

Consent Item 1

Approved

Disapproved

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SEPTEMBER 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 September 2019 Board Meeting Minutes, to include any modifications or changes noted by the board.

**DRAFT MINUTES
CAREERSOURCE FLORIDA
BOARD OF DIRECTORS MEETING
Sept. 12, 2019**

President Dennard welcomed attendees and invited them to access the Conferences i/o website by scanning the QR code provided or visiting csf.cnf.io. The software application provides live, interactive polling during meetings to support audience engagement. The first set of polling questions were:

- Where are you from?
- Which category best describes your profession?
- Who do you consider the primary customer of the CareerSource Florida network?

CALL TO ORDER

Chairman Kevin Doyle called the meeting of the CareerSource Florida Board of Directors to order at approximately 8:30 a.m. ET on Sept. 12, 2019.

CHAIRMAN'S WELCOME & REMARKS

Chairman Doyle welcomed everyone to the third quarterly board meeting of 2019. The Chairman thanked the CareerSource Florida professional team for their commitment to continuous improvement and encouraged everyone to use the new Conferences i/o polling tool. The Chairman commended Gov. Ron DeSantis for his leadership as Hurricane Dorian threatened Florida and for visiting the Bahamas last week. Chairman Doyle introduced Jerel Safford to lead the Pledge of Allegiance.

ROLL CALL/QUORUM

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

Kevin Doyle	Bill Johnson
Brittany Birken	Rick Matthews
Steve Capehart	Tony McGee
Tim Center	Mike Myhre
Eric Hall *	Bryan Nelson
Duane De Freese	James Nolan
Robert Doyle	Todd Rebol
Arnie Girnun	Stephanie Smith
Elisha Gonzalez	

*Designee

Board members not in attendance were: Gov. Ron DeSantis, Rose Conry, Rep. Chris Latvala, Ken Lawson, Elli Hurst, Camille Lee-Johnson, Sen. Bill Montford, Alex Moseley and Joe York. The Chairman stated the Workforce Professional Development Summit kicked off yesterday with a keynote speech by board member and CEO of HNM Global Logistics Tony McGee. Chairman Doyle thanked Mr. McGee for the tour and board networking event at HNM Global Logistics the prior evening.

Chairman Doyle thanked board member Elisha Gonzalez for agreeing to serve as Vice Chair of the Finance Council.

Chairman Doyle noted in May that the board approved the 2019-2020 budget for Florida's workforce system. Over the past several months, the CareerSource Florida professional team has been implementing the resulting board-approved strategies and initiatives in alignment with the Governor's goal, outlined in Executive Order 19-31, that Florida will be the No. 1 state in the nation for workforce education by 2030.

In June, CareerSource Florida cohosted the 2019 Learners to Earners Workforce Summit with the Florida Chamber Foundation. There were several state board members and local board leaders in attendance at this two-day event. The first day included discussions and action planning on issues including kindergarten readiness, K-12 curriculum, student attainment and workforce training. The second day, led by CareerSource Florida, focused on apprenticeships and how Florida is strengthening its workforce to meet the evolving needs of growing industries through this proven earn-and-learn model.

MISSION MOMENT

Chairman Doyle invited CareerSource Central Florida Chief Operating Officer Mimi Coenen to present on a newly expanded summer youth program in the Orlando area. Ms. Coenen provided a high-level overview of the program and its local impact.

CONSENT AGENDA

Chairman Doyle introduced the Consent Agenda:

Consent Item 1 – May 23, 2019, Meeting Minutes

Consent Item 2 – Rescind Strategic Policy 2014.08.28.A.1 – Periodic Review of CareerSource Florida Policies (Sunset Policy)

Consent Item 3 – CareerSource Research Coast One-Stop Operator Request

Motion to approve: Tim Center

Second: Brittany Birken

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 unanimously. President Dennard will sign and annotate the minutes for the official record.

PRESIDENT'S REPORT

President Dennard stated, as defined by the National Association of State Workforce Boards and the National Governors Association Center for Best Practices, the three key roles of a high-performing state workforce board are to communicate the vision; leverage strategic partnerships; and keep the system accountable. Excellence in these areas remains CareerSource Florida's corporate goal, and the CareerSource Florida objectives and key results are aligned accordingly.

COMMUNICATE THE VISION

President Dennard said in alignment with the federal Workforce Innovation and Opportunity Act, assembling and communicating best practices is a state board responsibility. President Dennard also stated she is grateful to the Florida Workforce Development Association for bringing forward best practices from across the state to the board, and CareerSource Florida looks forward to establishing a way to formalize sharing the information and highlighting innovation across the network. President Dennard referred to the discussion during April's Executive Committee meeting about out-of-school youth and rural populations, noting CareerSource Florida has begun efforts to find new ways to ensure our network can be responsive to those needs. President Dennard announced CareerSource Florida will hold the April Executive Committee Meeting in tandem with the 2020 Florida Rural Economic Development Summit.

