



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

## AGENDA

Tuesday, April 30, 2019 – 9:00 a.m.

<http://careersourceclm.adobeconnect.com/business4-30-2019/>

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

|  |             |               |
|--|-------------|---------------|
| Call to Order                          |             | P. Beasley    |
| Roll Call                              |             | C. Schnettler |
| Approval of Minutes, February 19, 2019 | Pages 2 - 4 | P. Beasley    |

### ACTION ITEMS

None

### DISCUSSION ITEMS

|                                 |              |            |
|---------------------------------|--------------|------------|
| IRAP / Certifying Organizations | Pages 5 - 14 | R. Skinner |
|---------------------------------|--------------|------------|

### PROJECT UPDATES

|                                      |               |             |
|--------------------------------------|---------------|-------------|
| Economic Development Partner Reports |               |             |
| Citrus                               |               | B. Register |
| Levy                                 |               | D. Pieklik  |
| Marion                               |               | K. Sheilley |
| Talent Center                        | Pages 15 - 16 | B. Chrisman |
| Business Services                    | Page 17       | B. Chrisman |
| Youth Career Expo 2020               | Page 17       | B. Chrisman |
| Apprenticeship Grants                | Page 17       | B. Chrisman |
| Youth Build                          | Page 18       | D. French   |
| MRMA                                 | Pages 19 - 20 | K. Crowley  |
| State of the Workforce Conference    | Pages 21      | 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     |

### OUR VISION STATEMENT

*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: February 19, 2019,  
PLACE: College Of Central Florida, Enterprise Center, Building 42, Ocala, FL  
TIME: 9:00 a.m.

**MEMBERS PRESENT**

Pete Beasley, Chair  
Bruce Register  
Kevin Cunningham  
Kevin Sheilley  
Mark Paugh  
Mark Vianello  
Phillip Geist

**MEMBERS ABSENT**

Amy Meek  
David Pieklik  
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 9:00 a.m.

**ROLL CALL**

Cira Schnettler called roll and a quorum was declared present.

**APPROVAL OF MINUTES**

Bruce Register made a motion to approve the minutes from the August 14, 2018 meeting. Kevin Cunningham seconded the motion. Motion carried.

**ACTION ITEMS**

**180 Workforce – Employed Worker Training/Youth**

Rusty Skinner and Brenda Chrisman provided an overview of the 180 Workforce online training resource. The program offers training modules for entry level positions, as well

as employed worker training. The program preps individuals to take exams for a variety of certifications, but does not provide the certification testing. The program has a minimal investment, but would have a significant impact on training for local businesses. Phil Geist advised the committee that the MRMA board has reviewed the program and was impressed with the overall application. The entry level modules could also be utilized by educational partners to gauge a student's interest in an industry specific career path. Kevin Sheilley made a motion approving additional research on the program and to proceed with evaluating industry interest in the program. An update is to be provided at the next board meeting on whether or not to move forward with the investment. Phil Geist seconded the motion. Motion carried. A full program catalog emailed also be provided to committee members.

## **DISCUSSION ITEMS**

### **MRMA Wage Survey**

Rusty Skinner advised the committee that the MRMA Wage Survey has been reviewed. Approximately 14 businesses responded to the survey. Rusty was happy to report that wages are becoming increasingly competitive. Kevin Sheilley suggested that the community partners join together to create one comprehensive report, instead of multiple agencies developing their own reports.

## **PROJECT UPDATES**

### **Economic Development Partner Reports**

Citrus:

- Bruce Register stated that Citrus County is now in the process of developing a work plan and structure to implement the Business Plan that was recently created.
- Progress has been made with developing a team to focus on business retention with the new MOU between CareerSource CLM and the Citrus County Chamber of Commerce.
- He is also working to create formal partnerships with other surrounding counties.
- Citrus County has received a grant from DEO to create a comprehensive plan for the expansion of the Suncoast Parkway into Citrus County.

Marion:

- Kevin Sheilley reported that the partnership with the Marion County school system is still going strong.
- The CEP website that provides community information for individuals interested in relocating to Marion County is getting more attention. Brenda Chrisman expressed appreciation for the referrals received through the relocation program.
- Red Rock broke ground recently on their spec building. Rusty Skinner commended Kevin and his staff for all the hard work put into attracting Red Rock to the area.
- The attraction pipeline is active. The team is looking to attract two small to medium sized niche businesses in the service/technology sectors.

### **Talent Center Updates**

Brenda Chrisman provided the below updates:

Over 500 professionals have utilized some aspect of the Talent Center resources.

On March 28<sup>th</sup> the Talent Center and CF will partner to host a job fair for the business department students at CF.

The Akken program is working well and is bringing leads through other resources as it was designed.

#### Business Services Update

Brenda Chrisman stated that business services continues to assist businesses with individual hiring events and that industry specific job fairs are having great success. A healthcare job fair is scheduled for April, further details will be released at a later time. A general job fair is scheduled for March 26<sup>th</sup> in Citrus County.

#### Career Expo Update

Brenda Chrisman reported that approximately 744 high school and middle school students attended the 4<sup>th</sup> annual two day event. Mark Vianello commended the organization and presentation of the event.

