



Board of Directors Meeting

Sept. 15, 2021

For Public Comment, please:

- See Lisa Cramer to fill out a comment card
- Email Lisa Cramer at lcramer@careersourceflorida.com

Chair's Welcome and Remarks



Stephanie Smith

Chair

Mission Moment: Launching Innovative Career Pathways in Aerospace



Lloyd Gregg

Vice President, Spaceflight Support Services

ASRC Federal

Chairman

CareerSource Brevard



Ed Mango

Instructor

Eastern Florida State College



Marci Murphy

President

CareerSource Brevard

Brevard County - The Space Coast

Top 10 Metro Areas with Highest Employment Level

Aerospace Engineering and Operations Technologists and Technicians
(U.S. Bureau of Labor Statistics 2020)

Metropolitan Area	Employment per 1K Jobs	Location Quotient
Palm Bay-Melbourne-Titusville, FL	3.97	46.42
Huntsville, AL	1.73	20.25
Hartford-West Hartford-East Hartford, CT	0.49	5.73
Phoenix-Mesa-Scottsdale, AZ	0.40	4.67
San Diego-Carlsbad, CA	0.21	2.47
Dallas-Fort Worth-Arlington, TX	0.21	2.46
Seattle-Tacoma-Bellevue, WA	0.17	2.04
Miami-Fort Lauderdale-West Palm Beach, FL	0.13	1.55
Los Angeles-Long Beach-Anaheim, CA	0.13	1.49
Washington-Arlington-Alexandria, DC-VA-MD-WV	0.09	1.02

Brevard County - The Space Coast The Collaboration

Classroom Training + Work-Based Training = Employment

Eastern Florida State
College Aerospace
Technician Program

Internships
CareerSource
Brevard OJTs

ASRC Federal



Aerospace Technology Program

Eastern Florida State College

- Associate Degree (A.S.) – two years, four semesters and 60 credits
- Structured cohorts
 - One per semester - total of four at any one time - day and night cohorts
 - Students learn teamwork
 - 15-20 students per cohort
 - More than 85% retention rate
- Sessions are 3-4 hours of lecture and lab combinations
- Mechanical and electrical-focused courses



Career Placement

- Approximately 80-90% are placed before graduation
- Internships play a large role in placement
 - 8-12+ internships offered each semester
 - Internships offer a wide range of diverse opportunities for the student and evaluation period for the company
- Students also formed an Aerospace Club through Eastern Florida State College



Aerospace Technology Program ASRC Federal

- In 2015, ASRC Federal developed an apprenticeship program with Lockheed Martin to address issues with an aging workforce and skills retention
- ASRC Federal contacted CareerSource Brevard to understand options available for internships and partnerships
- 38 of 41 candidates hired direct-to-contract since inception
- ASRC Federal's Orion workforce average age has been reduced from 54 to 43
- Mary – a previous apprentice who participated in a CareerSource Brevard On-the-Job Training program, talked about her experience during Governor DeSantis' meeting at Kennedy Space Center's Exploration Park.



Meet Diamond and Her Career Pathway to Engineering

- Part of the first aerospace technology class and received her internship funding through CareerSource Brevard's On-the-Job Training program.
- Participated in ASRC Federal's education reimbursement program to earn a bachelor's degree in engineering.
- Employed as quality engineer.

“Working for ASRC Federal started my career in the right direction,” adds Diamond, who became a spacecraft technician on the Orion contract. “First as an apprentice and then moving my way up to a quality inspector while working toward my degree in engineering.”



- Diamond

Consent Item



Stephanie Smith

Chair

Consent Item

For Consideration:

- **Approve the Consent Item as presented, to include any modifications or changes noted by the Board.**

President's Report



Michelle Dennard

President and CEO



2021-2022 Workforce System Outlook



**Serving Businesses and
Job Seekers**



**Research: Brand
Awareness, Perceptions
and Use**

CareerSource Florida Board Priorities



**Get There Faster WIOA
Competitive Grants**



**Apprenticeship
Standards Builder**



CLIFF Dashboard Tool



**Communications and
Outreach Partnership**

CareerSource Florida Professional Workforce Excellence Award



Susan Bosse

Director, Business and
Workforce Development



Melanie Conover

Front-End Developer



Olivia Davidson

Communications
Manager



Warren Davis

Policy Analyst



Carmen Hilbert

Director, Business and
Workforce Development



Nathan Roberts

MIS Director



2021 CareerSource Florida Professional Workforce Excellence Award Winner

“Carmen continues to advance CareerSource Florida's mission and has demonstrated excellence in her work during this challenging COVID-19-impacted year. She has done an exemplary job supporting a legacy sector in Florida, Aviation/Aerospace. She is co-lead of the multi-year Lockheed Martin workforce solution, focused on using our training grants for expansion in Florida and implementation of registered apprenticeships for the corporation. She keeps our programs and services top of mind and communicates these well in many different forums. ”

Strategic Policy - Availability of Services to Floridians



Michelle Dennard

President and CEO



Dane Eagle

Secretary

Florida Department of Economic Opportunity

Action Item 1

For Consideration:

- **Approve CareerSource Florida Strategic Policy on Availability of Services to Floridians**

Credentials Review Committee Appointments



Dan McGrew

Vice President, Strategic Policy and
Performance

Action Item 2

For Consideration:

- Approve and appoint the remaining membership of the Credentials Review Committee.

