



Industry Workforce Committee Meeting

July 30, 2019

8:30 A.M. – 10:00 A.M.– CSB Boardroom

(Teleconference 321-394-0707)

Attendees:

Mike Menyhart (Chair), Kristin Bakke, Colleen Browne, Art Hoelke, Elizabeth Huy, Jennifer Kenny, Traci Klinkbeil, Linda Miedema, Nancy Peltonen, D. Travis Proctor, Janice Scholz, Terry Schrupf, Julie Song, Patricia Stratton

Agenda

Page No.

Call to Order

Mike Menyhart

Introductions

Public Comment

Presentations

Soft Skills Impact Stories from Jobseekers & Employer

Foy Staley

Soft Skills Grant Outcomes Presentation

Action Items

Approval of Industry Workforce Committee Minutes for April 25, 2019

Mike Menyhart

1 - 4

Discussion/Information Items

Goal: Identify Current and Future Workforce Needs of the Business

Community and Create Solutions to Meet Their Needs

5 - 6

Objective 1: Implement Sector Strategies in Key Industry Sectors

Judy Blanchard

- Outcomes in the Manufacturing Sector

- Outcomes in the HealthCare Sector

Megan Cochran

- Healthcare Sector Strategy Grant Update

7 - 8

- Get Involved Campaign Flyer

9

- Call to Action Report

10 - 12

- CSB Response

13 - 14

- Outcomes in the IT Sector

Gary Sulski

15 - 17

- APG IT Sector Strategy Updates

- Objective: 2 Support Additional Key Industries Through Sector Work

18 - 20

- Outcomes in the Aerospace/Aviation Sector

Judy Blanchard

21 - 22

- Aerospace Workforce Workshop

- Aerospace Workforce Needs Survey Presentation

- Outcomes in Other Sectors

- Engineering Talent & Local Under/Unemployed, Talent Attraction and Recruitment Campaign

Denise Biondi

- Regional Apprenticeship Activities

Judy Blanchard

| | | |
|---|----------------|---------|
| •Objective 3: Develop and Implement Overall Initiatives in Sector Strategies | | 23 |
| ○ Educate the Brevard Community of CSB Services and Sector/Industry Initiatives | Judy Blanchard | |
| ▪ Legislative Session Outcomes | | 24 - 25 |
| ▪ Legislative Workshop | | 26 - 27 |
| ○ Conduct Outreach to Business Associations on Sector Strategies – See Multimedia Outreach Matrix | Denise Biondi | 28 - 29 |
| Industry Relations PY 18-19 Performance Infographic | Judy Blanchard | 30 |
| Community Impact Report PY 18-19 | Marci Murphy | 31 |
| Attendance Roster | | 32 |
| Adjourn | Mike Menyhart | |

Pursuant to the provisions of the Americans with Disabilities Act, any person requiring special accommodations to participate in this meeting is asked to advise CareerSource Brevard at least 48 hours prior to the meeting by contacting Lyn Sevin at (321) 394-0507. Persons who are hearing or speech impaired can contact Lyn Sevin through the Florida Relay Service by dialing 7-1-1

Upcoming Meetings

August 2019

5th Governance/Finance Committee-3:00pm
5th Executive Committee-4:00pm
15th Board of Directors-8:00am

September 2019

No meetings

October 2019

15th Industry Workforce Committee-8:30am
29th Career Center Committee-8:30am

November 2019

4th Governance/Finance Committee-3:00pm
4th Executive Committee-4:00pm
21st Board of Directors-8:00am

December 2019

No meetings

January 2020

14th Industry Workforce Committee-8:30am
28th Career Center Committee-8:30am

February 2020

3rd Governance/Finance Committee-3:00pm
3rd Executive Committee-4:00pm
20st Board of Directors-8:00am

March 2020

No meetings

April 2020

14th Industry Workforce Committee-8:30am
28th Career Center Committee-8:30am

May 2020

4th Governance/Finance Committee-3:00pm
4th Executive Committee-4:00pm
21st Board of Directors Retreat-8:00am-TBD

June 2020

No meetings

CareerSource Brevard

Industry Workforce Committee

April 25, 2019

Minutes

Members in Attendance: Susan Glasgow (Chair), Daryl Bishop, Lloyd Gregg Elizabeth Huy (via teleconference), Jennifer Kenny, Traci Klinkbeil (via teleconference), Dr. Linda Miedema (via teleconference), Nancy Peltonen and Janice Scholz

Members Absent: Kristen Bakke, Colleen Brown, Travis Proctor, Terry Schrumpf and Julie Song

Staff in Attendance: Denise Biondi, Judy Blanchard, Megan Cochran, Clinton Hatcher, Jennifer Lasser, Don Lusk, Marci Murphy, Stephanie Mosedale, Lori Robinson, Marina Stone and Gary Sulski

Guests in Attendance: None.

Call to Order:

Susan Glasgow (Chair) called the meeting to order at 8:33am at CareerSource Brevard (CSB). Introductions were made.

Public Comment:

There was no public comment.

Presentation: Animaker presentations on the Federal Bonding Program and Collaborating with Brevard's Community Based Organization's presentations were shared.

Action Items:

Approval of Workforce Operations Committee Minutes of January 17, 2019

Motion to approve the Minutes from the January 17, 2019 meeting was made by Daryl Bishop. Jennifer Kenny seconded the motion. The motion passed unanimously.

Selection of Key Industries

Staff presented data containing the history and trends of employment growth by industry from 2015 through 2019. The recommended key industries reviewed were manufacturing/ aviation/aerospace, information technology, healthcare, logistics/transportation/distribution, construction, and leisure/hospitality. Motion to

approve staff recommendation of the Key Industries for PY 2019-2020 be included on the consent agenda of the next Board of Directors meeting made by Jennifer Kenny. Daryl Bishop seconded the motion and it passed unanimously.

Discussion/Information Items:

Outcomes in Manufacturing Sector

Updates, activities, collaborations and partnerships in the Manufacturing Sector were shared. CSB, the EDC and FloridaMakes met to discuss current initiatives, updates and sharing of information from all three organizations to help our common interests for Brevard County manufacturers. This will be an on-going quarterly meeting. Janice Scholz suggested that CSB partner with the Bayside and Heritage high school to address those students that are graduating with CPT, CNC and other certifications to get a job. EDC shared that Soldering certification may be available over the summer under their grant.

Healthcare Sector Strategy Grant Update

CareerSource Brevard was awarded grant funding for a staff position to support the Healthcare Sector Strategy. SMART goals were established for performance metrics. Goals were met and activities, along with results through March 31, 2019 were shared. The aggregate goal was exceeded. CSB was recently awarded a grant to develop a Local College Access Network (LCAN) for Brevard County. The purpose of this grant is to enhance the existing collaborative sector strategy initiatives by adding stakeholders in philanthropy, faith based, community based organizations and social services.