#### CTE Day / Citrus County Schools

Brenda Chrisman explained that the premise of CTE Day is to provide information for Citrus County educators about the many resources available to further advance the career paths of their students.

#### Apprenticeship Grants

Brenda Chrisman announced that this grant will allow MTC to expand their current apprenticeship program by adding a carpentry component to the program.

Brenda Chrisman explained to the committee that an application for a plumbing grant had been made a while ago and we were just recently notified of the award. She is working with WTC to create a plumbing program.

#### Youth Build Updates

Dale French reviewed the outcomes of the YouthBuild program. There will be a wall-raising in Belleview on Tuesday, February 26<sup>th</sup> at 9 am and Citrus County is scheduled to have the next wall-raising during the summer.

#### Talent Pipeline Videos

Rusty Skinner stated that Citrus County is now in the process of developing their academic video series. CLM has recently sponsored the CEP lunch and will have a sponsorship for the Citrus County Chamber's legislative days. Both events are being utilized to highlight the video series.

#### State of the Workforce Conference

Kathleen Woodring provided an overview of the upcoming conference.

### **MATTERS FROM THE FLOOR**

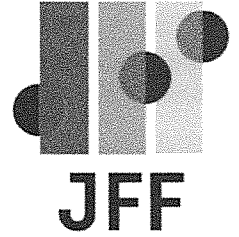
### **ADJOURNMENT**

There being no further business, the meeting was adjourned at 10:02 a.m.

### **APPROVED:**

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## REGISTERED-APPRENTICESHIP (RA) SPONSOR RESPONSIBILITIES:



The following is a list of responsibilities of the Sponsor of a US DOL Registered Apprenticeship (RA) program. The sponsor can be an employer, or an intermediary acting on behalf of an employer(s), or a group of employers. The sponsor can register and operate its RA programs state-by-state, and/or can register and operate a RA program on a national level. Although overall responsibility remains with the RA Sponsor, the breadth and depth of each of the responsibilities can be shared and delegated to other entities participating in the RA program (e.g. – employers, education providers, apprentices).

### 1) Development of RA Program

- Determine occupation(s) for which to build RA program
- Determine RA program type for each occupation: time-based, competency-based, hybrid
- Determine RA registration type: National Guidelines, National Standards, local state/OA
- Develop RA related technical instruction (RTI) for each occupation
- Develop RA on-the-job learning (OJL) competencies/metrics for each occupation
- Develop and accept Standards of Apprenticeship contract (boilerplate)
- Develop and accept Appendices to Standards:
  - A. Work Processes / RTI and Wage Scale (one for each occupation)
  - B. Apprenticeship Registration Agreements
  - C. Affirmative Action Plan (due two years from date of registration)
  - D. Qualifications and Selection Procedures
  - E. Employer Acceptance Agreement (if needed)

### 2) Registration of RA Program with Federal / State Office of Apprenticeship (OA)

- Determine where to register Standards (national / state SAA / state OA office)
- Establish relationship with appropriate OA entity
- Submit and present standards and appendices for review and approval by OA entity

### 3) Registration of Approved RA Program with other Federal / State Agencies

- Determine where to register approved RA program
- Register approved RA program with state WIOA to be on Eligible Training Provider List (ETPL)
- Register approved RA program with state's Veteran's Affairs SAA (State Approving Agency), or under the Valor Act, for GI Bill benefits

- Register approved RA program with other state entities (e.g. – local state apprenticeship agency) for potential funding and/or support services of *state funds*
- 4) Registration of Participating Employers into Approved RA Program
    - Identify interested employer(s) in participating in RA program
    - Review program standards and all appendices with employer
    - Modify appendices if necessary making minor adjustments
    - Secure employer acceptance agreement (with modifications) and signatures
    - Identify employer’s provider of RTI delivery and secure them on ETPL
    - Identify employer’s mentors for OJL delivery
    - Identify and/or define employer’s apprentice performance review process
  - 5) Registration of Participating Employer’s Apprentices
    - Access both state and federal (RAPIDS) registration tools
    - Register all new apprentices entering programs
    - Assist with identifying apprentice support services
  - 6) Monitoring of Participating Employer RA Programs
    - Monitor and review apprentice selection and hiring processes
    - Monitor and review apprentice wage scale increase process
    - Monitor and review education provider’s RTI delivery
    - Monitor and review employer mentor’s OJL delivery
    - Monitor and review employer’s apprentice performance review process
  - 7) Monitoring of Participating Employer Apprentice(s)
    - Update apprentice status (termination/completion)
    - Update apprentice RTI and OJL completions
    - Update apprentice wage scale increases
    - Request/award USDOL Certificates of Completion to apprentice graduates
  - 8) Reporting on RA Programs and RA Apprenticeships (State / Federal)
    - Provide reporting on all new and existing RA programs
    - Provide reporting on newly registered apprentices (e.g. – demographic info)
    - Provide reporting on terminated registered apprentices
    - Provide reporting on completed/graduated registered apprentices

# Industry-Recognized Apprenticeship Program Accrediting Organizations

## What is an Industry-Recognized Apprenticeship Program?

**Industry-Recognized Apprenticeship Programs (IRAP) are a new innovative model of apprenticeship in the United States.** An IRAP is a high-quality apprenticeship program that includes a paid-work component and an educational or instructional component through which an individual obtains workplace-relevant knowledge and skills. IRAPs will help businesses build the skilled workforce they need to be competitive, start apprenticeship programs based on standards set by industry, and receive recognition within their industry for sponsoring a high-quality program.

