



College of Central Florida
 Enterprise Center, Building 42
 3003 SW College Rd, Suite 206
 Ocala, FL 34474

BUSINESS AND ECONOMIC DEVELOPMENT COMMITTEE AGENDA

Wednesday, May 10, 2023 – 9:00 a.m.

Join Zoom Meeting: <https://us02web.zoom.us/j/83289870414>

Phone No: 1-646-558-8656 (EST) Meeting ID: 832 8987 0414

Call to Order P. Beasley
 Roll Call C. Schnettler
 Approval of Minutes, February 8, 2023 Pages 2 - 4 P. Beasley

DISCUSSION ITEMS

State Update R. Skinner
 Workforce Issues that are Important to Our Community R. Skinner
 Educational Consortium Pages 5 - 6 R. Skinner

PUBLIC COMMENT

ACTION ITEMS

None

PROJECT UPDATES

Economic Development Partner Reports
 Citrus
 Levy J. Wilson / S. Osteen
 Marion K. Sheilley
 MRMA Pages 7 - 8 P. Geist
 Talent Center Page 9 A. Abrams
 Event Report Page 10 C. Weaver
 Experiential Learning Page 11 C. Weaver
 Metrix Users Report Page 12 C. Weaver
 YouthBuild Page 13 C. Weaver
 Contracts Reporting Page 14 C. Galica

MATTERS FROM THE FLOOR

ADJOURNMENT

2022 – 2023 MEETING SCHEDULE						
Performance/ Monitoring	Business and Economic Development	Career Center	Marketing/ Outreach	Executive	Full Board	
Tuesday, 9:00 am	Wednesday, 9:00 am	Thursday, 9:30 am	Wednesday, 9:00 am	Wednesday, 9:30 am	Wednesday, 11:30 am	
8/9/2022	8/10/2022	8/18/2022	8/17/2022	8/31/2022	9/7/2022	CF Levy
11/8/2022	11/9/2022	11/17/2022	11/16/2022	11/30/2022	12/7/2022	CF Ocala
2/7/2023	2/8/2023	2/16/2023	2/22/2023	3/1/2023	3/8/2023	CF Lecanto
5/9/2023	5/10/2023	5/18/2023	5/24/2023	5/31/2023	6/7/2023	CF Ocala

OUR VISION STATEMENT

To be known as the number one workforce resource in the state of Florida by providing constructive tools and professional supportive services that are reflected in the quality of our job candidates and meet the needs of the business community.



**CAREERSOURCE CITRUS LEVY MARION
Performance and Monitoring Committee**

MINUTES

DATE: February 7, 2023
PLACE: College of Central Florida, Enterprise Center
3003 SW College Road, Ocala, FL 34474
TIME: 9:00 a.m.

MEMBERS PRESENT

Al Jones
Fred Morgan
Jeff Chang, Chair

MEMBERS ABSENT

Arno Proctor
Deb Stanley
Ted Knight

OTHER ATTENDEES

Rusty Skinner, CSCLM
Dale French, CSCLM
Cory Weaver, CSCLM
Cathy Galica, CSCLM
Steven Litzinger, CSCLM

Andrea Abrams, CSCLM
Cira Schnettler, CSCLM

CALL TO ORDER

The meeting was called to order by Jeff Chang, Chair at 9:00 a.m.

ROLL CALL

Cira Schnettler called roll and a quorum was declared present.

APPROVAL OF MINUTES

Al Jones made a motion to approve the minutes from the November 8, 2022, meeting. Brandon Whiteman seconded the motion. Motion carried.

DISCUSSION ITEMS

State Updates

Workforce Issues that are Important to Our Community

Rusty Skinner updated the committee on the following items:

- CareerSource Florida board meets on February 23, 2023. The State’s consultant will provide their recommendations during this meeting.
- The Post-Secondary Education and Workforce Subcommittee will meet Thursday and have a presentation from the REACH Office. Representative Hinson is on that

- committee and will be asked to raise the issue of workforce board consolidation.
- Rusty Skinner is meeting with the Gray Robinson lobbyists on Thursday to get updated.
- The Senate is drafting version two of the Bill 1507.

