
MEETING MINUTES

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

**Partnership Meeting #243
Thursday, July 28, 2022
CareerSource Broward Boardroom
2890 West Cypress Creek Road, Ft. Lauderdale, FL 33309**

The Board and Council were reminded of the 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 whether you are able to attend the meeting if you have a conflict with any agenda items.

Attendees via Zoom/in-person: Commissioner Tim Ryan, Mayor Dean Trantalis, Gina Alexis, Zac Cassidy, Dr. Ben Chen, Keith Costello, Dr. Mildred Coyne, Heiko Dobrikow, Paul Farren, Cynthia Gaber, Frank Horkey, Dr. Lisa Knowles, Francois Leconte, Ismael Martinez, Sandy McDonald, Jim Ryan, Pam Sands, Rick Shawbell, Cynthia Sheppard, Marjorie Walters, and Lori Wheeler

Guests: Dr. Kimberly Benavente, Memorial Healthcare, Jason Kruszka, Broward County Commissioner's Office, and John Sullivan, Broward County Public Schools

Staff: Carol Hylton, Ron Moffett, Rochelle Daniels, Tony Ash, Kim Bryant, and Amy Winer

MISSION MOMENT

Dr. Kimberly Benavente, Memorial Healthcare provided the mission moment. Dr. Benavente is the Pharmacy Supervisor at Memorial Healthcare West and has been working with CSBD to establish a registered Pharmacy Technician apprenticeship program to create a talent pipeline.

Mayor Trantalis asked if the shortage of Pharmacy Technicians is statewide or only with Memorial Hospitals. Dr. Benavente responded that the shortage is nationwide and began before Covid and has continued post-Covid. She mentioned that CSBD has been very helpful with finding candidates and assisting with recruiting events. Carol Hylton added that we recently added the Pharmacy Technician program to our ITA list and now have four (4) programs that customers can choose from.

PRESENTATION TO THE BOARD

Mr. John J. Sullivan, Chief Communications & Legislative Affairs Officer at Broward County Public Schools, provided an overview of the "Secure the Next Generation" referendum renewal that will appear on the August 23rd primary election ballot.

APPROVAL OF MINUTES

Approval of the minutes of the 6/23 Partnership meeting #242.

On a motion made by Mayor Dean Trantalis and seconded by Heiko Dobrikow, the BWDB/CSBD Council of Elected Officials unanimously approved the minutes of the 6/23 Meeting #242.

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 Ismael Martinez and seconded by Dr. Ben Chen, the BWDB/CSBD Council of Elected Officials unanimously approved the Consent Agenda of 7/28.

1. Monthly Performance Report

The current performance for the month of May was provided. May's data reflects that within the Big 7 Regions CSBD was in a seven-way tie for 1st in WIOA Entered Employment Rate (EER), ranked 1st in WTP All Family and Two-Parent Participation Rate and ranked 2nd in WP EER.

2. Letters of Support

Letters of support were written for 1) Memorial Health Care System's application to the Florida Department of Education's, Pathways to Career Opportunities Grant for their Certified Pharmacy Technicians Apprenticeship 2) Berkowitz Pollack Advisors + CPAs' Quick Response training grant application to assist in the creation 84 new jobs with an average yearly salary of \$104,619 3) Complete Turbine Services, LLC training grant application to assist in the creation of 99 new jobs with an average yearly salary of \$77,373 4) West Marine's Quick Response training grant application to assist in the creation of 55 new jobs and 5) Florida East Coast Electrical JATC to recruit, hire and train women and ESL/Spanish speakers.

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 everyone will speak and the length of time allotted.

NEW BUSINESS

1. Local Workforce Development Area Designation and Boundaries

Considered approving 1) a set aside up to \$50,000 from the general fund for advocacy, we have sufficient funds to cover the cost and 2) submittal of our request for re-designation at the earliest opportunity to address the possible re-alignment of the CSBD workforce area boundaries. Pursuant to what has been approved in the past we will implement strategies such as: meeting with our local delegation and engaging local community leaders and influencers to educate them. This will enable us provide input into the final CareerSource Florida (CSF) Board decision

regarding realignment of local workforce boards. CSF has employed Ernst & Young, LLP, to make recommendations regarding the reduction of local workforce development areas. Their recommendation will be presented to the CSF Board in December. This initiative is spurred by the Reimagining Education and Career Help Act, referred to as the REACH Act. CSF and DEO are in the process of requesting a waiver from USDOL to be able to re-designate the local workforce area boundaries. Reviewed at the 7/12 Strategic Planning Committee meeting. (*This is in alignment with the Board goal to anticipate political, environmental, and economic changes in the near and long-term future and prepare for those changes.*)

Frank Horkey gave an overview of re-alignment concerns as they relate to the CSBD workforce area boundaries. Mr. Horkey noted that WIOA states that the State cannot refuse to designate an area if the boards are meeting their measures and have clean audits. He also reported that we prepared a letter requesting redesignation that we will send to the Department of Economic Opportunity.