Florida Economic Update



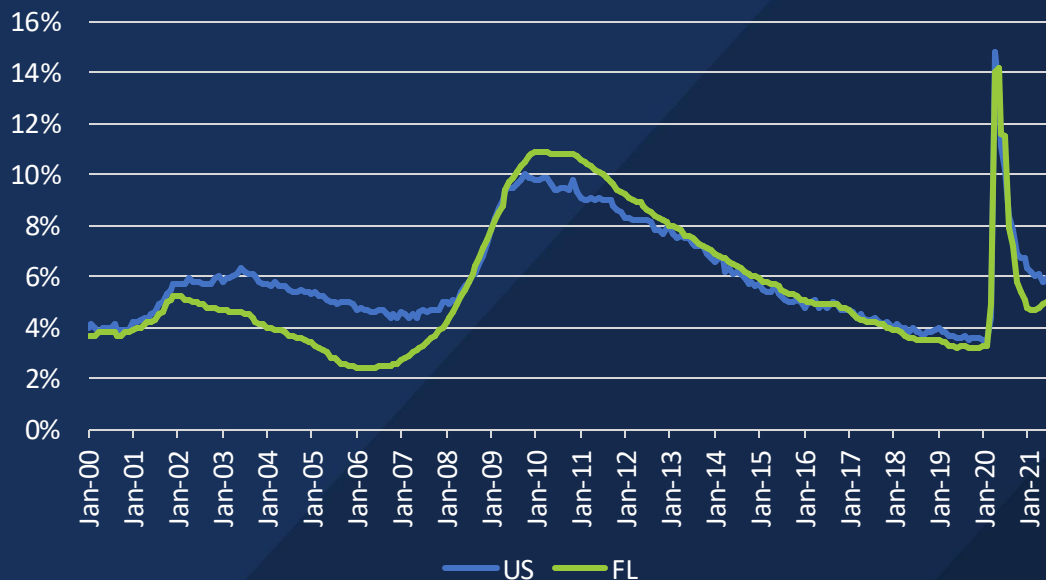
Adrienne Johnston

Deputy Secretary, Division of Workforce Services

Florida Department of Economic Opportunity

Local Area Unemployment Statistics (LAUS)

Unemployment Rate – Florida and United States Seasonally Adjusted

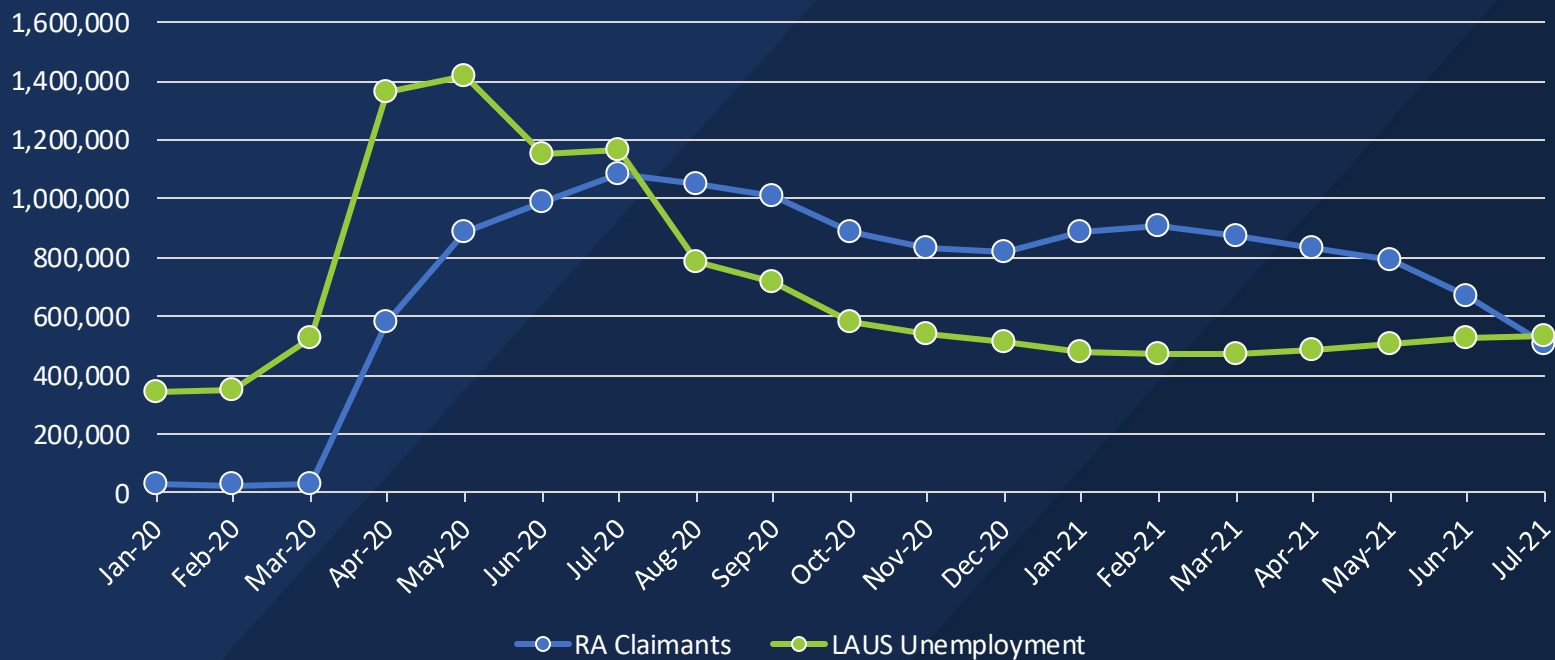


Since February 2020...