Workforce Issues that are Important to Our Community

Al Jones expressed that he was noticing an increase in job seekers to his retail locations. Dale French and Cory Weaver explained that was consistent with an uptick in traffic in the centers.

PUBLIC COMMENT

None

ACTION ITEMS

Monitoring Report

Cory Weaver reviewed the monitoring report and outlined all findings, non-compliance issues, and observations on pages 10 and 11 of the packet. She highlighted that there were no findings in Welfare transition and in Finance. All issues were addressed and the final report was issued November 2022. Al Jones made a motion to accept the monitoring report. Fred Morgan seconded the motion. Motion carried.

PROJECT UPDATES

Talent Center

Andrea Abrams reviewed the quarterly Talent Center report. She explained that the Talent Center has seen a decrease in traffic, referrals, and placements. There has been an increase in student engagement and workshops. The Talent Center has facilitated 13 workshops year to date and workshop attendance is up by 56%.

Contract Reports

Cathy Galica reviewed the performance report for Citrus and Marion counties and the youth report. Overall, the partners did well on the report.

- County Reports:
 - Marion County continues to meet their goals.
 - Citrus County did not meet one of their goals in the first or second quarter. CareerSource CLM Business Development Coordinators have started to meet jointly with the Chamber and businesses in Citrus County.
- Youth Report: The Eckerd reporting has not been released by the State. Once that data is available it will be presented to this committee.

Event Report

Cory Weaver highlighted items from the Event Report. She noted 22 hiring events have occurred in this program year and upcoming job fairs.

Workforce Intelligence

Performance Measures

Career Center Reports

Cory Weaver reviewed the reports and welcomed questions from the committee

members.

- Workforce Intelligence: Center traffic is increasing, with many customers being job seekers. Welfare Transition participation is down throughout the State, but our region is ranking highest in the State for participation.
- Performance Measures: Our organization is consistently doing well.
- Center Reports: Services are down across the centers.

Experiential Learning Contracts

Cory Weaver summarized each section of the report. She highlighted two businesses hired one intern each through the internship program.

YouthBuild Reports

Cory Weaver reviewed the report and noted that there is 14 enrollees surpassing the requirement of 12. This is the first cohort of the newest grant.

Program Participant Data Summary

Cory Weaver reviewed the report. Jeff Chang asked if this data was used to identify populations that are not utilizing our services and to increase outreach efforts. Cory Weaver explained that this has been done in the past and that the data can be used for comparison to the general job seeker market. She will investigate this further.

Net Promoter

Steven Litzinger reviewed the Net Promoter Survey Results. Overall, we are providing excellent customer service.

- Job seeker satisfaction is up six points over last year.
- Business Services scores decreased a bit.
- Talent Center continues to have a high level of customer service satisfaction. Jeff Chang applauded the Talent Center team for their hard work.

Steven Litzinger explained that the survey comments are available upon request. The comments really present a more detailed picture of the high level of customer service the staff provide.

MATTERS FROM THE FLOOR

ADJOURNMENT

There being no further business, the meeting was adjourned at 9:58 a.m.

APPROVED:

Educational Consortium

Currently both SB240 and HB7051 require that a local workforce board establish an “educational consortium” which is appointed by the chair and **cannot include workforce board members**. School districts and State colleges as well as representatives from business and industry are to comprise the consortium. They serve for two-year terms.

If not approached carefully, this requirement can duplicate and confuse a process already in existence. Each career and technical program is required to have an advisory council. So, depending on the number and relationship of courses offered, a school may have more than one advisory council. This is the case for each school within a respective district. The College of Central Florida also is subject to this requirement.

CLM has approached this by including all three school districts and the College of Central Florida as members of its key committees, such as its business and economic development committee. Additionally, staff works with our school districts and CF in their maintenance and addition of existing courses by providing and analyzing local and regional labor market data.

We, as well as our counterparts, have made this point to the legislative staff, but there is a feeling that there needs to be a more formal relationship at the Board level.

Therefore, the following is recommended.

