

Consent Item 1

Approved _____
Disapproved _____

Consent Item 4

FEBRUARY 2021 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 February 2021 Board Meeting Minutes, to include any modifications or changes noted by the board.

**DRAFT MINUTES
CAREERSOURCE FLORIDA
BOARD OF DIRECTORS MEETING
February 2021**

CALL TO ORDER

Acting Chair Brittany Birken called the meeting of the CareerSource Florida Board of Directors to order at approximately 1 p.m. ET on February 18, 2021, by welcoming board members and partners to the meeting. Ms. Birken asked Lisa Cramer to call roll.

ROLL CALL/QUORUM

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

Jennifer O’Flannery Anderson	Sophia Eccleston
Senator Loranne Ausley	Bill Johnson
Brittany Birken	Chancellor Henry Mack
Holly Borgmann	Jonathan Miller
Tim Center	Bryan Nelson
Chancellor Eric Hall*	Samuel Robbin
Duane De Freese	Patsy Sanchez
Robert Doyle	Stephanie Smith
Dane Eagle	Emmanuel Tormes

*Designee

Board members not in attendance were Gov. Ron DeSantis, Elli Hurst, Allison Kinney and Rick Matthews.

WELCOME & REMARKS

Ms. Birken introduced new board member Holly Borgmann. Ms. Borgmann serves as the vice chair of the Enterprise Florida Board of Directors and is the vice president of government affairs for ADT Security Services.

At the previous Board of Directors meeting, seven newly appointed board members were introduced. The board heard from Premier Virtual CEO Steve Edwards and CareerSource Palm Beach County Vice President of Business Development Michael Corbit about the strong outcomes of the first statewide virtual Paychecks for Patriots hiring events for veterans and military families.

Several administrative policies were approved by the board and the CareerSource Florida annual independent audit was accepted, noting a 20th consecutive year with no findings.

MISSION MOMENT

Lockheed Martin Strategic Workforce and Apprenticeship Lead Ami Motsenbocker and CareerSource Citrus Levy Marion Executive Vice President Dale French discussed a new apprenticeship program in partnership with CareerSource Florida and the College of Central Florida.

A kickoff meeting with CareerSource Florida was held in July 2019. A strategic plan was created with CareerSource Florida to add 2,936 jobs in Florida over five years. The strategic plan development and implementation included:

- Stakeholder communication
- A defined process
- Site visits and tours
- Staff training
- Setting expectations
- Recruitment and outreach

In the first year, 844 new jobs were supported by the Quick Response Training (QRT) Fund. Lockheed Martin sponsors its own U.S. Department of Labor (USDOL) national apprenticeship programs. There are 31 registered occupations across four business areas. As of January 28, 2021, there were 397 Lockheed Martin apprentices in Florida.

CONSENT AGENDA

Ms. Birken introduced the Consent Agenda:

Consent Item 1 – Consideration of Dec. 2020 Meeting Minutes

Consent Item 2 – Local Workforce Development Area and Board Governance

Consent Item 3 – Supportive Services and Needs-Related Payments

Consent Item 4 – CareerSource Okaloosa Walton Request to Serve as One-Stop Operator

Motion: Sophia Eccleston

Second: Bryan Nelson

Ms. Birken opened the floor for discussion and corrections. Hearing none, Ms. Birken opened the floor for public comment. Hearing none, Ms. Birken 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.

ACTION ITEMS

An ongoing responsibility of the CareerSource Florida Board is the annual review of the list of industry certifications available to Florida's middle and high school students through the Career and Professional Education (CAPE) Act.

Ms. Birken invited CareerSource Florida Policy Analyst Warren Davis to introduce the first action item. Mr. Davis explained the CAPE Act helps attract, expand and retain targeted high-value industries and sustain a strong knowledge-based economy. It is coordinated with relevant and appropriate industries to prepare students for further education or employment. The CareerSource Florida Board of Directors makes recommendations to the Florida Department of Education's State Board of Education on industry certifications to secondary students. School districts are awarded Full-Time Equivalent (FTE) funding for students who earn these certifications.

