

**Consent Item 1**

Approved  \_\_\_\_\_  
Disapproved  \_\_\_\_\_

# Consent Item 1

## MAY BOARD MEETING MINUTES

In accordance with Article VII, Section 7.3 of the approved bylaws, the corporation is required to keep correct and complete books and records of accounts and shall keep minutes on the proceedings of the board of directors.

## FOR CONSIDERATION

**Approval of May 2019 Board Meeting Minutes, to include any modifications or changes noted by the board.**

**MINUTES  
CAREERSOURCE FLORIDA  
BOARD OF DIRECTORS MEETING  
MAY 23, 2019**

**CALL TO ORDER**

Chairman Kevin Doyle called the meeting of the CareerSource Florida Board of Directors to order at approximately 8:31 a.m. ET on May 23, 2019, by welcoming board members and partners to the meeting. Chairman Doyle asked Joseph Roberts a Disabled Veterans Outreach Program specialist for CareerSource Flagler Volusia to lead everyone in the Pledge of Allegiance. The Pledge of Allegiance was recited and Chairman Doyle asked Lisa Cramer to call roll.

**ROLL CALL/QUORUM**

A quorum was present with the following board members in attendance:

Kevin Doyle	Chris Latvala
Robert Campbell	Bill Johnson
Steve Capehart	Tony McGee
Tim Center	Mike Myhre
Duane De Freese	Bryan Nelson
Robert Doyle	James Nolan
Arnie Girnun	Todd Rebol
Eric Hall*	Stephanie Smith

Board members not in attendance were: Gov. Ron DeSantis, Brittany Birken Rose Conry, Elli Hurst, Elisha Gonzalez, Ken Lawson, Camille Lee-Johnson, Rick Mathews, Sen. Bill Montford, Alex Moseley and Joe York.

\*Designee

**CHAIRMAN'S WELCOME & REMARKS**

Chairman Doyle introduced new board members Representative Chris Latvala, appointed by House Speaker Jose Oliva, and Chancellor Eric Hall who is a designee for Education Commissioner Richard Corcoran.

Chairman Doyle recognized and thanked Beth Cicchetti with the Florida Economic Development Council for the opportunity to hold the board meeting in conjunction with the FEDC annual conference.

Chairman Doyle extended his congratulations to this year's Toni Jennings Workforce Professional of the Year, CareerSource Florida President and CEO Michelle Dennard. He also congratulated CareerSource South Florida Executive Director Rick Beasley for accepting the honor of serving as vice chair of the Greater Miami Chamber of Commerce.

Chairman Doyle recognized Elisha Gonzalez for recently being named Vice President of Community Relations and Government Affairs for FAIRWINDS Credit Union.

Chairman Doyle mentioned his appreciation to partners at the Florida Department of Economic Opportunity for their leadership in accepting and responding to the U.S. Department of Labor's Comprehensive Compliance Review of CareerSource Tampa Bay and CareerSource Pinellas. Chairman Doyle also acknowledged the significant work of CareerSource Pinellas CEO Jennifer Brackney and CareerSource Tampa Bay CEO John Flanagan for the teams' turnaround work.

Chairman Doyle noted that in February, the full board approved a new statewide apprenticeship policy, developed with the Florida Department of Education and the Florida Department of Economic Opportunity, along with CareerSource Florida. The new apprenticeship policy aligns with the Executive Order issued by Governor Ron DeSantis in January in which he challenges all of us to work together to make Florida No. 1 in the nation for workforce education by 2030. In April, the CareerSource Florida Executive Committee met in Orlando with almost all of Florida's local workforce development board leaders and several members of the Florida Department of Economic Opportunity Workforce Services Division to discuss budget priorities for the coming fiscal year. Recommendations brought forward address key issues such as apprenticeship awareness, new roles and challenges for the workforce in the gig economy, skills gaps and performance metrics.

### **MISSION MOMENT**

Chairman Doyle invited CareerSource Flagler Volusia President and CEO Robin King to the microphone to highlight its Succeeding Through Achieving Retail Skills (STARS) program. She thanked the board for the opportunity to highlight this program and wished everyone a happy Red Nose Day. Ms. King explained Red Nose Day is a campaign to end child poverty. She invited Ralph Yourie with Walgreens to the microphone to discuss the STARS Program. Mr. Yourie then called Carlos Valderrama, CareerSource Flagler Volusia chairman to the microphone. Mr. Valderrama stated CareerSource Flagler Volusia was the recipient of a grant from The Able Trust that helped expand the STARS program. Mr. Valderrama thanked the CareerSource Florida Board of Directors and Able Trust for their support.

The STARS program partnered with Walgreens to provide individuals with disabilities a three-week retail training program. CareerSource Flagler Volusia works with participants in training and job placement to ensure they are ready to enter or re-enter the workforce.