APG IT Sector Strategy Update

The America's Promise Grant (APG), in partnership with local IT employers, is to understand the training needs necessary for their successful hires, identify a training partner, create a workforce partnership among cohorts and create increased opportunities to get career seekers gainful employment. In the four years, 270 participants must be identified, vetted, trained and placed in job openings, using the grant. Activities related to the America's Promise Grant were reviewed. A pilot IT training/employment program for underemployed individuals has been rolled out and USDOL performed a monitoring, with report to follow.

Daryl Bishop left the meeting.

IT Training/Employment Program for Underemployed Individuals Pilot

A priority focus of CSB this Program Year is to identify 'hidden talent' for engagement into our services and programs to help support the current high-demand for skilled workers required by our industry partners. Recognizing that the 'underemployed' is a

target population in our hidden talent efforts, an internal team comprised of Business Services, Outreach, Operations and Career Center Staffing collaborated to create a new 'pilot' training opportunity for those underemployed (and unemployed) to enter new career paths into the IT industry. Details and marketing strategies were shared about the pilot program.

Outcomes in the Aerospace/Aviation Sector

The latest activities were shared about the Aerospace and Aviation Sectors. An Aerospace Workforce Workshop is being planned for June 13th in partnership with Space Florida, EDC and FloridaMakes.

Soft Skills Training Grant Updates

Updates of the activities to date related to the Soft Skills Training grant were shared. CSB received a no-cost extension of the Soft Skills training program performance period until June 30, 2019. As of December 30, 2019, 514 participants have completed the training and received their credential. Over 182 have been placed into employment through CSB.

Regional Apprenticeship Activities

Regional apprenticeship activities and grant submissions were shared. CareerSource Florida recently awarded CSB with \$100K to assist in the creation of a Pre-apprenticeship program for Brevard's existing skilled trades apprenticeships in partnership with Brevard Public School's Adult Ed. A June Aerospace Workforce Forum is currently being planned in partnership with Space Florida, FloridaMakes and the EDC at which time the AeroFlex program will be introduced to industry partners.

Susan Glasgow left the meeting.

Quarterly Multimedia Outreach

A review of social media, direct email marketing and paid advertising was reviewed. Media relations and press coverage, collateral, website and state co-op programs were shared.

Staff shared that CSB was awarded the Gold Award at the Annual United Way Awards Ceremony.

Adjourn:

There being no further discussion or business, Marci Murphy adjourned the meeting at 9:59 am.

Respectfully submitted,

Reviewed by,

{signature on file} 06/12/19
Marina Stone Date

{signature on file} 06/12/19
Susan Glasgow, Chair 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 | <ul style="list-style-type: none"> CSB Business Liaison continues to support and collaborate with the EDC and their CPT participants to further leverage CSB programs such as work base training (WBT) or individual training funding. CSB staff participated in the June CPT Orientation session for current CPT class held at EFSC. Recent success story of CPT graduate referred to Knight Armament resulting in OJT opportunity for entry level CNC Machinist position. CSB and the EDC have been working together to follow up with completing CPT students registration and eligibility paperwork for potential WBT and employment opportunities. CSB Business Liaison also serves on the EDC's CPT Advisory Council for assistance in the student vetting and selection process. CSB Business Liaison attended Florida Makes "Make More Manufacturing Summit" in May for networking, updates in the manufacturing industry state-wide, learning of best practices and trends. CSB Business Liaison introduced to new Advanced Manufacturing Teacher at BPS Bayside High School and scheduling visits for next school year to speak to students of CTE Manufacturing programs. CSB Business Liaison sits on committees for Brevard Adult Ed Pre-Apprenticeship Program and Space Coast Consortium Apprenticeship Program, attending meetings for support in resources and marketing both programs in manufacturing. CSB and EDC are in initial planning stages for an October 3rd Manufacturing Job Fair to promote Manufacturing Month in October for Brevard County. |

| | | | |
|--|--|---------|---|
| Effective implementation and outcomes in the Healthcare Sector | Develop and implement a plan to sustain the Healthcare Sector Strategy | Ongoing | <ul style="list-style-type: none"> • Healthcare Sector Strategy Grant Updates – See Information Brief |
| 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"> • APG IT Sector Strategy Updates – See Information Brief |



July 30, 2019

Information Brief

Healthcare Sector Strategy Grant Update

Healthcare Sector Strategy SMART goals were established for performance metrics for Quarter 12 (April 1, 2019- June 30, 2019). The aggregate goal was exceeded as indicated by the performance chart below. There is one more quarter remaining for the grant.

| Training Program | Medical Assistant | CNA or PCA | LPN | Aggregate Total |
|--------------------|-------------------|------------|-----|-----------------|
| Total Grant Goals | 4 | 15 | 35 | 54 |
| Results to Date | 2 | 22 | 34 | 58 |
| Quarter 12 Goals | 1 | 3 | 1 | 5 |
| Quarter 12 Results | 0 | 4 | 4 | 8 |

Brevard Healthcare Workforce Consortium (BHWC) 2019-20 Subcommittee Goals and Initiatives:

- Soft Skills Committee
 - Current focus is on the delivery of soft skills training for both career entry and supervisory level healthcare industry incumbent workers
- Education, Training and Technology Committee Initiatives
 - Educational capacity VS enrollments were reviewed and the committee identified training programs not meeting capacity to include CNA, LPN and Pharmacy Technician (new) programs
 - Exploring ways to support Nursing Faculty recruitment and retention
- Staffing Committee
 - Attracting talent for healthcare training programs
 - Get Involved Campaign (See subsequent flyer)
 - Out of Area talent attraction
 - Employee retention through upskilling and career development

Call to Action Addressing Healthcare Workforce Shortages:

“Call to Action – Addressing Healthcare Workforce Shortages,” initially reported on in the April meeting, is now a published document written by Mary Lou Brunell, RN, MSN with Healthcare Workforce Research Initiative, with input from a diverse group of healthcare stakeholders from sessions held in conjunction with last September’s Florida Chamber’s

Future of Florida Forum. CareerSource Florida is seeking input from the workforce regions on best practices and strategies that could be implemented in order to address the health care workforce shortages. CareerSource Brevard provided a comprehensive response of best practices and strategies from their Healthcare Sector focus and initiatives through the BHWC. Once CareerSource Florida compiles the best practices and strategies from the regional network, this will be reviewed with the BHWC committees for potential adoption and implementation of new strategies and practices.

The “Call to Action” and the “CareerSource Brevard Response” is attached.