- Unemployment rate increased to **14.0 percent** (+10.7 percentage points) between February and April 2020
- Unemployment has since decreased to **5.1 percent** in July 2021
- As of July 2021, Unemployment is still **1.8 percentage points above the February 2020 rate**

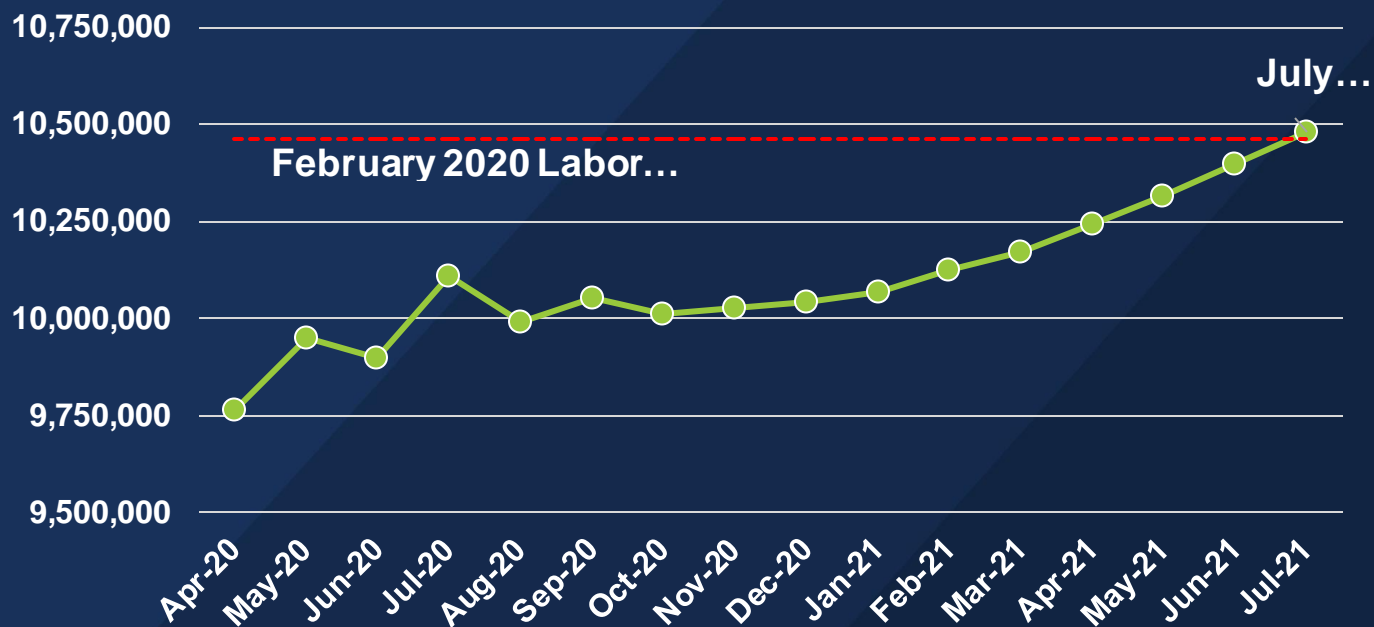
Unemployment

LAUS Unemployment vs Average Monthly Continued RA Claims



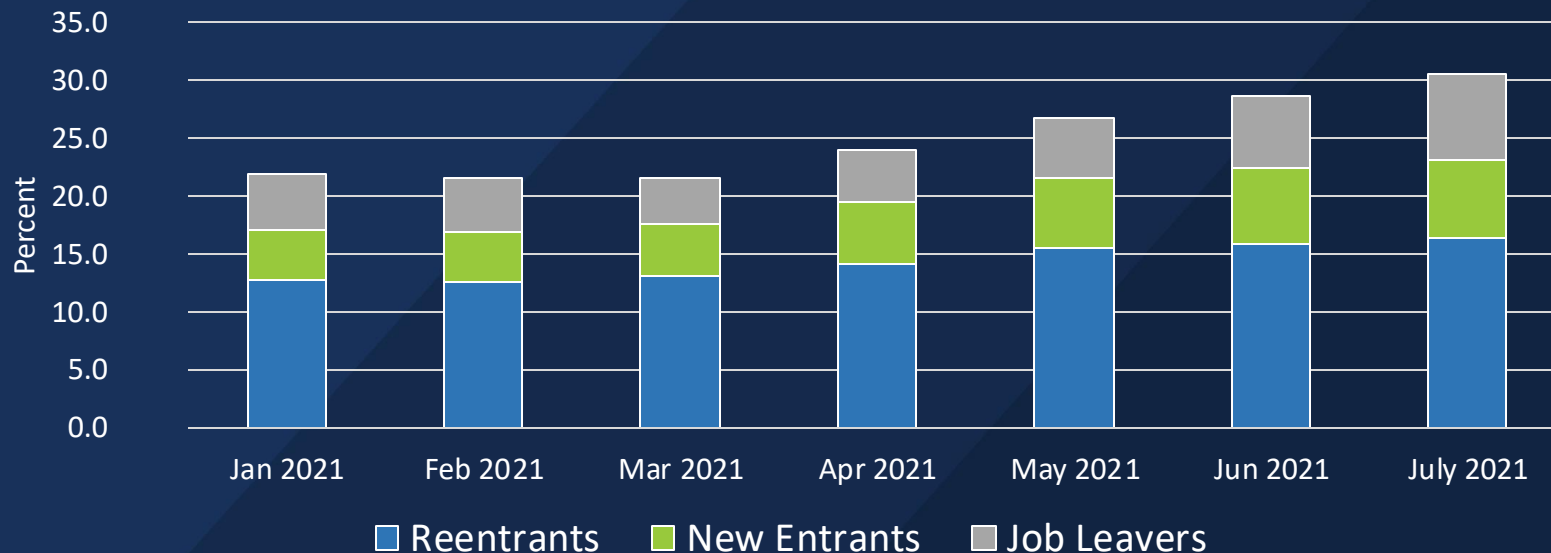
Labor Force

