



# Industry Workforce Committee Meeting

January 16, 2024 - 8:30 am – 10:00 am

[Click here to join the meeting or call in \(audio only\) +1 561-486-1414,915231951#](#)

## Attendees:

Mike Menyhart (Chair), Kristin Bakke, Rohit Ghosh, Art Hoelke, Karen Houston, Jeff Jurinak, Traci Klinkbeil, Frank Margiotta, Trudy McCarthy, Nancy Peltonen, D. Travis Proctor, Cordell Rolle, Rachel Rutledge

## Agenda

**Page No.**

### **Call to Order**

Mike Menyhart

### **Roll Call**

Marina Stone

### **Public Comment**

### **Presentation**

Education & Industry Consortium

Thomas LaFlore

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### **Action Items**

Approval of Industry Workforce Committee Minutes for October 11, 2022

Mike Menyhart

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### **Reports**

President's Updates

Marci Murphy

### **Discussion/Information Items**

### **Goal: Identify Current and Future Workforce Needs of the Business Community and Create Solutions to Meet Their Needs**

Objective 1: Implement & Sustain Sector Strategies in Key Industry Sectors

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- Outcomes in the Aerospace/Aviation Sector
- Outcomes in the HealthCare Sector
- Outcomes in the Information Technology Sector

Stephanie Robinson

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Mary Keen

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Deserine Morgan

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Objective 2: Support Additional Key Industries Through Sector Work

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- Construction, Hospitality & Apprenticeship Updates

Melissa Byers

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Objective 3: Educate the Business Community on the Value of our Services and the Value of Brevard's Talent to Meet Their Business Needs

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- Educate and Recruit Critical Partners for Sector/Industry Initiatives

Kimberly Weatherby

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- Business Services Quarterly Review Presentation

Lori Robinson

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Multimedia Outreach Presentation

Denise Biondi

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Attendance Roster

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### **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 Holly Paschal at (321) 394-0507. Persons who are hearing or speech impaired can contact Holly Paschal through the Florida Relay Service by dialing 7-1-1

## ***Upcoming Meetings***

### **January 2024**

16th Industry Workforce Committee-8:30am  
23rd Career Center Committee-8:30am

### **February 2024**

5th Finance Committee-3:30pm  
5th Executive Committee-4:00pm  
15th Board of Directors 8:30am

### **March 2024**

No meetings

### **April 2024**

9th Industry Workforce Committee-8:30am  
23rd Career Center Committee-8:30am

### **May 2024**

6th Finance Committee-3:30pm  
6th Executive Committee-4:00pm  
16th Board of Directors {Annual Meeting & Retreat}-8:30am

### **June 2024**

No meetings



## Education and Industry Consortium

Thomas LaFlore- Vice President of Industry Relations

# REACH Act Implementation

### Florida Workforce System Transformation Plan Pillar II



I

#### Alignment and Consolidation

for local workforce development boards.

II

#### System-wide Improvements

for improved customer consistency and better leveraging of public funds.

III

#### Regional Planning

to further promote workforce system alignment with education and economic development and optimize opportunities for regional economic growth.

# Purpose and Scope

## Education and Industry Consortium Strategic Policy

- Required by FL Statute 445.007 as revised by Senate Bill 240 in 2023.
- Goal is to ensure education and industry are discussing talent needs and education offerings and sharing information with local workforce development board.



## Policy Requirements

- **Required membership from industry:**
  - Industry representatives that reflect the priority industries in the local area.
  - Presidents, CEOs or other executive level staff from the top public and private employers in the local area.
- **Required membership from education:**
  - Superintendents, presidents or other leadership staff from education institutions in the local area that represent both public and private education entities in K-12 education, district technical colleges, state colleges, universities, other degree granting or credential granting institutions in the local area.
- **Members shall not be members of the local workforce development board.**



# Meetings

- The consortium must meet at least quarterly.
- **Required meeting discussion on local labor market needs:**
  - Industry representatives share talent development needs and observations on talent development in the local area.
  - Education representatives share specific education offerings in the local area related to the talent needs.



