

**CareerSource Pinellas
Workforce Solutions Committee Meeting**

Date: February 12, 2018 at 2:30pm.
Location: 13805 58th Street N. Clearwater, FL, 33760

Call to Order

Chairman Gliner called the meeting to order at 2:30pm. There was a quorum present with the following committee members participating.

Members in attendance

Vivian Amadeo (phone), Jody Armstrong, Candida Duff (phone), James England (phone), Michael Gliner, Mark Hunt, Michael Jalazo, Jason Krupp, Dr. William Law, Michael Meidel, Rebecca Sarlo, Zachary White, Glenn Willocks (phone).

Members not in attendance

Andrea Henning, Diane Hufford, Kim Marston, Kay McKenzie.

Guest(s)

Jack Geller (Board Chair)

Staff Present

Don Shepherd, April Torregiante, Luna Clarke, Steven Blakey, Mai Russell.

Action/Discussion Items

Item 1 – Approval of minutes

The minutes of the November 13, 2018 Workforce Solutions Meeting were presented for approval.

Motion: Jody Armstrong

Second: Mark Hunt

The minutes were approved as presented. The motion carried.

Other Administrative Matters

None

Information Items

Info 1. Workforce Solutions Strategic Plan: Goals Update (Covering thru December 2018)

Goal I - Provide Employers with a Skilled Workforce

Professional Talent of Tampa Bay: networking group providing professional level job seekers the ability to connect and interact with their peers as well as a dedicated Business Services staff member

Period	Performance	YTD
Program Year 2017-2018	No of Placements	383
	Average Wage \$	32.03
Program Year 2018-2019	No of Placements	69
	Average Wage \$	31.11

Goal II - Develop Effective Employer Based Workforce Programs

Employers may utilize the OJT program to effectively mitigate the upfront training costs associated with hiring new employees. The program provides an opportunity for individuals who already possess some job-related skills.

On the Job Training (OJT)

Period	Performance	YTD
Program Year 2017-2018	Total Funding	\$ 311, 773
	# of Trainees	167
	# of Employers	57
	Ave. Wage at Placement \$	16.84

Program Year 2018-2019	Total Funding	\$ 415, 000
	# of Trainees	34
	# of Employers	18
	Ave. Wage at Placement \$	15.10

Paid Work Experience (PWE) is a career preparation program intended to expose young workers to a business environment, with a focus on skill development in high demand occupations.

Period	Performance	YTD
Program Year 2017-2018	Total Funding	\$ 146,654
	# of Trainees	109
	# of Employers	32
	Ave. Wage at Placement \$	10.46
Program Year 2018-2019	Total Funding	\$275,000
	# of Trainees	7
	# of Employers	4
	Ave. Wage at Placement \$	\$11.61

The **EWT (Employed-Worker Training) program** is designed for businesses who seek to enhance the professional skills of existing employees.

Period	Performance	YTD
Program Year 2017-2018	# of EWT Awards	14
	# of Trainees	611
	Total EWT Funding	\$ 216,825.97
	Total Employers	17
Program Year 2018-2019	# of EWT Awards	0
	# of Trainees	0
	Total EWT Funding	\$250,000
	Total Employer Contribution	0

IWT: For-profit, small- to mid-sized businesses in Florida may be eligible for grant dollars to help pay for training existing employees.

Company	Amt. Requested
Power Design, Inc.	\$52,875.00
Awning Works, Inc.*	\$24,113.00
Arrowhead Global	\$13,875.00
Hyperactive Components, Inc DBA Homeland Components, Inc.	\$7,000.00
Davis Bews Design Group, Inc.	\$14,025.00
Plasma Therm	\$9,680.00
Total:	\$121,568.00

QRT: For 2019-2019, there are no posted new QRT (Quick Training Responses) for Pinellas businesses.

TampaBayIntern.com provides an exclusive and unique opportunity for employers to connect with current students and recent graduates seeking employment opportunities.

