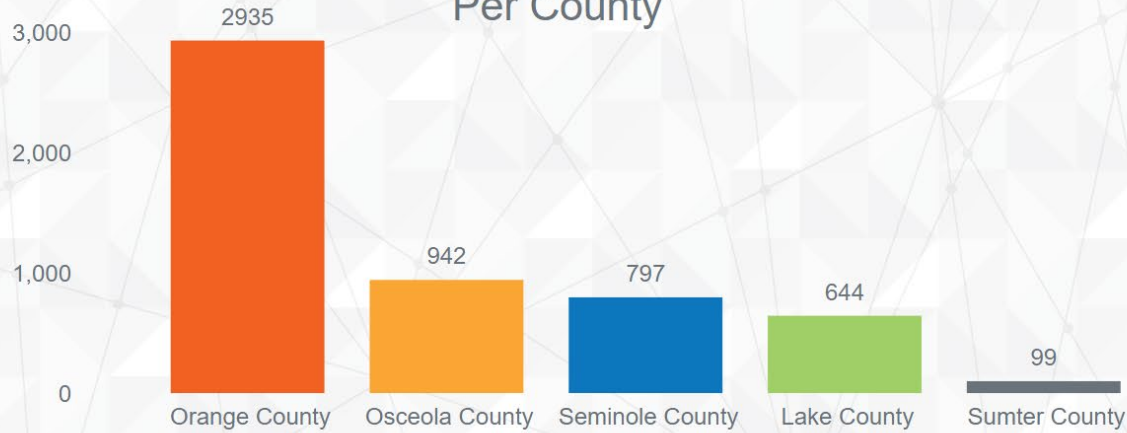
PY 21-22



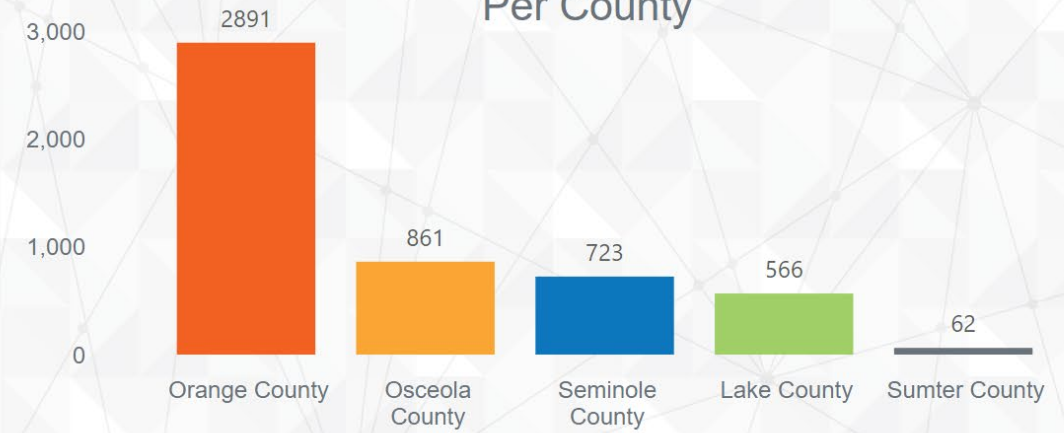
PY 20-21



Per County



Per County



Date Range: 7/1/2021 - 6/30/2022 (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 Trained & Placed

Program Year Week

1 53

PY 21-22

PY 20-21



\$18.46
Average Wage

\$16.00
Median Wage

>\$15.00
Wage Goal

\$17.53
Average Wage

\$15.57
Median Wage

>\$15.00
Wage Goal

Industry	Placements	Percent	Average Wage	Median Wage	Std. Dev.
Trade & Logistics	303	24.80%	\$23.03	\$19.36	\$34.45
Construction & Utilities	180	14.73%	\$18.62	\$18.40	\$4.51
IT & Finance	158	12.93%	\$19.66	\$17.50	\$7.67
Manufacturing	59	4.83%	\$17.05	\$16.00	\$4.25
Healthcare	246	20.13%	\$16.37	\$15.25	\$4.27
Other	278	22.75%	\$16.25	\$15.00	\$5.85
Hospitality/Tourism	83	6.79%	\$13.52	\$14.00	\$4.24

