



Business and Economic Development Committee  
 College of Central Florida  
 Enterprise Center, Suite 206  
 3003 SW College Rd., Ocala, FL 34474

## AGENDA

**Tuesday, February 19, 2019 – 9:00 a.m.**

<http://careersourceclm.adobeconnect.com/business2-19-2019/>

**Conference Call: 1-866-848-2216 – after prompt, enter code 5355193397#**

Call to Order		P. Beasley
Roll Call		C. Schnettler
Approval of Minutes, August 14, 2018	Pages 2 - 4	P. Beasley

### **ACTION ITEMS**

180 Workforce – Employed Worker Training/Youth	Page 5	R. Skinner
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### **DISCUSSION ITEMS**

MRMA Wage Survey	Pages 6 - 11	R. Skinner
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### **PROJECT UPDATES**

Economic Development Partner Reports		
Citrus – Citrus County Step Plan		B. Register
Levy		D. Pieklik
Marion		K. Sheilley
Talent Center Updates		B. Chrisman
Business Services Update		B. Chrisman
Career Expo Update		B. Chrisman
CTE Day / Citrus County Schools	Page 12	B. Chrisman
Apprenticeship Grants	Page 12	B. Chrisman
Youth Build Updates	Pages 13	D. French
Talent Pipeline Videos		R. Skinner
State of the Workforce Conference		K. Woodring

### **MATTERS FROM THE FLOOR**

### **ADJOURNMENT**

2018 – 2019 MEETING SCHEDULE						
Business and Economic Development	Performance/ Monitoring	Marketing/ Outreach	Career Center	Executive	Full Board	
All committee meetings are held at the CF Ocala Campus, Enterprise Center, Room 206						
Tuesday, 9:00 am	Tuesday, 9:00 am	Wednesday, 9:00 am	Thursday, 9:30 am	Wednesday, 9:30 am	Wednesday, 11:30 am	
8/14/18	8/21/18	8/15/18	8/23/18 (10:30 am)	8/29/18	9/12/18	CF Chiefland
11/6/18 (cancelled)	11/13/18	11/7/18	11/15/18	12/5/18	12/12/18	MTC Ocala
				1/31/19 (1 pm)		
2/19/19	2/26/19	2/20/19	2/21/19	3/6/19	3/13/19	CF Lecanto
4/30/19	5/7/19	5/8/19	5/2/19	6/5/19	6/12/19	CF Ocala

*To be recognized as the number one workforce resource in the state of Florida by providing meaningful and professional customer service that is reflected in the quality of our job candidates and employer services.*



**CAREERSOURCE CITRUS LEVY MARION  
Business and Economic Development Committee**

**MINUTES**

DATE: August 14, 2018  
PLACE: College Of Central Florida, Enterprise Center, Building 42, Ocala, FL  
TIME: 9:00 a.m.

**MEMBERS PRESENT**

Pete Beasley, Chair  
Bruce Register  
Kevin Sheilley  
Phillip Geist

**MEMBERS ABSENT**

Amy Meek  
David Pieklik  
Kevin Cunningham  
Mark Paugh  
Mark Vianello  
Peter Shepis

**OTHER ATTENDEES**

Rusty Skinner, CSCLM  
Kathleen Woodring, CSCLM  
Brenda Chrisman, CSCLM  
Dale French, CSCLM

Cira Schnettler, CSCLM

**CALL TO ORDER**

The meeting was called to order by Pete Beasley, Chair, at 9:01 a.m.

**ROLL CALL**

Cira Schnettler called roll and a quorum was declared present.

**APPROVAL OF MINUTES**

Kevin Sheilley made a motion to approve the minutes from the May 22, 2018 meeting.  
Bruce Register seconded the motion. Motion carried.

**ACTION ITEMS**

Regional Workforce Study for North Florida Economic Development Corporation

- Bruce Register made a motion to approve the contribution of \$5000 to the NFEDP for purposes of conducting a comprehensive economic development study of the region. Phillip Geist seconded the motion. Motion carried.