Mayor Trantalis inquired if the purpose of the realignment was to reduce the number of local boards. Ms. Hylton responded yes. She stated that there are 24 local workforce boards and that they are looking to reduce the number. Ms. Hylton explained that Ernst & Young, LLP will present their recommendations at CareerSource Florida's December meeting.

Commissioner Tim Ryan stated that while some of the local boards may not be meeting their metrics that the State is looking for justification for the study. He noted that he would like us to act quickly. He stated that we need to check with the congressional and local delegations to see what their understanding is of the re-alignment and to make sure they advocate for us.

Mayor Trantalis inquired regarding the entity selected to advocate for us. Commissioner Ryan stated that he had advised that we work with the Tripp Scott law firm.

On a motion made by Commissioner Tim Ryan and seconded by Mayor Dean Trantalis, the CSBD Council of Elected Officials and BWDB unanimously approved 1) a set aside up to \$50,000 from the general fund for advocacy and 2) the submission of our request for re-designation at the earliest opportunity to address the possible re-alignment of the CSBD workforce area boundaries.

2. Strategies to Provide Input into the Board Letter Grades Under the REACH Act

Considered approving a letter to be jointly signed by the CSBD Council of Elected Officials, chair, Mayor Dean Trantalis and Broward Workforce Development Board, chair, Frank Horkey. During the 7/12 meeting of the Strategic Planning Committee the members requested CSBD draft a letter to provide feedback regarding the implementation of the letter grades for the local workforce development boards pursuant to the Reimagining Education and Career Help Act. We want to partner and be part of the solution and the letter and attachment provide analysis of the proposed letter grades that should be considered as a part of the process in finalizing the grades. (*This is in alignment with the Board goal to anticipate political, environmental, and economic changes in the near and long-term future and prepare for those changes.*)

Ms. Hylton explained that the proposed letter provides the rationale for our comments and asks the State to consider our feedback in developing the letter grades. We are requesting that the State take a second look at the weight they are giving the federal measures. Ms. Hylton stated that the state is proposing a grade for the percentage/number of participants receiving training which would include Wagner Peyser, SNAP, WTP, and other funding streams which do not provide funds for training and where the legislative intent was work first. For example, while

WIOA does allow for training, Wagner Peyser does not, and the Wagner Peyser customers greatly outnumber the WIOA customers, but the Wagner Peyser customers will be in the denominator of the measure for the letter grades.

Mr. Horkey stated that it is unclear why they want to give letter grades, it could be to support their re-designation efforts or future funding. We need to participate upfront and let our position be known.

On a motion made by Heiko Dobrikow and seconded by Francois Leconte, the BWDB/CSBD Council of Elected Officials unanimously approved the letter to be jointly signed by the CareerSource Broward Council of Elected Officials, chair, Mayor Dean Trantalis and Broward Workforce Development Board, chair, Frank Horkey.

REPORTS

1. Apprenticeship Summit

CSBD will be hosting an Apprenticeship Summit for employers on 8/11 at the Signature Grand between 8 am - noon. The Summit is designed to help employers develop their talent pipeline. Broward County employers will engage with high-level local, state, and national business leaders, education partners, apprenticeship sponsors, and industry experts in dialogue related to workforce development and apprenticeship. The keynote speaker is Mr. Eric M. Seleznow, formerly the Senior Advisor for Jobs for the Future Center for Apprenticeship & Work-Based Learning and served as Deputy Assistant Secretary for the US Department of Labor's Employment and Training Administration. Panel discussions will 1) provide steps and resources on how to develop a registered apprenticeship program and 2) businesses will share best practices for apprenticeship programs and how their organizations are benefiting through trained-qualified talent and financial assistance from CareerSource Broward. The link below to register for the event is provided to allow board members to post it on their social media and websites.

