
MINUTES

BROWARD WORKFORCE DEVELOPMENT BOARD, INC. & CAREERSOURCE BROWARD COUNCIL OF ELECTED OFFICIALS

Partnership Meeting #215

Thursday, April 25, 2019

CareerSource Broward, 2890 West Cypress Creek Road, Ft. Lauderdale 33309

The Committee is reminded of conflict of interest provisions. In declaring a conflict please refrain from voting or discussion and declare the following information: 1) Your name and position on the Board, 2) the nature of the conflict and 3) who will gain or lose as a result of the conflict. Please also fill out form 8B prior to the meeting.

Attendees: Mayor Josh Levy, Commissioner Tim Ryan, Mayor Dean Trantalis, Michael Carn, Zac Cassidy, Kristen Cavallini-Soothill, Dr. Ben Chen, Heiko Dobrikow, Paul Farren, Cynthia Gaber, Frank Horkey, Dr. Lisa Knowles, Francois LeConte, Dane Liberta, Ismael Martinez, Mayor Frank Ortis, Dr. Gertrudis Perez-Dusek, Sam Robbin, Pam Sands, Cynthia Sheppard (via phone), Bob Swindell, Marjorie Walters, Janet Wincko

PLEDGE OF ALLEGIANCE

MISSION MOMENT

Sherria McMillan, Recruitment Manager, Seminole Hard Rock Support Services and Jennifer Morales, assistant to Sherria McMillan, provided the mission moment.

Commissioner Tim Ryan presented a plaque to Heiko Dobrikow for his community service and successful business endeavors. Heiko Dobrikow has been named the Downtowner of the Year for Ft. Lauderdale businesses. April 11 was recognized for Heiko Dobrikow day in Broward County.

PRESENTATION TO THE BOARD

President Gregory Adam Haile, Esq., of Broward College will provide a presentation on Broward UP (Unlimited Potential).

Due to time constraints the presentation of Broward UP was moved to the next Board meeting.

APPROVAL OF MINUTES

Approval of the minutes of the February 28, 2019 Broward Workforce Development Board/CareerSource Broward Council Partnership Meeting #214.

A motion to approve the minutes of the February 28, 2019 BWDB Partnership/CareerSource Broward Council meeting #214 was made by Michael Carn and seconded by Kristen Cavallini-Soothill. The Broward Workforce Development Board, Inc./CareerSource Broward Council of Elected Officials unanimously approved the February 28, 2019 minutes.

CONSENT AGENDA

Consent Agenda items are items that may not need individual discussion and may be voted on as one item. Any member wishing to discuss an item may move to have it considered individually.

ACCEPTANCE OF CONSENT AGENDA

On a motion made by Michael Carn and seconded by Kristen Cavallini-Soothill, the Broward Workforce Development Board, Inc. /CareerSource Broward Council of Elected Officials unanimously approved the Consent Agenda of April 25, 2019.

1. Monthly Performance Report

The current performance for the month of February is provided. This month's data reflects that within the Big 7 Regions CSBD is in a four-way tie for 1st in WIOA Entered Employment Rate (EER), ranks 1st in WTP EER, ranks 2nd in WTP All Family Participation Rate, and ranks 3rd in WTP Two Parent Participation Rate and Veterans EER.

2. BWDB Committee Summary

Summary of actions taken at the following meeting:

One Stop Services Committee – 3/5/19
Employer Services– 4/1/19
One Stop Services Committee – 4/16/19
Executive Committee – 4/16/19

3. New Course For Existing Individual Training Account Provider - Southeastern College

Consideration to approve current Individual Training Account (ITA) provider Southeastern College's request to add its Associate of Science in Nursing program to the Customer ITA list. CSBD reviewed the application for completeness and to ensure that Board mandated criteria are met for the training program and related occupational title. Approved at the 3/5 One Stop Services and 4/16 Executive Committee meetings. *(This is in alignment with the BWDB goal to align Broward's services to maximize employment and training opportunities for targeted populations.)*

