

**CareerSource Pinellas  
Workforce Solutions Committee  
Meeting Minutes**

Date: August 20, 2018 at 2:30 p.m.  
Location: 13805 58<sup>th</sup> Street N. Clearwater, FL, 33760

**Call to Order**

Committee Chair Mark Hunt called the meeting to order at 2:31pm. There was a quorum present with the following committee members participating. Mr. Hunt introduced new member Denise Sanderson. Ms. Sanderson is the Director of Economic Development and Housing for the City of Clearwater.

**Members in attendance**

Vivian Amadeo (phone), Jody Armstrong, James England, Andrea Henning, Mark Hunt, Michael Jalazo (phone), Jason Krupp, Andrea Falvey (for Meidel), Denise Sanderson, Rebecca Sarlo (phone), Zachary White (phone).

**Members not in attendance**

Candida Duff, Michael Logal, Glenn Willocks.

**Staff Present**

Steven Meier, Don Shepherd, April Torregiante, Luna Clarke, Steven Blakey.

**Action/Discussion Items**

**Item 1 – Approval of minutes**

The minutes of the May 14, 2019 Workforce Solutions Meeting were presented for approval.

Motion: Jody Armstrong

Second: Jason Krupp

*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	120
	Average Wage \$	28.65

**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.

**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	39
	# of Employers	21
	Ave. Wage at Placement \$	16.10

**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
<b>Program Year 2017-2018</b>	Total Funding	\$ 146,654
	# of Trainees	109
	# of Employers	32
	Ave. Wage at Placement \$	10.46
<b>Program Year 2018-2019</b>	Total Funding	\$275,000
	# of Trainees	7
	# of Employers	5
	Ave. Wage at Placement \$	\$11.58

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

Period	Performance	YTD
<b>Program Year 2017-2018</b>	# of EWT Awards	19
	# of Trainees	611
	Total EWT Funding	\$ 216,825.97
<b>Program Year 2018-2019</b>	# of EWT Awards	8
	# of Trainees	284
	Total EWT Funding	\$142,081

**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
Arrowhead Global	\$13,875.00
Awning Works, Inc.*	\$24,113.00
Davis Bews Design Group, Inc.	\$14,025.00
Eagle Datagistics LLC	\$13,447.00
Hyperactive Components, Inc DBA Homeland Components, Inc.	\$7,000.00
Intellitech International Inc	\$31,500.00
MarineMax, Inc.	\$21,000.00
Plasma Therm	\$9,680.00
Power Design, Inc.	\$52,875.00
Quest Diagnostics Incorporated	\$17,948.00
Soft Computer Consultants, Inc.	\$79,004.00
<b>Total:</b>	<b>\$284,467.00</b>

**QRT:** For 2018-2019, 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	15
	No of Internships	16
	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	82,416
	# of Visits	130,772
	Page Views	589,409
	Returning Visitors	25.68%
	New Visitors	74.31%

**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	9
	# of New Facebook Fans	641
	# of New LinkedIn Followers	595
	# of Engagements	21,916
	# of Impressions	2,668,328

**Career Fairs:**

Date	Type	Number of Employers	Number of Job Seekers
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	158
11/14/2018	Veteran's Job Fair	25	137 (54 Vets)
1/31/2019	Professional Mixer	10	107
03/28/2019	Spring Career General Career Fair	45	307
5/30/2019	Healthcare Career Fair	22	110
6/27/2019	I.T. Career Fair	17	100

### In-House Recruitment (IHR) Events

Period	Performance	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	YTD
PY 2017-2018	# IHR events	9	24	11	17	9	6	5	5	18	12	15	6	137
	# IHR Job seekers	79	241	92	351	283	26	26	63	112	74	96	40	1,483
PY 2018-2019	# IHR events	17	14	13	10	9	10	10	14	13	21	23	20	174
	# IHR Job seekers	171	113	113	80	108	78	112	94	111	247	298	222	1,747

### 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.

Chamber or Organization	Membership Fee	Services Available
Clearwater Chamber	\$395	Listing within Chamber Directory, website with linkage to CSPIN website, and promotional opportunities through Chamber. Networking at monthly meetings.
Palm Harbor Chamber	\$305	Listing within Chamber Directory, website with ability to post CSPIN webpage with linkage to CSPIN website, and promotional opportunities through Chamber. Networking at scheduled meetings.
Upper Tampa Bay Chamber	\$695	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.
Pinellas Park Chamber	NA	Listing within Chamber Directory, website with linkage to CSPIN website, and promotional opportunities through Chamber. Networking at monthly meetings.