- The local consortium should be comprised of the following members:
 - One representative nominated by each respective school superintendents to represent their district;
 - One representative nominated by the President of the College of Central Florida to represent the College;
 - Business members should represent the targeted industry sectors in our Plan.;
 - Each school district should nominate a representative from their programs that align with our targeted sectors;
 - Manufacturing
 - Logistics
 - Information Technology
 - Healthcare

- Construction
- Agriculture
- Education
- The CLM Chair will appoint one representative from each sector, balancing representation between each county to the extent possible.
- The Chair will appoint a chair of the Consortium.
- CLM staff will serve as official consortium staff.

The various representatives will meet quarterly, as required, in conjunction with the normal CLM committee meeting schedule. The chair of the consortium will be asked to attend the CLM Board meeting and report any recommendations of the consortium. These, if necessary, will be actionable items for the next scheduled CLM committee as appropriate.

The Consortium will review all local requests submitted to the Credentials Review Committee.



Executive Director Report

Period covering February 1, 2023 – April 30, 2023

Some of the more pertinent Mid-FL Regional Manufacturers Association (MRMA) activities since January 31st in addition to servicing member needs include:

- The MRMA Golf Tournament held in October continues to give back to Marion County; in April funding requests were awarded to Lockheed Martin through the College of Central Florida Foundation for the 2023 STEMCon program in the amount of \$2,000. In addition, the IHMC was awarded \$2,250 for ten scholarships for the 2023 Summer Robotics Camp. The MRMA Board of Directors voted to fund both programs in the past and feel both programs make a significant impact in developing awareness in manufacturing and engineering and building career interest in our youth. MRMA actively promotes this funding source to all four counties, monitors county distribution and weighs and votes on each request. Requests must meet the criteria to support programs related to manufacturing, engineering, distribution, logistics and supply chain.
- MRMA continues to partner with the College of Central Florida and CSCLM in the development of the new apprenticeship program under the direction of Dr. Rob Wolf and Professor Sam Ajlani for Citrus, Levy, Marion, and Sumter employers. This is a multi-step process detailed in the project timeline.
- The MRMA has launched a new annual event to fund Scholarships for students attending the CDL Driver Training Programs at the College of Central Florida and Marion Technical College. The kick-off event will take place on May 18th; proceeds from the event will fund student scholarships to attend the programs.
- The MRMA Rob Adamiak Memorial Scholarship program made possible through our endowment with the College of Central Florida Foundation and Annual Golf Tournament is approaching its 2023 deadline for applications to be submitted. Applications will be reviewed by the scholarship committee and awards will be made in August.
- MRMA attended and encouraged member engagement in the recent kick-off of the College of Central Florida and FleetForce Truck Driving School program in March as well the recent FANUC Information session held in April for companies and educators interested in learning more.
- The Marion County Business Advisory Council (BAC) held a third meeting on April 6th and a final meeting will be held in May to discuss outcomes of the engagement plan for area businesses to participate with students before school lets out for the summer. [MRMA is the Business Advisory Chair (BAC) for the advisory council for the Marion County School Systems focusing on Manufacturing/Engineering and Logistics/Supply Chain for 2022/2023.]
- The new MRMA “Quality Forum” launched in January under the direction of Joe Corley, MRMA Board President and Engineering Manager for Fidelity Manufacturing has been very successful and members continue to add to the group.

- Startup of new MRMA “Safety Forum” During conversations in the Quality Forum it was stated we need a group like this for Safety. After reaching out to our members to determine interest, it has been determined to start a MRMA Safety Forum; to follow industry this is called “Environmental, Health and Safety Forum (EHS).
- The May C-Suite Forum will focus on Cyber Security and the increase in ransomware attacks on area companies. The session will focus steps area companies can take to defend their networks and protect their critical data. Presenter for the session is Don Gulling, founder and CEO of Verteks Consulting.
- MFG Day (Year) activities: MRMA continues to pursue opportunities to bring industry and students together. The 2nd Levy County Welding Expo was held on March 28th at the CF Campus in Levy County, MRMA was a
 - sponsor and encouraged company participation; the AWS Welding Expo with MTC supported by CSCLM and MRMA in February was very well attended and the student interaction was impressive; the following evening a Logistics Career Expo held at MTC also sponsored by CSCLM and MRMA was held with similar results. MRMA continues to seek other options in all of the counties we serve. In March, MRMA sponsored and attended the WTC Made for the Trades event; each year different Board members attend to learn about the program and increase interaction between their companies and the programs.