4. Acceptance of Additional Disaster Relief Funds

Consideration to accept an additional \$200,000 in WIOA National Dislocated Worker Grant funds from the Florida Department of Economic Opportunity. These funds are for individuals who relocated to Florida from Puerto Rico or the Virgin Islands due to Hurricane Maria. We will use these disaster relief funds to provide temporary employment and training services to people impacted by the hurricane, bringing the total funding for disaster relief to \$2,337,267. Approved at the 3/5 One Stop Services and 4/16 Executive Committee meetings. *(This is in alignment with the BWDB goal to align Broward's services to maximize employment and training opportunities for targeted populations.)*

5. Eligibility Status Change for Current ITA Provider Jersey College

Current ITA provider, Jersey College has submitted its application to remain on our ITA list and to change its eligible training provider status to “Continued Eligibility”. CSBD reviewed their application for completeness and to ensure that Board mandated criteria are met. Consideration to approve 1) Jersey College’s “Continued Eligibility” status for the next two year period beginning 4/4/19 thru 4/4/21 and 2) retain its Registered Nursing (RN) and LPN to RN Bridge programs on our ITA list. Approved at the 3/5 One Stop Services and 4/16 Executive Committee meetings. *(This is in alignment with the BWDB goal to align Broward’s services to maximize employment and training opportunities for targeted populations.)*

REGULAR AGENDA

These are items that the Council and Board will discuss individually in the order listed on the Agenda. Individuals who wish to participate in these discussions may do so merely by raising their hand during the discussion and being recognized by the Chair. The Chair will determine the order in which each individual will speak and the length of time allotted.

NEW BUSINESS

1. Broward County Public Schools Incumbent Worker Training (IWT) Grant Application

Broward Workforce Development Board, Inc./CareerSource Broward Council of Elected Officials considered accepting \$143,766 for Broward County Public Schools for an Incumbent Worker Training (IWT) Grant for 65 teachers to earn their regular Teaching Certificates to prevent layoffs. Because Board member Enid Valdez is employed with the Broward County Public Schools, State rules require the governing boards approve this item by a 2/3 vote of the established quorum, after a conflict has been declared at the Board meeting. Approved at the 4/1 Employer Services and 4/16 Executive Committee meetings. *(This is in alignment with the BWDB goal to align Broward’s services to maximize employment and training opportunities for targeted populations.)*

Mason Jackson stated that this grant is to assist in the training of temporary teachers to earn their regular teaching certificate and to help prevent layoffs.

It was noted that Enid Valdez had a conflict of interest for this item as she is employed by Broward County Public Schools. She was not there, but will be required to submit a conflict of interest form.

On a motion made by Frank Horkey and seconded by Francois LeConte the Broward Workforce Development Board, Inc./CareerSource Broward Council of Elected Officials unanimously approved Broward County Public Schools Incumbent Worker Training Grant Application by a 2/3 vote of the seated quorum.

2. Selection of Out of School Youth (OSY) Providers

Broward Workforce Development Board, Inc./CareerSource Broward Council of Elected Officials considered approving the recommendations of the OSY Review Committee to fund the 1) Broward County Public Schools 2) Broward College 3) FLITE 4) HANDY and 5) Center for Independent Living subject to negotiation. Contracts will be funded for one year renewable for four additional one year periods. There is also an update on current youth providers' activities PY 18/19. Because Board members Dr. Mildred Coyne, is employed at Broward College and Enid Valdez is employed with the Broward County Public Schools, State rules require the governing boards approve this item by a 2/3 vote of the established quorum, after a conflict has been declared at the Board meeting. Approved at the 4/16 One Stop Services and Executive Committee meetings. *(This is in alignment with the BWDB goal to align Broward's services to maximize employment and training opportunities for targeted populations.)*

Rochelle Daniels stated that the current youth provider contracts would be ending on 6/30 with no further options for renewal. On 2/19, an RFP was issued for WIOA OSY full service and navigator programs. Seven proposals were received, 2 were non-responsive. Contracts will be funded for one year renewable for four additional one year periods.

