



Industry Workforce Committee Meeting

January 25, 2018

8:30 A.M. – CSB Boardroom

(Teleconference 321-394-0707)

Attendees:

Susan Glasgow (Chair), Kristin Bakke, Daryl Bishop, Desmond Blackburn, Colleen Browne, Elizabeth Huy, Jennifer Kenny, Traci Klinkbeil, Linda Miedema, D. Travis Proctor, Terry Schrumph, Kevin Smith, Julie Song

Agenda

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Call to Order

Susan Glasgow

Introductions

Public Comment

Action Items

Approval of Industry Workforce Committee Minutes for October 19, 2017

Susan Glasgow

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Discussion/Presentations/Information Items

Goal: Identify Current and Future Workforce Needs of the Business

Community and Create Solutions to Meet Their Needs

•Objective 1: Implement Sector Strategies in Key Industry Sectors

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- Outcomes in the Manufacturing Sector
 - Manufacturing Month Activities

Tina Berger

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- Outcomes in the HealthCare Sector
 - Nursing Career Pathway Training Grant

Megan Cochran

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- Outcomes in the IT Sector
 - IT Workforce Needs Survey Presentation
 - IT Industry Virtual Tour Presentation

Gary Sulski

•Objective: 2 Support Additional Key Industries Through Sector Work

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- Outcomes in the Aerospace/Aviation Sector
 - Aerospace Industries Association (A1A) Workforce Summit

Judy Blanchard

16 - 17

- Outcomes in Other Sectors
 - Engineering Talent Attraction and Recruitment Campaign and Website Landing Page
 - Soft Skills Training Initiative Update
 - EFSC Industry Advisory Councils
 - Statewide Sector Strategy & Apprenticeship

Denise Biondi

Tina Berger
Judy Blanchard

Tina Berger

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•Objective 3: Develop and Implement Overall Initiatives in Sector Strategies

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- Create More Visible, Accurate and Timely Reporting of Data
- Educate/Recruit Critical Partners for Sector Strategies
- Conduct Outreach to Business Associations on Sector Strategies
 - WESH 2 News Segment Outcome & Presentation

Judy Blanchard

Denise Biondi

Industry Relations PY 17-18 Semi-Annual Performance Infographic	Judy Blanchard	21
Attendance Roster		22
<i>Adjourn</i>	Susan Glasgow	

Call 321-394-0658 for information

TTY: 711-321-394-0507

Upcoming Meetings

January 2018

25th Industry Workforce Committee-8:30am

~~29th Executive Committee-4pm~~

February 2018

5th Governance/Finance Committee-3pm

5th Executive Committee-4pm

20th Board of Directors Annual Retreat-8am-Rockledge Career Center

March 2018

8th Career Center Committee-8:30am

April 2018

26th Industry Workforce Committee-8:30am

30th Governance/Finance Committee-3pm

30th Executive Committee-4pm

May 2018

15th Board of Directors-8am

June 2018

14th Career Center Committee-8:30am

CareerSource Brevard
Industry Workforce Committee
October 19, 2017

Minutes

Members in Attendance:

Susan Glasgow (Chair), Kristin Bakke, Daryl Bishop, Colleen Browne (via teleconference), Elizabeth Huy, Jennifer Kenny, Traci Klinkbeil (via teleconference), Linda Miedema, Julie Song (via teleconference)

Members Absent:

Desmond Blackburn, D. Travis Proctor, Terry Schrumph, Kevin Smith

Staff in Attendance:

Marci Murphy, Tina Berger, Denise Biondi, Judy Blanchard, Megan Cochran, Eric Hutchins, Jenn Lasser, Don Lusk, Rick Lepre, Stephanie Mosedale, Marina Stone and Gary Sulski

Guests in Attendance:

Caroline Joseph-Paul, Julie Berrio, Jessica Mitchell and Kristine Wolff of CareerSource Brevard (CSB) Career Centers, Dr. Aaron Schmerbeck, Chief Economist from CareerSource Florida

Call to Order:

Susan Glasgow (Chair) called the meeting to order at 8:31am at CareerSource Brevard (CSB). Introductions were made.

Public Comment:

There was no public comment.

Action Items:

Approval of Workforce Operations Committee Minutes of August 3, 2017

Motion to approve the Minutes from the August 3, 2017 meeting was made by Daryl Bishop. Kristin Bakke seconded the motion. The motion passed unanimously.

Discussion/Presentations/Information Items:

Objective 1

Dr. Aaron Schmerbeck, Chief Economist of CareerSource Florida, via Skype, shared a presentation focused on the industry growth in Brevard County, current supply and demand analysis and how the educational institutions in the region are aligned to meet the skills demand in the Advanced Manufacturing Industry and associated Gap Analysis for Brevard County.

Staff reviewed the matrix of Objective 1 and Sector Strategy Program Managers provided an update on the activities of the sector strategy initiatives for the first quarter of the program year. Sectors included Manufacturing, Health Care and IT.