Local College Access Network (LCAN) Grant Update:

Two meetings were held with the founding LCAN member organizations CareerSource Brevard (CSB), Brevard Public Schools (BPS) and Macedonia Education Technology and Career Academy (METCA) to put the frame work in place.

- Two priority populations of focus include BPS students from 7th to 12th grade and low income adults.
- Shared metrics will include the goal 54% of BPS seniors will complete a Free Application for Federal Student Financial Aid (FASFA) application. In addition, a goal for post-secondary credential attainment will be defined if a way to measure progress over time is identified.
- A list of potential partner organizations is being developed to include with the LCAN.
- LCAN initiatives will be the focus of the September Brevard Healthcare Workforce Consortium meeting.

Opportunities exist to make a real difference for job seekers in our community. Many are looking for work experience or the skills needed to change careers. Together we can help fill Brevard's talent pipeline. Please consider sharing your business expertise, time and talents! Thank you!

HIRING YOUNG ADULTS

Allow us to introduce you to talent you can train your way and let us provide the hiring assistance you may need.

HOSTING AN INTERN(S)

Volunteer to become a worksite partner. We have talent available to provide short-term support for your company. You provide the work experience, we'll provide the salary!

BUSINESS TOURS / JOB SHADOWING

Raise awareness of jobs and careers in your industry. One of the best ways to attract talent!

EVENT/ CAREER FAIR EXHIBITOR

Showcase your business and attract Brevard's finest careerseekers.

GUEST SPEAKER & SUBJECT MATTER EXPERT

Share career-related insights and industry knowledge that provide exposure for your business and helps others.

SPONSORSHIP & EVENT UNDERWRITING

Raise awareness of your business and attract skilled talent while forming partnerships with businesses that support Brevard's economy.

WANT TO GET INVOLVED?

Call your CareerSource Brevard Business Liaison or email: employersupport@careersourcebrevard.com.

CALL TO ACTION

ADDRESSING HEALTHCARE WORKFORCE SHORTAGES

Healthcare industry leaders anticipate significant increases in the need for healthcare services due to Florida's continued population growth, the aging of Florida's population, and increased access to care. Yet, the supply of healthcare workers is not keeping pace as they too are aging toward retirement or reduced hours of work.¹ In addition, low passage rates of the statewide licensure examination reduces the production of licensed professionals.² Compared nationally, Florida's nurse licensure exam passage rates rank among the lowest.³ For many healthcare professions, data are not collected, making it difficult to measure, predict, or address shortages and industry needs. For instance, little is known about the many allied health professionals who are integral members of the healthcare workforce team and critical partners in meeting the health needs of Floridians.

A critical shortage of healthcare workers is a public health crisis. As such, the state of Florida has an obligation to address workforce needs.

Public health implications of shortages include:

- ▶ **Reduced access to care:** Qualified staff shortages and increased turnover result from reduced talent pipelines, market competition, and decreased job satisfaction. Rural communities are also uniquely affected as workers of all occupations tend to be drawn to urban settings for higher wages and greater personal amenities.
- ▶ **Diminished quality of care:** Reduced numbers of caregivers with wisdom and experience and increased reliance on new and younger graduates increases the error risk in care delivery. Reduced mentorship opportunities and higher workload pressures due to shortages also subject caregivers to providing increasing levels of care without proper education or training.
- ▶ **Increased cost of care:** Overdependence on urgent/emergent care settings for primary care and preventable services, higher complication and readmission rates, and costly hiring practices due to market competition increase preventable expenditures. Delayed access also increases the levels of costly care expected of increasingly specialized care providers.

¹ Nearly two-thirds of physicians are age 50 and older (FL Department of Health, 2017) and 46% of Florida's registered nurses (RN) are age 51 or older. Florida is particularly sensitive to rapid rates of reduced nursing workforce as the Baby Boomer generation begin to phase out of the workforce. While many older adults are working longer than ever before, older nurses reduce their work hours and tend to move away from hospital (Auerbach, Buerhaus, & Staiger, 2014), bedside, or critical care settings.

² 2017 average nurse exam (NCLEX) passage rates were 74% for registered nurses and 75% for licensed practical nurses

³ 47th out of 51 for LPNs; 51st out of 51 for RNs (Florida Center for Nursing, 2018)

It is essential that the state of Florida commits to ensure an *adequate, qualified, engaged, and resilient* workforce to meet Florida's healthcare needs today and in the future with the goal for optimal health and wellness. Addressing the four facets of this goal will improve access to quality care, improve optimum care outcomes and reduce the cost of healthcare delivery.

- ▶ The healthcare workforce must be **adequately** staffed proportionate to Florida's population needs. An adequate workforce must meet minimum licensure, certificate, and/or required job qualifications consistent with health industry standards. To accomplish this, Florida must:
 - **Support coordinated data collection and analysis efforts of current and projected healthcare workforce** and expand on usage of technological advancements in data management and analysis to maximize information resources.
 - **Support regular, mandatory collection of actionable and meaningful information** from healthcare workforce personnel and employers, and ensure data are available for industry action in a timely and consistent manner.
 - Engage in innovative efforts to **recruit and retain a robust healthcare workforce**.
 - **Provide incentives** for healthcare employment, particularly in entry level positions.
- ▶ Florida must facilitate and retain a **qualified** workforce with experiential knowledge, academic credentials, and/or required certification beyond minimum requirements.
 - **Ensure all healthcare professionals and caregivers have the technology, equipment, skills, training, and safe environment needed to provide safe and quality care.**
 - Support **training and skill development** for paid and unpaid caregivers to utilize technological advancements and innovative care delivery methods.
 - Strengthen the talent pipeline through increased access to educational opportunities, opportunities for advancement, and efforts to combine the wisdom of experienced personnel with innovative perspectives of new and diverse professionals.
 - Invest in the education infrastructure for healthcare to produce the talent the state will need.
- ▶ Healthcare leadership and management must keep workers **engaged**, by promoting a just culture of shared and balanced accountability for both individuals and the organization to create an atmosphere of trust, encouragement, and reward.
 - Support the **implementation, utilization, and assessment of telemedicine and innovative technological caregiving methods.**
 - Create education systems to embrace new technologies, including development of key partnerships that train new skills and stay updated on emerging advancements, such as robotics, simulation, and information technologies.
 - Create a work environment with tools and resources for individuals to be successful.
 - Establish a system of "Collective Impact" by identifying platforms for public and private investment in talent for the region to minimize competition and maximize investment.
 - Support and champion high-quality leadership who keep their team intact, motivated, and achieving quality care goals.