# Reports

- **Report from the quarterly meeting shall be provided to the local workforce development board and published on the local workforce development board website.**
- **Quarterly report shall include:**
  - A record of the consortium members in attendance.
  - Summary analysis of the local labor market based on industry representative needs and education offerings.
  - Information on priority industry sectors and occupations for the local area.
  - Information on the status of existing talent pipelines for in-demand occupations and the need to expand or leverage existing and/or new resources.



## CSB/CSFV Consortium Members

### Education Leadership

- Juan C. Avendano – FIT, CAMID
- Lorri Benjamin – BPS, BACE
- Renee Kirkland – Flagler Technical College
- Frank Margiotta- EFSC
- Michael Nieto – Daytona State College
- Kristin Pierce – VCS, CTE
- Rachel Rutledge- BPS, CTE

### Industry Leadership

- Serena Fisher – Halifax Health
- Susan Glasgow – Kegman, Inc.
- E. Bliss Jamison – SEVMTC
- Jeffrey Jurinak – Health First
- Nicole Stumbo – Davita Labs
- Amy Sullivan- Indian River Networks



## Next Steps

- Add additional team members
- First meeting scheduled January 30<sup>th</sup>
- Advisory role to existing consortiums



# Questions



# CareerSource Brevard

Industry Workforce Committee

October 10, 2023

## Minutes

The meeting was held in person and virtually via Microsoft Teams.

**Members in Attendance:** Mike Menyhart (Chair), Kristen Bakke, Art Hoelke, Jeff Jurinak, Traci Klinkbeil, Trudy McCarthy Nancy Peltonen and Rachel Rutledge

**Members Absent:** Rohit Ghosh, Karen Houston, Frank Margiotta, D. Travis Proctor Cordell Rolle

**Staff in Attendance:** Marci Murphy, Joy Bartlett, Amberstar Bush, Thomas LaFlore, Denise Biondi, Melissa Byers, Lisa Fitz-Coy, Michelle Jones, Mary Keen, Deserine Morgan, Lori Robinson, Stephanie Robinson, Marina Stone, James Watson and Kimberly Weatherby

**C2 Staff in Attendance:** Chakib Chehadi, Caroline Joseph-Paul, Julie Berrio, John Bonsignore, Ahmanee Collins-Bandoo, Linda Hadley, Melissa Janssen, Bob Knippel, Angie Londono, Jessica Mitchell, Ramsey Olivarez, Sally Patterson. Kory Sillerud, Aaron Smith and Kristine Wolff from the Career Center

### **Guests in Attendance:**

None.

### **Call to Order:**

Mike Menyhart (Chair) called the meeting to order at 8:30 am and roll call was taken.

### **Public Comment:**

There was no public comment.

### **Presentation:**

A presentation on the Veteran Performance Incentive Award Program which outlined outreach, job fairs and recruiting events, justice involved programs, the Hire Veterans Medallion Program, community involvement, honorable mentions and success stories.

### **Action Items:**

Approval of Industry Workforce Operations Committee Minutes of July 18, 2023

Motion to approve the Minutes from the July 18, 2023 meeting was made by Nancy Peltonen. Kristen Bakke seconded the motion. The motion passed unanimously.

### President's Update

Marci Murphy shared an update on the consolidation efforts. Ernst & Young was selected as the consultant to oversee the consolidation efforts and have given CSB a checklist that we are following. CSB meets bi-weekly with Ernst & Young and CareerSource Florida to



guarantee progress, address inquiries, and help eliminate any obstacles. Ms. Murphy also inquired whether any members conduct business in Flagler or Volusia counties. The Florida Workforce Summit was held in September and an informal meet and greet was hosted by Brevard and Flager/Volusia to bring together both organizations. Labor Market Information was shared from August and unemployment rates in Brevard were 3.2%, Florida was 2.7%. The United States unemployment rate remains at 3.8% for September which is unchanged. Job gains in Brevard by industry over the year were Education and Health Services (+2,900 jobs); Manufacturing (+1,400 jobs); Leisure and Hospitality (+400 jobs); Government (+400 jobs); Trade, Transportation, and Utilities (+200 jobs); Financial Activities (+100 jobs); and Other Services (+100 jobs). The industries losing jobs over the year were Mining, Logging, and Construction (-500 jobs); Professional and Business Services (-400 jobs); and Information (-100 jobs).