Objective 2:

Staff reviewed the matrix of Objective 2 in addition to the Soft Skills Training Initiative Grant proposal from CareerSource Florida.

Engineering Talent Attraction and Recruitment Campaign

Results were shared on the CSB Engineering Talent Attraction and Recruitment Campaign. CSB will receive additional state outreach dollars this year to launch Phase 2.

Objective 3

Staff reviewed the matrix of Objective 3 and a presentation was shared about CSB's Sector Strategy outreach initiatives that provide industry and stakeholder sector education and awareness, trends in Brevard County along with the takeaimbrevard.com website.

WESH 2 News Segment Brief

Staff shared that Channel 2 News (WESH) story is currently being developed. This hour-long segment will air during prime time in December featuring Brevard as a model community on economic redevelopment and specifically the work CSB is doing around the success of the AIM manufacturing grant. WESH discovered this movement by visiting the Trending in Brevard section of the CSB website.

Industry Relations PY 17-18 First Quarter Performance Infographic

An infographic was shared showing the first quarter of this program year's outcomes and successes from the Industry Relations Department.

Economic/Community Impact Report

Ms. Murphy shared an infographic report on CSB's economic and community impact for Program Year 16/17.

Dr. Miedema indicated that there needs to be a shared responsibility between the sponsoring organizations and the education partners to offset the cost of apprenticeships.

Ms. Murphy shared that the Workforce Professional Development Summit is next week. Jeff Arnott will be awarded the Florida Partner of the Year from the State of Florida.

Adjourn:

There being no further discussion or business, Susan Glasgow adjourned the meeting at 9:53am.

Respectfully submitted,

Reviewed by,

{signature on file}
Marina Stone

12/05/17
Date

{signature on file}
Susan Glasgow, Chair

12/05/17
Date

Industry Workforce Committee

Goal: Identify current and future workforce needs of the business community and create solutions to meet their needs.

Objective 1: Implement Sector Strategies in Key Industry Sectors

Strategies	Actions	Timeframes	Status
Effective implementation and outcomes in the Manufacturing Sector	Marketing campaign around the value of the trades industry so that more career seekers will consider this as a viable career pathway	Ongoing	<p>Cohosted MFG Month Activities with MASC: See Info Brief</p> <p>Other Activities:</p> <ul style="list-style-type: none"> Marketing Geometric Dimensioning & Tolerancing (GD&T) short term certificate on behalf of EFSC. This is an in-demand midlevel skill builder. Business Liaisons re marketing to employers, Center staff recruiting dislocated workers who have a manufacturing –machining background. New J-STD Soldering class to begin January 8 as a CSB customized training with EFSC. We recruited an exceptional trainer from Mack Technologies to teach the class. Class offerings will include employed and unemployed participants. Hosted a Certified Production Technician (CPT) Recruiting event with the EDC for the November graduating class to assist with job placement in manufacturing careers. (8 Employers and 14 career seekers attended). 131 AIM grant participants to date. Our CNC Machinist graduate was featured on the WESH Channel 2 primetime special. CSB held a meeting with Brevard Adult Education and local Registered Apprenticeship programs to create a universal pre- apprenticeship program for skilled labor. Hosted by CSB. CSB conducted a survey for EFSC to gather support from manufacturers for adding Robotics and Simulation Technician curriculum.
	Develop and implement a plan to sustain the Manufacturing Sector Strategy	Ongoing	<ul style="list-style-type: none"> Working with Stephen Taylor, EFSC, and Executive Director of Workforce Programs on EFSC graduation recruiting campaign for manufacturing students. Planning for an AIM/ Advisory meeting in January/February. Weaving our initiatives into MASC meetings; Soft Skills, Apprenticeship, Internships, CPT scholarships for sustainability of our programs.