**IRAPs will provide businesses with an alternative apprenticeship model, and will be accredited by non-government organizations approved by US DOL.**

These organizations, known as accrediting organizations, will be a critical part of IRAPs. Accrediting organizations will assess programs operated by individual sponsors, such as companies, trade and industry groups, non-profit organizations, educational institutions, unions, and joint labor-management organizations, and accredit those that meet the high-quality criteria of an IRAP.

### *Why be an IRAP Accrediting Organization?*

**By taking on this role, IRAP accrediting organizations will be leaders in their industry and will:**

- Develop sector-driven standards that identify the skills required for the workforce and how best to teach those skills through apprenticeship programs
- Drive the future direction and innovations in apprenticeship for their sector in the United States
- Be known as a leader in building a pipeline of skilled talent to meet the needs of their industry sector

## Who can be an IRAP Accrediting Organization?

**We are not limiting the type of entity that may seek to become an IRAP accrediting organization, which may include industry associations, employer groups, labor-management organizations, educational organizations, and/or broad consortia of these and other organizations.** They may be pre-existing entities or may be new entities created for the purpose of being an IRAP accrediting organization. Sector-wide consortia, bringing together expertise and services across an industry sector, are likely to be well-positioned to act as accrediting organizations and meet the technical assistance needs of IRAPs. (Given the high concentration of registered apprenticeship programs in the U.S. military and the construction sector, IRAPs will not initially be available in these two areas).

## What is the Role of IRAP Accrediting Organizations?

**IRAP accrediting organizations will play the critical role of reviewing apprenticeship programs and accrediting programs that meet the IRAP criteria.** These organizations will also offer businesses and other sponsors uniform standards for apprenticeship programs that promote quality and portability. In addition, accrediting organizations are encouraged to offer off-the-shelf products or technical assistance resources to reduce the time and expense for individual sponsors to develop apprenticeship programs.



Office of Apprenticeship

# Industry-Recognized Apprenticeship Program Accrediting Organizations

## What are the Requirements for IRAP Accrediting Organizations?

Entities seeking approval from US DOL to be an IRAP accrediting organization will need to demonstrate their capabilities and capacity in five areas that are critical to ensuring high-quality apprenticeships that develop a workforce with the skills and competencies needed by industry.

| REQUIREMENT  | DESCRIPTION   |
|--|---|
| <b>Validity in Setting Sector Standards</b>                | The organization has the capacity to use a consensus-based process involving industry experts to establish the classroom and workplace education requirements, structure, and curriculum for an apprenticeship program in a given industry sector.  |
| <b>Clear Policies and Procedures for Accrediting IRAPs</b> | The organization has policies and procedures for accrediting high-quality apprenticeship programs, which are sufficiently detailed to ensure that individual sponsors of apprenticeships will receive equitable treatment and will be evaluated based on the merits of their programs.  |
| <b>Transparency and Accountability</b>                     | The organization demonstrates that programs are transparent and accountable, such as making publicly available contact information and apprentice outcomes (e.g. completions and earnings) for the programs it accredits.   |
| <b>Impartiality, Objectivity, and Independence</b>         | The organization ensures that decisions and plans are based on objective criteria and do not benefit one population over another, and that strategies are in place to address potential conflicts of interest.  |
| <b>High-Quality Apprenticeship Programs</b>                | The organization ensures that the apprenticeship programs it accredits adhere to hallmarks of the highest quality, which include: <ul style="list-style-type: none"><li>○ Paid work</li><li>○ Work-based learning</li><li>○ Mentorship</li><li>○ Educational and instructional component</li><li>○ Industry credentials</li><li>○ Safety and supervision</li><li>○ Equal employment opportunity</li></ul> |

## What is the Application Process for IRAP Accrediting Organizations?

US DOL will release an application form that interested entities may use to apply to be an IRAP accrediting organization. This application will require prospective accrediting organizations to describe their policies and procedures for developing and validating standards and accrediting high-quality IRAPs. The proposed application form is currently available for public comment and may be viewed at [www.regulations.gov/docket?D=ETA-2018-0001](http://www.regulations.gov/docket?D=ETA-2018-0001). Until the final application is released in the coming months, organizations who intend to take advantage of this opportunity may choose to develop plans, structures, and processes that incorporate impartiality, confidentiality, and objectivity, as well as key partnerships that will lead to the development of high-quality apprenticeship programs.

**Questions?** If you have questions about IRAPs and IRAP accrediting organizations, contact the U.S.

Department of Labor's Office of Apprenticeship:

Visit [www.apprenticeship.gov](http://www.apprenticeship.gov) | Call 202.693.2796 | Email [apprenticeship@dol.gov](mailto:apprenticeship@dol.gov)





# DOL releases guidance on “industry-recognized” apprenticeship programs

Aug 01, 2018 · By Katie Spiker, [@Katie\\_SpikerNSC](#)

On July 27<sup>th</sup>, the Department of Labor (DOL) issued Training and Employment Notice (TEN) 03-18, [Creating Industry-Recognized Apprenticeship Programs to Expand Opportunity in America](#), which outlines the process that will allow trade associations and other non-governmental entities to certify apprenticeship programs as meeting industry standards.