Statewide Labor Force April 2020 – July 2021 Florida; Seasonally Adjusted



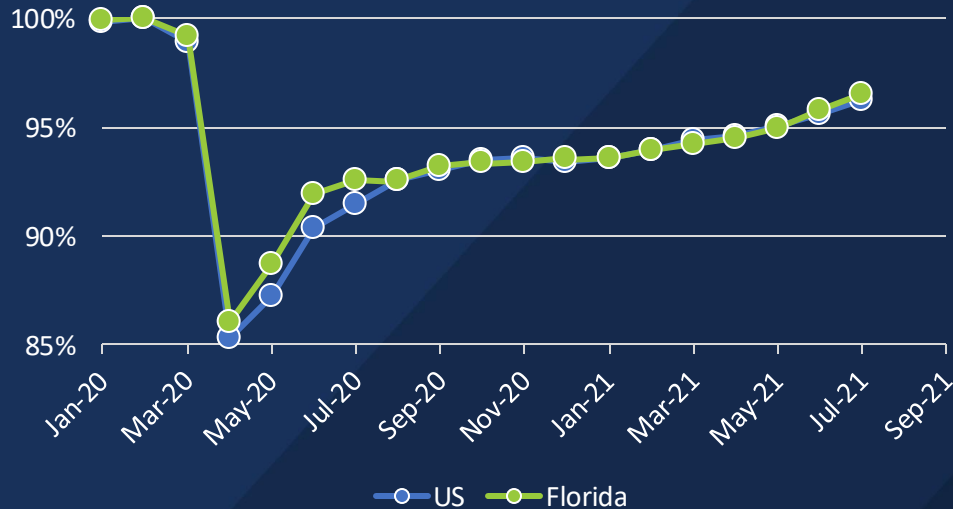
Reasons for Unemployment

Unemployed Persons by Reason for Unemployment (As a Percent of Total Unemployed)
Florida; 12-Month Moving Average



Current Employment Statistics (CES)

Total Nonfarm Employment – Florida and United States Employment As a Percent of February 2020 Levels

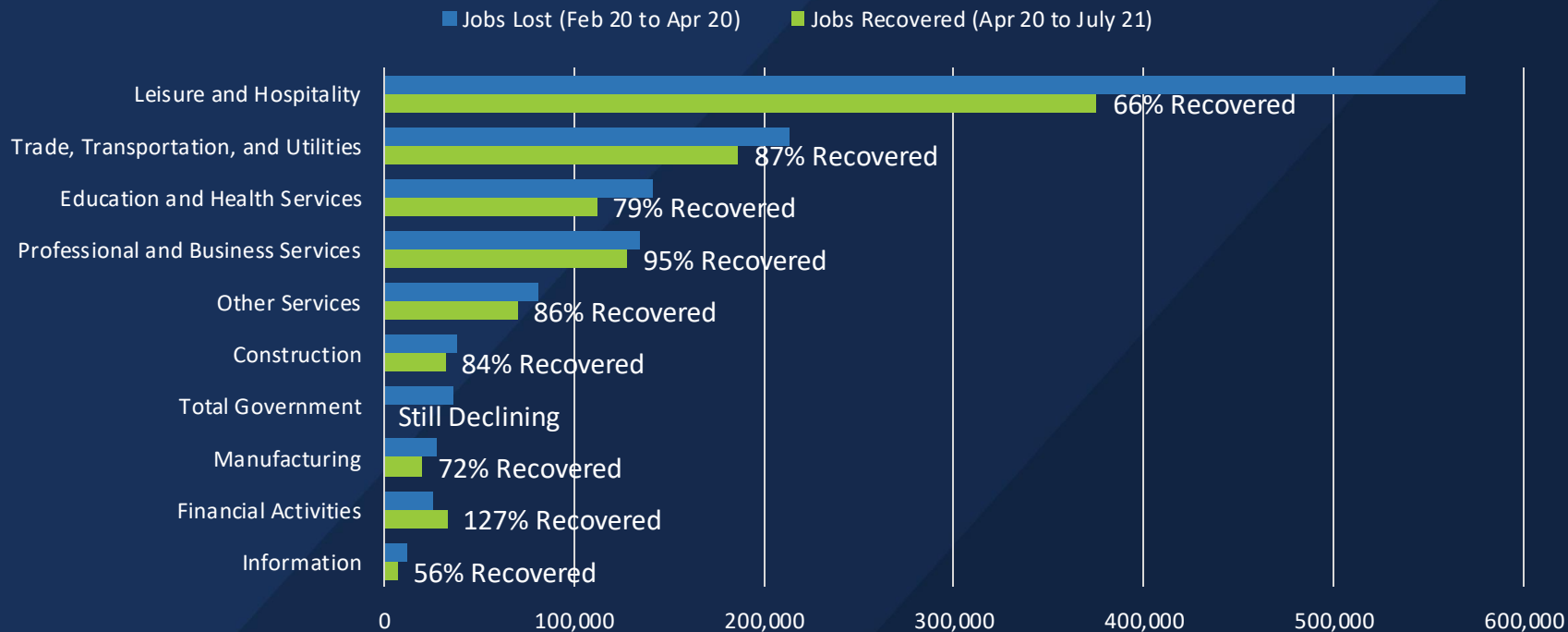


Since February 2020...