### Information Item 2 – Monthly Management Report (06/30/2019) (Wagner-Peyser)

WP Entered Employment Rate (for those unemployed at time of first service)	YTD R14 7/1/2018 – 03/31/2019
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.	6,020
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.	15,228
<b>Performance (A÷B)</b>	<b>39.5%</b>

	<b>Ranking</b>	<b>12th</b>
<b>WP Entered Employment Rate (for those already employed at time of first service)</b>		
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.		922
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.		2,228
	<b>Performance (A÷B)</b>	<b>41.4%</b>
	<b>Ranking</b>	<b>6<sup>th</sup></b>
<b>Short Term Veterans Entered Employment Rate</b>		
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.		435
B. The # of veterans who have not received a WP reportable service in 90 days and were unemployed when they first started receiving services.		1,143
	<b>Performance (A÷B)</b>	<b>38.1%</b>
	<b>Ranking</b>	<b>14<sup>th</sup></b>
<b>WP Job Placement Wage Rate</b>		
A. The average wage of job openings' placements.		\$13.22
B. Regionally adjusted federal low income guideline for family of 3.		\$14.50
	<b>Performance (A÷B)</b>	<b>91.2%</b>
	<b>Ranking</b>	<b>8<sup>th</sup></b>

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

<b>CareerSource Pinellas</b>				
<b>PY 18/19</b>	<b>Placements</b>	<b>Composite Score</b>	<b>Ranking</b>	<b>Statewide Placements</b>
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
January	711	137.22%	6	12,219
February	703	165.17%	6	9,840
March	654	144.95%	6	10,266
April	610	139.04%	8	10,234
May	660	139.25%	9	11,061
June	455	121.38%	6	8,606
Totals	8,473	151.17%	7.1	127,722

**Information 4: Training Provider Report – Region 14 Total (PY 18/19- Thru 06/30/2019)**

1. Number that exited training: 161
2. Exited without completing training: 10
3. Exited after completing training: 151
4. No job at the point of training completion: 63
5. Had a job at the point of training completion: 88
6. Number that obtained a job whether or not they completed training: 93
7. Number that obtained job directly related to the training: 63
8. Training completion rate: 94%
9. Job placement rate: 58%
10. Training related job placement rate: 39%
11. Average wage at job placement: \$20.35

**Information 5: OJT Provider Spending: Thru June 30, 2019**

OJT Provider	OJT Spending	Participants	Average
Advance Tool Company	\$ 2,880.00	1	\$ 2,880.00
AECI	\$ 2,276.26	1	\$ 2,276.26
Allen's Plumbing, Inc.	\$ 713.25	1	\$ 713.25
American Strategic Insurance	\$ 22,150.04	7	\$ 3,164.29
Anondyne Therapy, LLC	\$ 3,560.03	2	\$ 1,780.02
APEDF	\$ 2,351.40	1	\$ 2,351.40
Awning Works, Inc.	\$ 9,987.02	3	\$ 3,329.01
CCS Medical	\$ 2,448.12	1	\$ 2,448.12
Cloud Guru LLC dba Marketopia	\$ 3,094.40	1	\$ 3,094.40
ConnectYourCare, LLC	\$ 2,949.38	2	\$ 1,474.69
Crown Auto Dealerhips Inc dba Crown Buick GMC	\$ 1,623.42	1	\$ 1,623.42
e-TeleQuote Insurance, Inc.	\$ 7,317.80	2	\$ 3,658.90
EI Manufacturing Services	\$ 3,081.28	1	\$ 3,081.28
Freedom Metal Finishing	\$ 3,986.70	1	\$ 3,986.70
Lincare Inc.	\$ 13,817.96	7	\$ 1,973.99
On Top of The World	\$ 1,964.13	2	\$ 982.07
Parallon Business Performance Group	\$ 3,873.24	2	\$ 1,936.62
Pinellas County School Board	\$ 1,457.69	1	\$ 1,457.69
Ruhl Enterprises, Inc.	\$ 2,626.75	1	\$ 2,626.75
Salvo Technologies, Inc.	\$ 2,878.73	1	\$ 2,878.73
St. Luke's Cataract & Laser Institute	\$ 6,966.83	2	\$ 3,483.42
St. Mark Village, Inc.	\$ 5,959.15	2	\$ 2,979.58
St. Petersburg Kennel Club, Inc. dba Derby Lane	\$ 2,615.04	2	\$ 1,307.52
Thinkdirect Marketing	\$ 2,554.69	4	\$ 638.67
Universal Solutions Group, LLC	\$ 2,436.55	4	\$ 609.14
West Pharmaceutical Services (SP)	\$ 4,502.19	2	\$ 2,251.10
<b>Total</b>	<b>\$ 120,072.05</b>	<b>55</b>	<b>\$ 2,183.13</b>