### **Discussion/Information Items:**

#### **Committee Goal Status**

Staff reviewed the matrix of the Industry Workforce Committee including the Goals, Objectives, Strategies, Actions, Timeframes and Status of each strategy. Brief presentations about the Aviation/Aerospace and Construction Sectors along with the Rapid Response Coordinator updates were shared by members of the Business Services Team.

#### **Business Services Quarterly Review Presentation**

A presentation was shared that highlighted CSB Recruiting Events, Job Fairs, Workshops, Presentation and Panels and Business Learning Events along with a Fact Sheet for July 1, 2023 through September 30, 2023.

#### **Multimedia Outreach Presentation**

The Outreach Department shared a presentation of social media, direct email marketing and paid advertising and other activities from July 2023 through September 2023.

### **Adjourn:**

There being no further discussion or business, Mike Menyhart adjourned the meeting at 9:45 am.

Respectfully submitted,

Reviewed by,

{signature on file}      10/23/23  
Marina Stone                      Date

{signature on file}      10/23/23  
Mike Menyhart, Chair                      Date

Industry Workforce Committee			
<b>Goal: Identify current and future workforce needs of the business community and create solutions to meet their needs.</b>			
<b>Objective 1: Implement and Sustain Sector Strategies in Key Industry Sectors</b>			
<u>Strategy</u>	<u>Actions</u>		
Effective implementation and outcomes in Key Industry Sectors	Industry Driven Career Pathways for Jobseekers, Staff and Stakeholders Gathering and Disseminating Industry Workforce Needs and Opportunities		
		<u>Timeframes</u>	<u>Status</u>
Aerospace and Aviation Sector		Ongoing	<ul style="list-style-type: none"> <li>• Soldering Bootcamp to begin January 15th. This will be Non-Credit at EFSC Palm Bay campus. Candidates will train and test for 4 IPC Certifications in 16 weeks. IPC- J Standard 001, IPC WHMA 610, IPC 620, IPC 7711/7721.</li> <li>• Regional webpage in development to support FAWA industries that will provide resources for businesses, parents, students, educators and calendar of community events and industry council materials.</li> <li>• CSB collaborating with Astronaut Memorial Foundation on college and career readiness event (March) and career and networking event (September)</li> <li>• Collaborating with community partners to establish a space industry accelerator/incubator on the Space Coast (UCF, WIN, City of Titusville, Space Foundation, Space Force, Tico Airport)</li> <li>• Northrop Grumman VEST Training Cohort complete. 4/5 of WIOA participants completed training and received job offers. Next NG cohort in Spring.</li> <li>• Aerospace/Aviation Outcomes – <b>See Presentation</b></li> </ul>
Healthcare Sector		Ongoing	<ul style="list-style-type: none"> <li>• Two contracts completed under the FAWA grant for Midwest Dental Arts, Inc. Print Room Tech and Dental Lab Tech are the OJTs for the company.</li> <li>• 9 Dwyer Scholars are currently enrolled in training. Business Liaison will assist Dwyer Workforce Development staff in employment need for scholars after completion of program as needed.</li> <li>• Business Liaison assisted at the Keiser University Job Fair.</li> <li>• Healthcare Outcomes- <b>See Presentation</b></li> </ul>

## Industry Workforce Committee

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

### **Objective 1: Implement and Sustain Sector Strategies in Key Industry Sectors**

IT Sector		Ongoing	<ul style="list-style-type: none"><li>• Business Liaison completed an OJT for Indian River Network for a Technical Support Specialist Tier 1.</li><li>• Currently working with ZelTech to complete several work base trainings opportunities: OJT for Software Engineer position and IWT for CompTia+ certifications</li><li>• I.T. Outcomes- <b>See Presentation</b></li></ul>
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## Aerospace/Aviation