- **1,269,200** jobs were lost between February and April 2020 (**14 percent** of Total Employment)
- **953,400** jobs have been recovered between April 2020 and July 2021 (**75.1 percent** of jobs lost)
- As of July 2021, Total Employment remains **503,200 (-3.5 percent)** below February 2020 levels.

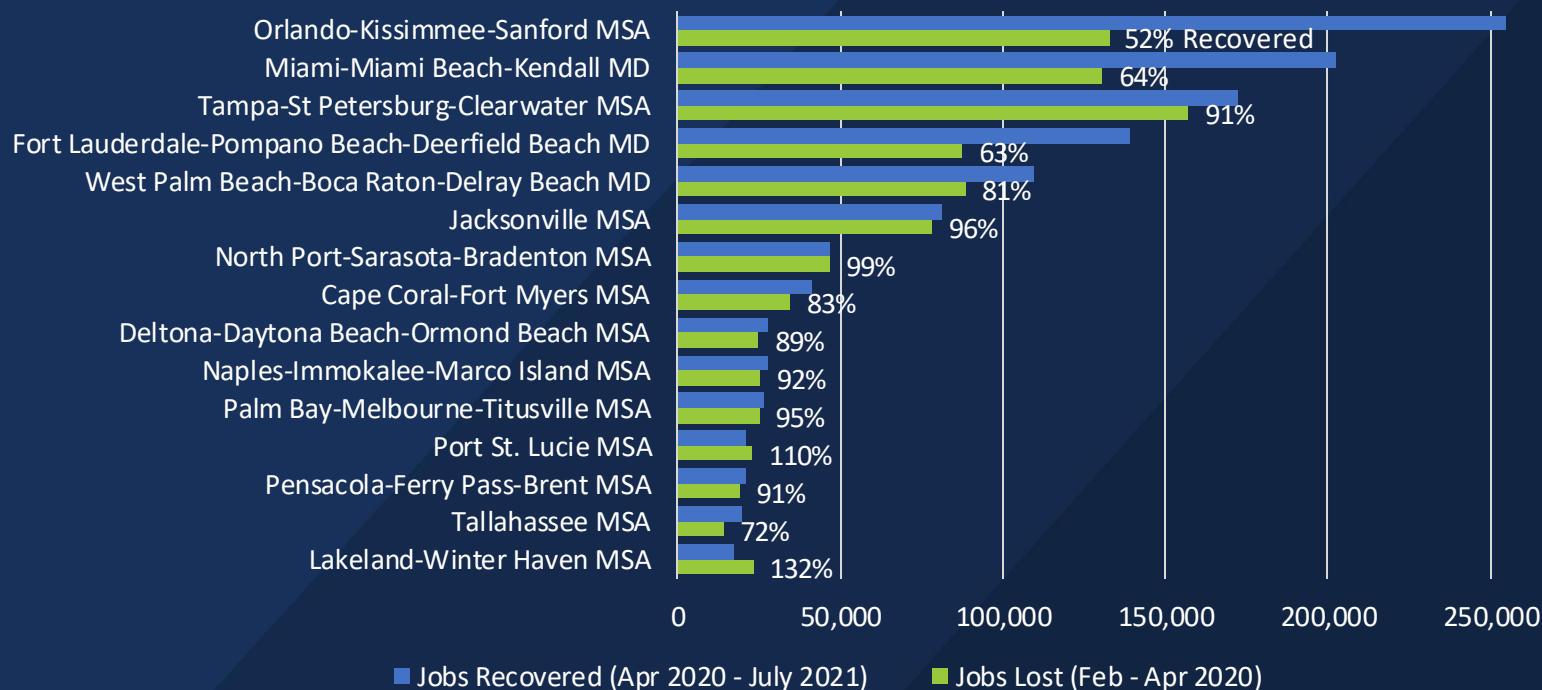
Recovery – Industry Sectors

Florida – Industry Supersectors Job Decline and Recovery; Seasonally Adjusted