Ongoing:

- MRMA continues to do monthly meetings including industry tours and informative sessions brought forward by its members.
- MRMA continues to be an active Advisory Committee member for related meetings to Manufacturing, Distribution, Logistics and Supply Chain Management for programs at CF, MCSC (BAC), CTE, MTC (Logistics, Welding and Advanced Welding), WTC, LSSC, Advisory Council for Sumter County Adult Education and in Levy County for CTE programs.
- Sumter County Education Coordination Group will start back up in May with partners Sumter County ED, Florida Makes, GrowFL, CareerSource Central Florida, Lake-Sumter State College, Sumter County Schools CTE, WTC, and Lake Technical College. The meetings are used to share resources, give updates on programs and growth in the county as well as to strategize and develop ways to improve business services. The meetings now in a quarterly format, have proven to be a valuable resource in building key partnerships and penetration into the county.

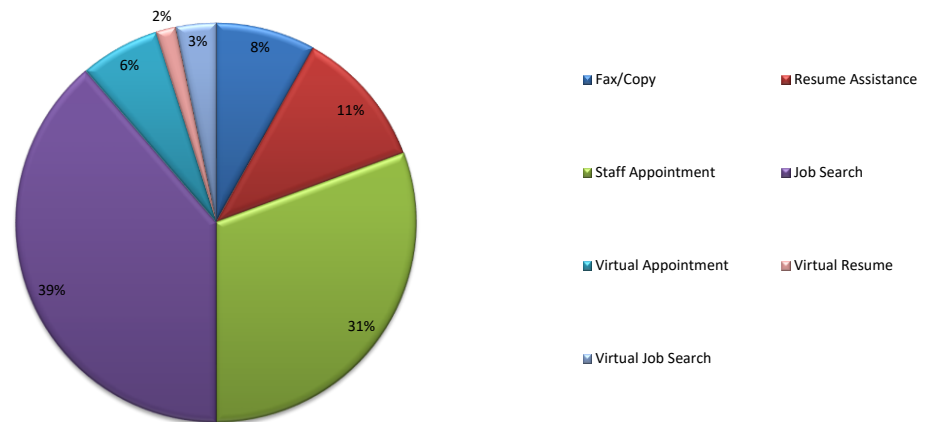
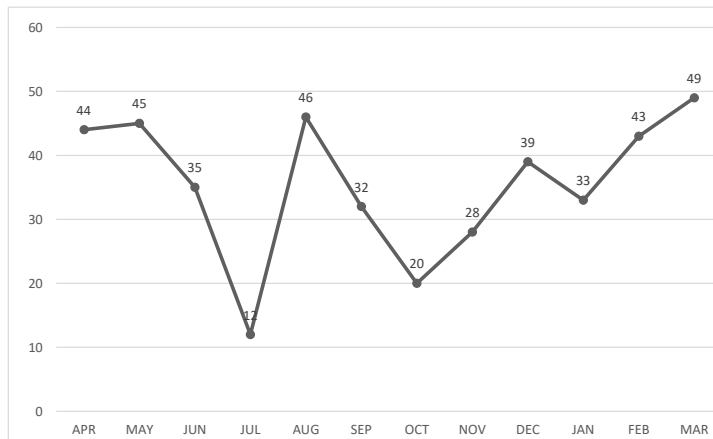


TRAFFIC COUNT

	PY 22												YTD
	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	
REFERRALS	5	5	3	2	2	3	2	3	1	2	2	2	32
PLACEMENTS	2	7	3	2	4	2	1	2	2	0	2	1	28
INTERSHIPS	0	0	0	0	0	0	0	0	0	0	0	0	0
OJT/WEX/CBT	0	0	0	0	0	0	0	0	0	0	0	0	0
TRAFFIC*	44	45	35	12	46	32	20	28	39	33	43	49	426

SERVICES BREAKDOWN

CENTER TRAFFIC BY MONTH



* Center traffic counted by in office and virtual services provided, and traffic count will be updated once data is available.