Industry	Placements	Percent	Average Wage	Median Wage	Std. Dev.
Trade & Logistics	249	15.92%	\$19.50	\$18.00	\$7.92
IT & Finance	301	19.25%	\$19.42	\$16.34	\$9.99
Construction & Utilities	250	15.98%	\$18.97	\$18.50	\$7.58
Manufacturing	89	5.69%	\$16.94	\$15.97	\$5.83
Other	303	19.37%	\$15.71	\$15.00	\$5.46
Healthcare	268	17.14%	\$15.60	\$14.98	\$4.30
Hospitality/Tourism	77	4.92%	\$13.89	\$13.38	\$5.07

Date Range: 7/1/2021 - 6/30/2022 (As of This PY)

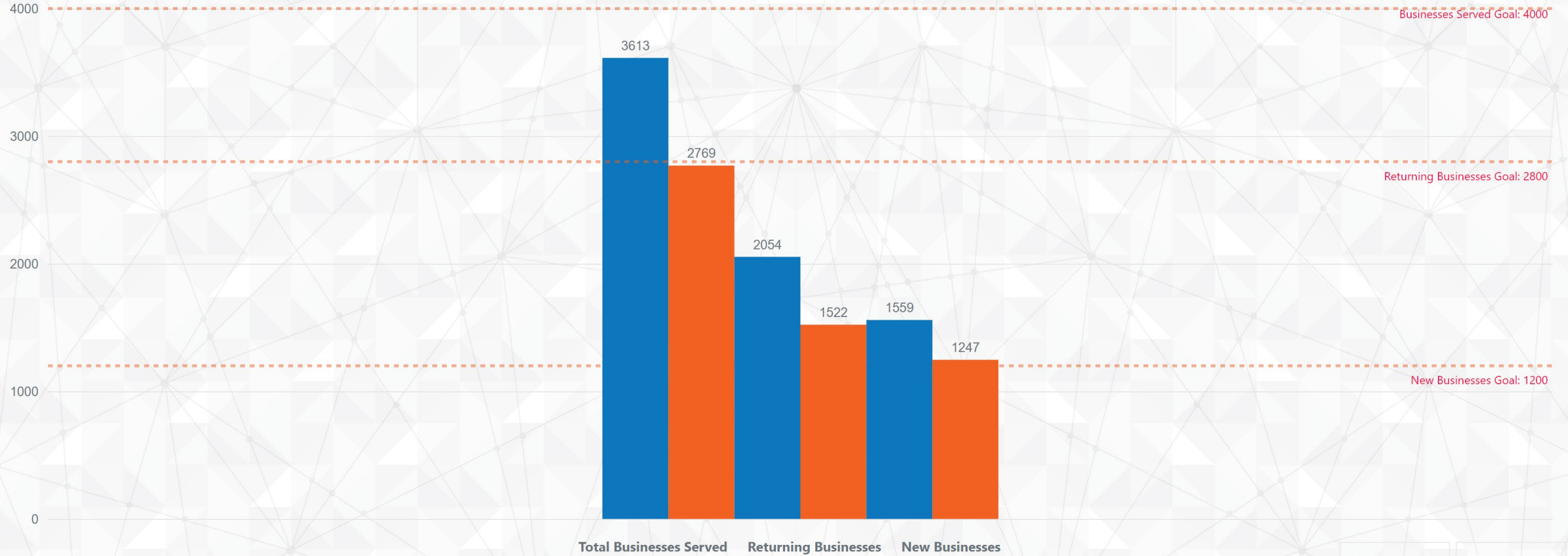
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DELIVER TALENT ACQUISITION STRATEGIES FOR BUSINESSES IN HGI

