

**CareerSource Pinellas
Workforce Solutions Committee Minutes**

Date: August 18, 2022, at 2:30 pm

Location: Hybrid – In person/Zoom

Call to Order

Committee Chair Mark Hunt called the meeting to order at 2:30 pm.

Members in Attendance

Mark Hunt, Michael Jalazo, Dr. Rebecca Sarlo, Angel Barton, Denise Sanderson, Elizabeth Siplin, Jenee Skipper, Kevin Knutson, Shawn McDonnell

Members not in Attendance

Glenn Willocks, Ivonne Alvarez, Belinthia Berry, Candida Duff

Staff

Steven Meier, Jay Burkey, Mary jo Schmick, Caroline Kenney, Amy Leuschke, Leah Geis, Lysandra Montijo

Guests

Diamond Sadlowski – works with Mark Hunt

ACTION ITEM 1 – Approval of Minutes

The minutes from the June 23, 2022, Workforce Solutions Committee meeting were presented for approval.

Motion:	Michael Jalazo
Second:	Kevin Knutson

The minutes were approved as presented. The motion carried unanimously. There was no further discussion.

ACTION ITEM 2 – Training Provider Approval FleetForce

FleetForce Truck Driving School is seeking initial provider approval. They are licensed from the Commission for Independent Education.

Courses/Certificate/Diploma Programs

Program – Course # - Type of Degree or Certificate	Tuition & Fees	Total Cost	Duration Of Training	Completion Rate	Average Wage At Placement	Entered Employment Rate
Class A CDL License Certification	\$7,147.95	\$7,147.95	160 clock hours	89%	\$25	89%
Class B CDL License Certification	\$2,647.95	\$2,647.95	40 clock hours	100%	\$20	98%

- Years in operation: 41 years
- Total enrollments Class A CDL License Certification for prior year: 194
- Total enrollments Class A CDL License Certification at time of application: 275
- Total enrollments Class B CDL License Certification for prior year: 15
- Total enrollments Class B CDL License Certification at time of application: 60

FleetForce Truck Driving School site locations are Winter Haven and Bradenton, FL. They are an approved training provider for CareerSource Bradenton. A diversified portfolio of eligible training providers provides choices / options for CareerSource Pinellas participants in pursuit of their professional / occupational development goals.

RECOMMENDATION

Approval of FleetForce as an Eligible Training Provider.

*Training provider activation / final approval pending successful completion of on-site and financial inspections conducted by CareerSource Pinellas.

Discussion: None

Motion:	Michael Jalazo
Second:	Kevin Knutson

The Workforce Solutions Committee motioned for approval of FleetForce as an Eligible Training Provider. The motion carried unanimously. There was no further discussion.

ACTION ITEM 3 – Training Provider Approval Champion

Champion Truck Driving School is seeking initial provider approval. They have a provisional license from the Commission for Independent Education. Recent Committee discussion allowed for providers to have been in business for one year.

Courses/Certificate/Diploma Programs

Program – Course # - Type of Degree or Certificate	Screening And Physical	Tuition & Fees	Total Cost	Duration Of Training	Completion Rate	Average Wage At Placement
Commercial Truck Driver Training – CDL A	\$210	\$4,800	\$5,010	160 hours	94%	\$36

- Years in operation: 6 months
- Total enrollments for prior year: 0
- Total enrollments since March, 2022: 93
- From Sunbiz.org Champion Truck Driving School, Inc. date Filed is 01/19/2021 (date of Incorporation.) The training provider experienced delays beginning operations, but the school is currently actively and successfully enrolling.
- Financial records review appeared solvent but were internally generated.

RECOMMENDATION

Conditional approval of Champion Truck Driving School to be added to the Eligible Training Provider List. Approval to be reviewed July 2023, prior to renewal.

*Training provider activation / final approval also pending successful completion of on-site inspection conducted by CareerSource Pinellas.

Discussion: None

Motion:	Michael Jalazo
Second:	Jenee Skipper

The Workforce Solutions Committee motioned for conditional approval of Champion Truck Driving School to be added to the Eligible Training Provider List. Approval to be reviewed July 2023, prior to renewal. The motion carried unanimously. There was no further discussion.

ACTION ITEM 4 – Local Workforce Development Plan Two-Year Modification

The 2020-2024 Four-Year Local Workforce Development Plan was approved by the Board March 18, 2020. Based on the instructions provided by CareerSource Florida, this two-year modification updates the organizational structure, data and analysis and program and services information provided in the four-year plan.