PY 22 - 23 Individual Events

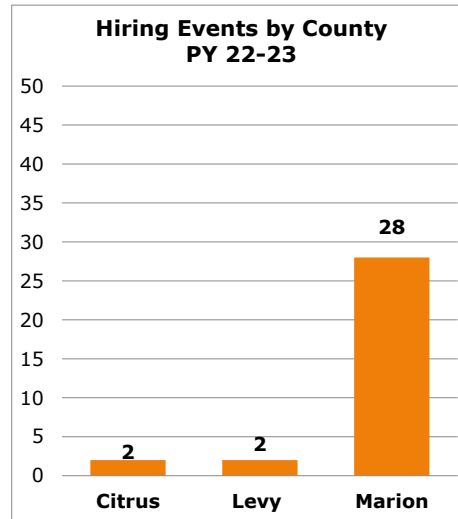
Total Events: 32
Attendees: 398
Reported Hires: 169

PY 22 - 23 Job Fairs

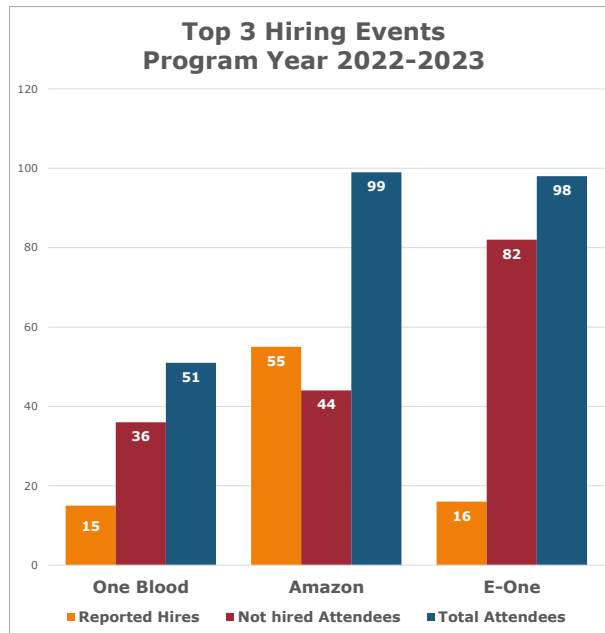
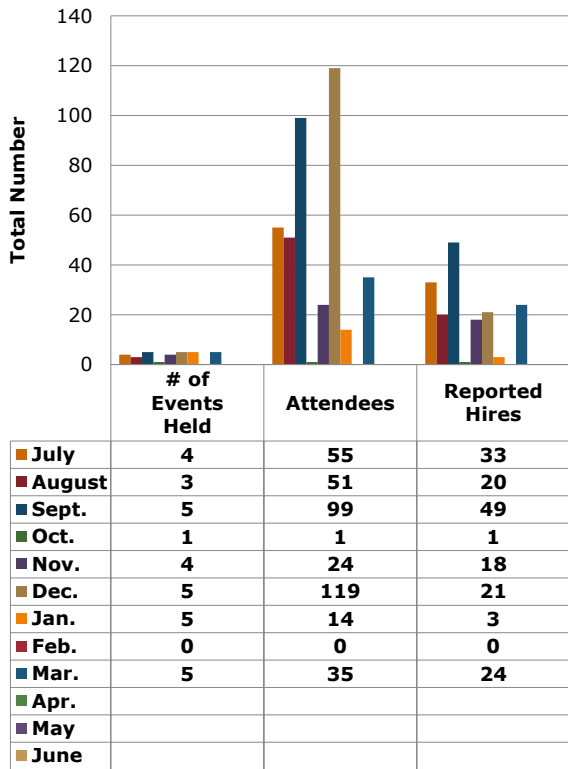
Attendees: 268
Businesses: 77

PY 22-23 Partner Job Fairs

Attendees: 221
Businesses: 37



Individual Hiring Events



Other Recruitment Events 1/2023 - 3/2023

Event Date	Event Name	Event Location	County
1/10	Brookdale Paddock Hills	14th Street	Marion
1/11	Brookdale Canopy Oaks	Company Location	Marion
1/12	Episcopal Children's Services	14th Street	Marion
1/17	Nash Plumbing and Mechanical	14th Street	Marion
1/24	Department of Children and Families	Chiefland Center	Levy
3/1	AutoZone Retail	Company Location	Citrus



