



Board of Directors Information Meeting Agenda

AUGUST 22, 2024 • 10:00 – 11:00 A.M., ET
JOIN THE MEETING VIA MICROSOFT TEAMS: [CLICK HERE](#)
AUDIO ONLY: [850-629-7293](tel:850-629-7293), ID: [162 569 759#](https://teams.microsoft.com/join/162569759)

CEO Welcome and Remarks	Adrienne Johnston
Florida Workforce System Transformation	Garrick Wright
September Meeting Policy Preview	Adam Briggs
Credentials Review Committee Update	Dehryl McCall
Healthcare Workforce Needs in Florida	Marci Murphy <i>Executive Director</i> <i>CareerSource Brevard Flagler Volusia</i> Maria Darby COO <i>Dwyer Workforce Development</i>
Closing Remarks	Adrienne Johnston

UPCOMING MEETINGS

- Joint Strategic Policy and Performance Council and Finance Council Meeting, September 10 | Orlando
- Board of Directors Meeting, September 11 | Orlando

Speaker Bios

Maria Darby



A person-oriented organizational leader and nonprofit board director committed to advancing mission-driven organizations, Maria Darby has more than 25 years of experience driving strategy, transforming businesses, growing organizations, building brand value, and effecting positive change through a career that has spanned nonprofits across the healthcare, education, and enrichment spaces.

As COO at Dwyer Workforce Development, Darby is responsible for operationalizing strategy through oversight and leadership of enterprise-wide functions aligned with short and long-term business goals in Maryland, Florida, and Texas. She oversees all administrative and operational functions; collaborates with the team to lead the strategic planning process; manages direct service lines; drives budgeting and forecasting; and manages all external and internal communications, partnerships, fund development, and donor relations. Darby also ensures the operation of a robust, enterprise-wide compliance function that addresses all relevant federal, state, and local business and nonprofit requirements.

Marci Murphy



As Executive Director of CareerSource Brevard Flagler Volusia, Marci Murphy is ultimately responsible for all areas of management, and an operating budget that exceeds \$15 million dollars. Murphy has a long history of workforce development leadership, having joined CareerSource Brevard in 2002 as the Youth Program Coordinator, before becoming the Vice President of Operations in 2005 and the President in 2016. Her leadership, technical direction, performance oversight and long-range planning supports CSBFV's six career centers with a demand-driven, solutions-based, business service model. She is leading her team's sector strategy approach in solving

Brevard, Flagler and Volusia county's workforce challenges by directing initiatives in the Aerospace/Aviation, Advanced Manufacturing, Healthcare, Construction and IT/Cybersecurity industries on local and regional levels.

She has been an integral part of the organization's success with community and industry outreach. Murphy gives her time and talents to many community and industry organizations, including the Economic Development Commission of Florida's Space Coast Board of Directors, Endeavor Elementary Leadership Advisory Council for Community Schools, the Early Learning Coalition Board of Directors, and the Civilian Military Community Relations Council. She is currently a member of the Workforce Development Council of the U.S. Conference of Mayors, representing local, regional, and national workforce initiatives.



Murphy holds a Bachelor of Science in Business from Eastern Illinois University and is a 2007 graduate of LEAD Brevard. She resides in Melbourne, Florida with her husband Philip and has lived in Brevard County for 38 years.

OPINION > COMMENTARY

Commentary: Florida's running out of room to care for seniors. This could help.



There are about 15,000 nursing homes in the U.S., and dozens close every year. While experts believe there was likely an uptick in closures during the pandemic, experts think COVID-19 aid to the industry likely prevented more facilities from closing. (Dreamstime/TNS)



By **MEL MARTINEZ**

PUBLISHED: June 23, 2024 at 5:30 a.m.

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The Biden administration last month imposed for the first-time minimum staffing requirements on nursing homes, requiring them to increase their care to 3.48 daily care hours per resident. This mandate is aimed at ensuring high-quality patient care and alleviating the burden on health-care professionals.

But it brings new urgency to the need for innovative health care talent solutions in Florida, which is ground zero in the nationwide shortage of qualified nursing staff amid a rapidly aging population.



Sun Sentinel
Mel Martinez, former U.S. Senator, from Florida was born in Sagua La Grande, Cuba.