- ▶ Finally, a **resilient** healthcare workforce requires resources to avoid illness, maintain productivity and operate with mental toughness to ensure readiness to deliver quality care.
 - Strengthen work environments to **promote the health & safety of the workforce**.
 - Explore and address physical stressors, burnout, and other reasons for turnover, and utilize technological advancements to alleviate workforce issues.

Florida's policymakers, educators, and employers must ensure a robust healthcare workforce.

Addressing workforce issues is critical to improving the quality of healthcare for all of Florida and reducing the state's preventable expenditures. This is a call to action to the state of Florida policymakers, private and public industry, and educational settings to establish, assess, and act on meaningful contributions to alleviate healthcare workforce issues and strengthen the industry to position Florida as a leading state to work in healthcare. This call to action supports industry leaders' claims that healthcare workforce issues largely contribute to a public health crisis which the state of Florida and healthcare leadership have an obligation to address. Without an adequate, qualified, engaged, and resilient workforce, the state and recipients of care are at greater risks of higher healthcare costs and decreased access to quality care.

This Call to Action is presented by a diverse group of healthcare stakeholders originally convened at the 2018 Florida Chamber Foundation Future of Florida Forum. **The state of Florida should use this Call to Action as a guiding framework for actionable steps to reduce shortages, alleviate issues, and strengthen healthcare workforce.** Action to be taken should involve a global, interprofessional body of stakeholders identifying strategic, tangible workforce interventions in support of Florida's optimal health and wellness. Interventions should be directed toward data collection, management and analysis, innovation and technology, and measures supporting the healthcare workforce.

This paper was written with input from representatives of the organizations listed below who volunteered to participate at the close of the Future of Florida's Healthcare Workforce sessions held at the Florida Chamber Foundation 2018 Future of Florida Forum, September 26-27, 2018.

- AdventHealth Orlando Human Resources
- Baptist Health
- Brevard Healthcare Workforce Consortium
- Florida Board of Nursing
- Florida Center for Nursing
- Florida Chamber Foundation
- Florida Dental Association
- Florida Hospital Association
- Floridians for Dental Access
- Healthcare Workforce Research Initiative
- Orlando Health
- REUNIONcare
- South Florida State College

FOR MORE INFORMATION PLEASE CONTACT:

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Call to Action – Addressing Healthcare Workforce Shortages

CareerSource Brevard Response

CSB is taking action in areas as follows:

The healthcare workforce must be **adequately** staffed proportionate to Florida's population needs.

- **Support regular, mandatory collection of actionable and meaningful information** from healthcare workforce personnel and employers and ensure data is available for industry action in a timely and consistent manner.
 - CSB solicits industry feedback on talent needs through local surveys and in person meetings. We are focusing on common needs of hospital, medical office, assisted living, skilled nursing, and home health agencies with identified skilled shortages for Registered Nurse (RN), Licensed Practical Nurse (LPN), Certified Nursing Assistant (CNA) and Medical Assistants (MA).
- Engage in innovative efforts to **recruit and retain a robust healthcare workforce**
 - CSB employs healthcare industry focused staff:
 - Business Liaison provides recruitment and training services to business and keeps Career Counselors and staff informed about the industry.
 - Career Counselors work with career seekers on training and employment services in the healthcare sector.
 - Recruiter focuses on placing healthcare job orders and attracting talent to recruitment events. They also use social media and 321 jobs text messaging resources to recruit candidates.
 - Healthcare Sector Strategist – privately funded to provide focused comprehensive and sustained healthcare industry workforce support and talent pipeline development activities.
 - CSB holds Home Health targeted recruiting events with up to 6 agencies at each of our career centers.
 - CSB hosted a Healthcare Industry Career Fair which included industry and education providers
 - CSB used the State Co-Op Outreach Program resources to develop the 2018 Out of State Healthcare Talent Attraction Campaign designed to attract targeted nursing occupations through on LinkedIn and Google Ads <http://healthcare.careersourcebrevard.com/>
 - CSB makes presentations during the BHWC meeting to promote employee retention
 - Share technology related resources to help with recruitment and retention as we learn about them (examples <http://takeaimbrevard.com/wp-content/uploads/2019/03/On-Shift-Recruitment-Retention.pdf> , <http://www.al-cloudcare.com/>)

Florida must facilitate and retain a **qualified** workforce with experiential knowledge, academic credentials, and /or required certification beyond minimum requirements.

- Strengthen the talent pipeline through increased access to educational opportunities, opportunities for advancement, and efforts to combine the wisdom of experienced personnel with innovative perspectives of new and diverse professionals.
 - Understanding healthcare industry needs for training and certification/licensure, CSB designated a set amount of WIOA training dollars for all types of healthcare related training as part of the sector strategy.
 - CSB serves on Eastern Florida State College's Healthcare and Life Sciences Industry Advisory Council and Brevard Public School's Patient Care Assistant program advisory council.
 - CSB was awarded the Nursing Career Training Pathway grant which provided training scholarships for CNAs to train for LPN and to backfill with new CNA trainees
 - CSB hosted Healthcare Career Exploration workshops which included employers, training providers and scholarship information to connect talent to training resources
 - CSB donated computers available because of a system upgrade to support a new Prometric Test site so Brevard students could continue to challenge the CNA test locally.

Healthcare leadership and management must keep workers engaged, by promoting a just culture of shared and balanced accountability for both individuals and the organization to create an atmosphere of trust, encouragement and reward.

- Establish a system of "Collective Impact" by identifying platforms for public and private investment in talent for the region to minimize competition and maximize investment.
 - CSB established the Brevard Healthcare Workforce Consortium (BHWC) in December 2016. The consortium is comprised of healthcare industry, education, workforce development, government, faith-based and community stakeholders. CSB continues to facilitate the BHWC with focus on healthcare talent pipeline development, out of area candidate recruitment and workforce retention initiatives. Subcommittees (Staffing, Soft Skills & Education Committees) address issues and then full consortium meets to hear committee updates, provide feedback on their workforce needs and learn from workforce presentations.
 - The Nursing Career Pathway Training grant incorporated BHWC collaboration with CSB, Faith-based entity for talent recruitment, approved ITA providers, and healthcare employers to promote training completion and employment outcomes.
 - The BHWC model provides framework for Local College Access Network (LCAN <http://floridacollegeaccess.org/local-college-access-networks/>) development, to broaden our reach and better address barriers preventing student access to/completion of postsecondary training. CSB was awarded a grant to develop an LCAN for Brevard County.