Experiential Learning Contracts

PY2022-2023

Customized Training

Business	Industry	Total Trained	Employer Contribution	CareerSource Reimbursement	Begin	End Date	Status
Bryant's Pump Service	Construction	2	\$1,830.00	\$1830.00	10/26/2022	10/27/2022	Completed
Quad Nurse LLC	Healthcare	1	\$866.50	\$866.50	10/31/2022	6/1/2023	In Progress
ANCORP	Manufacturing	26	\$2,515.20	\$2,515.20	2/7/2023	2/16/2023	Completed (22) - Retained (26)
SAS Electronics, Inc	Utilities	2	\$3,385.00	\$3,385.00	4/10/2023	4/14/2023	Completed - Retained

On the Job Training

Business	Industry	Total Trained	Employer Contribution	CareerSource Reimbursement	Begin	End Date	Status
Outlaw Snax	Manufacturing	1	\$1,322.50	\$3,997.50	10/12/2022	1/11/2023	Completed
Alien Engineered Products LLC	Manufacturing	1	\$4,000.00	\$4,125.00	12/6/2022	3/13/2023	Unsuccessful Completion

Paid Work Experience

Business	Industry	Total Trained	Wage	Begin	Status
Quad Nurse LLC	Healthcare	1	\$12.15	9/26/2022	Unsuccessful Completion
Zero Hour Life Center LLC	Healthcare	1	\$13.50	10/5/2022	Completed - Retained
CF Professional Multiservices Inc	Legal Services	1	\$11.25	10/31/2022	Completed - Retained
Quad Nurse LLC	Healthcare	1	\$13.50	1/9/2023	Unsuccessful Completion
Novari Care	Healthcare	1	\$13.50	4/24/2023	In Progress

Internships

Business	Industry	Total Trained	Wage	Begin	Status
Magnolia Homestead Realty LLC	Other-Real Estate	1	\$16.20	10/5/2022	Completed - Retained
Evergreen Private Care	Healthcare	1	\$14.40	10/24/2022	Completed - Retained
PediM Healthcare	Healthcare	1	\$13.50	11/8/2022	Completed - Retained
PediM Healthcare	Healthcare	1	\$13.50	2/28/2023	In Progress

Apprenticeship

Business	Industry	Occupation	Total Trained	Begin	Status
Marion Technical College	Manufacturing	Masonry	9	9/1/2019	1 In Progress / 1 Successful w/ emp / 7 Unsuccessful (5 closed w/ emp)
Lockheed Martin	Manufacturing	Electronic Assembler	4	Spring 2020	2 Hired PY20-21, 2 Hired PY 21-22



SKILL UP USERS

LOCATION	PY 20-21	PY 21-22	PY 2022-2023									Total
			Jul-22	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	
Citrus	86	32	2	4	2	1	1	1	1	3	6	139
Citrus - CF	30	7	1	1	0	1	0	1	1	0	3	45
Levy	22	6	0	1	0	0	2	0	1	1	0	33
Levy - CF	16	3	0	0	0	0	0	0	0	0	1	20
Marion	140	53	5	3	4	3	1	5	1	6	5	226
Marion - CF	100	24	3	8	2	3	0	2	0	2	2	146
TOTAL	394	125	11	17	8	8	4	9	4	12	17	609

Popular Pathways

1. Business (Administrative/Management)
2. Healthcare
3. Entry Level Pathway - General
4. Information Technology
5. Government/Public Sector or Personal Care/Human Services

Popular Courses

1. The Art and Science of Communication
2. Be a Better Listener
3. Writing Effective E-mails and Instant Messages
4. Becoming More Professional through Business Etiquette
5. Abbreviating, Capitalizing, and Using Numbers
6. Being an Effective Team Member
7. Getting the Details Right: Spelling Basics
8. Time Management: Quit Making Excuses and Make Time Instead
9. Using Punctuation Marks
10. Time Management: Ready, Set, FOCUS!
11. Establishing Self-confidence for Life
12. Using the Parts of Speech
13. Basic Business Math: Averages and Equations
14. Creating Well-constructed Sentences
15. Working with the Interface and Performing Basic Tasks in Word 2016

YouthBuild Performance Update

2022-2024

YB Cohort 1: (11/2/2022-3/23/2023)