Effective implementation and outcomes in the Healthcare Sector	Develop and implement a plan to sustain the Healthcare Sector Strategy	Ongoing	<p>Receipt of Nursing Career Pathway Training Grant – See Info Brief</p> <p>Committee Meetings:</p> <ul style="list-style-type: none"> • Soft Skills: 11/15/17, 12/6/17, 1/24/18 • Education/Training/Technology: 11/29/17, 1/10/18 • Staffing: 11/10/17, 1/17/18 <p>The next Brevard Healthcare Workforce Consortium meeting is March 7, 2018 from 8:30am – noon.</p> <p>SMART Goals established with funder for Quarter 5 (July 1 – September 30) as follows: A 1% aggregate increase in enrollment in Consortium Partner CNA/Patient Care Assistant Programs (must be CSB Approved Vendor Programs to be counted), Practical Nursing Programs, Dental Assisting Program, Respiratory Care Therapist Program and Surgical Technician Program by September 30, 2017.</p> <ul style="list-style-type: none"> • There was a 59% aggregate increase in enrollments, which exceeded the goal of 57% by 2%. <p>SMART Goals were established for Quarters 6 – 8 (October 1, 2017 – June 30, 2018) as follows: A 5% aggregate increase in enrollment in Consortium Partner CNA/Patient Care Assistant Programs (must be CSB Approved Vendor Programs to be counted), Practical Nursing Programs, Dental Assisting Program, Respiratory Care Therapist Program and Surgical Technician Program by June 30, 2018.</p> <p>Efforts made by CSB to achieve goals:</p> <ul style="list-style-type: none"> • CSB pursued and was awarded a grant that provides scholarship funding to train 23 LPNs and 20 CNAs (see information brief) • The Brevard Healthcare Workforce Consortium Staffing Committee is developing a community outreach strategy to promote healthcare careers and training.
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			<ul style="list-style-type: none"> • CareerSource Brevard's Career One-Stop contractor C2 hosted a virtual healthcare career chat for career centers located in Brevard County and in Texas. Consortium partner Teri Robotti with PSA Healthcare represented career opportunities in home health and a Texas hospital system and Texas rehab facility were also represented. Twenty people attended the live career chat in Brevard. The event was supplemented with handouts highlighting career exploration and training provider program information. In addition, follow up appointments to meet with a Staffing Specialist were provided for assistance with training and employment. • The Brevard Healthcare Workforce Consortium Education, Training and Technology Committee is planning the February 8, 2018 Brevard Public Schools Curriculum Contacts meeting. The purpose of the meeting is to expose approximately 45 curriculum staff and assistant principals to healthcare careers in order to bring this information back to the classrooms. Career pathways will be demonstrated that show occupational career progression through training from certificate attainment to degrees.
Effective implementation and outcomes in the IT Sector	Develop and implement a plan to sustain the IT Sector Strategy	Ongoing	<ul style="list-style-type: none"> • IT Workforce Needs Survey Presentation • IT Industry Virtual Tour Presentation • Program Manager (PM) attended a three-day conference (11/13-11/15) for America's Promise Grant (APG) recipients in Washington, DC. Dept. of Labor is providing coaches, peer to peer matching and a new Community of Practice web portal to support grantees and performance success. • PM strategically meeting with targeted groups that have current and future IT needs, education partners, and community partners to review APG programs and services.

			<ul style="list-style-type: none"> • Rolled out the APG Strategic Plan and program overview to all staff via Career Center presentations to help with the quick identification of jobseeker candidates. • Meeting with community based groups, churches and professional organizations to also identify jobseeker participants. • Working closely with PM for CareerSource Central Florida as a grant sub-recipient to monitor performance and share best practices. • Consortium kick-off event scheduled for February 1st. Invites to industry, community partners and stakeholders have been disseminated. Agenda is being formulated and staff has been earmarked for event support.
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Information Brief

Manufacturing Month Activities

Background

CareerSource Brevard collaborated with the Economic Development Commission of Florida's Space Coast and Manufacturing Association of the Space Coast (MASC) to address the negative perception of manufacturing jobs. In an effort to attract youth and transitioning career seekers, we planned a month of activities to engage youth and bring attention to the career opportunities in our manufacturing community to align with the national promotion of Manufacturing Day. We started planning in July for October activities and held two Committee meetings for a successful launch at the September 27 Annual Manufacturing Awards meeting cohosted by MASC and CareerSource Brevard.

Activity Overview

- CareerSource Brevard hosted a Virtual Tour of Manufacturing companies in our Centers for interested career seekers on October 6th, National Manufacturing Day.
- We developed a marketing flyer for manufacturers to participate in a variety of activities and sponsorships during October celebrating manufacturing careers.
- 12 manufacturing facility tours were conducted for students and parents.
- A government proclamation from Brevard County Commissioners and the Melbourne Chamber was issued officially recognizing October as Manufacturing Month in Brevard.
- High School students attended the TechXpo with a sponsorship from Craig Technologies for the bus cost and student lunches.
- Three companies sent guest speakers to High School classrooms to talk to students about manufacturing careers.
- CareerSource Brevard hosted a Manufacturing Job Fair on October 12.

Friday
October 6th
11AM-12PM
All Career Centers

CAREER CENTERS

TITUSVILLE:

3880 S. Washington Ave.
Ste. 214

ROCKLEDGE:

295 Barnes Blvd.

PALM BAY:

Country Club Plaza
5275 Babcock St. NE, Ste. 8B

Days/Hours of Operation
MONDAY-THURSDAY
9am-6pm
& **FRIDAY** 8am-12pm

careersourcebrevard.com

CALL (321) 504-7600

An EQUAL OPPORTUNITY employer/program.
Auxiliary aids and services are available upon request to
individuals with disabilities. All voice telephone numbers on
this document may be reached by persons using TTY/TDD
equipment via the Florida Relay Service at 711.

Industry Chat & Virtual Tour: **Manufacturing Day Celebration**



- ✓ Learn about Careers in Manufacturing
- ✓ Speak live to Industry Professionals
- ✓ Take a Virtual Tour

Register and select a Brevard Career Center to attend

<https://csbmanufacturingday.eventbrite.com>

You must be fully registered in EmployFlorida.com to attend.