LEVERAGE STRATEGIC PARTNERSHIPS

President Dennard said the second corporate goal is to leverage strategic partnerships to cultivate local, regional and state capacity building that increases economic opportunity. As mentioned by the Chairman, CareerSource Florida co-hosted the Learners to Earners Summit with the Florida Chamber Foundation. President Dennard noted the Chamber recognizes apprenticeships and work-based learning as critical areas of discussion for planning for Florida's future. This year, CareerSource Florida plans to continue that work, focusing on building awareness of opportunities with work-based learning, and educating the CareerSource Florida network and partners. President Dennard said one example is the launch of the statewide outreach effort Apprentice Florida, a partnership with the Florida Department of Education and the Florida Department of Economic Opportunity focused on helping businesses become aware of opportunities to grow and thrive through registered apprenticeships and to create awareness of opportunities for potential apprentices.

President Dennard noted Governor DeSantis is focused on supporting market-driven approaches to talent pipeline alignment and cross-sector collaboration. She added she is honored to be among the leaders evaluating Florida's Career and Technical Education (CTE) programs and participating in the Florida Talent Development Council.

KEEPING THE SYSTEM ACCOUNTABLE

President Dennard said the state board's role in keeping the system accountable remains a corporate focus. CareerSource Florida had an excellent response to the board member training held in February, and is continuing to work on modern, innovative ways to enhance training opportunities for both board members and professional team members. She explained every four years, the state board is required to submit a strategic plan to the U.S. Department of Labor. This plan brings together critical partners in education, economic development, corrections, business and industry, and other talent stakeholders. The plan authorizes the CareerSource Florida network and sets expectations for the next four years.

President Dennard reiterated during her overview of the corporate goals that the Governor has set a bold vision to make Florida the No. 1 state for workforce education by the year 2030. She said everyone can help by providing her advice and input, as well as helping to ask the right questions as this board advances workforce policy and investments to help achieve that vision. President Dennard said CareerSource Florida is charting the course to achieve the Governor's vision through the Talent Development Council. The council is tasked with developing a

coordinated, data-driven, statewide approach to meeting Florida's need for a 21st century workforce. President Dennard serves alongside leaders from the Council of 100, the Florida Chamber of Commerce, Enterprise Florida, and others invested in Florida's talent pipelines. The Council is tasked with developing a strategic plan to accomplish the goal of 60 percent of working-age Floridians holding a high-value post-secondary credential by 2030. The plan will:

- Identify Florida's most growth-oriented sectors;
- Assess alignment of degrees and credentials with employment needs
- Identify strategies to expand cross-sector collaboration
- Assess the role of apprenticeship programs to meet workforce needs
- Recommend improvements to the consistency of workforce education data collected and reported for any state and federal funding and program accountability.

President Dennard said the CareerSource Florida Board of Directors has already been working on these efforts through the Job Vacancy and Skills Gap Analysis, the Continuous Improvement Performance Initiative, the \$4 million investment in apprenticeship expansion, the hosting of two statewide summits engaging across sectors on work-based learning, surveying stakeholders to inform Florida's next workforce technology system, and planning for the future of work through our Gig Economy research. President Dennard stated this board can help advise the Talent Development Council.

The board watched a video demonstrating the network's work in apprenticeships and work-based learning. To help segue into the guest speakers, board discussion and action planning on charting Florida's course to be No. 1, President Dennard asked two polling questions:

- What is Florida's educational attainment goal for the percentage of working-age Floridians with a high-value postsecondary certificate, degree, or training experience by 2030?
- Where does Florida currently rank nationally for educational attainment among the 50 states?

FLORIDA'S EDUCATIONAL ATTAINMENT GOAL

President Dennard invited Madeline Pumariega, Executive Vice President and Provost of Tallahassee Community College, to provide an overview of Florida's educational attainment goal, which is now SAIL to 60. By 2030, 60 percent of working-age Floridians should have a high-value postsecondary certificate, degree or training experience. A copy of Madeline Pumariega's report can be found [here](#).

Board member Mike Myhre asked what the next steps are for the state. Madeline Pumariega said the Florida Talent Development Council will play an important role in developing a strategic framework. It will take collaboration, and she noted stakeholders are coming together.

Board member Tim Center asked who produced the report Charting the Course to Number One: Florida's Talent Goal, noting it was well done. Ms. Pumariega said she authored the report. Mr. Center said he works with an opportunity population, who are among the hardest to serve. Ms. Pumariega noted a strong vision and multi-pronged approach are needed to break the cycle of poverty and there is no single answer.