## **DISCUSSION ITEMS**

### **Apprenticeship Training and Employment Notice**

- Rusty Skinner and Kathleen Woodring gave a brief overview of the Notice regarding development apprenticeship programs. The focus of the Notice is to start the ball rolling with getting grants for programs. The goal is for individuals to build competencies in the programs through hands on training and for community partners to work together to create career paths for the targeted industries.
- Rusty Skinner announced that the Executive committee approved hiring an internal apprenticeship program manager. The program manager would effectively provide clerical support, gain an understanding of navigating the logistics of apprenticeship programs, and provide a go-between for the Department of Education and businesses.

## **PROJECT UPDATES**

### **Citrus County Economic Development**

- Bruce Register introduced himself as the new representative for Citrus County. He stated that Citrus County has received a grant for strategic planning that will explore the strengths and weaknesses in the county and provide an economic development system. At the first BOCC meeting in September a business plan will be presented to the Commissioners. The business plan will adopt a structure and system for economic development.

### **Marion County Economic Development**

- Kevin Sheilley expressed excitement about all of the positive activity happening in business retention and new businesses coming to the area. He believes the strong relationship built between the community partners and businesses is proliferating economic development in Marion County.
  - Project Palm is moving forward and if it comes to fruition would provide for hundreds of jobs and is set to become the biggest building in all of Marion County.
  - Marion County was awarded 5.5 million dollars to develop the Florida Crossroads Commerce Park.
  - Kevin encouraged members to make a positive vote to renew the million dollar funding for CTE.
  - In the next school year Dunnellon High School will begin a Power Electric Academy. The power companies have joined forces and have created a viable academy that will have a significant impact on the future labor force.
  - As part of the Talent Attraction Initiative the CEP is teaching local businesses how to promote the positive aspects of the community to recruit people to move to Marion County.

### **Talent Center Update**

- Brenda Chrisman provided an overview of the Talent Center and its services. She presented the traffic report included in the packet and noted the fluctuations that are due to summer vacation at CF. Overall traffic is increasing at the Talent Center. The Talent Center has new leadership in place, as well as, new software (Akken) that is less intrusive to the job

seekers for personal information. A recent invitation only mixer was held at the Talent Center was for the IT industry, 5 businesses participated and 9 professionals attended, so far 1 candidate was hired and 1 is pending an offer. Similar events will be hosted out of the Talent Center in the future.

- Phillip Geist asked about tracking of traveling spouses. As we try to attract professionals from other areas to our area is assistance provided to their family members in finding employment and if so, is that information tracked. Rusty Skinner responded by saying that we currently do not track that information and that we ask minimal questions of the professionals in the Talent Center. Potentially, marketing materials could be created to distribute about all the services we offer.
- Rusty Skinner informed the committee that Employ Florida is scheduled for a rebuild. There is a discussion of how to reshape the platform between the State and CareerSource Florida. Kathleen Woodring will be attending a CareerSource Florida meeting where input from the regions is being taken.

#### YouthBuild

- Kathleen Woodring invited the committee to two upcoming events for YouthBuild. The last graduated class will have a House Blessing on Wednesday, August 22<sup>nd</sup> at 9 am. The new class will have a Wall Raising on Thursday, August 23<sup>rd</sup>, at 8:30 am.

#### Business Services

- Brenda Chrisman stated that Business Services is robust with activities.
- Job orders are increasing. Job fairs and hiring events are increasing as well. Future hiring events will be industry specific. There is a medical focused job fair in August and one for only trades is scheduled for September.
- The CDL program at MTC currently has 12 enrollments and has many applicants in waiting for a continuous rotation of classes.
- We are working with Marion and Citrus counties builders' associations and technical schools to build construction academies focused on masonry, electric, plumbing, HVAC, and general carpentry.
- The Marion County Youth Expo has been extremely successful and the committee is reconvening to discuss next year's expo.
- Incentive program awards to businesses doubled last year from the prior year. Rusty Skinner commended the Business Services team for doing a great job.

#### BEDC Video Series

- Rusty Skinner explained that Marion County has been very successful with the video series and Levy County has started the process of creating the video series. Citrus County School Board: Rusty will be meeting with school principals on Tuesday to educate them about the positive impact the videos will have for the schools' programs.

### **MATTERS FROM THE FLOOR**

### **ADJOURNMENT**

There being no further business, the meeting was adjourned at 9:53 a.m.