Get Started

- View the latest Hot Jobs on the CSB site: bit.ly/csbhotjobs
- Register immediately on EmployFlorida.com, where employers are looking daily.
- Visit your local CareerSource Brevard: careersourcebrevard.com

Contact us at careersourcebrevard.com or call (321) 504-7600



For daily Hot Jobs and other updates:

- facebook.com/careersourcebrevard
- linkedin.com/company/careersourcebrevard
- twitter.com/csb_brevard
- youtube.com/careersourcebrevard

Bring resumé and dress for success!

Employer may interview on site.

October is Brevard Manufacturing Month

This is your chance to inspire the next generation of manufacturers

What is Manufacturing Month?

Manufacturing Month celebration is part of a **national grassroots effort** shaping the public perception of modern manufacturing and driving interest in available careers. It is about educating students, educators, customers, suppliers and the community at large about manufacturing, its impact on the economy, and the diverse and rewarding career opportunities it offers.

What is the goal?

Inspiring the next generation of manufacturers by ensuring student tours and open house events availability throughout the Space Coast; events to be registered at **www.MFGDay.com**.

2017 GOAL:

20 registered events on the Space Coast

What activities occur during Manufacturing Month?

There are several ways manufacturers can make an impact within Brevard Public Schools (BPS): student field trips to facilities, open house events, manufacturer presentations to schools, or through the Junior Achievement of the Space Coast 8-week Career Success and Job Shadow program.

OCT 2016:

3,000 events held nationally

How to get involved? Turn this page over to pick one or more of the Manufacturing Month Activity Options listed, and complete the commitment form by **September 1, 2017**. BPS will assist in pairing your company with a school in your area. (Commitment form also available online at bit.ly/ManufacturingMonth)

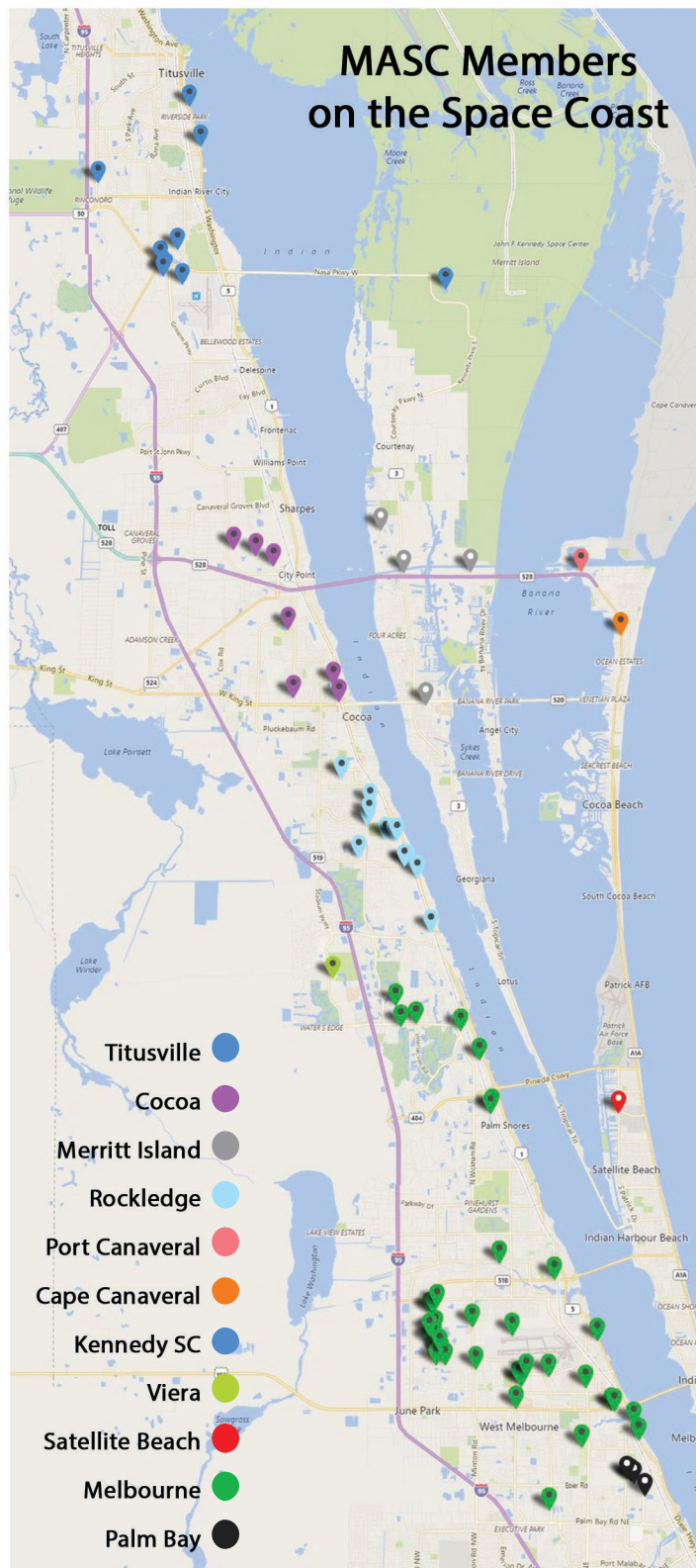
MANUFACTURING Workers Earn

22%
HIGHER WAGES

Than Overall U.S. Average Wage

1 in 8 Jobs

In Brevard's Private Sector Are
MANUFACTURING Jobs,
Compared to 1 in 20 in Florida