### **PRESIDENT'S REPORT**

Chairman Doyle introduced CareerSource Florida President and CEO Michelle Dennard. President Dennard welcomed and thanked board members and partners for coming to the meeting.

#### **Legislative Update**

President Dennard stated the passage of HB 7071 includes a \$10 million appropriation for the Florida Pathways to Career Opportunities Grant program, which will enable high schools and colleges to partner with business and industry to offer high-quality apprenticeship and pre-apprenticeship programs. It also included the creation of the Florida Talent Development Council, on which President Dennard is a member. The Council was created to develop a coordinated, data-driven, statewide approach to meeting Florida's needs for a 21st century workforce to ensure employers have access to a robust talent pipeline.

President Dennard stated the Quick Response Training program received a \$9 million appropriation. Enterprise Florida was fully funded at \$16 million and the legislature reauthorized VISIT FLORIDA for another year and provided \$50 million in funding.

President Dennard stated the corporate goals are organized around three main functions of a state workforce board:

- Communicate the vision for the CareerSource Florida network
- Leverage strategic partnerships that build capacity and increase economic opportunity
- Keep Florida's workforce system accountable by encouraging performance achievement and boosting talent pipeline alignment.

### **Communicate the Vision**

President Dennard stated CareerSource Florida worked to evaluate existing tools, listened to what local and state level partners had to say about data tools and developed a robust and useful report that can be used as the Florida Department of Economic Opportunity continues its work on the procurement of a new job-matching system.

CareerSource Florida increased opportunities to engage across the state and country to discuss the success of the network and to learn about emerging trends and best practices. A few opportunities included:

- Senior Vice President of Business and Workforce Development, Andra Cornelius being featured as a presenter and panelist at the Emerge Americas event.
- Ms. Cornelius and Vice President of External Affairs Adriane Grant both presented as subject matter experts at the National Association of Workforce Boards Forum.
- President Dennard keynoted the International Economic Development Council Leadership Conference, talking about the importance of talent in economic development.
- Florida was selected as one of 18 states to engage in a national Workforce Innovation and Opportunity Act review sponsored by the U.S. Department of Labor along with Vice President of Strategic Policy and Performance Mary Lazor telling Florida's story.

Governor DeSantis has helped facilitate conversations and partnerships in new ways. One example is through weekly meetings with his economic team – Enterprise Florida, Space Florida, VISIT FLORIDA, CareerSource Florida and the Florida Department of Economic Opportunity.

### **Leverage Strategic Partnership**

President Dennard said you will often hear her say that to address Florida's present and future talent needs, it takes commitment and engagement across systems and sectors. For the past two years, CareerSource Florida encouraged those partnerships through project-based strategic initiative funding. Additional funding provided during the last two years has resulted in local workforce development boards becoming Registered Apprenticeship sponsors and engagement of youth in pre-apprenticeship programs.

### **Keep the System Accountable**

President Dennard stated CareerSource Florida has worked to keep the board strategic, focusing on work and developing a concise process through a policy development framework.

President Dennard thanked Executive Committee members who attended the meeting in April to discuss the budget and goals for 2019-2020. President Dennard stated there is a strong desire to continue work in expanding apprenticeships. The proposed budget recommends an investment of \$1.75 million coupled with the Governor's \$10 million in career pathways grants, funding those methods of skills developments.

President Dennard continued the conversation by stating the final implementation report of the performance funding model was recently submitted. The Performance Funding Model system encourages local workforce development boards to enhance services to Florida businesses and job seekers through metrics that are focused on customized, state board-driven, agreed upon goals reflecting the board priorities.

## **CONSENT AGENDA**

Chairman Doyle introduced the Consent Agenda:

**Consent Item 1 – Consideration of February 2019 Board Meeting Minutes**

**Consent Item 2 – Consideration of the Florida Department of Education Designee Eric Hall**

**Consent Item 3 - Consideration of Local Workforce Development Area Subsequent Designations**

**Motion:** James Nolan

**Second:** Tim Center

Chairman Doyle opened the floor for discussion and corrections. Hearing none, Chairman Doyle opened the floor for public comment. Hearing none, Chairman Doyle called for a vote. The motion passed. None were opposed. President Dennard will sign and annotate the Meeting Minutes for the official record.

## **COUNCIL REPORT**

Chairman Doyle introduced Finance Council Chairman Arnie Girnun and asked him to provide a recap of yesterday's meeting. Mr. Girnun stated the meeting was a success and resulted in the anonymous approval of Fiscal Year 2019-2020 Network Funding.

Arnie Girnun introduced CareerSource Florida COO/CFO Andrew Collins to explain the Action Item. A copy of the report can be located [here](#).