PREPARING TOMORROW'S WORKFORCE TODAY THROUGH WORK-BASED LEARNING OPPORTUNITIES

President Dennard introduced board designee and Chancellor Eric Hall with the Florida Department of Education. Dr. Hall said Florida is among the nation's leaders in collaboration toward attainment goals. He added there is much work to be done and expectations are high. The new Perkins V Plan is currently in production and will serve as a guide for proper use of funds and state-level expectations pertaining to work-based learning for at least the next four years. Statewide interest in workforce education is at an all-time high. He also thanked CareerSource Florida for the collaboration underway to support priorities of the Governor and Education Commissioner Richard Corcoran such as participation in the CTE Audit Advisory Committee.

President Dennard asked if there were any questions for Chancellor Hall.

Duane De Freese asked about challenges in addressing cultural behaviors to provide greater opportunity. Chancellor Hall said collaboration with partners is key, as is providing multiple career pathways.

President Dennard noted two board members, Arnie Girnun and Elisha Gonzalez, had the opportunity to provide industry input on the advisory committee for Florida's CTE audit, composed of stakeholders essential to Florida's higher education and workforce readiness landscape, and asked if they would share their experience.

Arnie Girnun said he was impressed with the level of preparation by the CTE audit team. He said the guided conversation was excellent and the team was well-prepared to drive conversation pertaining to data. Mr. Girnun said it was a well-informed process.

A video was shown on the Tech Hire Summer Boot Camp in South Florida. Mr. Girnun provided a brief summary on the value of the program to participants.

Elisha Gonzalez stated she would like to see more business and industry leaders engaged in the career and technical education system and program review process.

President Dennard thanked both for their service on the board and their contribution to the advisory committee's work.

President Dennard asked two final polling questions:

- Which program indicator of quality do you think is most important when assessing the value of a career and technical education program?
- In ExcelinEd's research, how many states were found to be highly aligned in terms of supply of credentials earned by high school students and demand for those credentials in the job market?

COLLEGE AND CAREER PATHWAYS: FLORIDA AND THE NATION

President Dennard welcomed Quentin Suffren, National Policy Director, ExcelinEd for remarks. Mr. Suffren stated Florida is known as a leader across the nation on credentialing. He said career pathways are not linear tracks from elementary school to the workforce, but rather a series of opportunities beginning in K-12 with exploration of careers and student awareness of what pathways are.

Mr. Suffren said the quality of CTE programs and opportunities to create pathways depend upon the business community, which plays a significant role beyond partnerships and input. The business community has three roles, which he defined as:

- The What: Transforming pathways
- The How: Strong business and industry pathways
- The Why: CTE is not a jobs program

Mr. Suffren noted the following: Industry-recognized credentials are a critical outcome of education-to-workforce training. Just over half of all states collect quantitative data on the attainment of credentials. States do not have consistent definitions for what constitutes an industry-recognized credential. Many credentials are not requested in employer job listings, even though the credentials may be required or desired for the positions. Of the 24 states where data were available and analyzed, no state is highly aligned in terms of supply for credentials earned by high school students and the demand for those credentials in the job market.

A copy of Mr. Suffren's presentation can be located [here](#).

Mr. Myhre asked if there was a statutory definition for credentials. Ms. Pumariega said each year, the Florida Department of Education puts together a list of certifications in the Florida Career and Professional Education Act (CAPE) list. This list informs the tech centers and colleges for funding purposes. The CareerSource Florida board approves the formal list. CAPE was created to provide a statewide planning partnership between business and education to expand and retain high-value industry and sustain a vibrant state economy.

President Dennard thanked Mr. Suffren. She asked the Chairman for his help and guidance, along with the members of the board, to chart a course for Florida to become the No. 1 state in workforce education. She thanked Nicole Washington with the Lumina Foundation for attending the meeting.

PARTNER'S UPDATE

Chairman Doyle congratulated CareerSource Flagler Volusia President and CEO Robin King on her new role as president of the Florida Workforce Development Association. Ms. King provided an update on activities underway across the CareerSource Florida network. Ms. King's report can be located [here](#).

OPEN DISCUSSION/PUBLIC COMMENT

Chairman Doyle opened the floor for public comment. Hearing none, he moved to his closing remarks.

CHAIRMAN'S CLOSING REMARKS

Chairman Doyle thanked board members for the robust conversation and input. He said he was energized by the new Florida Talent Development Council and the board's contributions to the state Department of Education's CTE audit.

Chairman Doyle invited everyone attending the annual Workforce Awards Luncheon to meet next door in Grand Cypress Ballroom, noting the awards provide a wonderful opportunity to celebrate the shining stars of Florida's local workforce development boards and key partners who exemplify customer service and commitment to the CareerSource Florida mission.

He mentioned the upcoming meeting schedule and adjourned the meeting.

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

Michelle Dennard

Board Secretary

12-18-19

Date