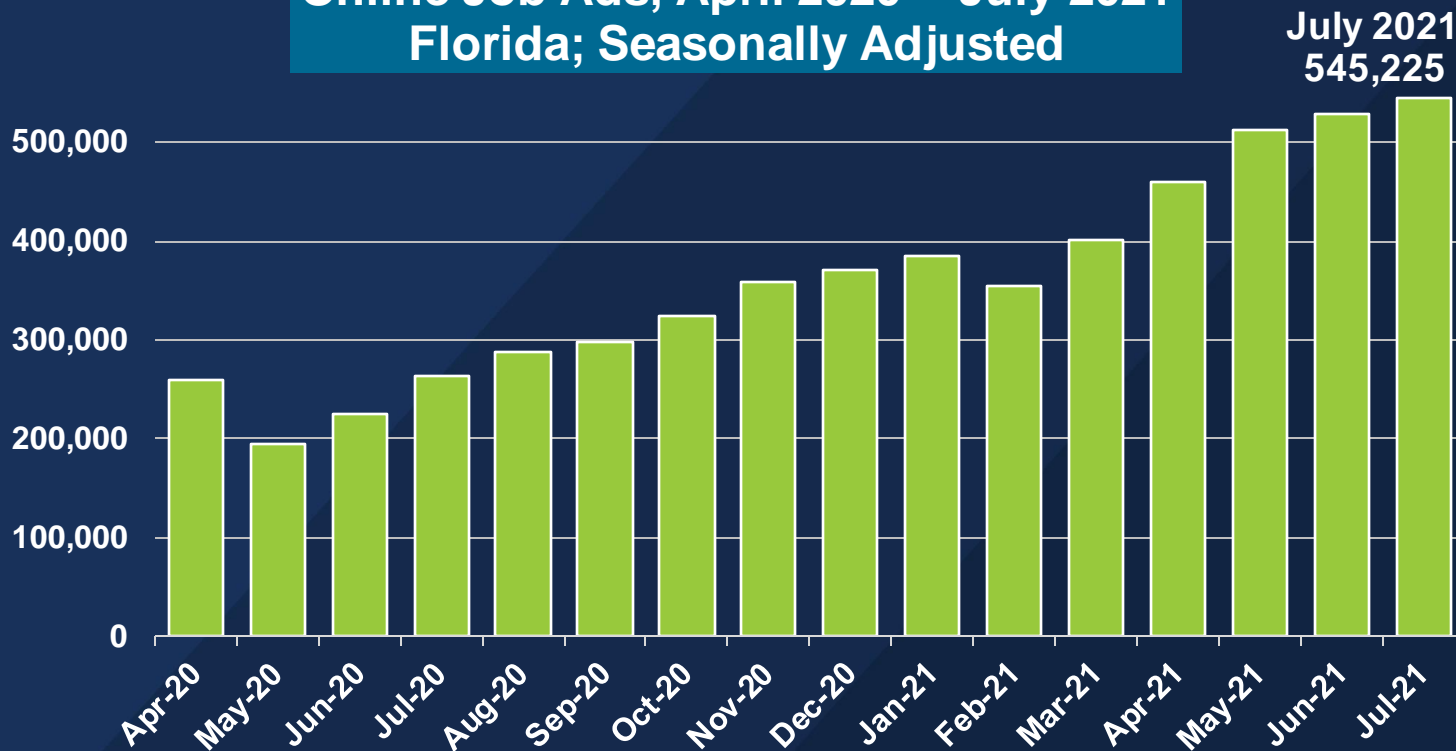
Recovery – Metro Areas

Florida Metropolitan Statistical Areas and Divisions Employment Loss and Recovery – Seasonally Adjusted



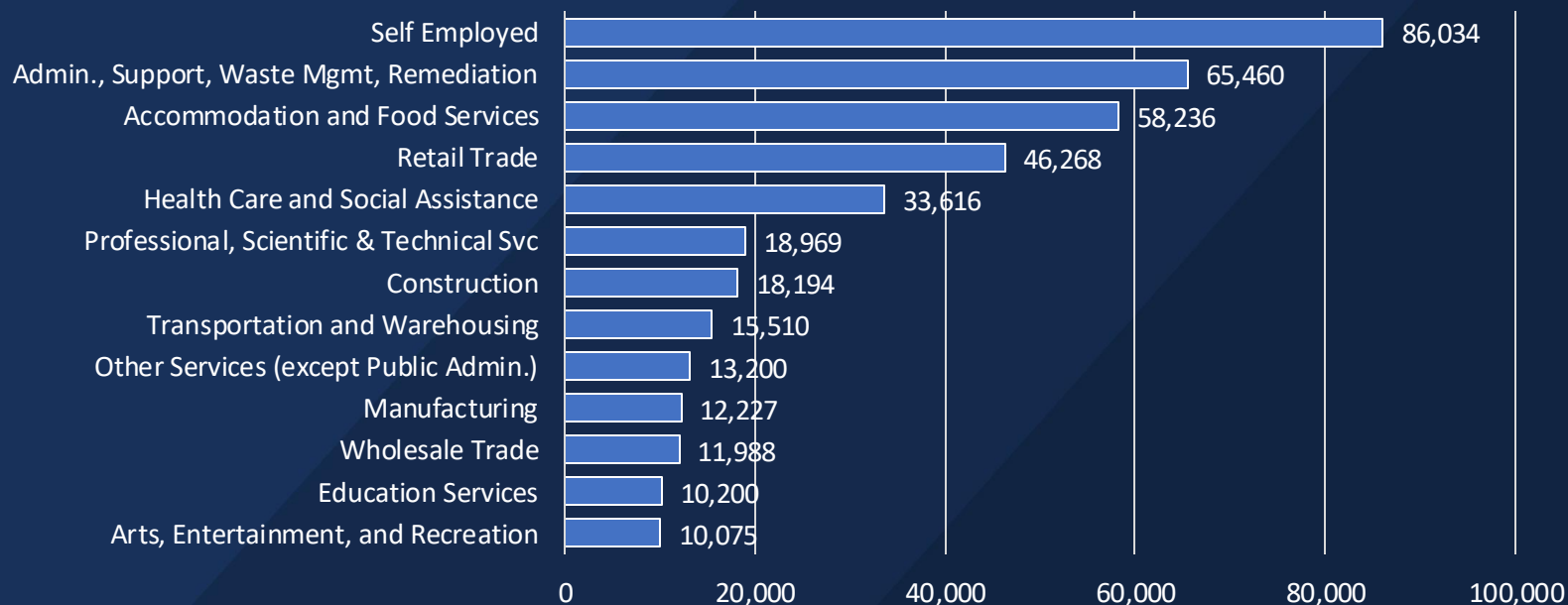
Labor Demand

Online Job Ads, April 2020 – July 2021
Florida; Seasonally Adjusted



Labor Supply

RA Claimants Requesting Benefits – Week of August 1st 2021 Industry of Separating Employer



Questions?