**APPROVED:**\_\_\_\_\_



## **RECORD OF ACTION/APPROVAL**

### **Business and Economic Development Tuesday, February 19, 2019**

#### **TOPIC/ISSUE:**

180 Workforce- Online Training

#### **BACKGROUND:**

We have been searching for an online product that covers training that will give us a tool to provide "entry level" training that could support our services to youth that graduated without a skill and provide them with career exposure/training for a job or segue into training at CF, WTC or MTC.

180 Workforce provides this and offers Spanish versions in a number of skill areas as well as second language training. Staff is reviewing it further and we have previewed it briefly to MRMA.

The costs are \$25 per month per trainee, with a minimum charge of \$5,000 plus set up costs. You can switch out trainees during a month, so its pricing appears to be very flexible and reasonable.

We have briefly discussed this with CF as a feeder to their programs and they are reviewing. Additionally, a third party is required for test certification and they could be a partner for this function.

#### **POINTS OF CONSIDERATION:**

We are in the initial stages of examining this product.

#### **STAFF RECOMMENDATIONS:**

If there is support from MRMA and the College, we would like to pursue purchasing this and organizing to administer it to youth and employed workers, with thoughts of our WIOA and WT customers as well.

To create initial flexibility with using it, we are recommending that we use unrestricted funds for the initial purchase, with eligible trainees costs being transferred to the program(s) for which they qualify .

#### **COMMITTEE ACTION:**

#### **BOARD ACTION:**



# 2018

## Manufacturers Wage & Benefit Survey

In partnership with



**January 2019**

3003 SW College Road, Suite 205

Ocala, FL 34474

1.800.434.5627

[www.mrma.net](http://www.mrma.net)

[www.careersourcedclm.com](http://www.careersourcedclm.com)

## Foreword

The fall of 2015 marked the first in-depth wage and benefits survey of the manufacturing and logistics industry by the Mid-Florida Regional Manufacturing Association in partnership with CareerSource Citrus Levy Marion. During this time economic conditions, while improving, were still sub-standard in this area. The last three years have marked a significant rebound as the economy has regained its strength. Labor shortages are now impacting business operations across the country in all sectors. Since mid-2017, updates from the Department of Labor, led by Mr. Alexander Acosta, have shown the disparity between job openings and the available talent pool to be numbered in the millions.

Now, more than ever, businesses must assess their human assets and prepare for the continued reduction in the available labor pool. Wages, benefits and availability of accessible career pathways all play a role in the attraction and retention of talent and drive labor migration within the surrounding areas. It is our goal that this survey will help you begin the assessment process and serve as a guide as you determine how your business is positioned in the current economy.

This survey is divided into three distinct sections, **Non-Exempt Positions**, **Exempt Positions** and **Benefits Analysis**. There are three data components presented for the Non-Exempt and Exempt positions; survey data wage results, labor market comparison wages from 2017 using the Quarterly Census Employment and Wage data from the Bureau of Labor Statistics, and an Average Wages by Quartile graph which will display how our area competes with the wages of surrounding areas. For this graph, we used the labor market comparison data for our local area, to keep the numbers consistent with the data source used for the surrounding areas.