Ms. Daniels noted that the Review Committee consisted of board members and a Children's Services Council representative was appointed. The members were: Mr. Michael Carn, Ms. Cynthia Gaber, Ms. Cynthia Sheppard, Mr. Frank Horkey (served as chair), and Ms. Deborah Forshaw.

Commissioner Tim Ryan asked if the contract renewals will be done at the staff level or whether it comes back to the board for approval. He also inquired what kind of measures we should use to see if they should be renewed. Ms. Daniels responded that the renewal of the contracts will come back to the board for approval. Ms. Daniels further noted that we have guidelines subject to performance and funding availability.

Commissioner Tim Ryan further asked how we are addressing the need for transportation to job trainings. Mason Jackson responded that we do provide some transportation assistance. We are going to where the youth are and working with the navigators and with financial aid departments to assist the youth.

It was noted that Enid Valdez had a conflict of interest for this item as she is employed by Broward County Public Schools. She was not there, but will be required to submit a conflict of interest form.

It was noted that Dr. Mildred Coyne had a conflict of interest for this item as she is employed by Broward College. She was not there, but will be required to submit a conflict of interest form.

On a motion made by Michael Carn and seconded by Kristen Cavallini-Soothill, the Broward Workforce Development Board, Inc./CareerSource Broward Council of Elected Officials unanimously approved the Selection of Out of School Youth Providers by a 2/3 vote of the seated quorum.

3. Transfer of FATES State Grant Funds to Apprenticeship Initiatives

Broward Workforce Development Board, Inc./CareerSource Broward Council of Elected Officials considered approving the reallocation of the funds as we have had few customers participating in the FATES program. Reallocate the funds to 1) the Broward County Public Schools to expand a pre-apprenticeship work experience 2) hire a CSBD program manager to support the Broward College apprenticeship grant 3) the Fort Lauderdale Housing Authority to expand their maintenance apprenticeship program and 4) retain the balance of the FATES grant, for a redesign of the research project. Because Enid Valdez is a Board member and is employed by BCPS State rules require the governing boards approve this item by a 2/3 vote of the established quorum, after a conflict has been declared at the Board meeting. Approved at the 4/16 One Stop Services and Executive Committee meetings. *(This is in alignment with the BWDB goal to align Broward's services to maximize employment and training opportunities for targeted populations.)*

Mason Jackson stated that we received this grant to serve people facing the "fiscal cliff". We have had very few volunteers wishing to participate in the program. The "fiscal cliff" refers to the point in time where welfare recipients in transition, who have received promotions and/or raises would be earning too much money to continue receiving child care, transportation and housing subsidies. We have reached out to the Fort Lauderdale Housing Authority to expand their building maintenance registered apprenticeship program, and the Broward County School Board to expand a pre-apprenticeship work experience initiative with culinary, aviation and marine industries. Mr. Jackson further noted that the FATES grant is underspent. We have put in an inquiry to the state regarding the ability to reprogram approximately \$410,000 to support our 3 apprenticeship initiatives while leaving the FATES grant with some funds to be able to redirect the research objectives.

Frank Horkey inquired if the state has approved this. Mason Jackson responded yes and that we are pending the receipt of the Notice of Funds Available.

It was noted that Enid Valdez had a conflict of interest for this item as she is employed by Broward County Public Schools. She was not there, but will be required to submit a conflict of interest form.

On a motion made by Frank Horkey and seconded by Kristen Cavallini-Soothill, the Broward Workforce Development Board, Inc./CareerSource Broward Council of Elected Officials unanimously approved the Transfer of FATES State Grant Funds to Apprenticeship Initiatives by a 2/3 vote of the seated quorum.