IN BREVARD COUNTY
500+
MANUFACTURERS
23,000+ Employed
In MANUFACTURING

75% of R&D
is DRIVEN BY MANUFACTURING
in the private sector

Manufacturing Month Activity Options:

-  Option 1: Facility tour field trip
 - Facility tours are scheduled M-F in October from 11am - 1:30pm
 - Small or large student groups are possible for the manufacturer's needs
 - Student lunch sponsorship is requested for tour day (lunches coordinated by BPS, cost for 25 students is appx. \$100)
 - Transportation will be organized by BPS and sponsored by the EDC
-  Option 2: High School Speaker
 - 30 min presentation about your company, opportunities for manufacturing careers and how you got into manufacturing
 - Consider a hands-on activity if appropriate
-  Option 3: Host an open house
 - Open your doors after 4:00 PM to encourage parent and student attendance
 - BPS will assist in promoting to school(s) in your area
-  Option 4: JA Career Success / Job Shadow program
 - Make an impact by committing to support (1) designated High School classroom with a series of weekly classroom presentations, an onsite facility tour and program completion student video. EDC funded program for up to ten (10) manufacturers. Contact MASC@SpaceCoastEDC.org for full details

Get Involved!

Don't miss this annual opportunity to engage with your future talent pipeline.

We Are Interested in Participating:

Company Name:

Contact:

Email:

Phone Number:

Type of Activity:

Date and Time:

of Students:

Location in County (North, Central, South):

Comments/Questions:

Commitment form also available online at bit.ly/ManufacturingMonth

*Thank you in advance for your interest in supporting a Manufacturing Month activity!
This is an industry partnership promotion by: MASC, CareerSource Brevard, Brevard Public Schools and Eastern Florida State College*



Visit us at SpaceCoastEDC.org | (321) 638-2000

6525 3rd Street, Suite 304, Rockledge, FL 32955

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Funded in Part by: State of Florida DEO Sec 286.25.F.S.



January 25, 2018

Information Brief

Nursing Career Pathway Training Grant

Background

CareerSource Brevard (CSB) has convened the Brevard Healthcare Workforce Consortium (BHCWC) to identify the current and future workforce needs of the industry and to create solutions to meet those needs. It was discovered that common BHCWC workforce needs included available talent for Certified Nursing Assistants (CNAs)/Patient Care Assistants (PCAs), Licensed Practical Nurses (LPNs) and Registered Nurses (RNs). The BHCWC looked at CSB's scholarship approved healthcare educational providers (Eastern Florida State College, Harris-Casel Institute and Keiser University) to see if their program enrollments were at capacity, which would help produce the needed talent. It was discovered that the RN programs are at capacity, however, the CNA, PCA and LPN programs were not meeting capacity enrollments.

The BHCWC also wants to develop a Healthcare Career Pathway web-based model that will demonstrate career progression steps for nursing and other healthcare occupations as a strategy for workforce recruitment, development and retention. As part of the Healthcare Sector Strategy, short term occupational training lends itself to both career seekers who gain career entry opportunities and employers to fill immediate entry level employment vacancies. Entry level employment should be considered as the start of a career pathway that progresses into higher skill attainment and earning potential through work experience and continuing education.

Community Based Solution

Understanding there is a skill shortage for nursing occupations, Macedonia Community Development Corporation, a participating stakeholder in the BHCWC, created the Macedonia Education Technology and Career Academy (METCA) to implement the Elderly Compassionate Care Program which focuses on locating scholarships and training opportunities for entry level healthcare career fields such as CNA or PCA. Their goal is to recruit and connect low income individuals, who are able to be compassionate caregivers, to

community scholarship resources in order to access short term healthcare training to begin careers in healthcare. In addition, they want to help CNAs advance their career through training to become LPNs, believing their foundational employment experience will help them be successful.

Grant Proposal

When METCA approached CSB regarding their initiative to connect individuals to scholarship resources, processes were created for scholarship candidate referrals, however, Individual Training Account scholarship resources were very limited. Understanding how their initiative can help meet the talent pipeline needs for the BHCW, CSB wrote a grant to fund scholarships for 23 Certified Nursing Assistants to become trained as Licensed Practical Nurses. This will elevate the CNA earning potential from \$10.87 to a self-sufficient wage of \$18.03, entry earnings as an LPN (sourced from 2016-17 RTOL). The CNA vacancies left by LPN trainees will be filled by training 20 individuals as CNAs or PCAs for career ladder entry into healthcare. This effort should also increase enrollment capacity for the CSB scholarship approved healthcare training programs, resulting in a larger talent pool for the BHCW. The grant will support METCA's recruiting efforts, outreach along with a web-based career pathway model, a CareerSource Brevard Staff position and scholarships funding in the amount of \$225,500 for a total award of \$356,468. The performance period for this grant is eighteen months; November 1, 2017 – April 30, 2019.