July 30, 2019

Information Brief

APG IT Sector Strategy Updates

The America's Promise Grant is well into our mid-grant strategic plan. Feedback from April's Department of Labor's monitoring helped us fine-tune training and employment outcomes. Relationships with key industry grant partners continues to flourish with an increase in technical training, combined with On the Job Trainings, for grant participants. Our Education partners continue to look towards us to support their Cybersecurity efforts both with the Brevard School District and at our post-secondary schools by facilitating employer connections to ensure their programs meet industry needs. The continual revisions to grant participant assessments has yielded a higher success rate in our participants earning associated training certifications that exceeds national levels and brought us recognition by the certifying governing board themselves.

Update of Current Activities

- Underemployed training program was devised with management input from Career Centers, Business Services and Executive staff. A first time exam pass rate of 92% was reached by our CompTIA students, much higher than all CompTIA vendors have ever reached. This reflects the time and care that our training partners provided our students. Staff continues to meet regularly to monitor and create the best employment outcomes for the graduates of this program.
- Since the April IT Career Expo and Job Fair, and our dedicated social media outreach campaign, we've enrollment 39 CompTIA training participants and 43 Microsoft Office Suites (MOS) participants in our "Underemployed" program. The trainings will all be complete by the end of July for all of these students. A graduate's job fair was hosted by our training partner New Horizon's in June for the first cohort of students. Additionally we had our CSB annual job fair on June 25th, where we invited these graduates. In August we are planning another IT job fair. One of our early MOS graduates has already secured employment as an Employment Counselor with one of her responsibilities being to teach computer

skills' classes. Her wage increased from \$12.50 hour to \$23 hour. This effort also increased our IT jobseeker contact list by the hundreds, providing a larger database to serve our local employers' future needs.

- Continued support of the Brevard School District's Cyber Academy for the 2020/21 school year resulted in the formation of a task force by the schools point person. Staff has provided them introductions to local IT/Cybersecurity employers for the purposes of identifying instructors, certifications, planning curriculum, and creating a mentoring community for students. This will hopefully feed into employment upon graduation.
- EFSC has created a new Cybersecurity Advisory Council which the IT Program Manager has been invited to participate on. Program Manager will continue to meet with all of our local colleges to expose students to the needs of employers and the certifications and training needed for the current job openings.
- The Department of Labor (DOL) monitoring report from April 15th noted areas of concern were centered on discovering and reporting leveraged resources. An example of these are matching funds from other grants or funding sources i.e WIOA, staff time devoted to APG discussions, assessments, business services team discussions with employers, and course discounts from training partners for classes provided, etc. Additionally, we were behind on spending grant funding. Special efforts and training programs that have been in the planning stage have come to fruition in the last 60 days. They have increased our expenditures from 31% to 43%. This will be an ongoing venture which will be closely monitored and projections are we will remain on track for spending. The final area of concern was Sub-recipient Monitoring. We discovered that the auditing firm for our sub-recipient CareerSource Central Florida (CSCF), has made the APG part of their audit since the beginning of the grant. Additionally we have scheduled to meet with CSCF once this year and once next year to monitor the same factors CareerSource Brevard was asked to provide details of at this year's direct audit with the DOL. We are also holding bi-weekly conversations with CSCF's APG coordinators to discover and share best practices, and collaborate on solutions to any challenges.
- Success Stories: An unemployed (dislocated) participant received a scholarship for an advanced Cyber Security training, adding to his previous IT education and experience. After obtaining the associated credentials, he was offered employment at the rate of pay of \$166,400 annually as a Senior Systems Engineer with a local employer.

Grant Performance to Date:

| Performance Metric | Grant Required Outcome | Performance to Date |
|---|-------------------------------|----------------------------|
| Total Participants Served | 400 | 289 |
| Total Participants Enrolled in Training Activities | 400 | 267 |
| Total Participants Completing Training Activities | 360 | 140 |
| Total Participants Completing Training and Receive a Degree or Credential | 320 | 135 |
| Total Participants who Complete Training and Obtain Employment | 270 | 99 |

| 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"> • Aerospace Workforce Workshop – See Information Brief. • Aerospace Workforce Needs Survey Presentation • Aerospace Business Liaison met with the City of Palm Bay and Avionica to discuss expansion plans in Brevard County. Avionica is an educational/training provider for the aviation industry specializing in Aviation Technicians. • Staff attended National NASA Space Technology Day at Florida Institute of Technology to network with employers supporting NASA technology research. • Aerospace Business Liaison is an active member of the National Space Club. Attended two meetings this quarter consisting of updates from Space Florida's CEO and President, Frank DiBello on their recent projects and from Blue Origin's Vice President, Scott Henderson on their recent activities. • Attended Melbourne Airport Authority Board Meeting at the Orlando Melbourne International Airport. They are currently in the development stage of their new Air Traffic Control Tower and updating all their runways. Furthermore, they are in the process of receiving bids for the new hotel that will be built soon. • CSB hosted SpaceX in our Titusville Career Center on July 18th for a dedicated recruiting event. • CSB President and VP of Industry Relations along with Senior Management of CareerSource Florida attended a day-long Workforce Development Strategy Summit for Lockheed Martin Florida on July 15th at their Ocala facility. This summit was the first of its kind to map out a strategy for funding and support services that can support Lockheed's workforce needs and will serve as a template for replication for |

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| | | | other businesses with a multi-regional footprint. Next steps are in the planning stages. |
| Effective implementation and outcomes in other Sectors | Engineering Talent Recruitment Campaign | Ongoing | <ul style="list-style-type: none"> See Quarterly Multimedia Outreach (mid-April – mid-July 2019) |
| | Healthcare Talent Recruitment Campaign | Ongoing | <ul style="list-style-type: none"> See Quarterly Multimedia Outreach (mid-April – mid-July 2019) |
| | Soft Skills Training Initiative | Ongoing | <ul style="list-style-type: none"> Soft Skills Training Grant Updates – Soft Skills Presentation |
| | Regional Apprenticeship Activities | Ongoing | <ul style="list-style-type: none"> CareerSource Brevard and the Brevard County School District's Adult Education program has been coordinating with existing Registered Apprenticeship (RA) programs in the Local Workforce Development Board (LWDB) Area 13 for the last 12 months to expand the number of participants who select and succeed in apprenticeships. This collaboration has assisted in creating the Brevard Adult Education Pre-apprenticeship Program to support Building & Construction trades. <ul style="list-style-type: none"> CareerSource Florida recently awarded CSB with a \$100,000 grant to fund the efforts. The first cohort for the Trades Pre-Apprenticeship program began in May with 23 students. A total of 49 applications were received and vetted, allowing for the potential of a second cohort to be added in the fall of 2019 due to popular demand. Of the 23, at least 18 are WIOA eligible, and CSB will be working with them to identify work experience opportunities following the program's completion in November. CSB has been working with an apprenticeship consultant who is providing bi-weekly technical assistance for the program, and has brought many new ideas to the table for discussion and consideration before another cohort launches. Currently, the biggest focuses are getting the registered apprenticeship partners engaged within the classroom, and building relationships with employers to determine worksite areas for the work experience. |