Enrolled: 14

Completed: 3 (volunteer, 600 hours, diploma/HBI) several are still making up hours

Receiving HS Diploma: 11

Receiving Additional Certs:

Certification Breakdown: OSHA – (13), Warehouse Operations (13), Forklift (14), HBI (10), NRF – (n/a)
AHLEI Front Desk – (5) , AHLEI Restaurant Server – (1) AHLEI Guestroom – (n/a) , AHLEI Maintenance
Employee – (2)

Exited with Employment: Pending Closure for employment (5)

Exited with Education: Currently Enrolled

Exited as Outcome: Currently Enrolled

YB Cohort 2: (3/8/2023-8/3/2023)

Enrolled: 9

Completed: Currently Enrolled

Receiving HS Diploma: Currently Enrolled

Receiving Additional Certs:

Certification Breakdown: OSHA – (9), Warehouse Operations (9), Forklift (9), HBI (n/a), NRF – (n/a)
AHLEI Front Desk – (n/a) , AHLEI Restaurant Server – (n/a) AHLEI Guestroom – (n/a), AHLEI Maintenance
Employee – (n/a)

Exited with Employment: Currently Enrolled

Exited with Education: Currently Enrolled

Exited as Outcome: Currently Enrolled

YB Cohort 3: (Tentative Start 9/6/2023-)

Enrolled:

Completed:

Receiving HS Diploma:

Receiving Additional Certs:

Certification Breakdown: OSHA – (n/a), Warehouse Operations (n/a), Forklift (n/a), HBI (n/a), NRF –
(n/a) AHLEI Front Desk – (n/a) , AHLEI Restaurant Server – (n/a) AHLEI Guestroom – (n/a), AHLEI
Maintenance Employee – (n/a)

Exited with Employment: Currently Enrolled

Exited with Education: Currently Enrolled

Exited as Outcome: Currently Enrolled

YB Cohort 4: (dates pending)

Enrolled:

Completed:

Receiving HS Diploma:

Receiving Additional Certs:

Certification Breakdown: OSHA – (n/a), Warehouse Operations (n/a), Forklift (n/a), HBI (n/a), NRF –
(n/a) AHLEI Front Desk – (n/a) , AHLEI Restaurant Server – (n/a) AHLEI Guestroom – (n/a), AHLEI
Maintenance Employee – (n/a)

Exited with Employment: Currently Enrolled

Exited with Education: Currently Enrolled

Exited as Outcome: Currently Enrolled

Contract Performance
PY2021-2022



	Q1 PY22-23			Q2 PY22-23			Q3 PY22-23			Q4 PY22-23			ANNUAL		
	# Goals	Goals Met	Rate	# Goals	Goals Met	Rate	# Goals	Goals Met	Rate	# Goals	Goals Met	Rate	# Goals	Goals Met	Rate
County Chamber/EDC															
CITRUS (Citrus Chamber)	5	4	80.00%	5	4	80.00%	4	4	100.00%	4		0.00%	5		0.00%
MARION (CEP)	4	4	100.00%	5	5	100.00%	4	4	100.00%	5		0.00%	6		0.00%

	Q1 PY22-23			Q2 PY22-23			Q3 PY22-23			Q4 PY22-23			ANNUAL		
	# Goals	Goals Met	Payment	# Goals	Goals Met	Payment	# Goals	Goals Met	Payment	# Goals	Goals Met	Payment	# Goals	Goals Met	Payment
Eckerd Youth Connects															
Enrollments	20	17	\$0.00	17	32	\$1,595.83	28	33	\$1,595.83	25			90		
Measureable Skills Gains	80%	86	1595.83	80%	90.58	\$1,595.83	80%			80%			80%		
Employment/Education Retention Rate 2nd Quarter After Exit	75%	85	1595.83	75%	82	\$1,595.83	75%			75%			75%		
Employment/Education Retention Rate 4th Quarter After Exit	69%	79.4	1595.83	69%	70.9	\$1,595.83	69%			69%			69%		
Credential Attainment Rate	83%	98.5	1595.83	83%	96.7	\$1,595.83	83%			83%			83%		
Median Wages	\$2,800	\$4,405	1595.83	\$2,800	\$4,432	\$1,595.83	\$2,800			\$2,800			\$2,800		