The Florida Atlantic Workforce Alliance (FAWA)

Stephanie Robinson, Project Coordinator/Business Liaison

## Customized Training

- Soldering Bootcamp
  - In partnership with Eastern Florida State College
  - Begins January 8<sup>th</sup>
  - Eastern Florida State College, Palm Bay Campus
  - 4 IPC Certifications over the 16 week semester- Non Credit
  - Max of 12 students
- CodeCraft Works
  - 4/5 of our WIOA eligible candidates completed and received job offers. 10/13 total completed and received job offers with Northrom Grumman.
  - Next NG Cohort to begin in spring.
  - Potential for NEW employer cohort in January (confidential)

## FAWA Industry Councils

- All Industry Councils have met
- Project Plans Established
- FAWA webpage in development to support goals
  - Resourced for businesses, parents, students, educators
  - Community Events Calendar
  - Industry Councils Materials
- Next Full Consortium- February 21<sup>st</sup>



## Community Involvement

- Space Coast Women in Aviation
  - February
  - Promote Careers in Aviation to Young Girls
- Astronaut Memorial Foundation
  - College and Career Readiness (March)
  - Career and Networking (September)
- Space Industry Accelerator/ Incubator
  - World Innovation Network, UCF, City of Titusville, Space Foundation, Tico Airport
- SCCAP- Aerospace and Defense Training Center Hub
- SCATI –Palm Bay Chamber



# Aerospace News

- 69 Launches from Kennedy Space Center and Cape Canaveral Space Force Base in 2023.
- SpaceX just shy of 100 launches for the year
- Modern day Space Race  
(Collaboration between China and Russia in establishing a lunar base)
- SpaceX's New Design for Lunar Starship Unveiled
- SpaceX to launch Amazon Satellites.
- India to have its own Space Station by 2040- NASA ready to help





## Healthcare Updates

Mary Keen- Business Liaison

## Work Base Trainings

### On-The-Job Training (OJT)

- Two contracts completed under the FAWA grant for Midwest Dental Arts, Inc.
- Print Room Tech and Dental Lab Tech.



## Community Events & Job Fairs

- Assisted in the BTW50+ Job Fair
- Attended two ribbon cutting events- Island Dermatology & Wellness and Health First, met with local community partners.
- Assisted in the Virtual Back to Work50+ Employer Roundtable and Business Learning Event.
- Assisted in the Paychecks for Patriots Job Fair.
- Attended the Get Connected community event at the Melbourne Regional Chamber.
- Assisted at the Keiser University Job Fair.



## Meetings / Upcoming Events

- Attended the Eastern Florida State College Nursing Advisory Committee Board meeting.
- Scheduled the Brevard Healthcare Workforce Consortium (BHCWC) Education Committee meeting on 1/9/24 to continue the discussion of better assisting young adults in healthcare.
- Scheduled meeting with Health First in early January to discuss further OJT plans and assessments partnership.







# Information Technology Report

Deserine Morgan – Business Liaison

## Work Base Trainings

- Completed an OJT for Indian River Network. The position was for a Technical Support Specialist Tier 1.
- Currently working with ZelTech to complete several work base training opportunities such as:
  - OJT for Software Engineer position
  - IWT for CompTia+ certifications



## Job Fairs & Community / Networking Events

- Partnered with Keiser University to host a job fair at their Melbourne campus.
- Attended the 2023 Patrick Tech Expo
- Assisted with the Manufacturing Job Fair
- Participated in the Paychecks for Patriots Job Fair



## Meetings / Learning Events

- Attended the bi-weekly Florida High Tech Corridor meetings.
- Participated in the Virtual Back to Work 50+ Employer Roundtable & Business Learning Event.
- Assisted with the Rapid Response Lunch and Learn for Business



