

Board of Directors Information Meeting Agenda

JANUARY 31, 2024 • 10:00 – 11:00 A.M., ET
 JOIN THE MEETING VIA MICROSOFT TEAMS: [CLICK HERE](#)
 AUDIO ONLY: [850-629-7293](#), ID: [116 879 401#](#)

CEO Welcome and Remarks	Adrienne Johnston
2024 Legislative Session Update	Adrienne Johnston
<ul style="list-style-type: none"> Legislation and Governor’s Budget Priorities 	
2024-2028 WIOA Combined State Plan	Warren Davis
Florida Workforce System Transformation Plan Alignment and Consolidation	Garrick Wright
<ul style="list-style-type: none"> CareerSource Pinellas and CareerSource Tampa Bay alignment and consolidation success 	Steven Meier <i>Chief Executive Officer, CareerSource Pinellas</i>
	Michelle Zieziula <i>Chief Operating Officer, CareerSource Tampa Bay</i>
Business Study Findings	Emily Read
<ul style="list-style-type: none"> Overview of recent business study conducted by Integrated Insights 	<i>Executive Managing Director, Moore</i>
	Joni Newkirk <i>CEO, Integrated Insights</i>
Closing Remarks	Adrienne Johnston

UPCOMING MEETINGS

Finance & Strategic Policy and Performance Councils Joint Meeting	February 27 10:00 a.m. – 12:00 p.m.	Tallahassee
Board of Directors Meeting	February 28 9:00 a.m. – 12:00 p.m.	Tallahassee





Florida Workforce System Transformation Plan CareerSource Pinellas/Tampa Bay Consolidation Update



December 5, 2023 Consortium Meeting

- Consortium members – two Commissioners from each County
 - Pinellas County – Commissioners Flowers (Vice-Chair) and Latvala
 - Hillsborough County – Commissioners Myers (Chair) and Wostal
- Advisory Committee Members Appointed
 - CareerSource Pinellas – Scott Thomas (Chair) and Barclay Harless
 - CareerSource Tampa Bay – Sean Butler and Gary Hartfield
- Approved issuance of Request for Quote for CEO Search
- Approved GrayRobinson to perform legal services required for new entity
 - Conduct due diligence
 - Plan of Merger. This is the document that is required by statute to be approved by both CareerSource Boards. The Plan will identify an effective date of the merger and will direct both parties to file the Articles of Merger with the Secretary of State on that date. The form of the Articles of Merger will also be approved by the Boards at that time.
 - Articles of Merger – On the effective date of the Merger, the Articles of Merger, in the form approved by the Boards, will be signed by both CEOs and filed with the Secretary of State and from that point CSTB continues in existence as the combined entity.
 - Finalize By-laws

Near-Term Action Items

- Finalize and Approve By-Laws
- Select CEO Search Firm
- Operational Workgroups to meet to discuss similarities and differences between CareerSource Pinellas and Tampa Bay
- Appointment of New Board
- See attached Consolidation Calendar



2023 – 2024 Schedule of Consolidation Group Meetings

	July 2023	Aug. 2023	Sept. 2023	Oct. 2023	Nov. 2023	Dec. 2023	Jan. 2024	Feb. 2024	Mar. 2024	Apr. 2024	May 2024	June 2024
Consortium Meetings 10:30 a.m. – 12:00 p.m. Hybrid: In Person or Virtual						5 Meridian		6 Palm Room		2 Meridian		4 EpiCenter
Advisory Committee 3:00 p.m. – 4:30 p.m. Hybrid: In Person or Virtual							22	5 19	4 18			
CSTB Board of Directors 9:00 a.m. – 10:30 a.m. Hybrid: In Person or Virtual								15			16	
CSPIN Board of Directors 11:45 a.m. – 1:00 p.m. Hybrid: In Person or Virtual							17		20		22	
CSTB Executive Committee 9:00 a.m. – 10:30 a.m. Virtual							18			18		

All Consortium meetings are conducted in accordance with the *Florida Sunshine Law*.