In July 2017, President Trump issued an [Executive Order to Expand Apprenticeship in America](#) (EO), which called for the establishment of an alternative system of industry-recognized apprenticeships that would not require direct approval by a government entity. The proposed process is intended to make it easier for businesses to gain approval for new programs while also supporting the development of quality assurance standards in industries where apprenticeships are not well utilized.

In the TEN, DOL provides insight in to the process by which a non-governmental entity, like a business association or non-profit intermediary, will be able to qualify as a certifier of industry-recognized apprenticeships and advises organizations interested in playing a certifier role to prepare to submit proposals to DOL. The guidance largely adheres to recommendations from the [Task Force on Apprenticeship Expansion](#), established under the July 2017 EO and whose work culminated in a report to the President earlier this summer.

## Distinctions between IRAP and Registered Apprenticeship

Under current law, the U.S. Department of Labor or a state agency registers apprenticeship programs, documenting that the structure of the program's on-the-job learning, classroom instruction, mentoring and safety components meet certain standards such that successful completion of the program will earn workers a journey-level credential marking their expertise in a certain occupation. These programs are subject to regulations describing the types of occupations for which apprenticeship can be used, structure of training and expertise apprentices need to earn under 29 C.F.R. 29 and to detailed rules to promote Equal Employment Opportunity (EEO) under 29 C.F.R. 30. Most apprenticeships in the U.S. are – and have been – in the construction industry, with occupations in manufacturing, utilities and transportation sectors also utilizing the training strategy. Occupations in industries like health care, retail, IT and financial services use registered apprenticeship with more frequency in recent years.

The state or federal government oversight required to register a program imbues upon its sponsors certain benefits – [several states provide tax credits for registered programs](#), others support tuition costs and community colleges. Registered programs are automatically eligible to be added to a state's Eligible Training Provider List (ETPL) under the Workforce Innovation and Opportunity Act (WIOA), which is intended to make it easier for training providers running apprenticeships to access federal workforce funds. Registered programs are also required to report less information on participants for which they use workforce funds, in part a recognition that an apprentice is, from the first day of a program and unlike other training programs, an employed worker. Congress has also appropriated nearly \$250 million in recent years to DOL to support expansion of registered apprenticeship.

The guidance draws explicit and implicit distinctions between registered apprenticeship and industry-recognized:

- Industry-recognized apprenticeship cannot be used in the construction industry or for military apprenticeships;
- Industry-recognized apprenticeships will not be automatically eligible for the ETPL;

- Industry-recognized apprenticeship program participants will not be considered apprentices under Davis-Bacon prevailing wage laws; and
- The guidance includes a vague catch-all that these programs are ineligible for “other statutory benefits” which presumably includes access to [Congressionally appropriated funds](#) targeted to registered programs under 29 C.F.R. 29.

## **Requirements for Certifiers of Industry Recognized Apprenticeship Programs**

Most of the guidance focused on the role and responsibility of an entity who certifies that the industry-recognized program meets industry needs. More detail is expected in draft regulations this Fall, however the guidance provides general insight into the direction in which DOL is likely to go in those regulations.

To qualify as a certifier, an organization or consortia will have to show:

- Sufficient expertise in and engagement with a sector to serve as a qualified certifier. Future regulations will presumably offer a definition of what reaches the level of sufficient expertise, but DOL does recognize that there will likely be multiple certifiers within industry sectors.
- Ability to provide public information on the programs certified, number of completers of a program, those participants pre- and post-program earnings, length of a program, and “post-apprenticeship employment rate.” The TEN cites to data collection required under WIOA and under rules applied to Registered Apprenticeship as models of necessary information certifiers should be prepared to release.
- Quality of certified programs, defined as programs including a paid work component, structured on-the-job training, mentorship, training related instruction – with a focus on providing college credit for that instruction – the award of an industry recognized credentials, safe workplaces and “equal employment opportunity.”

- Several procedural components of their capacity as a certifier such as well-established procedures for certifying programs and impartiality and independence from undue influence in doing so.

NSC supports a focus on paid, high quality work-based learning programs and the collection and dissemination of data on outcomes for participants in these programs and many components in the TEN are [consistent with NSC recommendations](#).

Upcoming regulations, expected this Fall, offer DOL an opportunity to expand on this guidance in a few important ways:

**Enable a local focus:** While portability is an important component of industry-recognized credentials, NSC encourages DOL to focus on the role local industry partnerships can play in certifying programs that meet local workforce need, particularly through the inclusion in the process of small and medium-sized businesses. The [bipartisan PARTNERS Act would](#) support industry partnerships between representatives from the workforce and education systems, multiple businesses and community organizations to expand access to work-based learning. NSC encourages DOL to emphasize the importance of engagement with both national companies and local businesses in establishing the context for “industry-recognized.”

**Require disseminated, disaggregated data:** NSC supports the alignment of data measures with WIOA performance metrics and the requirement that certifiers release the data on participation and retention for apprentices after completion of their program. [We also encourage DOL](#) to require certifiers to collect and make publicly available disaggregated data on these metrics.