Tim Center asked Mr. Collins if Rapid Response funds are not used within the fiscal year, are the funds rolled forward? Mr. Collins stated excess funds will be issued to all local workforce development boards as a supplement to their Dislocated Worker formula funds.

**Action Item 1 – Fiscal Year 2019-2020 CareerSource Florida Network Funding**

**Motion:** Arnie Girnun

**Second:** Tim Center

Chairman Doyle opened the floor for discussion and corrections. Hearing none, Chairman Doyle opened the floor for public comment. Hearing none, Chairman Doyle called for a vote. The motion passed. None were opposed.

### **The Gig Economy and Florida's Workforce System**

Chairman Doyle stated the gig economy and its role in Florida's workforce system has been a popular topic, and research into these issues is one of the priority initiatives of the Strategic Policy and Performance Council. The research the board has commissioned is one of the first of such efforts to study how the gig economy is impacting Florida and the challenges and opportunities it provides the state workforce system.

Chairman Doyle introduced John Kaliski and Evan Enarson-Hering with Cambridge Systematics to the microphone. Mr. Kaliski and Mr. Enarson-Hering presented an overview of their research. A copy of the presentation can be located [here](#).

### **Panel Discussion: Gig Workers and Florida's Future Workforce**

Chairman Doyle introduced Strategic Policy and Performance Council member Stephanie Smith, who is the senior manager of Florida Public Policy for Uber and has been at the forefront of many issues involving benefits and challenges posed to a state by a vibrant gig workforce.

Stephanie Smith introduced the panelists:

- Keith Bowers, FAMU Small Business Development Center
- Michael Corbit, CareerSource Palm Beach County
- Lisa Ekinci, Office Divvy
- Leslie Giscombe, African American Entrepreneurs Association

The panelists shared their thoughts and experiences on the gig economy.

Mike Myhre with the Small Business Development Center Network stated Florida has the second most small businesses per capita other than Vermont and depends heavily on small business and gig economy for economic growth.

Todd Rebol asked how a business would locate contract employees for a job opening? Evan Enarson-Hering suggested posting jobs on Employ Florida or other job boards, adding that the position would be a contract employee hired for a specific job and is not considered a permanent employee.

Arnie Girnun asked if an individual received training from a local workforce development board and then becomes an entrepreneur, does it count as a placement within the system? A job placement is recorded if an individual is hired by a public or private employer after being referred by a local workforce development board or self-referred for a job or interview when a board has completed a series of steps as defined by Florida workforce system administrative policy.

## **PARTNER'S UPDATE**

Chairman Doyle stated the board and professional team welcome the opportunity to work with local partners to build a strong workforce system. Chairman Doyle invited Florida Workforce Development Association President and CareerSource Gulf Coast Executive Director Kim Bodine to the microphone to provide an update. Ms. Bodine provided updates from the local workforce development boards. Ms. Bodine stated as of July 1, 2019, the FWDA will have new officers:

President – Robin King

Vice President – Stacey Campbell-Domineck

Secretary – Diane Head

Treasurer – Brian Bauer

Ms. Bodine played a short video for the board members. After the video, Michelle Dennard, Kevin Doyle, Ruth Dillard and Shila Salem from the Department of Economic Opportunity presented Ms. Bodine with a token of appreciation, as her term leading the association neared its end.

## **OPEN DISCUSSION/PUBLIC COMMENT**

Chairman Doyle opened the floor for public comment. Mayor Bryan Nelson told the board about a justice reform program with Orange County Corrections, Valencia State College, Goodwill and SunTrust and asked for help expanding the program.

Mike Myhre expressed gratitude to the CareerSource Florida network for their support during Hurricane Michael.

Jim McShane with CareerSource Capital Region said the CareerSource Florida network needs to look at a single data integration system and how to integrate data with partners.

Steve Craig with CareerSource Palm Beach provided an update on their virtual career system.

## **CHAIRMAN'S CLOSING REMARKS**

Chairman Doyle thanked the board and local partners for their participation and engagement. Chairman Doyle announced this was the final meeting for long-term board member Bob Campbell and presented Mr. Campbell with a recognition box. Chairman Doyle reminded board members of the upcoming meetings:

- September 12, 2019 – Board of Directors Meeting
- December 11, 2019 – Finance and Board of Directors teleconference/webinar

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## **BOARD SECRETARY CERTIFICATION**

In accordance with Article VII, Section 7.3, I hereby certify these minutes reflect the proceedings by the Board of Directors of CareerSource Florida, have been reviewed by the Board, and approved or approved with modifications which have been incorporated herein.

Michelle Dennard

9-17-19

Michelle Dennard  
Board Secretary

Date