Industry Workforce Committee			
<b>Goal: Identify current and future workforce needs of the business community and create solutions to meet their needs.</b>			
<b>Objective 2: Support Additional Key Industries through Sector Work</b>			
<b>Strategy</b>	<b>Actions</b>		
Support Other Strategies Through Key Sectors	Industry Driven Career Pathways for Jobseekers, Staff and Stakeholders  Gathering and Disseminating Industry Workforce Needs and Opportunities		
		<b>Timeframes</b>	<b>Status</b>
Manufacturing Sector		Ongoing	<p><b>EDC's CPT Program:</b> The Business Liaison and CSB Center Supervisor &amp; Staff provided dedicated outreach within Employ Florida to assist with promotion of the Jan 30<sup>th</sup> CPT class. The promotion of the program continues with over 2200 customers reached through email blasts.</p> <ul style="list-style-type: none"> <li>Since CPT program inception (2016) CSB has hosted/supported 31 recruiting events dedicated solely (or a portion of the time) to CPT graduates with multiple manufacturers and provided vendor table for EDC at Job Fairs held this quarter to support marketing of the CPT program</li> <li>BL &amp; FAWA Project Coordinator hosted the annual Manufacturing Job Fair &amp; Manufacturing Tech Boot Camp Open House, in partnership with Adult &amp; Comm. Education, EDC and EFSC held in Cocoa on Oct 2<sup>nd</sup>. The Open House offered employers tours of the Manufacturing Training Center &amp; overview of the Boot Camp training, which augments the CPT program with additional industry certifications.</li> <li>BL assisted with promotion to manufacturers and attended the Semiconductors &amp; Manufacturing Supply Chain Apprenticeship Accelerator on Oct. 11<sup>th</sup> held at Port Canaveral.</li> <li>BL &amp; FAWA Project Coordinator met with Executives of Guardian Manufacturing on Oct 16<sup>th</sup> to learn more about capabilities to collaborate with FAWA grant &amp; CSB programs.</li> <li>BL &amp; FAWA Project Coordinator attended the CareerSource Flagler Volusia Career Showcase for manufacturing/aviation careers at Embry Riddle in Daytona on Oct</li> </ul>

## Industry Workforce Committee

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

			<p>19<sup>th</sup> and attended by high school students from Brevard, Volusia and Flagler counties.</p> <ul style="list-style-type: none"> <li>• BL attended the FloridaMakes Make More Manufacturing Summit on Oct 25<sup>th</sup> &amp; 26<sup>th</sup> at the Dr. Phillips Center in Orlando. Topics of discussion included Digital Transformation of manufacturing, awards to apprentices of the year and manufacturing businesses around the state. There were also highlights of state resources, new technologies &amp; policies to leverage the productivity/technology for the manufacturing sector.</li> <li>• Provided support and promotion of FAWA grant initiatives to manufacturers in Brevard and assisting our new BL in completing 2 OJTs under FAWA with a Healthcare manufacturer in Palm Bay.</li> <li>• BL attended the Brevard Achievement Center Production Dept Open House &amp; tour on Nov 2<sup>nd</sup> of their Rockledge facility and learned about their capabilities to benefit manufacturers and how CSB/BAC can collaborate our efforts for assisting employers.</li> </ul>
Construction & Skilled Trades		Ongoing	<ul style="list-style-type: none"> <li>• BL providing continuous outreach to employers current and past to discuss options for them such as OJT, IWT and if apprenticeship is a route to take.</li> <li>• Acousti Engineering company engaged with BL to talk about Skillbridge and attending events for recruiting methods. The company attended Paycheck for Patriots job fair, as this was their first time attending CSB event.</li> <li>• BL spoke with Robert McKinzie, Economic Development Specialist at the City of Palm Bay, as they are looking at businesses in the area that house apprenticeship but also development for the city. Conversated about how to drive businesses to the area for those who live in Palm Bay. BL recommended polling those who leave the area to commute to work, what industries they would considering changing their careers for to no longer commute out of Palm Bay.</li> <li>• Construction Overview – <b>See Presentation</b></li> </ul>