4. New Courses For Existing Individual Training Account Provider – Broward College (BC)

CSBD is in the process of expanding its Eligible Training Providers to include Bachelor's Degree programs in demand occupations for individuals who need two years or less to obtain their degrees. Broward Workforce Development Board, Inc./CareerSource Broward Council of Elected Officials considered approving the addition of BC's, applications to add Bachelors1) in Applied Science in Supervision/Management 2) of Science in Secondary Biology and 3) Science Mathematics Education programs to the Eligible Training Provider List. All programs meet Board criteria. Executive Committee determined that completion of Bachelor's degrees was within policy of two year training and was not a policy change. Approved at the 4/16 One Stop Services and Executive Committee meetings. *(This is in alignment with the BWDB goal*

to align Broward's services to maximize employment and training opportunities for targeted populations.)

Mason Jackson stated that we are going include Bachelor's Degree programs in demand occupations for individuals who need two years or less to obtain their degrees.

It was noted that Dr. Mildred Coyne had a conflict of interest for this item as she is employed by Broward College. She was not there, but will be required to submit a conflict of interest form.

On a motion made by Michael Carn and seconded by Pam Sands, the Broward Workforce Development Board, Inc./CareerSource Broward Council of Elected Officials unanimously approved New Courses for Existing Individual Training Account Provider- Broward College by a 2/3 vote of the seated quorum.

5. New Courses For Existing ITA Provider – McFatter Technical College

Broward Workforce Development Board, Inc./CareerSource Broward Council of Elected Officials considered approving the current Individual Training Account (ITA) provider McFatter Technical College's, applications to add 1) Fire Fighter I/II and 2) Practical Nursing programs to the ITA list. CSBD reviewed the applications to ensure that Board mandated criteria are met for the training programs. Because Enid Valdez is a Board member and is employed by Broward County Public Schools, State rules require the governing boards approve this item by a 2/3 vote of the established quorum, after a conflict has been declared at the Board meeting. Approved at the 4/16 One Stop Services and Executive Committee meetings. *(This is in alignment with the BWDB goal to align Broward's services to maximize employment and training opportunities for targeted populations.)*

It was noted that Enid Valdez had a conflict of interest for this item as she is employed by Broward County Public Schools. She was not there, but will be required to submit a conflict of interest form.

On a motion made by Frank Horkey and seconded by Heiko Dobrikow, the Broward Workforce Development Board, Inc./CareerSource Broward Council of Elected Officials unanimously approved New Courses for Existing ITA Provider- McFatter Technical College by a 2/3 vote of the seated quorum.

6. Transfer of WIOA Dislocated Worker Funds to WIOA Adult Funds

Broward Workforce Development Board, Inc./CareerSource Broward Council of Elected Officials considered approving the transfer of up to \$1,500,000 from the WIOA Dislocated Worker (DW) funding stream to the WIOA Adult funding stream as we have seen a significant shift toward more Adult customers interested in occupational training than DW customers. The funds will be used to provide Adult customers with services that include 1) occupational skills training 2) work experience and 3) On-the-Job training. We will continue to monitor demand and program expenditures to assure the maximum number of individuals is being served. Approved at the 3/5 One Stop Services and 4/16 Executive Committee meetings. *(This is in*

alignment with the BWDB goal to align Broward's services to maximize employment and training opportunities for targeted populations.)

Mason Jackson stated we would like to shift our monies to our adult customers seeking occupational training. The adult population includes 1) adults with barriers and 2) Dislocated workers.

Michael Carn inquired to the difference of the adults with barriers and the dislocated worker. Mason Jackson responded that the dislocated workers are people who have been laid off. Adults with barriers are people who need additional assistance and meet income eligibility guidelines.

Bob Swindell asked about the typical barriers. Rochelle Daniels responded that some of the barriers are people who receive section 8 housing, food stamps and welfare. The Department of Labor sets priorities of who receives money first. For example, our veterans and their spouses are first, homeless, domestic violence persons, disabled and people who have been incarcerated.