Florida already has the highest percentage of senior residents in the United States, and it is projected that seniors will account for almost a third of Florida's population by 2030, a significant increase from today's 20 percent. Nursing homes are critical to meeting these seniors' healthcare needs.

In contrast, a recent study projects that Florida will have a shortage of 60,000 nurses by 2035. Prior to the mandate, our nursing homes were already working hard to address the workforce shortage in anticipation of the upcoming influx of seniors. Recent efforts have reduced the vacancy rate for registered nurses from 21% in 2022 to 13% in 2023, but we will need additional investments to grow the healthcare workforce in the wake of this mandate. Hiring more certified nursing assistants (CNAs) will be even more critical to help

meet these new minimum care requirements.



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Dwyer Workforce Development (DWD), a healthcare workforce nonprofit, is addressing the severity of Florida's healthcare workforce shortage through a holistic model that includes training, job placement support, need-based wraparound services like child care and transportation, and person-centered case management to individuals who lack opportunities, helping them become registered CNAs as they juggle the demands of their personal lives.

AD



DWD launched its services in Florida in 2023, starting in Brevard County with a partnership with CareerSource Brevard. They recently began offering its services in Polk County through a partnership with CareerSource Polk and Astoria Senior Living and will further expand its services to Chipola, Citrus, Levy, Marion, and Sarasota counties this summer.

With unmatched support and case managers, 81% of scholars have completed their CNA training program, with 86% of those scholars successfully placed in a healthcare career. For these promising workers, lack of childcare, inadequate transportation and unstable housing can make entering and remaining in the healthcare field seem like an insurmountable barrier.

So the approach moving forward for all organizations addressing this health care shortage really must continue to address the whole person. This holistic support will not only help attract more people to the field but also improve program retention and completion.

I am proud to be part of advancing innovative solutions to this growing health care workforce crisis both in Florida and across the country.

Mel Martinez lives in Orlando, having served as a United States Senator from Florida and as Secretary of Housing and Urban Development under President George W. Bush. He serves on the board of Dwyer Workforce Development.

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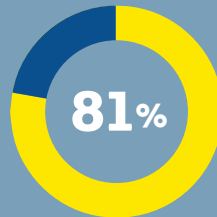
Dwyer Workforce Development 2023 Year in Review

BUILDING FUTURES, TRANSFORMING LIVES

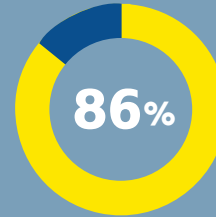
Impact by the Numbers



2,076
SCHOLARS SERVED



81%
PROGRAM
COMPLETION
RATE



86%
EMPLOYMENT
PLACEMENT
RATE



184
TRAINING COHORTS
COMPLETED



\$31 Million
EST. ANNUAL EARNINGS FOR
2023 PLACED SCHOLARS



75
NEW
PARTNERSHIPS

States Served



MARYLAND



TEXAS



FLORIDA

Scholar Success Story

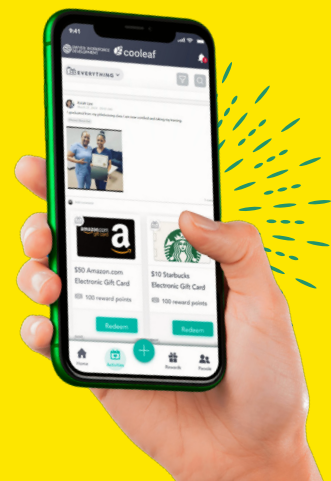
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After my CNA training success, I was motivated to apply for the Mayor's Scholarship program. I've almost completed my Associate of Science in Registered Nursing, and I plan to pursue my BSN next. I'm grateful to Dwyer for initiating this journey for me and providing the encouragement to persevere.

- Dwyer Scholar



New Scholar Rewards App



Wraparound Support Services

- 53% 1:1 Scholar Engagement
- 28% Transportation
- 7% Housing/Utility Emergency Assistance
- 7% Career Supplies
- 6% Childcare

42,227 Miles
LYFT RIDES PROVIDED



Philanthropy In Action

- 65% Government
- 21% Foundation
- 14% Individual