Business Served

■ PY21-22 ■ PY20-21



5%

DELIVER TALENT ACQUISITION STRATEGIES FOR BUSINESSES IN HGI

PY2122 - Total Database Leads

27535

Percent of 15,000 Target Goal

183.6%

PY2122 -Businesses Engaged

3516

Percent of 3,200 Target Goal

109.9%

PY2122 -Total Qualified CSCF Candidates

5040

Percent of 2,500 Target Goal

201.6%

Referred, Interviewed, or Hired

Job Order Outcomes-Non-Cumulative Count

● Hire ● Interviewed ● Referred



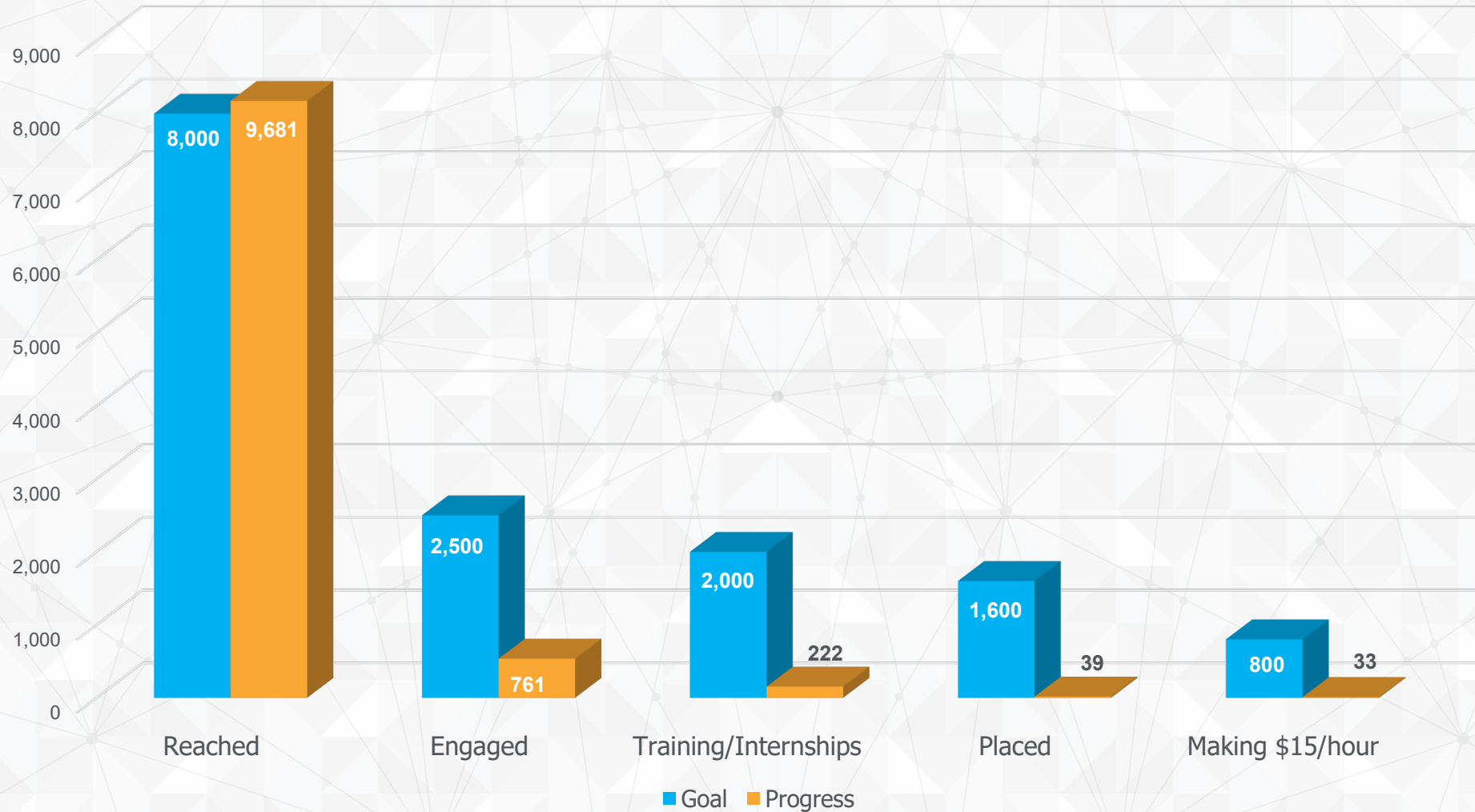
Level Up Orange

Partnership with Orange County Government



CONTRACT OUTCOMES

Program through August 31, 2022



REACHED
OC resident takes an action (visits website, opens email, talks with Navigator)

ENGAGED
OC resident has been assigned a career coach and is receiving career services

TRAINING/ INTERNSHIPS
OC resident has been approved and payment has been encumbered

PLACED
OC resident has successfully secured employment

MAKING \$15/HOUR
OC resident is earning \$15/hour or more

RETURN TO AGENDA

Federal Indicators of Performance

Actual and New Targets



Federal Indicators of Performance

- Local workforce areas negotiate performance metrics with Department of Economic Opportunity
- Local area must meet 90% of its goal to meet performance expectations
- Performance is calculated on the outcomes of individuals served 6 and 12 months after services are received
- Performance metrics are assigned to Adult and Youth customers
- Areas of performance:
 - Employment
 - Entering post-secondary education
 - Skills attainment
 - Credentials
 - Wages