Results to Date

As of December 2017, METCA referred 18 potential LPN training candidates, 6 of whom were awarded WIOA scholarships. In addition, CareerSource Brevard has recruited 5 candidates on their own, who were approved for Licensed Practical Nurse training scholarships through the Nursing Career Pathway Training Grant. METCA will hold another recruitment fair on January 17, 2018 to funnel more candidates to CareerSource Brevard for CNA and LPN training scholarships. Since METCA primarily recruits from southern Brevard County, plans are in the making for additional candidate recruiting by CareerSource Brevard for middle to northern Brevard County. Efforts will include a Healthcare Career Exploration event to take place at the CareerSource Brevard Titusville location and the development of a CNA training class for northern Brevard County.

Industry Workforce Committee

Goal: Identify current and future workforce needs of the business community and create solutions to meet their needs.

Objective 2: Support Additional Key Industries through Sector Work

Strategies	Actions	Timeframes	Status
Effective implementation and outcomes in the Aerospace and Aviation Sector		Ongoing	<ul style="list-style-type: none"> • AIA Aerospace Workforce Summit – See Info Brief • Supporting Northrop Grumman’s engineering internship OJT program by allocating OJT funds. Have placed our first participant and it’s going extremely well! • Supporting Lockheed’s relocation of their Fleet Ballistic Missile program from CA to Titusville by helping to recruit 350+ workers. Held Round 2 hiring event – invitation only - at our Titusville Career Center on October; 16 jobseekers invited and two hired. • CSB assisted Embraer with their recruiting event held at their Melbourne facility in November. We provided outreach and recruiting support. Attendance goal of 300 was surpassed by more than 150. In discussions for follow-on events in our Titusville and Palm Bay Centers. • Active participation in the Aerospace Apprenticeship Initiative Consortium – partnering with EFSC, Space Florida, EDC, Kamm Consulting and industry (largely backed by RUAG Space and One Web) to assist in the development of an Aerospace Apprenticeship Training Program.
Effective implementation and outcomes in other Sectors	PY 16-17 Engineering Talent Recruitment Campaign	Ongoing	<p>Engineering Campaign updates:</p> <ul style="list-style-type: none"> • CSB recruitment team continues to connect respondents from the Engineer Recruitment Campaign to services provided at CSB. Current stats include: • 270 reached by CSB’s recruiters • Engineers visited Brevard’s top employer’s websites a total of 350 times. • Three new, and three one-year seasoned engineering grads gained employment after receiving job search, resume, interview coaching support and local employer/corporate recruiter contact information. As the campaign ages, the pipeline matures and becomes more hireable! • Six engineers from the campaign, attended CSB’s Northrup Grumman recruiting event.

			<ul style="list-style-type: none"> CSB recruiters identified dozens of engineers from the campaign and connected them with jobs open at Embraer, and distributed their resumes to local businesses poised for growth.
	PY17-18 Phase 2: Engineering Talent Recruitment Campaign	Ongoing	<p>CSB received \$31,406 in outreach credit from the State. A portion used for updates/recalibrations and retargeting strategies/launch Phase 2 of CSB's engineering talent recruitment campaign.</p> <ul style="list-style-type: none"> The campaign begins in February, linking additional Brevard employers and their talent attraction videos and targeting talent with 5-10 years' experience.
	<p>Soft Skills Training Initiative</p> <p>Grant Amount Received: \$268,000 includes Program Administrator</p>	Ongoing	<p>Soft Skills Pilot Grant Request Implementation Timeline:</p> <p>January:</p> <ul style="list-style-type: none"> Program Manager starts January 8, 2018 Interviewing for Staffing Specialist January 9: SHRM presentation Finalize the evaluation tool with panel Create marketing campaign with Communications January 22: Evaluation Panel Kick off meeting-presentations by training vendors, explain pilot purpose, timeline and expectations of participants. Vendors create login protocols for panel to take training modules. Vendors are confirmed. <p>February:</p> <ul style="list-style-type: none"> Evaluations completed and vendor is chosen Vendor contracted Train the Trainer Career Center Staff Training Portal established for career seeker login February 20: enroll Career seekers and start the program Begin Marketing campaign to employers, community and stakeholder partners Finalize Pilot Assessment tool with Vendor for employer and career seeker tracking