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| | | | <ul style="list-style-type: none"> • Industry Relations V.P. and Manager attended a two-day summit in Orlando on June 18-19 centered on the apprenticeship 'earn and learn' model. This summit was co-sponsored by the Florida Chamber and CareerSource Florida. Several informative panels, best practices sharing and breakout sessions were part of this robust agenda. • CareerSource Brevard (CSB) in partnership and collaboration with CareerSource Palm Beach (CSPB) intend to replicate a very successful, employer-driven pre-apprenticeship program that has been proven to support industry needs in California. A grant request was submitted to CareerSource Florida for \$149,129. A planning grant for \$125,000 was submitted in support of a Florida Makes grant submission to the U.S. Department of Commerce National Institute of Standards & Technology (NIST) to support the efforts of the Aero-Flex grant above. <ul style="list-style-type: none"> ○ CSB was notified of grant award on January 17th. Official Notice of Funds was received on March 8th. ○ Grant support staff have been meeting weekly with CS West Palm Beach staff, contracted CA subject matter expert/technical counsel and the State provided apprenticeship consultant from DOL's Jobs for the Future office. Their wealth of apprenticeship knowledge is vast and their guidance invaluable. ○ As provided in the workforce workshop brief, rollout to industry was accomplished at the June 13th event. Staff is now facilitating one/one meetings with core employers to review and vet the core curriculum and gain program support commitments for hiring trained jobseekers. ○ Hefty task of identifying existing programs and determine skill/competency crosswalks and credit for prior learning is underway. ○ Northrop Grumman, Melbourne is using this program for their summer HS and college interns. Participants are not grant enrolled due to eligibility but program support and value is being validated. ○ An announcement on the Florida Makes/NIST supplemental funds is expected within the next 30 days. Staff accompanied FloridaMakes on a grant review with NIST on June 28th with positive feedback from the review team. |
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Information Brief

Aerospace Workforce Workshop

Background

The Aerospace Industry (which includes Aviation and Advanced Manufacturing employers) is designated as a High-Skill, High-Wage Key Industry of Focus for CSB. As a significant economic driver for our region, the Aerospace Industry has experienced rapid growth over the last several years with the resurgence of both commercial and private space expansion on the Space Coast. With this growth comes the need to recruit and retain the workforce talent needed for hundreds of high-skill, high-wage jobs. CSB recognizes the importance of spearheading a dedicated sector strategy initiative to support the workforce development needs of this important industry to Brevard's economic prosperity.

Event Overview

In partnership with Space Florida, Space Coast Economic Development Commission and FloridaMakes, CSB planned and implemented an Aerospace Workforce Workshop on June 13, 2019. This event was designed to be the aerospace sector strategy 'kick-off' event.

The all-day event was held at the Bill Posey Community Conference Center in Viera. The event was attended by over 70 aerospace employers, education and economic development organizations as well as government and community partners.

Following registration, networking and breakfast, welcomes and opening remarks, organizational updates were provided by the heads of all four partnering organizations. Followed by a presentation outlining the results of the pre-workshop industry workforce needs survey. This baseline data was used by the Planning Team to formulate the event's agenda and drove panel presentations and discussions throughout the day to further validate the industries' needs and challenges.

Panel presentations consisted of an Industry Panel (Lockheed Martin, Space X, Embraer and ASRC) followed by an Apprenticeship Panel highlighting the current State initiatives by CareerSource Florida, CSB's recent grant to implement the California AeroFlex Pre-Apprenticeship by our technical assistance expert alongside a local Northrop Grumman representative who plans to utilize this program as well as the Space Coast newly Registered Apprenticeship to support Mechatronics, CNC and Composites.

After lunch, panel discussions continued with an educational panel discussing current and future training programs that support the Aerospace Industry. Brevard Public Schools Career & Technical Education, EFSC, UCF, FIT and UF were all represented.

The day ended with a legislative panel providing the participants with updates on recent legislation that supports industry growth and workforce development. Lake Ray from FloridaMakes provided a great overview of this year's Session activities following by Senator Tom Wright, District 14 and Representative Tyler Siois, District 51, talking about the efforts of the newly formed Legislative Space Caucus and how they can support workforce issues.

Next Steps

A follow-on meeting of all the attendees and invitees is being planned by all four partnering organizations, for early September. This event will solely focus on reviewing takeaways from the June workshop, prioritizing identified workforce needs and assigning teams to work on solutions.

| Objective 3: Develop and Implement Overall Initiatives in Sector Strategies | | | |
|---|---|------------|--|
| Strategies | Actions | Timeframes | Status |
| Educate and recruit critical partners for Sector Strategies | Educate the Brevard Community on CSB Services and Sector/Industry Initiatives | Ongoing | <ul style="list-style-type: none"> • Legislative Session Outcomes – See Informational Brief • Legislative Workshop – See Informational Brief • EDC's Quarterly Investor Update: Marci Murphy shared with Brevard's community leaders, CSB's role in business disaster recovery preparedness. • Merritt Island Rotary: Marci Murphy spoke with community leaders about the services and programs offered through CSB. |
| | | | |
| | Conduct outreach to key partners on sector strategies | Ongoing | <ul style="list-style-type: none"> • See Quarterly Multimedia Outreach (mid-April – mid-July 2019) |



July 30, 2019

Information Brief

Legislative Session Outcomes

Background

The 2019 Legislative Session concluded in May with the passage of the State's \$91.9 billion budget. Only one day past the regular 60-day schedule, Senate and House leaders approved several priorities of the Governor, President and Speaker, which included bills that will strengthen workforce, education and training opportunities.

Results

Governor Ron DeSantis expressed his support for apprenticeship expansion early on in Session, so it was not surprise that many bills include apprenticeship language.

Ultimately **HB 7071** became the primary bill, maintained support throughout each Committee stop and was signed into law on June 24 at the offices of Space Florida on Merritt Island. During this bill signing, Gov. DeSantis highlighted local training partnership, notably the work based training while you learn partnership between ASRC and EFSC. CSB is supporting this program through our On the Job Training program for eligible participants. Key elements of the bill include:

- \$10 million recurring appropriation for the newly created 'Florida Pathways to Career Opportunities Grant Program,' which provides competitive grants to eligible institutions to create or expand apprenticeship and pre-apprenticeship programs. This grant program will be managed by Florida's Department of Education.
- A requirement for annual audits of Florida's career and technical education programs and apprenticeship programs, including directives to ensure that those programs are aligned with in-demand workforce opportunities and in consultation with CareerSource Florida (CSF) and Department of Economic (DEO) among others;
- An array of options to ensure that postsecondary students don't leave college without a degree or credential; and

- Increased funding for districts and college industry certification programs, \$2 and \$4 million, respectively, and \$30 million in performance funding for Florida's 28 state colleges.
- In addition, HB 7071 creates the Florida Talent Development Council, formerly known as the Higher Education Coordinating Council. The Florida Talent Development Council is created to develop a coordinated, data-driven, statewide approach to meeting Florida's needs for a 21st century workforce that employers and educators use as part of Florida's talent supply system. The President of CareerSource Florida and Executive Director of DEO are among the members of the new council.