Action Item 1 – Career and Professional Education (CAPE) Act

Motion: Jennifer O’Flannery Anderson

Second: Duane De Freese

Ms. Birken opened the floor for discussion. Hearing none, Ms. Birken opened the floor for public comment. Hearing none, Ms. Birken called for a vote. The motion passed. None opposed.

Action Item 2 – Expanded Use of Individual Training Account Funds

CareerSource Florida’s Vice President of Strategic Policy and Performance Dan explained the action item would give local workforce development boards the opportunity to allocate Workforce Innovation and Opportunity Act (WIOA) funds from required ITA expenses toward additional supportive services to improve accessibility to and retention of individuals in WIOA training programs.

Chancellor Henry Mack asked what the return on investment is and what the benefit of the ITA is. Mr. McGrew said this item is particularly about the local workforce development boards having a state requirement to expend 50 percent of their Adult Dislocated Worker Funds toward training and allowing additional supportive services that would assist participants in accessing the training programs. Approval of this action item would allow local workforce development boards to review their own policies to determine how to best utilize flexibility to make it easier for participants in their community to attend and access training. Related to ROI question, the board was directed in the meeting chat to [a one-pager developed](#) by the CareerSource Florida professional team and previously shared with the state workforce development board, legislative leaders and other partners that highlights key outcomes of Florida’s workforce investment.

Motion: Patsy Sanchez

Second: Bill Johnson

Ms. Birken opened the floor for discussion. Hearing none, Ms. Birken opened the floor for public comment. Hearing none, Ms. Birken called for a vote. The motion passed. None opposed.

Action Item 3 – Pursual of Allowable WIOA Waivers from U.S. Department of Labor

Mr. McGrew presented a recommendation to the board seeking authorization for CareerSource Florida and the Department of Economic Opportunity (DEO) to pursue allowable USDOL waivers that promote the state strategic goals and support local workforce development boards’ ability to promote economic recovery.

Motion: Jennifer O’Flannery Anderson

Second: Bryan Nelson

Ms. Birken opened the floor for discussion. Hearing none, Ms. Birken opened the floor for public comment. Hearing none, Ms. Birken called for a vote. The motion passed. None opposed.

PRESIDENT’S REPORT

President Dennard mentioned the state workforce development board and its professional team continue to pledge full support and collaboration regarding policy improvements.

President Dennard, DEO's Chief of the Bureau of One Stop and Program Support Casey Penn and CareerSource Northeast Florida CEO Bruce Ferguson were invited to present on oversight and accountability of the Florida workforce system to the Education and Employment Committee, the House's workforce policy committee. CareerSource Florida is working collaboratively with the DEO to provide timely responses to the resulting follow-up data and information requests.

USDOL Comprehensive Review

CareerSource Florida and DEO welcomed the USDOL team onsite one year ago to start the process for a state comprehensive review and have worked closely with federal partners during their review of the state operations at DEO and CareerSource Florida, as well as at CareerSource South Florida, the local board selected for monitoring review and covered in a new report. Federal partners concluded their review last August and the USDOL's monitoring report was provided to DEO Executive Director Dane Eagle last month.

The report outlined 50 findings, two areas of concern and four promising practices. Of the 50 findings, 30 are related to local operations and implementation of federal workforce programs by CareerSource South Florida; 14 covered DEO's areas of responsibility; four are attributed to the state workforce development board; and two are jointly within the purview of DEO and CareerSource Florida. Of the 30 local CareerSource South Florida findings, four also relate to issues regarding a joint employment program with the Florida Department of Elder Affairs. Many of the findings are described as technical in nature and some of the issues, as federal partners have acknowledged, already have been addressed since their review concluded. Some findings will require additional new or revised state administrative policies, for which DEO is leading this work in consultation with CareerSource Florida and local workforce development boards. DEO, CareerSource Florida and CareerSource South Florida are working collaboratively to ensure all findings are satisfactorily addressed in a timely manner.

Florida Talent Development Council Strategic Plan

Last December, President Dennard was appointed Vice Chair and offered to update the strategic plan on behalf of the council to incorporate council discussions and progress the council made during the plan's first year, keeping in mind the first year of plan implementation included a global pandemic. That update is currently underway.