Internship Programs

Period	Performance	YTD
Program Year 2017-2018	No of Employers	91
	No of Internships	152
	No of Interns Registered	532

	No of Placement	92
Program Year 2018-2019	No of Employers	13
	No of Internships	14
	No of Interns Registered	94
	No of Placement	8

Goal III – Effectively Market and Brand Services and Programs

There was some discussion about the progress of the new website. Ms. Brackney gave an ETA for launch for the beginning of October 2018. Members expressed their encouragements for continuous social media postings, in order to continue to reach our customer-base to promote the various programs, job fairs and career events. It was also recommended by the committee chair that an event be put in place, to cater to employer-needs. An example would be to hold a session where employers would be invited to learn more about the programs we offer, and how their business can benefit from those available programs.

Website Traffic:

Period	Performance	YTD
Program Year 2017-2018	# of People Visited Site	106,329
	# of Visits	165,601
	Page Views	692,835
	Returning Visitors	21.7%
	New Visitors	72.3%
Program Year 2018-2019	# of People Visited Site	38,914
	# of Visits	63,553
	Page Views	294,959
	Returning Visitors	27.03%
	New Visitors	72.90%

Social Media Traffic:

Period	Performance	YTD
Program Year 2017-2018	# of New Twitter Followers	93
	# of New Facebook Fans	338
	# of New LinkedIn Followers	237
	# of Engagements	6129
	# of Impressions	2,209,900
Program Year 2018-2019	# of New Twitter Followers	5
	# of New Facebook Fans	85
	# of New LinkedIn Followers	161
	# of Engagements	4,278
	# of Impressions	229,728

Job Fairs:

<i>Date</i>	<i>Type</i>	<i>Number of Employers</i>	<i>Number of Job Seekers</i>
6/14/2018	Construction Job Fair	23	112
7/31/2018	Amazon Job Fair (Epi Center & South County)	1	84
09/06/2018	Customer Service Rep/Hospitality Job Fair	20	122
10/25/2018	Manufacturing Job Fair	14	150+
11/14/2018	Veteran's Job Fair	25	137 (54 of which are Vets)

Objective 3: Encourage participation with partners within the community.

In November 2017, CareerSource Pinellas approved the release of a Request for Qualifications in order to develop a performance-based partnership. In 2018, the requirements were modified to attract partnerships

through membership with local chambers and business associations. CSPIN is currently working with the following to finalize partnerships.

<i>Chamber or Organization</i>	<i>Membership Fee</i>	<i>Services Available</i>
Clearwater Chamber	In process	
St. Petersburg Chamber	In process	
Upper Tampa Bay Chamber	\$695.00	As a Member, the Upper Tampa Bay Chamber provides CareerSource Pinellas with the opportunity to increase impact and effectiveness of strategic partnerships by providing support for member companies. The specific marketing opportunities include a listing in the Chamber Directory, website with linkages to CSPIN, promotional opportunities through the Chamber and scheduling through the Chamber Directory, website and networking.
St. Petersburg Area Economic Development Corporation	\$5000	As an Ambassador, the St. Petersburg EDC provides CareerSource Pinellas with the opportunity to increase effectiveness of strategic partnerships by providing support for growing companies, job creation projects in targeted industries, and focusing on target industry talent pipeline activities. The marketing opportunities include monthly e-updates, quarterly newsletter; link in the Online Investor Directory; participate in targeted industry-exclusive events; engage in job creation projects; ability to grow leads for workforce pipeline initiatives; participate in committees, taskforces and roundtables, and engage in economic development conferences
Recruiter Networking Group (RNG) Tampa Bay	\$2500	As a Partner, RNG provides CareerSource Pinellas with the opportunity to increase impact and effectiveness of strategic partnerships by providing support for growing companies, participating in recruitment events and supporting the workforce pipeline. Through this partnership, we will build direct relationships between talent and the in-house recruitment efforts of local companies and CareerSource Pinellas. These relationships will be developed through conducting outreach, marketing and networking efforts. The marketing opportunities include monthly updates; link on the website; participate in targeted industry events; support hiring efforts of growing companies; and engage in workforce pipeline activities.