Mr. Ash stated that the Apprenticeship Summit is designed to educate employers about apprenticeships and to assist them in developing their talent pipeline and aid in retention.

Mr. Ash thanked board members Jim Ryan, Rick Shawbell, and Sandy McDonald for their upcoming participation in the forum.

Mayor Trantalis inquired as to how many employers and companies have registered for the Summit. Mr. Ash stated we have over 170 RSVPs at this time.

Ms. Hylton added that Commissioner Geller's office and our community partners have been assisting with getting the word out.

Mayor Trantalis inquired if we had done any outreach to the communities that are overlooked to bring youth to the Summit. Ms. Hylton stated that we had a discussion with our Employer Services Committee to include job seekers and youth along with employers but the committee recommended that we focus on the employers for the Summit.

Mr. Dobrikow and Ms. Wheeler both stated that have received notice of the Summit from several of the committees they sit on.

2. **Board Member Recognition**

The Governor recently appointed Dr. Mildred Coyne to the Commission for Independent Education. The Commission for Independent Education has statutory responsibilities in matters relating to nonpublic, postsecondary educational institutions.

Mr. Horkey congratulated Dr. Coyne on her appointment. Dr. Coyne responded that she is honored to be on the committee and that she was selected to serve as Chair.

3. **Broward County Unemployment**

The unemployment rate in Broward County was 3.0 percent in June 2022. This rate was 2.5 percentage points lower than the region's year-ago rate. In June 2022, Broward County's unemployment rate was 0.8 percentage points lower than the national rate (3.8 percent). Out of a labor force of 1,065,846, up 33,339 (+3.2 percent) there were 31,920 unemployed Broward County residents.

Ms. Hylton stated the unemployment rate in Broward County was 3.0 percent in June but last month it was 2.5%.

MATTERS FROM THE CAREERSOURCE BROWARD COUNCIL

None

MATTERS FROM THE BOARD

Ms. Pam Sands inquired if we have a way to apprise the board regarding emails they may receive from employees. Ms. Hylton stated that she has been keeping the Council and Board Chair informed regarding the employee emails and encouraged board members to call her individually to get the update.

Mr. Horkey agreed and encouraged board members wanting additional information to call Ms. Hylton.

Ms. Gina Alexis stated that it would be good to develop guidelines if we don't have any. Ms. Hylton agreed stating that we do have written policies and procedures and suggested we can bring this matter to the Organizational Resources Committee to get their input and recommendations.

Chairman Horkey agreed and asked CSBD General Counsel, Ms. Daniels, if she would like to comment.

Ms. Daniels stated that we have policies in place for handling individual grievances and we follow these guidelines. She also shared with the governing boards that we have numerous avenues including our anonymous "Hot Line" which employees can use to voice concerns. Ms. Daniels indicated that she had advised Ms. Hylton not to create unnecessary public records.

Mr. Dobrikow suggested that it might be a good idea to survey staff periodically and share results with the Board or appropriate committee.

Mr. Horkey indicated to the members that Zac Cassidy, Francois Leconte, Carol Hylton, and himself would be attending the Washington DC Summit in September.

Mr. Horkey notified the Board members that he will be on vacation from 7/29 – 8/27 and that Mr. Dobrikow will be the Chair for the next Executive Committee and board meetings.

MATTERS FROM THE FLOOR

None

MATTERS FROM THE PRESIDENT/CEO

Ms. Hylton stated that we are partnering with Chase Bank for financial workshops. Nadine, our One Stop Operator is meeting with several banks as a part of our financial institution and workforce collaboration pilot. Mr. Keith Costello indicated that he would like to also assist. Ms. Hylton stated she will call Mr. Costello to further discuss.

Ms. Hylton reported that we are assisting with the Broward County Public Schools recruitment event. They are hiring for a variety of positions.

Ms. Hylton invited the Board to participate in the One Stop Centers “Celebrations of Excellence luncheon.” The luncheons are to celebrate staff’s hard work and good performance.

Ms. Hylton stated that she will be on out on vacation from 8/1 – 8/5.

ADJOURNMENT: 1:08 p.m.

***THE DATE OF THE NEXT BROWARD WORKFORCE DEVELOPMENT BOARD/CAREERSOURCE
BROWARD COUNCIL MEETING IS SCHEDULED FOR 8/25/22 AT 12:00 p.m.***