**Ensure meaningful equal employment opportunity in industry-recognized apprenticeship:** DOL defines a certifier’s role in ensuring EEO as requiring sponsors to engage in outreach and recruitment strategies to “diverse” populations, adhering to existing EEO laws, and designating a person with responsibility for monitoring these efforts. These are all important components to ensuring equity in apprenticeship but are far from sufficient. Given task force recommendations that

regulations governing EEO in registered programs do not apply to industry-recognized and the absence of explicit application to programs in the TEN, industry-recognized programs will likely not be required to meet the standards required by 29 C.F.R. 30. The rules in this section were recently updated to require more targeted analysis of potential workers in an apprenticeship program, with a focus on how programs are creating equal opportunity for women, people of color and people with disabilities. [Integrated and intentional EEO requirements from the formation](#) of the new industry-recognized apprenticeship system could help prevent the inequities that currently plague registered apprenticeship, where only seven percent of apprentices are women and where people of color earn significantly lower wages and complete programs and significantly lower rates than white men.

In addition to meaningful EEO requirements, NSC encourages DOL to require certifiers to ensure that apprentices have access to *and* success in apprenticeship programs by working with sponsors to provide workers access to supports like child care, transportation and pre-apprenticeship training. The [bipartisan BUILDS Act](#) would provide support for services like these that help a diverse set of workers succeed in apprenticeship.

**Establish quality control mechanisms for certifiers:** Upcoming regulations also offer DOL the opportunity to provide a detailed mechanism for enforcing certifier requirements. NSC encourages DOL to include enforcement and monitoring mechanisms that enable accurate and continuous evaluation of certifier efficacy in meeting the needs of both businesses and workers in upcoming draft regulations, [expected this fall](#).

### **Next steps on Industry-Recognized Apprenticeships**

Interested entities can submit to be qualified as a certifier “shortly”, which is likely to be after the release of draft regulations providing more insight on the rules governing industry recognized apprenticeships. DOL is currently accepting comments and statements of interest in becoming a certifier at [apprenticeship@dol.gov](mailto:apprenticeship@dol.gov).

While DOL does not describe funding availability in the TEN for certifiers, [earlier this month the agency announced](#) a call for applications for \$150 million in funds to support the expansion of industry recognized system. Partnerships between educational institutions and business associations or consortia of businesses are eligible for that funding, for which applicants will help businesses set up and run industry-recognized apprenticeship programs. Applications are due October 16<sup>th</sup>, 2018. DOL also released almost \$1 million in funding available to community-based organizations to provide technical assistance to help expand women's access to apprenticeship and non-traditional occupations through the latest iteration of the [Women in Apprenticeship and Nontraditional Occupations \(WANTO\) grants](#). WANTO applications are due August 16<sup>th</sup>, 2018.

NSC will continue to work with our partners across the country and [Apprenticeship Forward](#) national partners to provide DOL and Congress with recommendations to implement high-quality apprenticeship programs that meet business demand and worker need.

Posted In: [Work Based Learning](#)



# March 2019

## Business Services Events (Onsite & Offsite)



### March 2019

**Total # of Events: 6**  
**Total # of Attendees: 36**  
**Total # of Positions: 19**  
**Reported Hires: 18**

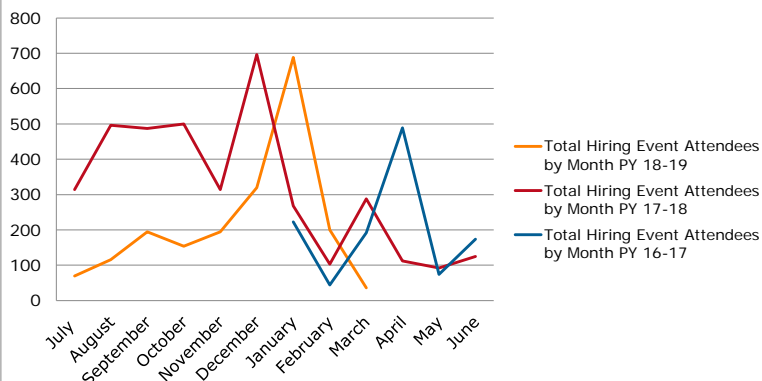
### PY18-19 To Date

**Total Events: 94**  
**Attendees: 1,974**  
**Reported Hires: 521**

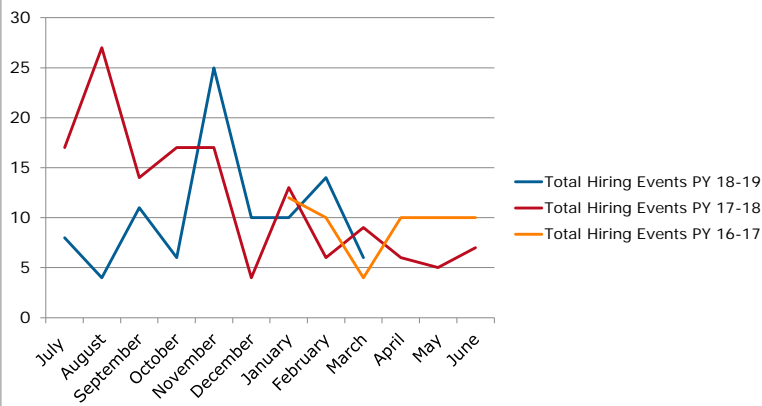
### Spring Career Fairs 2019

**Citrus County Attendees: 60**  
**Citrus County Businesses: 30**  
**Marion County Attendees: 112**  
**Marion County Businesses: 21**