In addition to Board, partner, and business input, the Local Workforce Development Plan modification will be made available for public comment prior to submission to CareerSource Florida.

Modification Sections:

- **Organizational Structure** includes updates to CareerSource Pinellas, Workforce Development Board, and Board of County Commissioners leadership; Career Centers; One-Stop Operator and Youth service provider.
- **Data and Analysis** was updated with current information.
 - The high-demand sector categories approved by the Board for the four-year plan will remain the same through 2024. They are, Finance & Insurance, Manufacturing, Healthcare & Social Assistance, Construction, and Professional, Scientific & Technical Services. Information Technology is also a focus as it touches every industry and the demand is great. Growing regional industries of Hospitality & Retail, Transportation, Government, and Education will also be targeted.

Rank	NAICS Title	Employment			
		2021	2029	Growth	Percent Growth
1	Utilities	1,037	1,304	267	25.7
2	Accommodation and Food Services	45,339	56,429	11,090	24.5
3	Professional and Technical Services	35,448	43,377	7,929	22.4
4	Arts, Entertainment, and Recreation	8,567	10,193	1,626	19.0
5	Management of Companies and Enterprises	16,205	18,386	2,181	13.5
6	Educational Services	9,492	10,676	1,184	12.5
7	Health Care and Social Assistance	72,616	81,552	8,936	12.3
8	Construction	25,800	28,593	2,793	10.8
9	Administrative and Waste Services	31,731	34,835	3,104	9.8
10	Other Services, Ex. Public Admin	19,515	21,268	1,753	9.0
11	Information	7,229	7,811	582	8.1
12	Real Estate and Rental and Leasing	10,400	11,175	775	7.5
13	Manufacturing	33,048	35,345	2,297	7.0
14	Finance and Insurance	27,312	28,700	1,388	5.1
15	Retail Trade	52,154	54,501	2,347	4.5
16	Transportation and Warehousing	7,722	8,037	315	4.1
17	Wholesale Trade	15,860	16,350	490	3.1
18	Government	45,141	46,010	869	1.9
19	Agriculture, Forestry, Fishing & Hunting	149	147	-2	-1.3

- Our customers' demographics have remained fairly consistent since the last report. Notable gains have been made in educational levels with the number of working-age population having less than a High School Diploma dropping from 10.1% to 8.1%. The poverty rate fell slightly from 12.2% to 11.6% with the youth poverty rate making similar gains dropping from 17.2% to 16%.

Metric	Pinellas County LWDB Region 14
Population	980,259 (2021) – Florida's most densely populated county, and 6 th most populous. Population grew by 19,732 over the last 5 years and is projected to grow by 6,070 over the next 5 years.
Projected Population	+0.6% by 2026; to 986k
Median Age	48.4; 59% of the population are age 18-64
Sex, Race, Ethnicity & Veterans	52% Female; 74% White; 10% Black; 10% Hispanic; 3% Asian; 9.9% Veterans
Median Household Income	\$56.4K
Total # of Jobs & Workforce	492,537 jobs / 503,656 in workforce
Regional Unemployment	2.2% (May 2022) below the state rate of 2.5, down 1.9% from last year; 11,119 unemployed persons
Educational Attainment (25+ year-olds)	Less than H.S. Diploma: 8% H.S. Diploma: 27% Some college: 22% Associate's Degree: 10% Bachelor's degrees or higher: 33%
Poverty Rate	11.6%; Youth Poverty: 16%
Mean Travel Time to work	24.4 minutes mean travel-time
Industry Snapshot – Top Growing Industries. (Top 15 Industry GRP contributors are noted with an *)	37,203 establishments: Accommodation & Food Svc*; Professional, Scientific, & Technical Svcs*; Admin, Support, Waste Mgmt & Remediation Svcs*; Finance & Insurance*; Transportation and Warehousing; Arts, Entertainment, & Recreation; Construction*; Other Services (Except Public Admin)*; Real Estate and Rental and Leasing*
Job Growth	2% job growth (2020-'21); Projected +5% growth or +21,760 jobs through 2024

- **Board Strategic Vision & Goals** remain as approved in the Board’s Strategic Plan.
- **Strategies and Program Services; Description of the Local One-Stop Delivery System; and Coordination of Services** reflect post-pandemic virtual and in-person program services and delivery changes since the Four-Year Plan was written in 2019. Services highlighted include:
 - Basic Career Services
 - Individualized Career Services
 - Follow-Up Services
 - Business Services
 - Veterans Services
 - Key Strategies to Address Skills Gaps – Work-based Learning
 - Youth Connect and the Pinellas Education Foundation (PEF)
- **Performance & Effectiveness** At this time, 2022 and 2023 performance goals have not yet been negotiated with DEO. Once negotiations take place, the goals will be added to the Plan.