Work Florida Student Success Incentive Fund at State Colleges – \$10 million in funding to support statewide efforts to align students in Florida to workforce programs, within the Florida College System, to statewide and regional workforce demands and high-wage job opportunities.

Florida Job Growth Grant Fund - \$40 million. Funds are allocated for job training and public infrastructure projects that support growth and employment in Florida. Specifically, the program is designed to support economic diversification, economic recovery, or economic enhancement in targeted industries. Florida's DEO and Enterprise Florida, Inc., both identify projects, solicit proposals, and make funding recommendations to the Governor.

The final budget also includes \$9 million for **Quick Response Training** and Florida Statutes requires CSF to allocate \$2 million from their WIOA set-aside for **Incumbent Working Training** in their annual budget. CSF's Board of Directors also approved a \$2 million dollar match from their budget.

Brevard's delegation consisting of Representative Tyler Sirois, District 15, and Senator Tom Wright, District 14, led the resurrection of the Space Caucus, a consortium of elected officials who educate House and Senate members on the importance of the Aerospace Industry to Florida's economic prosperity and advocate for legislation to support industry growth.

Notable local funding secured for workforce development programs to help meet the critical demand for high-skilled, high-way talent include:

- \$500,000 for Astronaut High School's new Welding Technology Program
- \$100,000 for Cocoa High School's new Construction Program
- \$350,000 for the Space Coast Economic Development Commission's Talent Asset Pipeline Program



July 30, 2019

Information Brief

Legislative Workshop

Background

CareerSource Brevard (CSB) hosted a Legislative Workshop on June 4, 2019 with the goal of developing a plan to cultivate stronger relationships with Elected Officials. This was the second year in a row CSB facilitated this workshop as the one held in 2018 yielded positive results.

Results

The workshop was designed to provide participants with information on the services and programs CSB offers to employers and jobseekers along with highlighting the current initiatives underway that support the workforce system and ensures the economic prosperity of Brevard County.

The Workshop was held at the Rockledge Offices (boardroom) on June 4th. Participants enjoyed breakfast and networking prior to the formal program. Staff gave presentations that focused on outlining the importance of our programs and services and gave participants a direct POC (Point of Contact) to help guide their constituents to needed workforce services.

A panel of jobseekers and employers presented on their personal success stories and how their working relationships with CSB has benefited their businesses. A guided tour of the Rockledge Career Center was given and a folder of resource materials were distributed.

The following offices were represented:

Senator Tom Wright & Staff
Congressman Posey's Office
Representative Randy Fine's Office
County Commissioner Curt Smith's Office

Evaluations from the workshop were very positive. Some comments received were:

“Very thorough explanation of all your services! Keep up the great work!”

“Great Workshop. I’m glad I attended.”

“Thank you for the hosting this event. I was not aware of all the services you offer or the impact you have on our community!”

Positive post-workshop outcomes include Senator Wright participating on a legislative panel the following week at the CSB hosted Aerospace Workforce Workshop. Senator Wright also carried the panel participation request directly to Representative Tyler Sirois’ office on CSB’s behalf and advocated for his involvement. Both Senator Wright and Representative Sirois have commitment to continue their office’s involvement with CSB’s aerospace sector efforts going forward.

In addition, Representative Sirois’ office has requested a meeting with CSB President and V.P. of Industry Relations to learn more about our programs and services as they were not available to attend the workshop. Representative Rene Plasencia’s office also requested a meeting at CSB offices along with a tour of the Rockledge Career Center. Both meetings are scheduled for the near future.



Quarterly Multimedia Outreach (April – July 2019)

| | |
|---|--|
| Non-Paid Social Media Marketing & Direct (Email) Marketing | <p><u>Facebook, Twitter, LinkedIn, Constant Contact</u> <i>a daily effort to share CSB's workforce, economic, education, business and community partners' news as well as educating and informing CSB's followers about programs and services offered.</i></p> <p><u>Partner News Shares:</u> Space Coast Area Transit, EFSC, Brevard Achievement Center, Space Florida, Boeing, Northrup Grumman, Groundswell, AARP Tax aide, Senator Posey's Federal Contracting conference</p> <p><u>CSB events, programs & services:</u> Daily hot jobs, Recruiting events & workshops CompTIA and Microsoft Office Specialist training & certifications, Income Tax services w/ United Way, IT workshop w/ Groundswell, City of Cocoa- Cocoa Works program for young adults, Brevard Adult Ed pre apprenticeship training, City of Palm Bay Juniors to Jobs program for young adults</p> |
| Media Relations & Press Coverage | <p><u>Local, Regional and State Multi-Media Relations:</u> <i>Weekly effort to communicate timely and relevant workforce news to appropriate news outlets and be recognized as Brevard's key resource for workforce development issues and trends.</i></p> <p><u>CSB events, programs and services:</u> Weekly digital and print news coverage with local press re: employer's hot jobs, recruiting events & workshops. Cover story in the Brevard Business News on APG grant & IT sector strategy initiatives. 98.5 The Beach provide weekly PSAs on employer's hot jobs.</p> |
| Community Partner Outreach Events/Programs | <p><u>Additional outreach efforts not detailed in committee goals matrix:</u> <i>Ongoing collaboration with and sharing of, CSB's Partner/Employer/Job seeker news and events.</i></p> <p><u>City of Cocoa Beach:</u> Channel Marker Replacement program. City officials recognize CSB for hurricane recovery work.</p> <p><u>Ken Lawson Visit:</u> Executive Director of the Department of Economic Opportunity visited CSB on May 20th to learn more about our services and impacts to Brevard's Workforce</p> <p><u>Representative Plasencia Visit:</u> On July 9th to learn about our services and impacts to Brevard's Workforce</p> |
| Multi Media Promotions/ Tactics | <p><u>Brevard Business News:</u> ½ page ads that inform the business community about workforce services available to them.</p> <p><u>Program collateral:</u> Ongoing creation of flyers to encourage jobseeker engagement</p> <p><u>Career centers' tour and welcome video:</u> Updated to include a tour of all three career centers.</p> |
| Website | <p><u>Content development and enhancements:</u> Weekly updates to CSB web news blog. Page updates included addition of high performing keywords and messaging based upon paid media analytics, addition of the new three-career center tour video, IT sector strategy initiatives, Young Adult's Summer Earn and Learn Program, Jobseekers services for underemployed.</p> |
| State-funded Multi Media Campaigns | <p><u>Out-of-State Engineering Talent Attraction & Recruitment Campaign-- Results:</u> April launched CSB's 7-week multi media campaign. (LinkedIn, Google search and Electronic Direct Mail) CSB recruiters are following up with the 120 responders-to-date:</p> <ul style="list-style-type: none"> • Top performing states: Texas, New York City, California, with Los Angeles, providing MOST conversions. • Top performing ad messaging:: "Search for top engineering jobs on the Space Coast" Companies are looking for you....to Hire engineers like you.(LinkedIn drove this) |