On a motion made by Francois LeConte and seconded by Bob Swindell, the Broward Workforce Development Board, Inc./CareerSource Broward Council of Elected Officials unanimously approved the transfer of WIOA Dislocated Worker Funds to WIOA Adult Funds.

7. New Courses For Existing ITA Provider – Florida National University (FNU)

CSBD is in the process of expanding its EPTL to include Bachelor's Degrees programs in demand occupations for individuals who need two years or less to obtain their degrees. Broward Workforce Development Board, Inc./CareerSource Broward Council of Elected Officials reconsidered the addition of FNU's four (4) year degree programs in 1) Accounting 2) Registered Nursing 3) Finance and 4) Marketing and Sales Management to the EPTL so that CSBD can use the ITA system to pay for the programs until further data has been provided. All programs meet Board criteria. Executive Committee determined that completion of Bachelor's degrees was within policy of two year training and was not a policy change. Approved at the 4/16 One Stop Services and Executive Committee meetings. *(This is in alignment with the BWDB goal to align Broward's services to maximize employment and training opportunities for targeted populations.)*

Mason Jackson stated this is for Bachelor's Degree programs in demand occupations for individuals who need two years or less to obtain their degrees.

Commissioner Ryan inquired if FNU has a physical site. Ron Moffett, CSBD, Senior Vice President of Operations responded that FNU is located in Miami.

Mason Jackson stated that if the student resides in Broward County, we will fund their programs in Miami.

Bob Swindell inquired if we do site visits to all our new providers. Mason Jackson responded yes, we do send someone out to check the location of the school.

Frank Horkey inquired if eligible training providers are on a state list. Mason Jackson responded once we have a signed contract they become part of the state list. Mr. Jackson further noted that when they are a new provider we only allow them up to 10 students to make sure they are meeting criteria set forth.

Commissioner Tim Ryan stated that FNU's tuition for twenty four months of training is \$34,000 for a two year program and \$4,000 for books and tools and as high as \$65,000 for nursing online and classroom.

Mason Jackson stated that we do not refer people to these programs as it is a customer choice system if they have the qualifications. If they want to go to these classes they register for the class. We will pay up to \$12,000 dollars in tuition and they are responsible for the rest of the money. Commissioner Ryan further stated that he does not see data on how long they have been around at a university level.

Mayor Josh Levy stated that in looking at the reviews online, this school is very expensive. If our customers cannot come up with the money they won't be able to finish school.

Mason Jackson responded that the programs being presented are accredited and licensed. We do financial counseling with our customers before they register at the school. You may recall that the state Workforce Board Accountability Act does not allow us to consider the cost of the program when adding a school to the eligible training provider list. We can only control the amount of the reimbursement which is set at \$12,000. We do measure school performance and require a 70% placement rate.

Mayor Dean Trantalis inquired about the FNU placement. Mason Jackson responded that we do not have any business with them as of yet. However, they do report to Florida Education & Training Placement Information Program (FETPIP), which collects employment placement data for their students.

Frank Horkey noted that FNU is accredited by two groups and questioned why we would decline their application if they passed the accreditation?

Rochelle Daniels advised the governing boards that if they choose to reject the school, the regulations require that we allow them to file a grievance.

Commissioner Tim Ryan stated that he does not agree with putting the school on our list due to lack of information on their demonstrated success, performance and wages. He stated he votes no.

On a motion made by Commissioner Tim Ryan and seconded by Mayor Dean Trantalis, the CareerSource Broward Council of Elected Officials voted no.

Mason Jackson reminded the governing boards that the elected officials had a veto power. Ms. Daniels asked the Council if they would move to reconsider their vote pending the provision of additional information by FNU.

Mayor Josh Levy, Mayor Dean Trantalis and Commissioner Tim Ryan all stated if we can provide the data requested they would reconsider their votes.

On a motion made by Mayor Josh Levy and seconded by Mayor Dean Trantalis, the CareerSource Broward Council of Elected Officials voted to reconsider this item.

