



**Broward Workforce Development Board  
Employer Services Committee**

Monday, February 4, 2019 – 12:30 p.m. to 2:00 p.m.  
Call In Number: (888) 585-9008  
Conference Room Number: 219-169-288

**MINUTES**

**CareerSource Broward Board Conference Room, 2890 West Cypress Creek Road  
Ft. Lauderdale, FL 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.

**SELF-INTRODUCTIONS:**

**ATTENDANCE:** Paul Farren, Anna Silva, Francois Leconte, Janet Wincko (via phone) and Dr. STEVE Tinsley (via phone)

**STAFF:** Carol Hylton, Mason Jackson, Jack Bennings, Javon Lloyd, Amy Winer

**APPROVAL OF MINUTES**

Approval of the Minutes of the September 6, 2018 Employer Services Committee meeting.

**On a motion made by Francois Leconte and seconded by Anna Silva the Employer Services Committee unanimously approved the minutes of the September 6, 2018 Employer Services Committee meeting.**

**NEW BUSINESS**

**1. ESC Strategic Plan Matrix for 2019**

On 12/13, at the Broward WorkForce Development Board's annual planning meeting, three separate workgroups discussed and made recommendations to the BWDB. The BWDB approved these recommendations at the January meeting and staff has distributed the recommendations among the Board committees. The goals and objectives are tracked by each committee in the form of a strategic planning matrix. The proposed ESC 2019 matrix is presented for your review and discussion to add additional strategies and benchmarks.

Carol Hylton stated the Board came up with objectives and goals for 2019. The committee can vote to have a subcommittee bench mark the objectives or staff can work on the goals and bring it back to the committee for final input.

Paul Farren stated that since staff completed it last year it would be best if the staff worked on it for 2019.

Francois Leconte inquired as to why the matrix is blank. Carol Hylton responded that we build on last year's matrix that was presented at the Board retreat.

**On a motion made by Anna Silva and seconded by Francois Leconte the Employer Services Committee unanimously approved staff to complete the 2019 matrix.**

## **2. OJT Wage Reimbursement Rate**

In an effort to increase employment opportunities for participants with barriers to employment, CSBD is seeking to increase OJT participation among large employers, who typically have more job openings than small employers. Consideration to 1) increase the wage reimbursement rate to 75% for large employers that develop OJTs for participants with a barrier to employment or are located in distressed zip codes or opportunity tax zones and 2) a modification to the Four Year Plan to include these strategies.

Carol Hylton stated we are looking for ways to engage employers. In the past our reimbursement rate for employers is 50% and 75% to small employers. Ms. Hylton stated that we want to increase the wage reimbursement rate to 75% for large employers and to zoom in on tax zones and distressed communities.

Paul Farren inquired if we have a bench mark on what qualifies for large employers. Carol Hylton responded that 51 employees and above are considered large employers. Ms. Hylton further stated that we will need a modification to the Four Year Plan to include these strategies.

Francois Leconte inquired as to how we know who the distressed areas are. Carol Hylton responded that we pull it by zip codes.

**On a motion made by Francois Leconte and seconded by Anna Silva the Employer Services Committee unanimously approved the OJT Wage Reimbursement Rate.**

## **3. Local Employer Awareness and Satisfaction Survey**

Every two years, CSBD conducts a survey to measure our awareness and customer satisfaction among employers in the area. The last survey conducted was in 2018, however as we are about to embark on a marketing campaign we would like to have a benchmark of our current awareness and satisfaction levels. It is recommended that the Employer Services Committee review, provide input, and approve the questions for a forthcoming local employer awareness and satisfaction survey.

Carol Hylton stated that every two years this survey is conducted. We are embarking on a marketing campaign and would like to complete the survey now. We are going to have our Quality Assurance department work on the survey.

Anna Silva asked if we do mining in this country. Jack Bennings responded that there are companies that supply mining equipment.

**On a motion made by Anna Silva and seconded by Francois Leconte the Employer Services Committee unanimously approved the local employer awareness and satisfaction survey.**

#### **4. Employer Seminars**

Employer seminars are a good way to engage more employers and to talk to them about work based learning opportunities. We plan to hold the business-focused seminars at the career centers once per quarter in 2019. Staff is asking the committee for selection and approval of topical areas for the seminars.

Paul Farren stated that we have been successful with employer seminars.

Carol Hylton stated that we want to make sure we aren't a secret in the community. Ms. Hylton stated that we want to bring in employers and educate them on the benefits of working with CSBD.

Janet Wincko mentioned that the topics provided in the memo are great. These are the topics we discuss every day at work.

**On a motion made by Janet Wincko and seconded by Anna Silva the Employer Services Committee unanimously approved to hold employer seminars.**

#### **5. ESC Meeting Schedule**

Consideration to approve the ESC calendar of meeting dates for 2019. The proposed calendar provides for meetings every-other-month.

**On a motion made by Janet Wincko and seconded by Dr. Steve Tinsley the Employer Services Committee unanimously approved ESC meeting schedule.**

### **REPORTS**

#### **1. Anna Silva Resigning**

CSBD was recently notified by Anna Silva, representing International and Global Trade, that she is resigning from the BWDB. She is looking for a replacement.

Mason Jackson stated that Anna Silva took a new job which took her out of the category to serve on the board but she can stay on Employer Services Committee. Anna Silva is searching for a replacement for the Board.

Anna Silva mentioned that she is going to be working with the Port of Everglades as the Operations Supervisor.

#### **2. Employer Services Infograph November - December 2018**

CSBD hosted 33 mass recruitment events for employers seeking to fill over 470 vacant positions. Also through the industry intermediaries, CSBD posted 65 available jobs for employers in Broward's targeted industries during this time period.

### **3. Broward County Unemployment Information**

The Broward County unemployment rate was 3.1 percent in December 2018, 0.3 percentage point lower than the region's year-ago rate (3.4 percent). The December 2018 rate was 0.2 percentage point lower than the state rate (3.3 percent) and 0.6 percentage point lower than the national rate (3.7 percent). The labor force was 1,038,689, up 16,082 (+1.6) over the year. There were 32,211 unemployed Broward residents.

#### **MATTERS FROM THE EMPLOYER SERVICES COMMITTEE**

None

#### **MATTERS FROM THE FLOOR**

None

#### **MATTERS FROM THE PRESIDENT/CEO**

- Mason Jackson stated that the Open House and Ribbon Cutting will be on 4/25 directly after the Board meeting. The save the date flyer will be sent out shortly.
- Mason Jackson stated we had 1,700 youth apply to our SYEP. We have been busy with outreaching private employers. Children's Service Council has agreed to pay 100%.

**ADJOURNMENT: 1:02 P.M.**

<b>THE NEXT ESC MEETING WILL BE HELD ON APRIL 1, 2019 at 12:30pm</b>
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