Meridian One 4350 W Cypress Street, Ste. 875 Tampa, FL 33607	Palm Room 333 Chestnut Street Clearwater, FL 33756	EpiCenter 13805 58th Street N. Clearwater, FL 33760
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If you are a person with a disability who requires assistance in attending any of the meetings, please contact Tammy Stahlgren at 813-397-2070 or Leah Geis at 727-608-2551.

Public Comments: Refer to [Public Comments](#) for instructions regarding public comments to the Consortium meeting.

If a person decides to appeal any decision made by the board with respect to any matter considered at such meeting or hearing, he or she will need a record of the proceedings, and that, for such purpose, he or she may need to ensure that a verbatim record of the proceedings is made, which record includes the testimony and evidence upon which the appeal is to be based. Revised 11.29.23



BRIDGING THE GAP

Between Florida's
Business Partners
and Workforce

JANUARY 2024

IDENTIFYING THE CHALLENGE

CareerSource Florida works with partners in business and industry, education, economic development, and community development to help Floridians achieve economic self-sufficiency and ensure businesses in our state thrive.

In recent years, Florida's low unemployment rate has challenged businesses trying to find and recruit skilled, qualified applicants. Through this research, the CareerSource Florida network aimed to better understand business needs in the current economic climate and ultimately, develop new and stronger relationships with businesses.



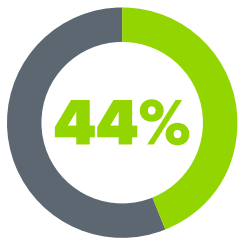
ABOUT THE RESPONDENTS

CareerSource Florida commissioned a survey of 177 total businesses across the state from June 14 – July 21, 2023. Of these respondents, 96 had never engaged with the CareerSource Florida network, 52 were currently using the network, and 29 were lapsed businesses, meaning they previously engaged with the network. While the roles of those surveyed within these businesses varied, respondents had a level of responsibility in the hiring of new employees.

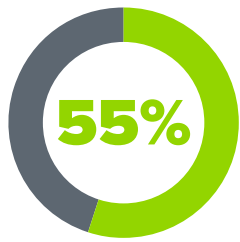
These individuals gave extensive insights into how the CareerSource Florida network can better understand and meet the needs of their businesses. As part of this research study, businesses were also surveyed on the Hope Florida program to understand their perception of the program and their willingness to hire candidates. Spearheaded by First Lady Casey DeSantis and implemented by the Florida Department of Children and Families, Hope Florida offers a comprehensive approach to addressing poverty and promoting economic mobility.

OVERVIEW OF FINDINGS

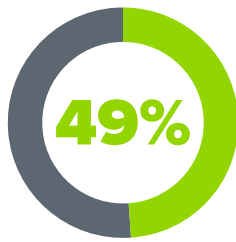
OF THE 177 BUSINESSES SURVEYED:



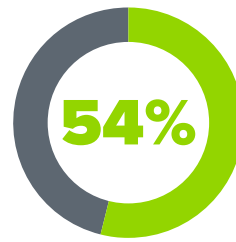
Are hiring more personnel than in the previous year.



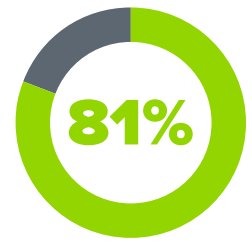
Are increasing wages.



Are increasing training.



Are very likely to hire individuals with minimal skills and train them to meet their workforce needs.