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RECOMMENDATION

Approval of the 2022-2024 Local Workforce Development Plan Modification and submission to CareerSource Florida.

Discussion: None

Motion:	Michael Jalazo
Second:	Shawn McDonnell

The Workforce Solutions Committee motioned for approval of the 2022-2024 Local Workforce Development Plan Modification and submission to CareerSource Florida. The motion carried unanimously. There was no further discussion.

ACTION ITEM 5 – Approval of RTOL Addition

The 2022-23 RTOL was approved by the Board in June, 2022. SOC Codes **493021 Automotive Body and Related Repairers, 435031 Public Safety Telecommunicators, and 252021 Elementary School Teachers, Except Special Education** were not included on the list this year solely based on data showing low number of job openings and/or low starting wages in Pinellas County.

Youth Connect, CareerSource Pinellas’ Youth Service Provider, has requested that Automotive Body and Related Repairers be reinstated to the RTOL. They have participants ready to attend the occupational skills training, and a long-standing relationship with local car dealers that take students for paid work experience and for full-time employment.

St. Petersburg College staff reviewed the list and has requested that Elementary School Teachers and Public Safety Telecommunicators be added to the RTOL due to severe shortages in these occupations.

RECOMMENDATION

Approval to add **493021 Automotive Body and Related Repairers, 435031 Public Safety Telecommunicators, and 252021 Elementary School Teachers, Except Special Education** to the 2022-23 RTOL.

Discussion: None.

Motion:	Michael Jalazo
Second:	Dr. Rebecca Sarlo

*The Workforce Solutions Committee motioned for approval to add **493021 Automotive Body and Related Repairers, 435031 Public Safety Telecommunicators, and 252021 Elementary School Teachers, Except Special Education** to the 2022-23 RTOL. The motion carried unanimously. There was no further discussion.*

INFORMATION ITEM 1 – Workforce Solutions Goals Update

Report included in meeting packet.

INFORMATION ITEM 2 – WIOA Primary Indicators Report

Report included in meeting packet.

INFORMATION ITEM 3 – Training Provider Spending

Report included in meeting packet.

INFORMATION ITEM 4 – Work-Based Learning Spending

Report included in meeting packet.

INFORMATION ITEM 5 – Help Wanted Online Report

Report included in meeting packet.

INFORMATION ITEM 6 – REACH Act Update

Florida’s 2021 Reimagining Education and Career Help Act, known as the REACH Act, is a comprehensive blueprint for enhancing access, alignment, and accountability across the state’s workforce development system. Implementation of the REACH Act is a priority of the CareerSource Florida Board of Directors. Signed into law by Governor Ron DeSantis, the REACH Act positions Florida to help people with barriers to education and employment become self-sufficient through enhanced access to good jobs and career pathways that offer economic opportunity.

- **Realignment** - Establishes the Office of Reimagining Education and Career Help (REACH) in the Executive Office of the Governor to facilitate coordination and alignment of entities responsible for the state’s workforce development system.
 - **Current Status** – CareerSource Florida contracted with EY (Ernst & Young LLP) to conduct research and discovery. Initial observations from Phase I were reported to the CareerSource Florida Board of Directors in June 2022. Next steps, in collaboration with the Governor’s REACH Office, include a more in-depth evaluation with each of Florida’s local workforce development boards, including additional data analysis and engagement with chief local elected officials, local workforce development board members and other leaders, employers, educators, and other stakeholders. Alignment considerations are anticipated to be provided to the CareerSource Florida Board of Directors by the end of the year.
- **Credentials Review Committee** - Requires the CareerSource Florida Board to appoint a Credentials Review Committee to identify degree and nondegree credentials of value for approval by the state workforce development board and inclusion on a Master Credentials List to be provided to the State Board of Education.

- **Current Status** – June 27, 2022 Committee Meeting. Previously shared presentation with Board.