REACH Act: Addressing Florida's Evolving Economic Needs

Statewide Implementation Updates



Michelle Dennard
President and CEO
CareerSource Florida



Katie Crofoot
Director
REACH Office, Executive
Office of the Governor



Dane Eagle
Secretary
Florida Department of
Economic Opportunity



Eric Hall
Senior Chancellor
Florida Department of
Education



Shevaun Harris
Secretary
Florida Department of
Children and Families

REACH Act: Addressing Florida's Evolving Economic Needs

Local Perspectives - Moving from Vision to Implementation



Pam Nabors

President and CEO

CareerSource Central Florida



Kim Bodine

Executive Director

CareerSource Gulf Coast



Brian Bauer

CEO

CareerSource Research Coast



Julia Dattolo

President and CEO

CareerSource Palm Beach
County

Local Perspectives - Moving from Vision to Implementation



Pam Nabors

President and CEO

CareerSource Central Florida

WHERE WE SERVE

Our Footprint

Five Counties

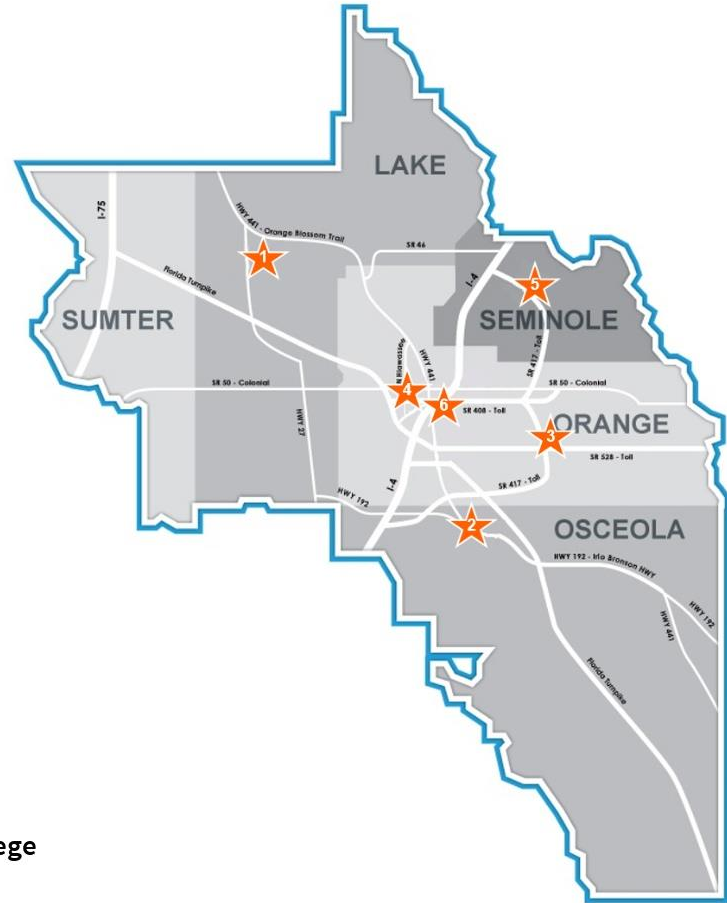
- Lake
- Orange
- Osceola
- Seminole
- Sumter

1 of 24 Local Workforce Development Boards

- **Second Largest in Florida**

Delivery of Service

- **Five Career Centers**
 - Centers at Valencia College and Lake-Sumter State College
- **One Satellite Contact Center**





2021 REACH Act

- Create Office of Reimagining Education and Career Help (REACH)
- Agreed to 8-Year Term Limits for Board of Directors / Chair (Term Limits Began July 1)
- Develop New Waivers
- Develop Master Credentials Process
- Initiate Workforce System Changes to Deliver More Transparency and Accountability Measures
- Common Data Terms
 - Audits and performance reporting for programs, education and training
- Assign letter grades to local workforce development boards
 - Recommend uniform accountability measures
 - Make report cards available in a timely manner

Local Perspectives - Moving from Vision to Implementation



Kim Bodine

Executive Director

CareerSource Gulf Coast

Who We Are

- Located in the Northwest Florida
- Serving Bay, Gulf and Franklin counties
- Total Population: 201,859 1,856 square miles - all coastal
- Military and Defense Industry: 33% of the Economy (GDP)
- Culture aligns more closely to southern states
- State college is the subrecipient for the region

REACH Act

- Staff are working to organize and prioritize parts of the law pertaining to local workforce development boards
- Implementing changes that have already been defined in policy, and working with partners to collaborate on next steps
- Looking forward to streamlined processes and easier alignment that may be afforded by the portal

Local Perspectives - Moving from Vision to Implementation



Brian Bauer

CEO

CareerSource Research Coast



WHO WE ARE

Indian River, Martin and St. Lucie Counties

SECTORS OF FOCUS

Manufacturing, Healthcare, Skilled Trades, IT, and Distribution and Logistics

LOCAL INITIATIVES

Registered Apprenticeship Programs, FATES, Summer of Success

STRATEGIC PARTNERSHIPS

Promote Career Pathways, Promote Career-Related Education,
Address Skills Gaps

Workforce Readiness Taskforce

Overview

Taskforce Mission

Organize processes and leverage resources to support a focused sector-based talent development pipeline to meet the needs of regional employers and job seekers.