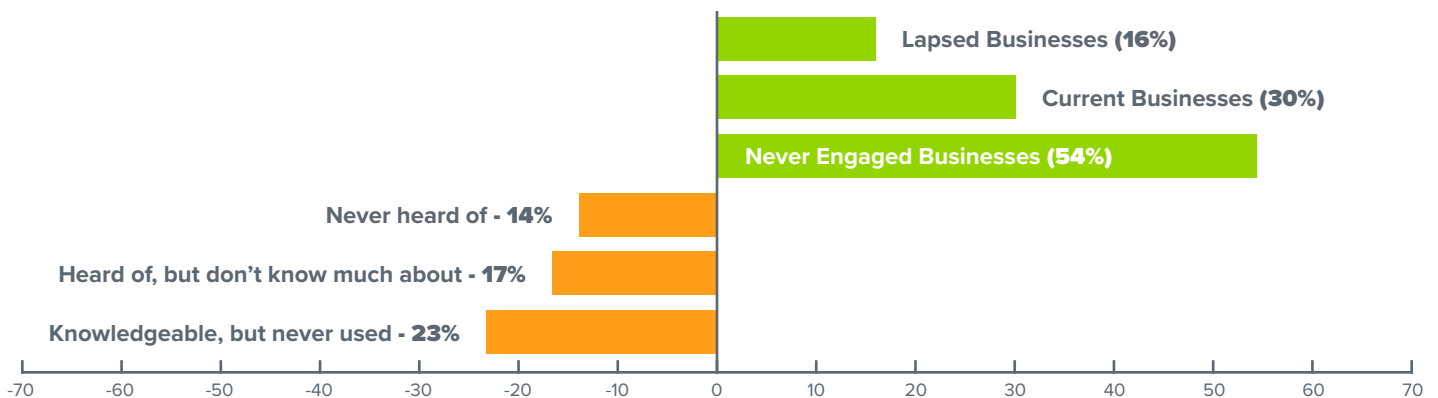
Of businesses who received services in the past three years are likely to come back to CareerSource Florida for assistance/resources.

TOP FIVE CHALLENGES BUSINESSES EXPERIENCE WITH JOB CANDIDATES:



- ▶ Lack of technical training needed for position.
- ▶ Lack of work experience.
- ▶ Not motivated/don't want to work.
- ▶ Negative attitude.
- ▶ Wage/salary expectations too high.

USE OF THE CAREERSOURCE FLORIDA NETWORK:



“CareerSource Florida aims to bridge the gap between employer needs and job seeker skills through various programs and services.”

BUSINESSES WANT HELP WITH TRAINING

Businesses are looking for job candidates with applicable training, but there is a gap between educational institutions and hiring businesses. To bridge the divide, the CareerSource Florida network is uniquely positioned to facilitate communication with education partners and share the need for developing talent to meet businesses' hiring needs.

"I do not know how to work with these institutions to help with my business needs."

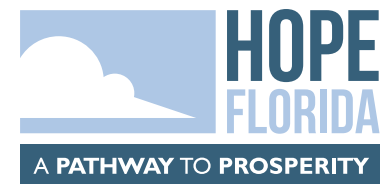
APPRENTICESHIPS, INTERNSHIPS, AND CO-OP PROGRAMS

Consistently, businesses expressed a need for job-ready talent with applicable education and experience. When asked what educational institutions can do to improve talent pipelines in an open-ended question, **11% suggested internship programs and realistic training.**

"Strengthen and expand internship and co-op programs to provide students with practical work experience."

HOPE FLORIDA PROGRAM

Overall, companies were willing to hire candidates from the Hope Florida program, provided they have the required skill set and can pass the background check.



LIKELIHOOD TO HIRE FROM THE HOPE FLORIDA PROGRAM:

- Very likely – 33%
- Somewhat likely – 34%
- Somewhat unlikely – 11%
- Very unlikely – 4%
- Undecided – 18%



"I think this is a good program and a good way to get the people we need as long as they have the skills necessary to do the job."

KEY TAKEAWAYS

As a result of these research findings, the CareerSource Florida network has an opportunity to educate employers on how they engage with educational institutions, encourage them to learn more and apply for the Master Credentials List, and connect them to work-based learning support, such as on-the-job training, internships, and apprenticeships.