Quarterly Multimedia Outreach (April – July 2019)

- Targeted 574,031 engineers (5-10 years' experience, potential DOD cleared)
- 65% reached the landing page from their mobile phones (Google drove this)
- 120 responded: 72% ad clicks from men, 37% conversions from women.
- Largest age group are 25-34, Most were software engineers
- 9 employer-partners received a total 258 visits to their web sites.
- CSB Recruiter says:
 - *Of the 120 email addresses collected, 101 were viable.*
 - *Most from/and in this order: Texas, Tenn., Conn. Calif. Florida, Kansas, Mexico, New Jersey New York*
 - 17 responded to the CSB recruiters' call, 15 are currently working with CSB
 - *Of the 17, 8 are mechanical engineers, None were DOD cleared*
 - *Of the 101, ages were a bit older, 25-46, and 3 were female*

Local Unemployed/Underemployed/Introduction to key industry sectors -- talent attraction campaign—Results:

April launched CSB's heavily saturated 6-week paid/non paid social media campaign. (Facebook, Google search and Electronic Direct Mail) CSB center managers are following up with the 396 responders-to-date:

- Top performing cities/zip in order of clicks and low-high income: Palm Bay-08, Cocoa-22 & 26, Grant- 49, Melbourne-35, Rockledge-55
- Top performing ad (carousel) messaging showed people in key industries: *"Get the training you need to succeed in the field you want."* *"See whose Hiring Near You"*
- Targeted 297,289 local talent were reached (Impressions)
- 396 responded: 74% are women, aged 46-64 from lower household income parameters (Google drove this)
- 93% responded from their mobile phones.
- CSB Recruiter says:
 - Half of email addresses were not valid
 - 30% of remaining/ approx. 60 are NEW to CSB (successfully uncovering hidden talent!)
 - Approx. 150 have visited within the past 1-3 years and are interested in learning more and coming back
 - Most were employed and considered themselves underemployed.
 - 15 are actively seeking services. 1 in training, 1 in a workshop.

MEASURING SUCCESS

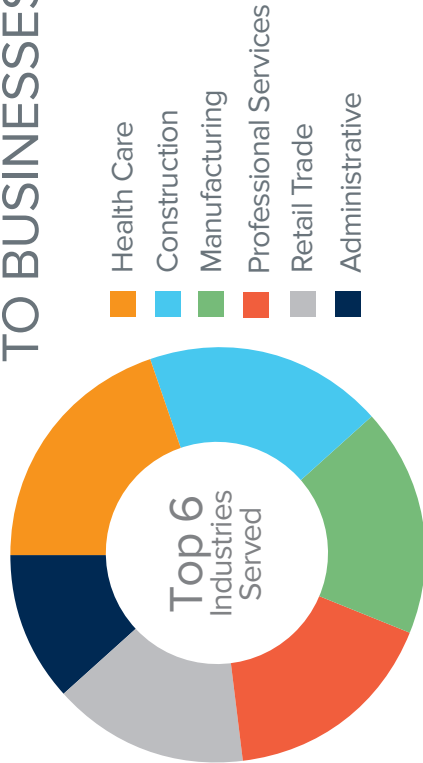


2,023

BUSINESSES SERVED

71,224

SERVICES PROVIDED
TO BUSINESSES



5,687

PEOPLE
PLACED IN
JOBS

UNEMPLOYMENT RATE

3.1%

BREVARD'S
UNEMPLOYMENT RATE

AS OF 7/1/2019



ON-THE-JOB TRAINING

66

OJTs
CREATED

FOR

33

BREVARD
BUSINESSES

WITH

\$465,083.56

IN OJT CONTRACTS WRITTEN

RECRUITING EVENTS/ JOB FAIRS

216

Recruiting
Events and
Job Fairs

JOB
SEEKERS
ATTENDED

FOR

169

UNIQUE
EMPLOYERS

VETERANS SERVED

2,171

VETS

Personalized
Services
Received

41,548



613

VETERANS EMPLOYED

\$11.6M = \$114.8M

Invested in employment and training services

Infusion of Wages in Brevard County

In PY 2018-2019, CareerSource Brevard's Workforce System Provided:



2,023

Brevard
businesses served



19,765

Brevard residents provided
with employment services



5,687

Brevard residents
placed in jobs

Business Services

We are focused on the present and the future needs of Brevard County and the people who live and work here.



Providing businesses
the right candidates



Recruitment services
to meet all levels of
the businesses need



Employee training
solutions that keep
businesses prosperous



Complimentary
human resource
outsourced support

Career Services

We use a sector strategy approach to talent development. We help our workforce in gaining the skills necessary to advance their careers or re-enter the workforce quickly.



Provide in person
access to
local businesses



Training resources
to support
in-demand industries



Targeted résumé and
interview preparation



Effective online
career search support

1.321.504.7600 | careersourcebrevard.com

INDUSTRY WORKFORCE COMMITTEE (IWC)

ATTENDANCE RECORD

| PY 2018-2019 | AUG | OCT | JAN | APR |
|--------------------|-----------|----------|-----|-----|
| | | | | |
| Bakke, Kristin | A | P | A | A |
| Bishop, Daryl | P | A | P | P |
| Browne, Colleen | P | P | A | A |
| Glasgow, Susie | A | P | P | P |
| Gregg, Lloyd | A | P | A | P |
| Huy, Elizabeth | P | P | P | P |
| Kenny, Jennifer | P | P | P | P |
| Klinkbeil, Traci | A | P | P | P |
| Miedema, Linda | A | P | P | P |
| Peltonen, Nancy | | new 1/19 | P | P |
| Proctor, D. Travis | P | P | P | A |
| Scholz, Janice | new 10/18 | P | P | P |
| Schrump, Terry | A | A | A | A |
| Song, Julie | A | A | P | A |
| | | | | |