

CareerSource Florida  
Board of Directors Meeting  
Dec. 3, 2020  
**Consent Item 1**  
Approved  \_\_\_\_\_  
Disapproved  \_\_\_\_\_

## **Consent Item 1**

### **OCTOBER 2020 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 Oct. 1, 2020, Board Meeting Minutes, to include any modifications or changes noted by the board.**

**DRAFT MINUTES  
CAREERSOURCE FLORIDA  
BOARD OF DIRECTORS MEETING  
October 1, 2020**

**CALL TO ORDER**

Chairman Kevin Doyle called the meeting of the CareerSource Florida Board of Directors to order at approximately 9 a.m. ET on October 1, 2020, by welcoming board members and partners to the meeting. Chairman Doyle asked Lisa Cramer to call roll.

**ROLL CALL/QUORUM**

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

Kevin Doyle	Arnie Girnun
Brittany Birken	Elisha Gonzalez
Tim Center	Bill Johnson
Rose Conry	Henry Mack
Duane De Freese	Tony McGee
Eric Hall*	Mike Myhre
Robert Doyle	Bryan Nelson
Dane Eagle	Stephanie Smith

\*Designee

Board members not in attendance were: Governor Ron DeSantis, Elli Hurst, Rep. Chris Latvala, Rick Matthews, Sen. Bill Montford, Alex Mosely, Todd Rebol and Joe York.

**CHAIRMAN'S WELCOME & REMARKS**

Chairman Doyle made note of a few transitions on the board. He welcomed newly appointed Executive Director of the Florida Department of Economic Opportunity Dane Eagle. Stephanie Smith also accepted a new position as the director of government relations for Anthem, Inc.

Chairman Doyle provided a quick recap of June's meeting.

Director Eagle made a few brief comments.

**MISSION MOMENT**

Emily DeRocco and Eileen Pickett provided an overview of Operation Next. Operation Next brings market leaders in manufacturing training together in a full-service online learning platform that members of the military can access before leaving military service, accelerating their transition into civilian manufacturing careers.

**CONSENT ITEM**

Chairman Doyle introduced Consent Item 1:

**Consent Item 1 – Consideration of June 2020 Board Meeting Minutes**

**Motion:** Brittany Birken  
**Second:** Tim Center

Chairman Doyle opened the floor for discussion and corrections. Hearing none, Chairman Doyle offered the opportunity for public comment. Hearing none, Chairman Doyle called for a vote. The motion passed. None opposed. President Dennard will sign and annotate the board's approval of the minutes for the official record.

## PRESIDENT'S REPORT

President Dennard provided the following updates in alignment with CareerSource Florida's corporate goals.

From the start of the COVID-19 pandemic, business and workforce services delivery has continued uninterrupted at the local workforce development boards. The CareerSource Florida professional team has been in frequent contact with local workforce development board chief executives to be sure their needs are met and support is provided to them in their decision making.

President Dennard stated the importance of increasing awareness of the CareerSource Florida network's recruitment, hiring and training services among businesses in key targeted sectors, helping them to grow and thrive in Florida.

Legislation signed concerning CareerSource Florida this past session presented the opportunity to review all references in state law and helped identify tools that provide new opportunities. The Policy and Performance team will work with partners to make robust and meaningful training opportunities available consistent with statutory responsibility.

The Atlanta Federal Reserve has an initiative to study low-income families' financial incentives for career advancement. Through this work, the Atlanta Fed developed an interactive tool called the CLIFF Dashboard that depicts wages along select career pathways to indicate barriers. The Fed also is developing a personalized CLIFF Financial Planner, which is intended for more intensive career and financial counseling to assist low-income families. The Fed will partner with CareerSource Florida to implement the Dashboard in Florida.

## RELIEVE, RESTART, RECOVER, REIMAGINE

CareerSource Florida Vice President of External Affairs Adriane Grant and Senior Vice President of Business and Workforce Development Andra Cornelius provided an update on the recent Education Stabilization Fund Reimaging Workforce Preparation Grant application and shared next steps.

Mrs. Grant informed the board Florida was not selected as one of the recipients in this highly competitive federal grant opportunity.

Florida's proposal focused on:

- Sector-based education and training that is initiated and organized by employers
- Apprenticeships and other work-based learning programs
- Opportunities to earn badges, certifications, micro-credentials or other credentials valued by employers

Proposed work outlined in the application will be considered for development using other resources.