Speaker Bios

Steven Meier



As an experienced executive with over 30 years of experience in diverse industries, Steven Meier has built a proven track record of success in driving financial performance, operational efficiency, and strategic growth. With a background in leadership, finance, and accounting, he brings a wealth of skills in program management, organizational development, financial reporting, budgeting, forecasting, grant management, risk management, and team leadership.

Throughout his career, Steven has worked for notable organizations such as Price Waterhouse, Koch Industries, and the Dave Thomas Foundation for Adoption. He currently serves as CEO of CareerSource Pinellas, where he has been instrumental in leading the organization through the consolidation process with CareerSource Tampa Bay.

Steven's commitment to community engagement and building strong relationships with stakeholders is a testament to his dedication to making a difference, especially for socio-economically challenged citizens and community partners. With an active Florida CPA license, a B.S. degree from Rider University, and an MBA from the University of North Carolina Wilmington, Steven is a true asset to CareerSource Pinellas and the Tampa Bay region.

Michelle Zieziula



Michelle Zieziula has 30+ years of experience serving private, education, and public sectors through manufacturing, university, economic and workforce development forums. She brings to her role 24 years of experience in the workforce sector currently serving as the Senior Vice President & Chief Operating Officer for CareerSource Tampa Bay.

She has previously held roles as the Senior Vice President and Chief Impact Officer for CareerSource Tampa Bay, as Chief Executive Officer of a workforce development board for 13 years, as the Regional Director of Operations for the Philadelphia Workforce System, and as a Senior Consultant for Public Consulting Group serving as a subject matter expert for local, regional, state, and national governments and non-profits. Michelle has been awarded numerous distinctions for her work and that of her organization.

She holds a Bachelor of Arts Degree in Environmental Design and a Master's degree in Urban Planning from the School of Architecture & Planning at the State University of New York at Buffalo, with dual Certificates of Specialization in Urban Design and Community and Economic Development Planning. She has additional certifications for Effective Facilitator, Neuro-Linguistic Programming (NLP for Business) and Sectoral Strategies.

Joni Newkirk



Joni Newkirk is a leading expert in the performance dynamics of consumer facing service industries, and a thought leader in the development of successful business strategies. She has over thirty years of experience leading multi-faceted organizations and managing large scale projects and excels in finding viable solutions to complex situations.

Prior to founding Integrated Insight, Joni spent 20 years with Walt Disney Parks and Resorts, rising to the position of Senior Vice President of Business Insight and Improvement where she was responsible for managing and driving over \$8 billion in revenue for worldwide theme parks and resorts, Disney Cruise Line, Disney Vacation Club and Adventures by Disney. She oversaw industry leading decision analytics and consumer insight practices within the areas of Market Research and Consumer Insights, Forecasting, Pricing, Revenue and Profit Management, and Industrial Engineering, helping lead the Parks and Resorts division to record revenue growth year after year.

During her tenure at Disney, Joni led key initiatives for new product development, operational improvement and revenue growth within existing businesses and for new development. Included were “Magic Your Way”, “Back to the Basics”, and Disney’s Operational Command Center, as well as growth initiatives for theme parks, adventure tours and cruise line operations.

Prior to joining Disney, Joni held management positions in planning and development at both Lockheed Martin and Orlando Health. She has served as chair of the Travel Industry Association research committee, and on the advisory board of both the University of Central Florida Rosen School of Hospitality Management and the University of Florida Eric Friedheim Tourism Institute. Joni has a BA in Statistics from the University of Florida and a MS in Industrial Engineering from the University of Central Florida.

Emily Read



Emily Read, APR, is an executive managing director with Moore. A dynamic communications professional, Emily leads Moore’s workforce development and education practice area, where she oversees a full-service communications team who leads work on behalf of CareerSource Florida, the Florida Department of Education, Dwyer Workforce Development and more.

Emily is a 14-year veteran of Moore with 20 years of integrated communications experience in leading public and private sector clients to success, with the right mix of integrated strategies and tactics and an eye for maximizing ROI. The work she leads work improves outcomes, increases access, and fuels new insights across the entire workforce and education network.