- This initiative will be added to CSPIN's target-industry marketing and outreach plan.

Information Item 2 – Monthly Management Report (9/30/18) (Wagner-Peyser)

	YTD thru December 2018 – R14
WP Entered Employment Rate (for those unemployed at time of first service)	
A. The # of individuals identified as employed in Employ FL or found on the Dept. of Revenue's New Hire report since they last received a service.	3,197
B. The # of job seekers who have not received a WP reportable service in 90 days and were unemployed when they first started receiving services.	7,049
Performance (A÷B)	45.4%
Ranking	4th
WP Entered Employment Rate (for those already employed at time of first service)	
A. The # of individuals employed when they first received a service that are identified as now employed in Employ FL or found on the Dept. of Revenue's the New Hire report since they last received a service.	551
B. The # of job seekers who have not received a WP reportable service in 90 days and were employed when they first started receiving services.	1,165
Performance (A÷B)	47.3%
Ranking	2nd
Short Term Veterans Entered Employment Rate	
A. The # of veterans who were unemployed when they first received a service who are identified as now employed in Employ FL or found on the Dept. of Revenue's the New Hire report since they last received a service.	208

B. The # of veterans who have not received a WP reportable service in 90 days and were unemployed when they first started receiving services.	471
Performance (A+B)	44.2%
Ranking	4th

WP Job Placement Wage Rate

A. The average wage of job openings' placements.	\$13.67
B. Regionally adjusted federal low income guideline for family of 3.	\$14.50
Performance (A+B)	94.3%
Ranking	6th

Information 3: DEO Daily Governor's Report : Local Tracking for Program Year 2018-2019

CareerSource Pinellas				
PY 18/19	Placements	Composite Score	Ranking	Statewide Placements
July	799	166.01%	8	10,973
August	938	161.75%	8	12,656
September	955	162.37%	6	12,922
October	1,020	155.32%	6	14,407
November	765	143.56%	8	11,914
December	658	148.21%	8	11,230
Totals	5,135	156.20%	7.3	74,102

Information 4: Training Provider Report – Region 14 Total (PY 18/19- Thru 12/31/2018)

1. Number that exited training: 78
2. Exited without completing training: 8
3. Exited after completing training: 70
4. No job at the point of training completion: 34
5. Had a job at the point of training completion: 36
6. Number that obtained a job whether or not they completed training: 39
7. Number that obtained job directly related to the training: 28
8. Training completion rate: 90%
9. Job placement rate: 50%
10. Training related job placement rate: 36%
11. Average wage at job placement: \$21.46

Discussion: Members suggest that the training provider report, containing information such as completion rate, job placement rate, average wage at placement to be provided to students ahead of time, before they choose what institution to attend.

- Members also suggested that the annual "Training Provider Report" be posted online, and given to students who meet face-to face with counselors. This way, students will be provided with additional information about the school.
- Staff will contact DEO to find out if there are any regulations impeding posting this information online.
- Does the LWDB have any liability if any of the information posted on the TPL is wrong?

Handouts: Committee members were provided with a summary of the FETPIP Data of all the current training providers, doing business with CSPIN, as well as the eligible training provider policy for all the 24 local workforce regions in Florida.

Discussion:

-Committee members were provided with the current Eligible Training Provider Policy for all the CareerSource regions.

-Members also requested to compare the cost to attend an educational institution, versus their completion rate and/or placement rate after completing the program. The committee will need to then decide whether to keep the same threshold (currently 80%) of completion for new training providers, or whether to re-examine that criteria.

- If the committee is dissatisfied with a training provider, it may request to the board to have that training provider “under review” for a time period, in order to consider keeping or removing it from the list.
- State guidelines does not allow LWDBs to prevent an organization from being added to the “Approved Training Provider List” solely based on cost of tuition.