Florida Department of Education Chancellor of Innovation Eric Hall and Chancellor for Career, Technical and Adult Education Henry Mack then provided an update on education projects under the CARES Act.

Chancellor Hall explained rapid credential funds are directed to connect unemployed, underemployed or furloughed Floridians with training in an in-demand field. Funds may be used to purchase equipment, underwrite instructional costs, outreach and recruitment efforts for in-demand, non-credit industry certification preparation courses, career certificate programs or short-term Career and Technical Education (CTE) certificates.

Chancellor Mack said K-12 CTE grant funds provide resources to school districts to increase enrollment and capacity in high-demand CTE programs. Funds are allocated to 73 agencies, including charter districts and laboratory schools. At least 66 grant applications have been received and 54 grant letters have been issued.

Finance Council Chairman Arnie Girnun provided thoughts on recovery from a business perspective, including the value of short-term training and certifications. Mr. Girnun focused on how credentials can flatten the unemployment curve and drive Florida's vision to be the global leader for talent. Mr. Girnun stated companies are increasingly looking for certifications and not just four-year college degrees.

## **COUNCIL REPORT**

### **Strategic Policy and Performance Council Update**

Strategic Policy and Performance Council Chair Brittany Birken stated she and Fed colleague Alex Ruder co-presented on the fiscal cliff issue during the council meeting. They discussed the causes for benefits cliffs, reviewed case studies on how benefits cliffs are experienced by job seekers and conducted a live presentation of the CLIFF dashboard. The CLIFF dashboard is a tool designed for job seekers, workforce staff, educators and businesses to explore and develop a deeper understanding of fiscal cliff impacts as people progress through specific career pathways.

Director of Performance and Analytics Steve Collins provided the council with an overview of statewide WIOA performance. Dr. Collins reported the WIOA Primary Indicators of Performance at the state level exceeded 100% of all targets for the fourth quarter and program year. Dr. Collins also discussed the highly successful performance target negotiations at both the state and local levels. The final WIOA Unified Plan is posted on the CareerSource Florida website and was shared with all the WIOA core partners.

Stephanie Smith led a discussion on the completion of the Study on the Gig Economy for Florida's Workforce System initiative, which included a presentation from John Kaliski with Cambridge Systematics. The initiative was guided by the Gig Economy Multidisciplinary Workgroup with local workforce development board representation as well as public, private and nonprofit organizations. The final deliverables include a Gig Economy Resource Guide and dashboard that can be tailored for use by local workforce development boards to provide prospective independent workers key information and guidance for pursuing work in this area.

The CareerSource Florida Board also heard an update on awards under the Continuous Improvement Performance Initiative. More than \$3 million has been awarded to local workforce development boards for exemplary performance, with \$875,290 awarded in September. The

initiative is supported by a website, which can be accessed at <https://performance.careersourceflorida.com/CIP>.

## **DEPARTMENT OF ECONOMIC OPPORTUNITY UPDATE**

Florida Department of Economic Opportunity Deputy Director of Workforce Services Pam Johnson began with a staff update and welcomed Casey Penn, bureau chief of One-Stop and Program Support. Mr. Penn said DEO is focusing on completing the activities associated with the U.S. Department of Labor Compliance Review and the Employ Florida system.

Chief Economist Adrienne Johnston provided an update on the labor market and economic data platforms.

## **PARTNER'S UPDATE**

Chairman Doyle stated Governor DeSantis recognized three local workforce development boards with Veterans' Performance Incentive Awards for their diligent work providing employment and training opportunities to thousands of veterans throughout Florida.

The year's top performers were:

- CareerSource Central Florida
- CareerSource Flagler Volusia
- CareerSource Capital Region

Chairman Doyle invited Florida Workforce Development Association President Robin King to provide an update. Ms. King overviewed local initiatives and best practices demonstrated by local workforce development boards this past quarter, with an emphasis on COVID-19 pandemic response and recovery.

## **OPEN DISCUSSION/PUBLIC COMMENT**

Chairman Doyle opened the floor for public comment. There were no comments.

## **CHAIRMAN'S CLOSING REMARKS**

Chairman Doyle thanked the board members for their dedication to the board and Florida's entire workforce system. He reminded everyone of the Finance Council and Board of Directors webinar in December and adjourned the meeting.

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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*

1/27/2021

Michelle Dennard  
Board Secretary

Date