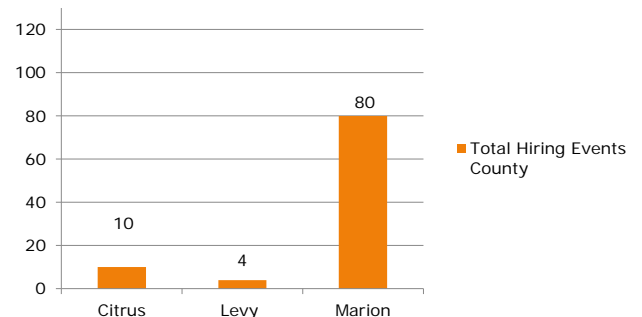
**Total Hiring Event Attendees By Month**



**Total Hiring Events By Month**



**Hiring Events by County PY18-19**



### Other Recruitment Events 03/01/2019 - 03/31/2019

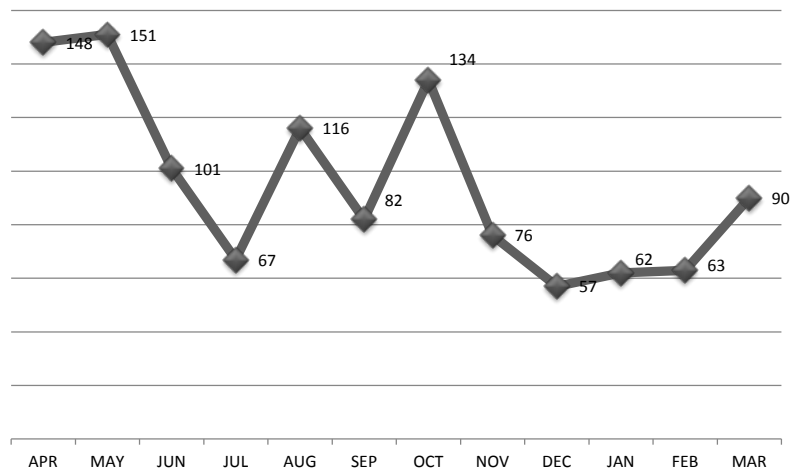
| Event Date | Event Name           | Target Audience        | Event Location                  | County |
|------------|----------------------|------------------------|---------------------------------|--------|
| 3/14/2019  | Soft Skills Overview | CTE Instructors        | Withlacoochee Technical College | Citrus |
| 3/21/2019  | Resume Workshop      | High School Students   | Chiefland High School           | Levy   |
| 3/21/2019  | CSCLM Services       | General Career Seekers | Marion County Judicial Center   | Marion |

**TRAFFIC COUNT**

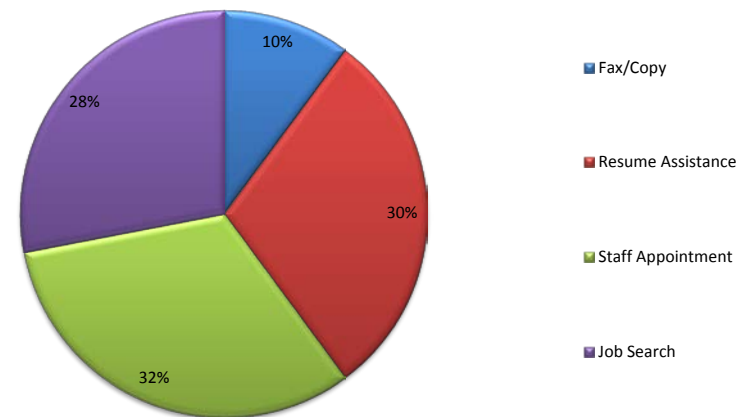
|                    | APR | MAY | JUN | JUL | AUG | SEP | OCT | NOV | DEC | JAN | FEB | MAR | YTD          |
|--------------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|--------------|
| <b>REFERRALS</b>   | 17  | 17  | 35  | 41  | 36  | 28  | 41  | 35  | 19  | 10  | 18  | 24  | 321          |
| <b>PLACEMENTS</b>  | 2   | 3   | 14  | 6   | 2   | 9   | 5   | 15  | 4   | 6   | 6   | 12  | 84           |
| <b>INTERNSHIPS</b> | 1   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 1            |
| <b>OJT/WEX/CBT</b> | 0   | 2   | 0   | 1   | 0   | 0   | 0   | 0   | 1   | 0   | 0   | 0   | 4            |
| <b>TRAFFIC</b>     | 148 | 151 | 101 | 67  | 116 | 82  | 134 | 76  | 57  | 62  | 63  | 90  | <b>1,147</b> |

**SERVICES BREAKDOWN**

**CENTER TRAFFIC BY MONTH**



**CENTER TRAFFIC BY SERVICE - JAN 2019 - MAR 2019**







## Talent Center

- The attached Talent Center (TC) reports provide information on candidate traffic coming into the TC office. This is a combination of students, graduates and professionals. Services include: job coaching; resume review/critique that will lead to job referrals.
- Additional activity from TC - Staff is engaged with all of our local educational partners and provide classroom support on TC services through a variety of forms such as workshops or presentations on soft skills, resume review, interview skills, social media footprint, and also on college events such as Stay Local. The TC staff have participated in over 50 events YTD, and have seen or touched over 800 students in sharing these varied outreach efforts.
- CF / Student Graduate List – We are working closely with the College of Central Florida and they provided us a list of their anticipated May 2019 graduates. The Talent Center staff is reaching out to each of the students to offer support in connecting them to local businesses in their perspective fields.