Strategic Initiatives Update

The CareerSource Florida professional team continues to move forward on state strategic initiatives to advance business engagement, credential attainment and apprenticeship expansion. Several initiatives here highlighted to demonstrate progress since the last board meeting.

Ms. Birken asked if anyone had any questions for President Dennard. Chancellor Henry Mack requested board members receive a copy of the data responses DEO and CareerSource Florida send to the House Education and Employment Committee. President Dennard agreed to send a copy of the responses. Chancellor Mack expressed concern over Florida's Eligible Training Provider List and the application process, and asked if board members could be looped in. Chancellor Mack also expressed concern over the quality of some of the training providers and the role of the board in the ITA process. President Dennard said any board member can be a part of the process and CareerSource Florida will work to address any concerns.

COUNCIL REPORT

Strategic Policy and Performance Council Update

Brittany Birken shared that during the Strategic Policy and Performance Council Meeting, Mr. McGrew and his team provided an overview on key council initiatives. Mr. McGrew also provided a deeper dive into the workforce development system. The council heard from Jimmy Heckman, administrator of economic research and analysis at DEO. Mr. Heckman provided a demonstration of economic data available on the Florida Insight online tool. Casey Penn provided an update on WIOA performance.

A LEADERSHIP DIALOGUE

Leaders from Enterprise Florida, the Florida Small Business Development Center Network, CareerSource South Florida, USDOL and the Florida Chamber Foundation discussed how important talent development is in supporting economic recovery.

Enterprise Florida President and CEO Jamal Sowell said businesses wanting to move to Florida are interested in the talent and workforce system. The three main industries that have had a lot of interest over the past couple years are financial services, aviation and aerospace, and manufacturing.

Florida Small Business Development Center Network Interim CEO Cheryl Kirby said Florida is a small business state. Sixty percent of Florida's net new job gains since 2012 have come from small businesses with fewer than 100 employees. The network has assisted small businesses in securing more than \$219 million in disaster assistance.

CareerSource South Florida Executive Director Rick Beasley thanked the CareerSource Florida Board of Directors for addressing talent development in Florida. CareerSource South Florida's initiatives in response to COVID-19 are a re-employment hub, virtual employment and training services, rapid response initiatives, TechHire Boot Camp enhancements, and a layoff aversion fund.

Jeff Ryan is a workforce analyst under the Division of Workforce Investment at USDOL. Mr. Ryan stated the workforce system has one job, to ensure workers can obtain and retain good jobs. Thriving businesses need talent, the workforce system develops talent that needs employment opportunities and business engagement programs tie these together. He said business engagement is a comprehensive, value added set of strategies, activities and partnerships designed to support and promote economic prosperity.

Florida Chamber Foundation Chief Economist Dr. Jerry Parrish said if Florida were an independent country, it would be the 17th largest economy in the world, but the goal is to be 10th. Dr. Parrish announced the Florida Chamber Foundation is in the early stages of a workforce needs project, specifically focusing on Florida's eight target industries: aerospace and aviation, cleantech, defense and homeland security, finance and professional services, information technology, life sciences and healthcare, logistics and distribution, and manufacturing.

Ms. Birken asked if anyone had any questions. Larry O'Dor, a member of the public, requested veteran assistance with workforce services.

PARTNER'S UPDATE

Ms. Birken invited Florida Workforce Development Association President Robin King to provide an update. Ms. King detailed several best practices of the local workforce development boards.

OPEN DISCUSSION/PUBLIC COMMENT

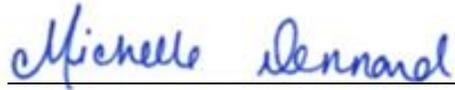
Ms. Birken opened the floor for additional public comment. There were no additional comments.

CHAIRMAN'S CLOSING REMARKS

Ms. Birken thanked everyone for joining the meeting and for their participation. While the state continues to recover from the impacts of the COVID-19 global pandemic, the continuing commitment to supporting the Governor, job seekers and Florida's businesses is vitally important and greatly appreciated. Even in some of the most challenging economic times, CareerSource Florida continues to uphold its corporate pillars to collaborate, innovate and lead and does so with integrity, transparency, and accountability.

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.



6/10/2021

Michelle Dennard
Board Secretary

Date