Information 5: Training Provider Spending Summary (July 1, 2018 – December 31, 2018)

Training Provider	Customer Training	Approved Spending (if required)	Remaining
Access Computer Training (Hillsborough)	-		
Adam's State University	4,075		
American Manufacturing Skills Initiative (AmSkills)	-		
ATA, Career Institute of Florida, (Hernando)	-		
BizTech Learning Centers, Inc., (Pinellas)	8,500		
Brewster Technical Center	448		
Center for Technology Training	18,490		
Central Florida Heat and Frost Insulators J.A.C. (RA)	-		
Computer Coach Training	15,000		
Concorde Career Institute, (Hillsborough)	-		
Eckerd College *	-	75,000	75,000
Florida School of Traditional Midwifery, (Alachua)	-		
Galen College of Nursing, (Pinellas)	121,255		
Hillsborough Community College	1,000		
IEC- Independent Electrical Contractors, FAAC	-		
International Union of Operating Engineers (RA)	-		
Ironworkers (RA) *	-	100,000	100,000
JATC - Tampa Area Electrical JATC, (Hillsborough), FAAC (RA) *	-	100,000	100,000
Jersey College, (Hillsborough)	4,072		
LaSalle Computer Learning Center, (Hillsborough)	10,000		
Learning Alliance Corporation	-		
Masonry (RA)	-		
National Aviation Academy, (Pinellas)	32,727		
New Horizon Computer Learning Center, (Hillsborough)	210,435		
Pinellas Technical Education Centers *	53,303	100,000	46,697
Plumbers and Pipefitters and HVAC, local union 123 (RA) *	-	100,000	100,000
Rasmussen College	-		
Refrigeration & Air Conditioning Contractors (RACCA) (RA)	-		
Roadmaster Drivers School, Inc., (Hillsborough)	-		
RV Training Center, (Pinellas)	-		
Schiller International University, (Pinellas)	-		
Science and Technology Education Innovation Center, (Pinellas)	-		
Southern Technical Institute, Pinellas Park, (Pinellas)	3,252		
St. Petersburg College *	85,680	300,000	214,320
Sullivan Cogliano Training Centers,(Miami-Dade)	-		
Tampa Truck Driving School, Inc.	-		
Ultimate Medical Academy (Hillsborough) Online Only	6,450		
Ultimate Medical Academy (Pinellas)	22,858		
University of South Florida / Innovative Education, SACS	-		
Utica College	-		
Total	597,545		

* Contracts required two-third board approval.

Information 6: Help Wanted Online

Help Wanted OnLine™ (HWOL) from The Conference Board is a measure of real-time labor demand captured through online job ads. The Conference Board compiles online job ads from over 16,000 sources and publishes the data in an online application that covers national, state, Metropolitan Statistical Area (MSA) and county levels, detailed by occupation, industry and employer. Online jobs ads are an additional measure of labor demand. Reports of hiring demand by area, industry, occupation, and employer are a valuable tool for identifying employment opportunities and helping with the reemployment of Florida's out-of-work citizens. The Florida Department of Economic Opportunity, Bureau of Workforce Statistics and Economic Research compiles and publishes reports every month from Help Wanted OnLine that show hiring demand at both the state level and the regional workforce board level.

Top Advertised Occupations
1. Registered Nurses
2. Customer Services Representatives
3. Retail Salespersons
4. Software Developers, Applications
5. First-line supervisors of retail sales workers

Industry Insights

The Workforce Solutions Committee focuses on monitoring trends in sectors such as: workforce, education, and economic development. Using this information, the committee will promote the identification and analysis of market demands, the outcome of which is expected to enhance the region's global competitiveness in the area of workforce resources. To this end, committee members are encouraged to share some insights from their respective industry

Public Comments

None

Committee Members Comments

None

Adjournment

The meeting was adjourned at approximately 3:28pm.