EFSC Advisory Councils	Ongoing	Fifth year of a continuing contract. Received \$166,400 total to date. Submitted employment data on over 2,300 students, facilitated 63 industry council meetings to date. Council members will rotate hosting meetings so EFSC can see first-hand skills and workforce in motion. Council members are being called upon to host CSB's new virtual industry exploration workshops for jobseekers.
Regional Apprenticeship Activities	Ongoing	<ul style="list-style-type: none"> • Statewide (CareerSource Florida) Initiatives – See Info Brief • Tina Berger made a presentation to the MASC Advisory Committee on Registered Apprenticeship opportunities and explored creating a CPT RA to give students hands on learning opportunities. • Working with Brevard Adult Education and the five RA programs in the county to create a “universal” Pre-Apprenticeship program to build a talent pipeline. CSB to work more closely with RAs on recruiting candidates. Currently developing curriculum based on recent feedback. • All Sector Strategy Program Managers are getting industry input on RA programs. Megan leads the Healthcare Outreach working committee. Three of the four working committees are led by Brevard champions. Brevard is fully represented on all Committees.



January 25, 2018

Information Brief

Aerospace Industries Association (AIA) Aerospace Workforce Summit

Background

Science, Technology, Engineering and Mathematics (STEM) education and training are critical for the aerospace & defense industry to maintain an effective and innovative workforce and remain competitive in our global technologically complex world. The supply of qualified next generation workers to meet industry demand is alarmingly insufficient.

Since 2010, AIA has convened 20 call-to-action forums, across 18 states with representatives from academia, state & local government, workforce development boards, K-12 educators, non-profit organizations and industry in an attempt to address the workforce pipeline issues.

In April 2017 AIA made the decision to hold a Summit in Florida (first convening in the state) the following November. Career Source Brevard was asked to be a part of the Planning Committee and Judy Blanchard, VP of Industry Relations, served as our point person.

CSB, in partnership with Space Florida and the Economic Commission of Florida's Space Coast, was already planning a regional Aerospace Workforce Summit for May 2017. Having facilitated a local workforce needs survey and learning about the industry's challenges at our Summit, these findings were instrumental in helping AIA plan their Summit Agenda.

Results

This call-to-action forum consisted of open panel discussions with industry partners, academia (K-12 and post-secondary institutions) and government. Each day also consisted of several breakout workshops for all partners to discuss the important education and workforce development challenges faced by the state and region and to collectively develop action plans that generate momentum and overall improvements that will ultimately produce a sufficient hiring pool to meet expected future industry workforce demands.

While early efforts indicate that addressing the time and cost for sponsoring Security Clearances and available funds for paid internships for university students are critical, these challenges and suggested action plans are being compiled and prioritized for review by the Planning Committee. CSB will have active participation at the Sub-Committee level for moving resolutions forward. We were also able to forge new relationships and rekindle old ones through the networking opportunities at the event.

Information Brief

Statewide Sector Strategy & Apprenticeship Activities

Background

CareerSource Brevard and CareerSource Florida split funding for Tina Berger's salary this program year to promote regional and statewide Sector Strategy initiatives, apprenticeship opportunities and provide technical assistance to Local Workforce Boards who are interested in implementing sector strategy and/or apprenticeship initiatives.

Activity Overview

Member of the **CareerSource Florida Sector Strategy Steering Committee**. The Sector Strategy Steering Committee has been convened to provide content recommendations related to the development of achievable and impactful standards for Career Center certification related to industry sector strategies. (Quarterly Meetings)

CareerSource Florida **Liaison with FloridaMakes** to promote sector initiatives with their Manufacturing Advanced Leadership Council and Regional Manufacturing Associations.

Member of the **Registered Apprenticeship (RA) State Business Outreach Advisory Group**:

Key Areas of Focus:

- Align existing apprenticeship program sponsors (3,000+) by sub-state territories within the four targeted industry sectors
- Identify business advocates and champions
- Provide input to inform outreach materials with a value proposition
- Identify and foster linkages with statewide business groups and industry associations
 - Create a Marketing tool for Business Liaisons to share with employers on the benefits of RA sponsorships

Recommended the following Committee Members that were accepted by CSF:

- James Oriani, EFSC; Policy and Governance
- Justin Barnhill, Merritt Island Boatworks; Construction Business Outreach
- Art Hoelke, Knights Armament; Manufacturing Business Outreach
- Megan Cochran, CSB; Healthcare Business Outreach

Sector Strategy Program Manager -Technical Assistance: Provide Local Workforce Boards with assistance in implementing Sector Strategy initiatives. Created a Sector Strategy Kickoff Tool Kit. Have provided assistance to Regions 2,14,15,16,17,19,24.

Industry Workforce Committee

Goal: Identify current and future workforce needs of the business community and create solutions to meet their needs.