This was followed by a motion made by Mayor Josh Levy and seconded by Mayor Dean Trantalis, to defer this item to a future board meeting where FNU can be present and address the concerns expressed at this meeting. The CareerSource Broward Council of Elected Officials then unanimously voted to defer action on this item.

REPORTS

1. **Outreach to Distressed Communities**

CareerSource Broward is increasing awareness of our services in the targeted distressed communities to educate them on our services such as the WIOA scholarship, employability workshops, and job placement assistance. This year to date, we have provided outreach to over 80 organizations consisting of businesses, churches, homeowner's associations, libraries, and community centers. Also, we've conducted several presentations and the outreach has been well received in the community. Reviewed at the 4/1 Employer Services and 4/16 One Stop Services and Executive Committee meetings.

Mason Jackson stated we have conducted several presentations and have provided outreach to over 80 organizations consisting of businesses, churches, homeowner's associations, libraries, and community centers. The outreach has been well received in the community. As a result of the meetings with community leaders, CSBD has been requested to conduct career readiness workshops to groups of 10 to 20 in the distressed communities.

2. **Individual Training Account (ITA) Performance Report**

All ITA providers are contractually required to have a minimum 70% training related placement rate for graduates who complete their programs within 180 days of graduation. CSBD conducted its semi-annual analysis of ITA provider performance in February and found Florida Atlantic University's Six Sigma Green + Black Belt program did not meet the required performance. Per Board directive on 9/27/18 CSBD suspended customer referrals until evidence that can be validated to confirm the attainment of a 70% or better graduate training-related placement rate. Reviewed at the 3/5 One Stop Services and 4/16 Executive Committee meeting.

3. **Employer Services Infograph January - February 2019**

CSBD hosted 30 mass recruitment events for employers seeking to fill over 400 vacant positions. Also through the industry intermediaries, CSBD posted 118 available jobs for employers in Broward's targeted industries during this time period.

4. **CSBD Info-graph Calendar YTD Through March 2019**

CSBD's info-graph was created to assist BWDB members with information to discuss with elected officials about CSBD. The info-graph summarizes key data points on Labor Market Information, customers served, business services delivered, community involvement, and reflects the numbers calendar year to date through March, 2019.

5. **Broward County Unemployment**

The unemployment rate in Broward County was 3.1 percent in March 2019. Lower by 0.4 percentage point over the year. In March 2019, Broward County's unemployment rate was .2 percentage point lower than the state rate (3.3) and 0.8 percent point lower than the national rate (3.9 percent). Out of a labor force of 1,033,300 there were 32,081 unemployed Broward County residents.

MATTERS FROM THE CAREERSOURCE BROWARD COUNCIL

None

MATTERS FROM THE BOARD

- Mayor Frank Ortis mentioned that Rochelle Daniels did a wonderful job in Houston, TX at the Workforce Development Council meeting.
- Michael Carn mentioned that the City of Oakland Park is hosting an event Downtown on Main Street on Friday 4/26 at 6:00 p.m.

MATTERS FROM THE FLOOR

None

MATTERS FROM THE PRESIDENT/CEO

- Mason Jackson stated that Pam Sand was awarded the Golden Circle award by Kelly Services worldwide. This is the most prestigious honor in the company.
- Mason Jackson mentioned that our One Stop Operator, Amy Evancho, has canceled her contract. We will be requesting quotes for her position.
- Mason Jackson stated that at the 4/13 Pathways to the American Dream event we aimed at the parents to discuss alternative career's without going to college. We had a very good turnout of parents.
- Mason Jackson mentioned that our event "My Next Move" on 4/18 was a success. The event hosted 300 – 400 students who haven't declared a pathway to move forward.
- Mason Jackson stated that we will have a GIG Economy training and the Broward UP presentation at our May meeting.

ADJOURNMENT 9:04 a.m.

***THE NEXT BROWARD WORKFORCE DEVELOPMENT BOARD/CAREERSOURCE
BROWARD COUNCIL MEETING IS MAY 23rd AT 8:00 A.M.***