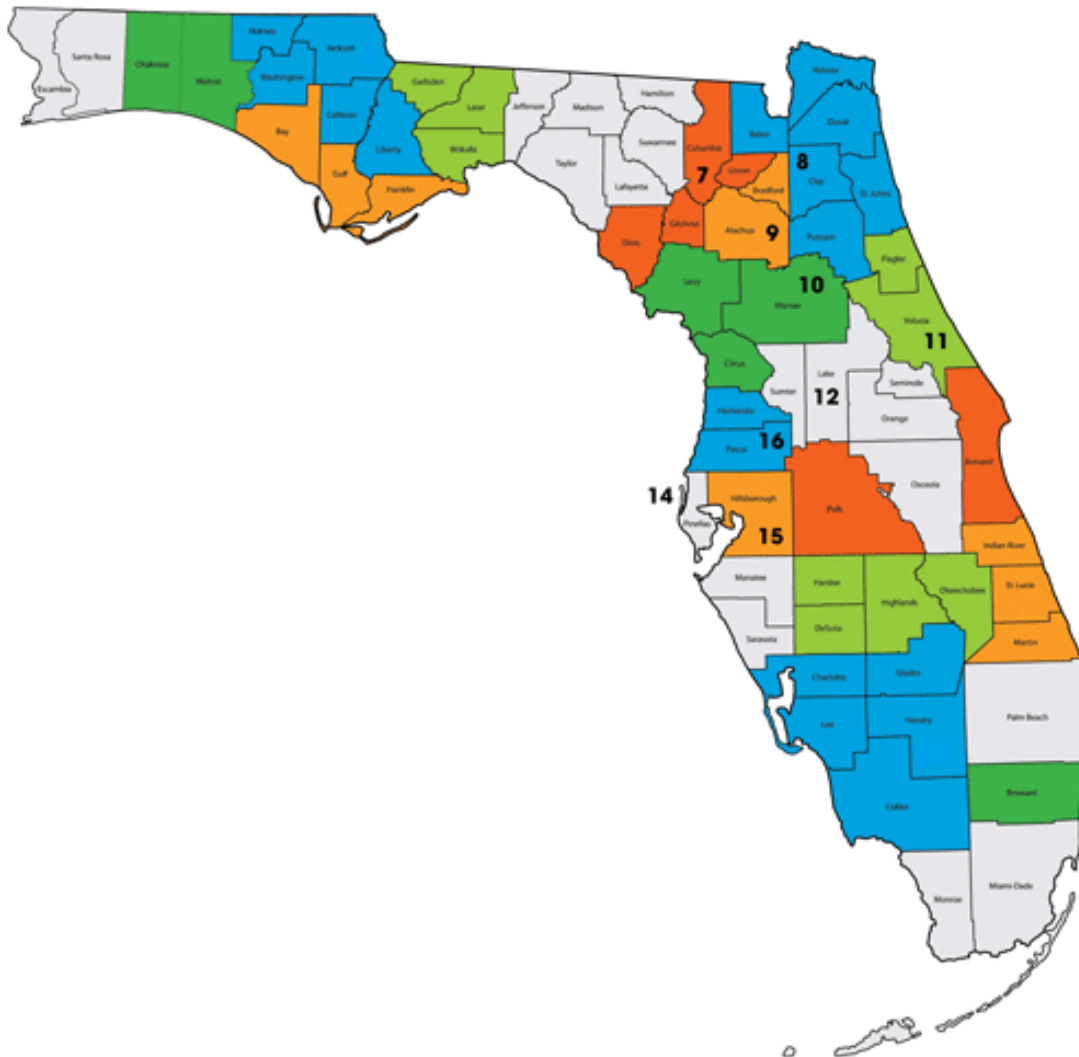
We hope this information will allow you to better understand the local and statewide competition for talent, and based on your specific needs and job classifications, will help you to keep your business competitive and attractive to the workforce that operates it. We are poised to assist your business and welcome feedback and open discussion to determine how we may continue to assist and serve you in the future.

Kathleen Crowley – Executive Director  
Mid-Florida Regional Manufacturers Association

Cory Weaver – Program Development & Reporting Manager  
CareerSource Citrus Levy Marion

Dale French – Director of Program Development  
CareerSource Citrus Levy Marion

## Local Workforce Development Area Map



LWDA7 ..... CareerSource Florida Crown  
Columbia, Dixie, Gilchrist, Union

LWDA8 ..... CareerSource Northeast Florida  
Baker, Clay, Duval, Nassau, Putnam,  
St. Johns

LWDA9 ..... CareerSource North Central Florida  
Alachua, Bradford

LWDA10 ..... CareerSource Citrus Levy Marion  
Citrus, Levy, Marion

LWDA11 ..... CareerSource Flagler Volusia  
Flagler, Volusia

LWDA12 ..... CareerSource Central Florida  
Lake, Orange, Osceola, Seminole,  
Sumter

LWDA14 ..... CareerSource Pinellas  
Pinellas

LWDA15 ..... CareerSource Tampa Bay  
Hillsborough

LWDA16 ..... CareerSource Pasco Hernando  
Pasco, Hernando



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## **Citrus County CTE Day – March 14<sup>th</sup>**