## Business Services Update

- **180 Skills** - We have begun promoting and recruiting businesses to take advantage of the 180 Skills online training program. We have demonstrated the product to 3 businesses and are waiting for confirmation on 2 to see if they wish to pursue. One business is already engaged with the product and has 4 staff reviewing for possible further expansion with their current workforce.
- **College Job Fair** – CareerSource and the Talent Center are attending a statewide job fair for college graduates on May 8<sup>th</sup> in Orlando. We will be attending the event and representing several local businesses vacancies, while also recruiting talent for other vacancies. The job fair will represent ten universities (UCF, UF, FSU, USF and others) and is open to college graduates and alumni only.
- **March 2019 Business Events** – As requested at the last BEDC meeting, the attached report has been updated to reflect the number of vacancies for each event, along with the number of events and hires. In March, we held 6 different business hiring events. This included our Business and Technology Job Fair in Ocala, where we recruited professionals and college students to the event.

## Apprenticeship Grants

- **MTC Apprenticeship** – CareerSource is waiting on an agreement to be approved and signed by the Marion County School board in order to support the hiring of an instructor to plan and begin an apprenticeship application. If approved, the grant CSCLM received will fund a full time instructor to develop an apprenticeship application, begin program design, and begin to recruit businesses and students to launch programs to support Brick Masonry, Plumbing and /or HVAC. The grant is a planning grant with the goal of getting a program approved and launched for August 2019.
- **WTC – Plumbing Apprenticeship** - CSCLM is still in the initial development on a scope of work to launch a Plumbing Apprenticeship program at WTC. The grant is a planning grant and allows for the hiring of an instructor and purchase of equipment for a plumbing program. Two initial meetings have been held with the business community with the focus on program design.

## Youth Career Expo 2020

CareerSource CLM has officially committed to offering a Youth Career Expo in all 3 school districts in 2020. In partnership with our 3 school districts, we will be hosting the Marion County Youth Career Expo in January 2020, February 2020 for Citrus County, and either March or April 2020 for Levy County. The College of Central Florida has agreed to partner with CSCLM to host the Levy Youth Expo at their new facility in Chiefland. We are working with the school district to finalize a date in the spring to host the event.

# 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 (1 is in Military-Marines)

# Exited with Education: 0 (2 now are in post-secondary)

# 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: 8

# Exited with Education: 0

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

Enrolled: 12

Completed: N/A

# Receiving HS Diploma: 6, 4 PENDING, 1 is a HS grad, 1 (working on re-engagement back into YB)

# Receiving Additional Certs: 12 OSHA, 12 Forklift, 11 Warehouse, 12 Food Handling, 7 NRF, (still working on more)

# Exited with Employment: N/A

# Exited with Education: N/A



## **Executive Director Report**

**April 19, 2019**

### **Activity Report**

**Some of the more pertinent activities over the first six months in my new role as the Executive Director of MRMA included:**

- Bringing MRMA forward with retention of current members, increasing membership/outreach and increasing level of service to our members.
  - New members increased by 8 plus recaptured members increased by 3
  - Retention of current members dropped by 2
  - Set up meetings with each MRMA member to review their needs, understand their company, understand what benefits they receive from MRMA, what improvements they would like to see, what solutions they are seeking, what connections we can make for them, and to build a new relationship with each company.
  - After meeting follow-up includes written report, written and verbal referral to applicable resource partner or solution provider, provide requested information to client, set-up meetings when applicable and follow-up for next steps
  - Based on survey results updated the CEO Forum to include a larger outreach by launching the new C-Suite Forum and increasing the outreach from three times per year to a bi-monthly event.

#### **Through collaborative partnerships:**

- **Through our partnership with CareerSource CLM:**
  - Partnered with CareerSource CLM on the 2018 Manufacturer & Logistics Wage and Benefit Survey
  - Actively promote the 180 Skills Career Program provided through CareerSource CLM to MRMA members and prospects
  - Actively promote CareerSource CLM and Talent Center services to members, prospects and new contacts
  - Promote make Your Business a Star video to MRMA members and prospects and tie it into a great way to promote their company to job seekers and businesses looking for suppliers/customers
  - Connect with appropriate CareerSource CLM staff prior to client meetings asking if they would like to accompany me on the visit, is there anything I should know, is there anything I can do for them while meeting with the client. After the meeting, information is shared on any training that is identified, connections are made for hiring needs the company may have identified, and other resources are coordinated as needed.
  - Brenda Chrisman, CareerSource CLM coordinated a meeting for MRMA with the Citrus County Chamber of Commerce and Economic Development partners in Crystal River. The meeting provided an opportunity to learn about the area and how best to service their manufacturers and distribution companies.
  - Attended a job fair at the CareerSource CLM Levy County office for A&M Manufacturing and met with the owner for a lengthy discussion on his business needs; Brenda Chrisman

introduced him to MRMA in an earlier meeting; the company will attend the April MRMA meeting as a prospect.