<https://careersourceflorida.com/wp-content/uploads/2022/06/2022-06-27-CRC-Presentation.pdf>
- Survey Part-One Results
 - Businesses are struggling to Recruit
 - Businesses are struggling to Find Talent
 - Florida’s Workforce is Changing but Recruiting is still Business as usual
- Survey Part-Two Addresses
 - Desired skills and education level for applicants
 - Internships and apprenticeship opportunities
 - Availability of employer-led training and work-based training
- Survey Part-Two Goals
 - Exploring pain points: sources of difficulty in the recruitment process
 - Assessing workforce needs for training.
 - Gauging awareness of available employee training programs.
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- Where We’re Going
 - Engage employers on credentials of value.
 - Engage employers to enhance education and skills training partnerships with tech centers, colleges, and universities to upskill incumbent workers (or those to be laid off).
 - Increased awareness of current state and federal support initiatives available to upskill incumbent workers.
- August 11 Update - The Credentials Review Committee workgroups are moving forward with defining critical elements of the Framework of Quality that will be used to evaluate credentials for Florida's Master Credentials List. Once the Labor Market Estimating Conference convenes to produce statewide data on wages, demand and supply, specific criteria for the Framework will be drafted for the committee's approval. When approved, the Framework of Quality will be used to evaluate credentials for inclusion on the Master Credentials List, which is anticipated to be released in early 2023.
- **Letter Grades** - Requires the assignment of a letter grade for local workforce development boards based on criteria including performance accountability measures, return on investment and improvement of the long-term self-sufficiency of participants.

Status

Letter grades will be calculated based on local workforce development board performance on seven distinct measures in the areas of employment and training services, self-sufficiency, and business services. Initial data for each measure was shared with local workforce development boards after the June CareerSource Florida Board of Directors Meeting, and feedback received resulted in revisions to the calculations.

The REACH Office-led Letter Grade Workgroup that includes representatives from CareerSource Florida, local workforce development boards, the Department of Economic Opportunity and the Department of Education met again in July to review the latest metrics. Once the final data for the 2021-2022 program year is available, baseline grades for the year will be calculated and made available via the CareerSource Florida Analytics website.

- **10% Training Provider Holdback** - Requires the Department of Economic Opportunity, with input from the state workforce development board and others, to establish WIOA eligible training provider

criteria focused on participant outcomes. The REACH Act requires training services provided through Individual Training Accounts (ITA) to be performance-based, with successful job placement resulting in a final payment of at least 10 percent (Section 445.009(8)(3), Florida Statutes (F.S.)).

o **Current Status**

- The Florida Department of Economic Opportunity (DEO), CareerSource Florida, and the Florida Department of Education (DOE), with guidance from the REACH Office, launched an implementation workgroup with a diverse group of stakeholders.
- The workgroup will move quickly to identify and finalize a list of any training services and expenditure types for which the 10 percent final (performance based) payment requirement can be applied.
- The workgroup will also establish an implementation schedule for this requirement.
- By October 1, 2022, LWDBs must begin updating training provider applications, revising (or establishing) training provider agreements, and/or updating ITA templates, as appropriate, to include the requirement to withhold a final payment of at least 10 percent until participants are successfully placed.
- LWDBs must also begin revising local operating procedures governing the payment of ITAs to ensure local processes are established to effectively implement and track this requirement.

INFORMATION ITEM 7 – TAA Program Expiration

The TAA Program is a federal entitlement program that assists U.S. workers who lose their jobs or are threatened with job loss as a result of foreign trade. The TAA Program, established by the Trade Act of 1974, has been amended eleven times over the past 48 years.

The authorization of appropriations for the TAA Program expired June 30, 2022. Termination provisions will take effect beginning on July 1, 2022.

States are still required to continue serving trade-affected workers from worker groups certified prior to that date subject to the limitations below.

LWDBs must continue after June 30, 2022, to determine individual worker eligibility and provide benefits and services for workers covered under certified petitions. In order to be entitled to TAA benefits and services on and after July 1, 2022, a worker must:

- (1) be covered by a petition filed and determined to be certified on or before June 30, 2022;
- (2) be an “adversely affected worker” as defined in 20 CFR 618.110, who because of lack of work in adversely affected employment has been totally or partially separated from such employment on or before June 30, 2022; and
- (3) meet or continue to meet the individual eligibility requirements for TAA benefits and services.

The sun-setting of the TAA program will not have a negative impact in Pinellas County at this time. There have not been any new petitions in the past year and there are only four active TAA participants. Although there may be trade-related layoffs in the future, anyone who would have been eligible for TAA can be served as a WIOA Dislocated Worker.

Industry Insights – Some committee members gave updates about their respective sectors.

Other Administrative Matters - None

Open Discussion - None

Adjournment – Chair Mark Hunt adjourned the meeting at 3:48pm.