NEGOTIATED METRICS FOR PY 22, 23

LWDB 12
CareerSource Central Florida
WIOA Performance Measures

PY2022 Negotiated
Performance Levels

PY2023 Negotiated
Performance Levels

Adults:

Employed 2nd Qtr. After Exit	80.6%	80.6%
Employed 4th Qtr. After Exit	79.7%	79.7%
Median Wage 2nd Quarter After Exit	\$7,000	\$7,208
Credential Attainment Rate	73.6%	73.6%
Measurable Skill Gains	71.0%	71.0%

Dislocated Workers:

Employed 2nd Qtr. After Exit	82.0%	82.0%
Employed 4th Qtr. After Exit	79.6%	79.6%
Median Wage 2nd Quarter After Exit	\$7,300	\$7,300
Credential Attainment Rate	76.9%	76.9%
Measurable Skill Gains	79.0%	79.0%

Youth:

Employed 2nd Qtr. After Exit	80.1%	80.1%
Employed 4th Qtr. After Exit	75.4%	75.4%
Median Wage 2nd Quarter After Exit	\$4,000	\$4,000
Credential Attainment Rate	87.2%	87.2%
Measurable Skill Gains	64.6%	64.6%

Wagner-Peyser:

Employed 2nd Qtr. After Exit	68.0%	68.0%
Employed 4th Qtr. After Exit	68.7%	68.7%
Median Wage 2nd Quarter After Exit	\$5,200	\$5,200



Legislative Updates

REACH Act Implementation



REACH ACT - UPDATE

Implementation of House Bill 1507

- Create New Office of Reimagining Education and Career Help (REACH)
- Implementing Credentials Review Committee
- Continued Discussion on Workforce System Changes to Deliver More Transparency and Accountability Measures
- Assign Letter Grade to Local Workforce Board
 - Recommend Uniform Accountability Measures
 - Workgroups
 - Initial Letter Grades to be Issued by December

Summer Youth 2022

Planning for Success



Summer Youth 2022

- **High School Students** – focused on economically challenged communities
- Overview
 - All students receive **soft skills training**
 - **5 Week** program with **three** distinct tracks
 - Ability to earn **\$1000**. Not a given, must earn it



EXPLORE

⇒ Discover and demystify our local state and technical colleges



EXPERIENCE

⇒ Traditional. Matched with local employers for paid internship experience



ACCELERATE

⇒ Students are immersed in specialized training in various high-demand skills. Ability to gain industry experience and build a marketable resume

Open Enrollment Began March 1, 2022 – Program Started June 6, 2022

Summer Youth 2022 – Goals

- 1 2000 Enrolled Participants
- 2 1500 Completion Goal for Students to Finish the Program
 - 350 ⇨ Explore
 - 850 ⇨ Experience
 - 300 ⇨ Accelerate
- 3 \$4.5M Expend within 10% of Budgeted Resources to Support
- 4 225 Businesses Enrolled as Host Sites
- 5 Achieve 85% Youth Satisfaction Rate