- Attended a meeting with Brenda Chrisman, CareerSource CLM to see firsthand demonstration of the new 180 Skills Career Program to MRMA member, Winco Manufacturing
- Attended the CareerSource CLM Job Fair at CF; it provided a great opportunity to introduce myself and talk for a few minutes to the companies I have not met. I was able to interact with the CareerSource staff I haven't had an opportunity to meet with yet and learned what they do in their roles. Also, I had a chance to interact with several of the attendees and learned how they were navigating through the process; received a tour of the CareerSource bus and learned how it is used in the counties.

**Through my partnership with the College of Central Florida:**

- Attended a meeting at CF with Sam Ajlani, Brenda Chrisman, CareerSource CLM and ClosetMaid representatives to discuss training both customized as well as established programs
- Invited in by Dr. Henningsen, College of Central Florida to meet with him and his staff, Dr. Mark Paugh, Vice President of Academic Affairs and his deans for a partnership discussion, to learn more about their programs and received a tour of the college from Dr. Henningsen
- Assisted and hosted SMC International with partner, Sam Ajlani, College of Central Florida to discuss with area manufacturers, educational partners, CareerSource CLM and the CEP, the opportunity for adding a specialized training center at the CF campus
- Working with the CF Director of Corporate College to identify customized training needs

**Through my partnership with Marion County Public Schools:**

- MRMA members met with Dale Toney's class at Belleview High School to learn about their Robotics, Automation and Design program. Students demonstrated current projects they are working on and shared their career paths and goals.
- Participated in the Engineer/Manufacturing/Logistics/Technology Advisor meeting at MTI with Joe Corley and Sam Ajlani and MRMA member, SPX Flow
- Attended the Soft Skills Mid-year review; participated in the CTE Soft Skills teacher implementation judging
- Attend the CTE Showcases and recently brought the VP of Operations from ANCORP as a guest to introduce him to regional connections for resources needed to grow the company

**Other:**

- Participated in a partnership meeting with the CEP, CareerSource CLM and MRMA; meeting focused on ways the CEP and MRMA can move forward together
- Attend BCRC monthly meetings
- Met with VP of Economic Development, Gainesville Chamber of Commerce to understand their manufacturing program
- Connected Ocala medical device manufacturer with VP of Economic Development, Gainesville Chamber of Commerce; the company wants to connect to regional businesses focused on manufacturing for the medical field to expand their customer base
- Met with Frank Calascione, Sumter County Economic Development to understand our relationship in Sumter County and moving forward with their manufacturers; currently attend the Sumter County Economic Development Manufacturing and Distribution roundtable

# 2019 STATE OF WORKFORCE CONFERENCE

*Cultivating Your 21<sup>st</sup> Century Workforce*

| SESSION  | SPEAKERS  | TIME       |
|--|---|------------|
| Sign-In/Breakfast/Networking   |   | 7:30 a.m.  |
| Welcome  | <i>Rachel Riley, CareerSource CLM Board Chair</i>   | 8 a.m.     |
| 2030: The Workplace Revolution   | <i>Josh Davies, CEO<br/>The Center for Work Ethic Development</i>   | 8:20 a.m.  |
| Break  |   | 9:05 a.m.  |
| Just When You've Finally Mastered Millennials, Here Comes Gen Z        | <i>Megan Richardson, VP of Consulting<br/>Dynamic Corporate Solutions</i>   | 9:15 a.m.  |
| An Economic Outlook for the United States, Florida and Central Florida | <i>Sean Snaith, Ph.D., Director<br/>Institute for Economic Competitiveness</i>  | 10 a.m.    |
| State of the Workforce   | <i>Michelle Dennard, President and CEO, CareerSource Florida</i>  | 10:50 a.m. |
| Partnering to Grow Your Pipeline                                       | <i>Isabel Nieto, PMP, Workforce Development Consultant<br/>Duke Energy</i>  | 11:15 a.m. |
| Panel Discussion   | <i>Isabel Nieto, PMP, Workforce Development Consultant, Duke Energy<br/>Dr. Jim Henningsen, President/CEO, College of Central Florida<br/>Sandra "Sam" Himmel, Superintendent, Citrus County Schools<br/>Jeffery Edison, Superintendent, Levy County Schools<br/>Dr. Heidi Maier, Superintendent, Marion County Schools</i> | 11:30 a.m. |
| Lunch  |   | 12:30 p.m. |
| Bridging the Gap Awards Presentation                                   | <i>Rachel Riley, CSCLM Board Chair<br/>Kathy Judkins, CSCLM Immediate Past Chair<br/>Kim Baxley, CSCLM Vice Chair</i>   | 1 p.m.     |
| Closing  | <i>Rusty Skinner, CSCLM CEO</i>   | 1:15 p.m.  |

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