- CareerSource CLM is coordinating with Citrus Public Schools and WTC to launch a **Career and Technical Education (CTE)** day
- The school district will invite up to 75 staff made up of CTE Instructors, job coaches, guidance counselors and school advisory staff from both middle & high schools to attend a day long event to learn of career options available to students
- The College of Central FL will also be sharing training program related to high school CTE programs and how to articulate those hour and industry certification toward college credits
- A tour of WTC programs will be conducted to demonstrate the various programs available to students, and offer CTE instructors an interactive demonstration of how their students can develop a career and training pathway based on the vocational programs offered
- CSCLM will go over services available to high school students upon graduation through traditional services, Eckerd Youth Services, job placement and internship opportunities and our Career Expo that will be held in Feb. 2020.
  - An overview of the Duke school videos will be shared with the CTE instructors so that they can coach and advise students
  - A training on soft skills will also be conducted to support efforts to teach soft skill fundamental to students. Access to the WIN Soft Skills modules will also be demonstrated to staff in hopes that they will embrace this free online program
- The CTE day goal is to educate the school advisory staff of the many programs and services available to students by focusing on career and technical programs available at both WTC & CF as we begin to build and grow the talent pipeline

## **Apprenticeship Updates – FL Job Growth Grant - Bridge to Skilled Trades Apprenticeship**

- Marion Technical College (MTC) TRADES Apprenticeship Grant - **\$94,220**
  - A grant was awarded to CareerSource CLM to support MTC 's effort to develop and launch additional Apprenticeship programs in the TRADE industries
  - MTC launched a new Masonry Apprenticeship this month, and is working on launching a Carpentry Apprenticeship program in the spring if approved by the school board and Home Builders of Marion County
  - These grant funds will support enrollment of student fees/tuition with the majority of the grant to support instructional cost to recruit businesses, student and development of curriculum for the TRADE programs. A total of 15 students are expected to be serve through this grant
  - If the Carpentry Apprenticeship program is launched in the Spring, MTC will move forward with the development of a HVAC (Heating, Vacuum and Air Conditioning) program in August 2019, followed up with a Plumbing Apprenticeship program next year
  - Meetings have been underway on all of the programs, industry meetings
- Withlacoochee Technical College (WTC) – Plumbing Apprenticeship Grant - \$52,500
  - A grant was awarded to CareerSource CLM to support WTC efforts to begin development of a new Plumbing Apprenticeship program. \$52,500 was awarded to support funds for equipment, tools mock-up building equipment, with some funds for instructional cost
  - An initial meeting with local plumbers is scheduled for late February 2019 to identify a business or industry leader for the grant, determine required training elements to develop an agreed upon curriculum and then initiate an official Dept. of Education apprenticeship application
  - The program is expected to be launched in August 2019, with a goal of 15 individuals to launch the program. Enrollees initially are expected from current carpentry/construction programs and existing employees of local plumbers. Efforts will be underway to recruit local high school students with interest in plumbing trades

# YouthBuild Performance Update

## **YB Cohort 1: (January 1, 2018 – June 30, 2018)**

**Enrolled:** 13

**Completed:** 13

**# Receiving HS Diploma:** 13

**# Receiving Additional Certs:** 13 HBI, 12 NRF, 13 Food Handling, 13 OSHA, 13 Forklift and 13 Warehouse Certifications Total= 77 Credentials total

**# Exited with Employment:** 12

**# Exited with Education:** 0

**# Exited as Outcome:** 1 due to incarceration. (excluded from performance)

## **YB Cohort 2: (July 1, 2018 – December 30, 2018)**

**Enrolled:**12

**Completed:** 10

**# Receiving HS Diploma:**12

**# Receiving Additional Certs:** 10 HBI, 11 NRF, 12 Food Handling, 12 OSHA, 12 Forklift, 12 Warehouse Certifications: 69 Credentials total.

**# Exited with Employment:** 5 – beginning closures at this time

**# Exited with Education:** 0

## **YB Cohort 3: (January 1, 2019 – June 30, 2019)**

**Enrolled:** 12