Summer Youth 2022 – Actual

1

953 Enrolled and Completed Participants

2

953 Participated in three tracks

- 230 ⇨ Explore
- 544 ⇨ Experience
- 179 ⇨ Accelerate

3

\$4.0M Expend within 10% of Budgeted Resources to Support

4

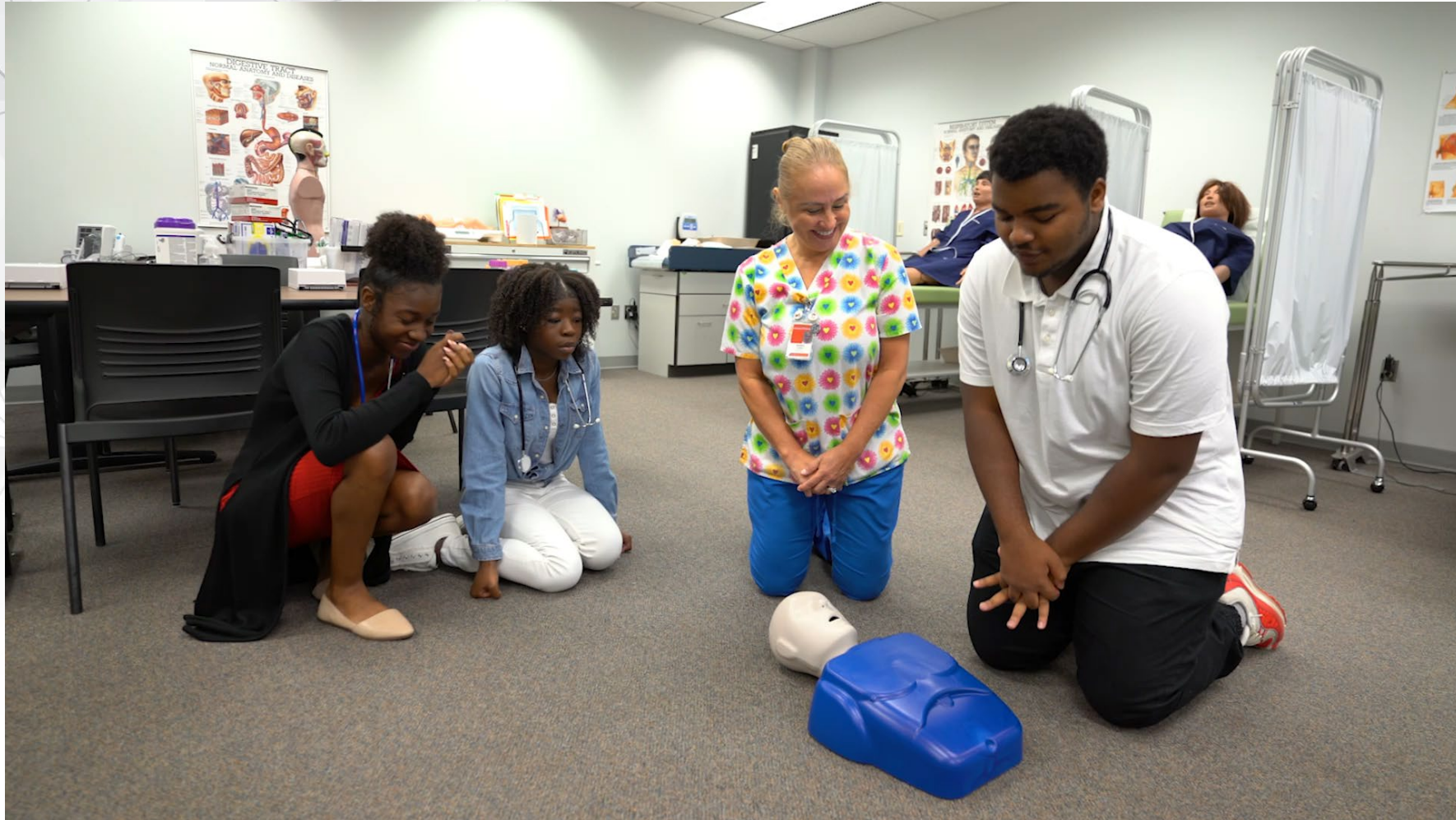
225 Businesses Enrolled as Host Sites

5

\$1,322,920 earned by students in wages/incentives



Successes > Hear from the Students



Challenges > Opportunity to Improve

Current CSCF policies and processes were missed

- Students did not get an assigned career consultant when enrolled
- Quantity of planned temporary hires never realized

Identified needed processes were not drafted

- Insufficient training plans for new leadership and temporary staff
- Flow between required systems not clear and quality controls not in place
- Communications too informal, missing essential standard information

Service Delivery Coordination not to established standard

- Standard program elements altered
- Missed critical timelines
- Failed to process all the applications that were submitted

Youth and Young Adults Programming

Summer 2023

- CSCF expects to release a Request for Proposal (RFP) by early October 2022
- Solicit programming in each county to support a three-tiered approach for all youth and young adults, 15 to 24 years old
- Activities requested based on emerging and growing career clusters
- Respondents required to partner on workplace essentials for all participants
- Require leverage of new or existing resources

Committee Discussion

1. Thinking of attracting students to your industry – what do you feel would make a compelling **“hook”** for high school students to really **see** and **comprehend** the variety of roles or career trajectory possibilities?
2. CSCF struggled this year to attract students to proven growth industries, resulting in some traditional programs being canceled. What **innovative options** are out there **to showcase** these **career clusters** we know have potential for both personal satisfaction and economic success?
3. To our education provider committee members, what are some **compelling** methods, modalities, options being used to attract interest in your institution's offerings? What are your strategies to engage high school students?
4. Do you conduct an alumni survey and/or some other feedback loop connecting recent graduates in a career field to the educational training they just completed to enter that workforce?

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ADJOURNMENT



THANK YOU!



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