Objective 3: Develop and Implement Overall Initiatives in Sector Strategies

Strategies	Actions	Timeframes	Status
Create more visible, accurate and timely data	Create a data portal that is viewable by different stakeholder groups	2019	<p>Data Portal: Using Data for Consensus-Based Decision Making to Identify Target Industries</p> <p>Update:</p> <ul style="list-style-type: none"> • Future Planning Meeting with relevant stakeholders/partners to discuss each organizations reporting capacities and determine types of data relevant to workforce and economic development planning. • Partner's data needs • Feasibility Study • Report structure and access
	Present Yearly Key Industries	April 2018	
Educate and recruit critical partners for Sector Strategies	Educate Board Members	January 2017 – June 2018	
	Education of Top Players in Organizations in Brevard County	July 2017 – June 2018	<ul style="list-style-type: none"> • Marci Murphy, President of CSB conducted a presentation at the MASC Board of Directors meeting in January to explain Sector Strategy Initiatives and garner continued collaboration with MASC.
	Conduct outreach to business associations on sector strategies		<p>Outreach efforts since Oct. 2017 yielded:</p> <ul style="list-style-type: none"> • December, WESH2: Space Coast Comeback. A 50 min. news special where Brevard leaders, including Marci Murphy, talk about the role CareerSource Brevard, the Economic Development Commission of Florida's Space Coast, Space Florida and others played in strengthening our community! http://www.wesh.com/article/chronicle-space-coast-comeback/14428586 • Updates to the "Trending In Brevard" section of the CSB website include current events and news stories relating to: Healthcare, MFG, IT and Aerospace sectors. • MASC news/events posted to CSB website. • Meetings underway and in design phase for Nursing grant to provide outreach support for recruitment efforts.

			<ul style="list-style-type: none"> • Gathering new content from consortium partners to build content, links and employers to join the Feb launch of the new Healthcare talent attraction campaign • Social support of Sector Strategies, ie: Nursing Recruitment Fair, Strategic Hot Jobs postings, Virtual Career Exploration workshops: IT, Healthcare, Aerospace/Aviation, Apprenticeship Week, AIA Summit, Manufacturing Month, etc. • Promotion of Brevard's I.T. Workforce Consortium meeting on 2/1 including: flyer and eblast creation and social promotion planning.
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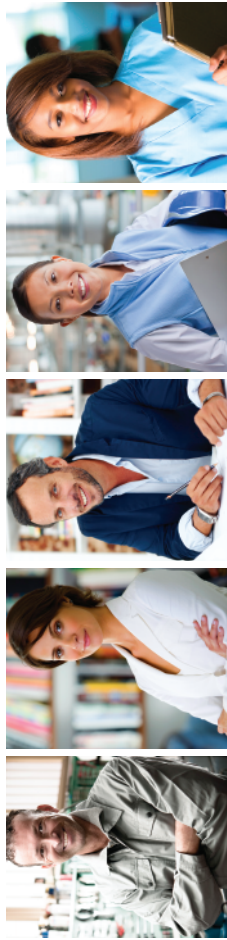
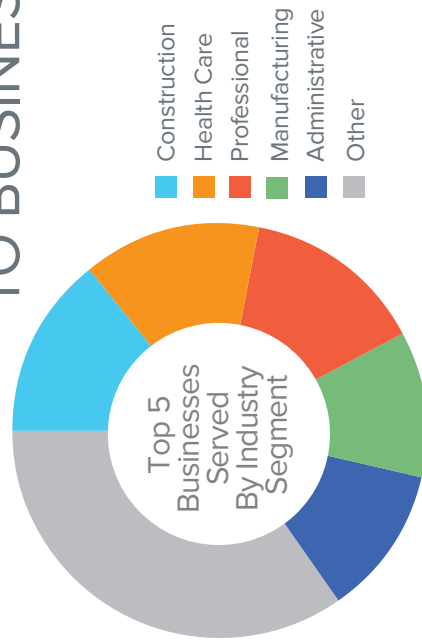
MEASURING SUCCESS




1,225
BUSINESSES SERVED



43,490
SERVICES PROVIDED
TO BUSINESSES



5,098
PEOPLE PLACED IN JOBS



UNEMPLOYMENT RATE

3.9%

UNEMPLOYMENT RATE IN
BREVARD AS OF 7/1/2017



ON-THE-JOB TRAINING

42 OJTs
CREATED
FOR **19** BREVARD
BUSINESSES
WITH
\$249,390.77
IN OJT CONTRACTS WRITTEN

VETERANS SERVED

2,549 VETS
Received
25,725 Personalized
Services
503
VETERANS EMPLOYED



RECRUITING EVENTS/ JOB FAIRS

162 Recruiting
Events and
Job Fairs
Attended by
2,626 JOB
SEEKERS
For
75 UNIQUE
EMPLOYERS



INDUSTRY WORKFORCE COMMITTEE (IWC)

ATTENDANCE RECORD

PY 2017-2018	AUG	OCT	JAN	APR
Bakke, Kristin	A	P		
Bishop, Daryl	P	P		
Blackburn, Desmond	A	A		
Browne, Colleen	P	P		
Glasgow, Susie	P	P		
Huy, Elizabeth	P	P		
Kenny, Jennifer	P	P		
Klinkbeil, Traci	P	P		
Miedema, Linda	P	P		
Proctor, D. Travis	P	A		
Schrump, Terry	P	A		
Smith, Kevin	A	A		
Song, Julie	P	P		