Taskforce Vision

Establish a talent development system that will enhance the local workforce development area's ability to attract, retain, and expand businesses by developing educational opportunities and career pathways for its residents to meet the needs of targeted industry sectors. This initiative aligns and supports CareerSource Florida's goal to become a global leader for talent.

Effective Sector Partnerships

Sector partnerships are led by businesses within a critical industry cluster working collaboratively with CareerSource Research Coast, education and training partners, economic development, industry associations, organized labor, and community organizations.



Local Perspectives - Moving from Vision to Implementation

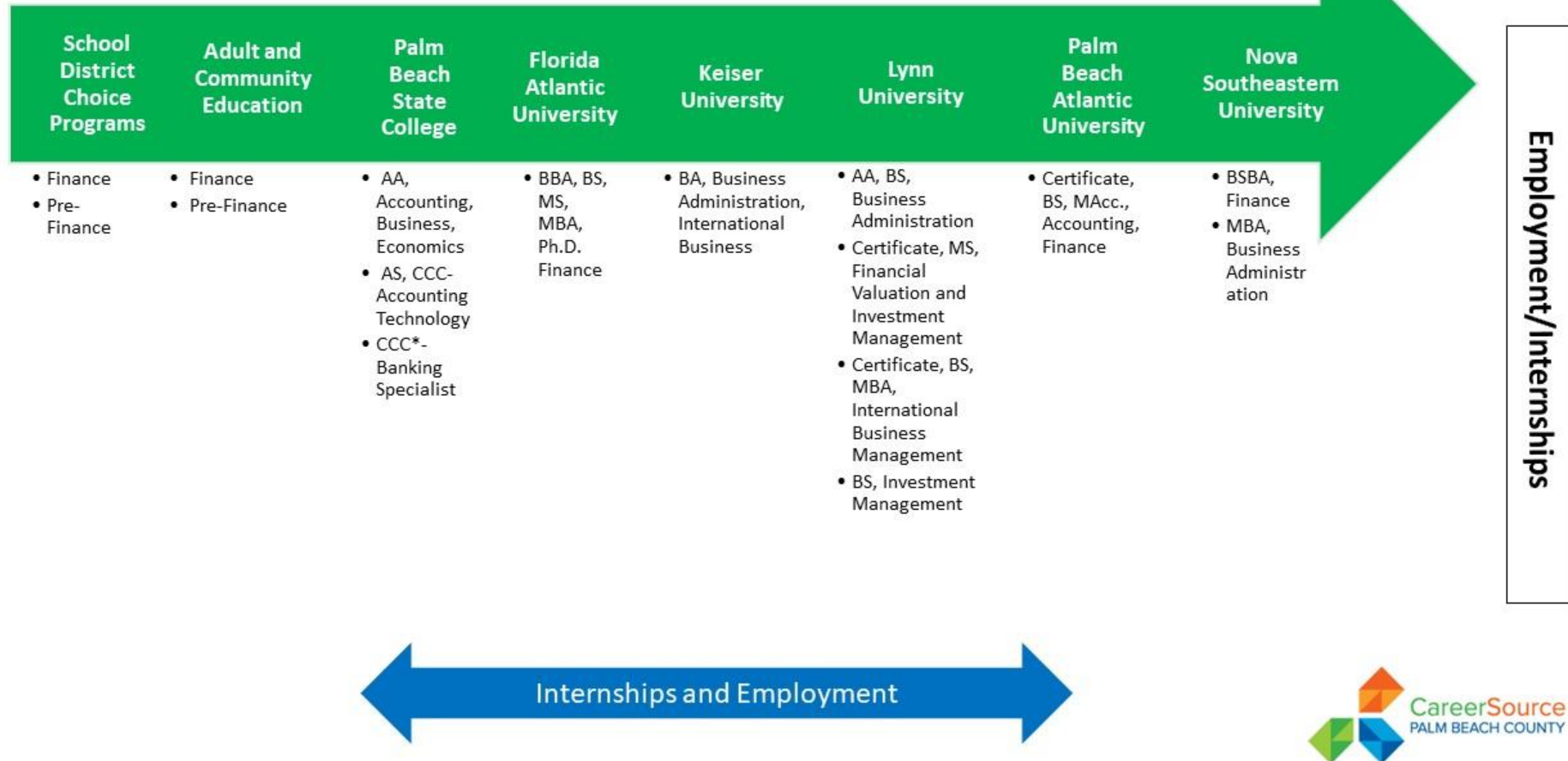


Julia Dattolo

President and CEO

CareerSource Palm Beach County

Pathway for Careers in Finance



Local Partners Report



Stacy Campbell-Domineck

President

Florida Workforce Development Association

President and CEO

CareerSource Polk

A photograph of a modern office interior. In the foreground, a long wooden table is set up with several laptops and a water bottle. Several people are seated around the table, some looking at their devices. The background features large windows that look out onto a city street. The overall atmosphere is professional and collaborative.

Open Discussion/Public Comment

Chair's Closing Remarks



Stephanie Smith

Chair

Upcoming Meetings

Finance Council Meeting – Dec. 8, Webinar

Strategic Policy and Performance Council Meeting – Dec. 8, Webinar

Board of Directors Meeting – Dec. 9, Webinar