**Information 6: Training Provider Spending Summary (July 1, 2018 – June 30, 2019)**

Training Provider	Customer Training	Approved Spending (if required)	Remaining	# of Participants	Avg/ Per Participant
Access Computer Training (Hillsborough)	\$ -				
Adam's State University	\$ 8,162.40			1	\$ 8,162.40
American Manufacturing Skills Initiative (AmSkills)	\$ -				
ATA, Career Institute of Florida, (Hernando)	\$ -				
BizTech Learning Centers, Inc., (Pinellas)	\$ 27,000.00			6	\$ 4,500.00
Brewster Technical Center	\$ 448.29			1	\$ 448.29
Center for Technology Training	\$ 43,490.00			9	\$ 4,832.22
Central Florida Heat and Frost Insulators J.A.C. (RA)	\$ -				
Computer Coach Training	\$ 68,500.00			14	\$ 4,892.86
Concorde Career Institute, (Hillsborough)	\$ -				
Eckerd College *	\$ -	\$ 75,000.00	\$ 75,000.00		

Florida School of Traditional Midwifery, (Alachua)	\$ -				
Galen College of Nursing, (Pinellas)	\$ 275,577.98			73	\$ 3,775.04
Hillsborough Community College	\$ 999.51			1	\$ 999.51
IEC- Independent Electrical Contractors, FAAC	\$ -				
International Union of Operating Engineers (RA)	\$ -				
Ironworkers (RA) *	\$ -	\$ 100,000.00	\$ 100,000.00		
JATC - Tampa Area Electrical JATC, (Hillsborough), FAAC (RA) *	\$ 51,916.40	\$ 100,000.00	\$ 48,083.60	60	\$ 865.27
Jersey College, ( Hillsborough)	\$ 10,812.65			3	\$ 3,604.22
LaSalle Computer Learning Center, (Hillsborough)	\$ 10,000.00			2	\$ 5,000.00
Learning Alliance Corporation	\$ -				
Masonry (RA)	\$ -				
National Aviation Academy, (Pinellas)	\$ 89,621.50			16	\$ 5,601.34
New Horizon Computer Learning Center, (Hillsborough)	\$ 477,480.00			86	\$ 5,552.09
Pinellas Technical Education Centers *	\$ 121,381.06	\$ 100,000.00	\$ (21,381.06)	57	\$ 2,129.49
Plumbers and Pipefitters and HVAC, local union 123 (RA) *	\$ -	\$ 100,000.00	\$ 100,000.00		
Rasmussen College	\$ -				
Refrigeration & Air Conditioning Contractors (RACCA) (RA)	\$ -				
Roadmaster Drivers School, Inc., (Hillsborough)	\$ 10,000.00			2	\$ 5,000.00
RV Training Center, (Pinellas)	\$ -				
Schiller International University, (Pinellas)	\$ -				
Science and Technology Education Innovation Center, (Pinellas)	\$ -				
Southern Technical Institute, Pinellas Park, (Pinellas)	\$ 4,847.82			8	\$ 605.98
St. Petersburg College *	\$ 288,403.58	\$ 300,000.00	\$ 11,596.42	249	\$ 1,158.25
Sullivan Cogliano Training Centers, (Miami-Dade)	\$ -				
Tampa Truck Driving School, Inc.	\$ 20,000.00			4	\$ 5,000.00
Ultimate Medical Academy (Hillsborough) Online Only	\$ 6,450.00			1	\$ 6,450.00
Ultimate Medical Academy (Pinellas)	\$ 44,810.00			9	\$ 4,978.89
University of South Florida / Innovative Education, SACS	\$ 10,489.00			3	\$ 3,496.33
Utica College	\$ -				
<b>Total</b>	<b>\$ 1,570,390.19</b>			<b>605</b>	<b>\$ 2,595.69</b>

### **Information 7: 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. Below is the online Ads data for the Pinellas Region (Region 14).

<b>July 2019</b>	<b>June 2019</b>	<b>July 2018</b>	<b>Over the Month Change</b>	<b>Over the month % change</b>	<b>Over the year change</b>	<b>Over the year % change</b>
17,792	17,872	18,852	-80	-0.4%	-1,060	-5.6%

### **Workforce & Education Summit**

The Workforce and Education Summit is being planned for February 20, 2020 (alternate date of February 21). The venue and speakers are currently in consideration and planning stages. The "invitation-only" one day event has been proposed as follows:

- 7:30am – Continental Breakfast
- 8:30am – Keynote speaker; economics expert with a futurist's acumen to target the "bigger picture"
- 9:30am – Breakout sessions or panel discussion focused on various sectors in both education and business environments
- 11:30 – Recap of information gathered and discussed during sessions and/or panel
- Event would wrap up by 1:00pm.

The Workforce and Education Summit will coincide with Career and Education Month. As partners and representatives on the Workforce Solutions Committee, both Pinellas Technical College and St. Petersburg College will assist with planning the event. Potentially, members of the group would participate in the panel of discussion for the event. Also, any interest in sponsoring would be welcome.

### **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. Pinellas Technical College will hold an apprenticeship fair in November 2019. St. Petersburg College expressed interest in partnering in the event. CSPIN will partner in promoting this event.

### **Public Comments**

None

### **Adjournment**

The meeting was adjourned at approximately 3:07 p.m.