## Industry Workforce Committee

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

Development and Support of Competency and Work Based Learning Programs

Ongoing

- Apprenticeship Navigator (AN) met with the Training Director for Electrical Training Alliance of Daytona Beach. Two electrical employers are participating with this registered apprenticeship program that work out at the Cape. They are interested in learning about funding opportunities in Brevard for those employers.
- On October 11<sup>th</sup>, Brevard held a Semiconductor Nano Technology Apprenticeship Accelerator. This was in partnership with FLDOE their Apprenticeship Training Representative Anne Everly, CSB Navigator, NIIT (National Institute for Innovation and Technology), EDC of the Space Coast and FloridaMakes. Mack Technologies was recognized for their SMT Operator apprenticeship which was registered September 29th, 2023, and is the first in Florida and the Nation for semiconductors. This accelerator was intended to help those within the industry as the new CHIPS Bill was released and bringing more manufacturing back to the states.
- Local ATR Anne Everly, Susan Bosse, CareerSource FL, and CSB Navigator were on a live national panel for Safal Partners to present on how apprenticeship works well in the State of Florida. The model developed within this region between ATR and Navigator is being highlighted not only across the state, but also the nation.
- At the end of October, it was expected that the Department of Labor will be conducting a recorded webinar in conjunction with the Center for Excellence featuring local ATR Anne Everly and CSB Apprenticeship Navigator.
- Continuous meetings with Parrish Medical Center last quarter led to them now creating a registered apprenticeship program. They will be starting with their maintenance department first, then into their clinical department. Apprenticeship team working on developing those standards now and will review and revisit.
- AN attended Adult Ed's Pre-Apprenticeship program advisory

## Industry Workforce Committee

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

committee that was held November 6th. Discussions surrounded the need for marketing their programs to gain more traction on student numbers. They are also looking for more employers to get involved that are apart of registered apprenticeship as these are feeder pipeline classes to those programs. They are having success with their new cybersecurity program with 10 graduates in December and heading to THAP registered apprenticeship program (cybersecurity for Telehealth with CommHit).

- AN working very closely with EDC Angela Neal and CSB LVER team regarding Skillbridge, as it is a focus for getting transitioning military into registered apprenticeship and instrumental in building a local workforce with great talent.
- AN met with Operation New Hope, who work with those who have a justice involved background. Connected them to Florida Trade Academy as they created a program with the Sheriff's department in the Tampa region for inmates to get skilled through pre-apprenticeship prior to release so they have more of an opportunity to get placed in a career path.



# Construction, Hospitality & Apprenticeship Updates

Melissa Byers- Business Liaison/Apprenticeship Navigator



## Construction

### Continuous outreach to new and repeat businesses.

- OJT, IWT, and Apprenticeship Opportunities
- All Business services offered

### Events Attended

- Melbourne Chamber – Good Morning Space Coast, with Keynote Hedrick Brothers CEO
- Helped with Veterans Job Fair – Including getting new businesses to attend the event for the first time.

### Outreach

- Worked closely with Veterans team on Skillbridge services
- Spoke with The City of Palm Bay's Economic Development Specialist regarding apprenticeship within Palm Bary, new businesses and ways to get new businesses to the area, and other factors to help the growth of Palm Bay.
- Viera Builders hired a new HR Assistant and was introduced to them. They have developed a new in-house training plan and would like to meet in the new year to ensure it aligns with the industry needs out there.



# Hospitality

Continuous outreach to current and re-engagement of past employers.

Liaison continues to keep relationship going with our local tourism council. Meeting with Peter Cranis to discuss a Hospitality and Tourism Career Fair.

Held a virtual meeting with EDC Angela Neal regarding the career fair for Hospitality and Tourism as they are rebranding the Space Coast. With this knowledge Liaison wanted to incorporate their branding (announcement Jan 24).

Outreach to hotels within the Cape area for the Career Fair. Looking at Jan 31 possibly later in Feb. This will be a Scavenger Hunt Career Fair to get jobseekers learning about the community and the County.



# Apprenticeship- Semiconductor Accelerator



October 11<sup>th</sup> at the port held a Semiconductor Nano Technology Accelerator

Highlighted Mack Technologies the First Registered Apprenticeship in Florida and the Nation for Semiconductors

This was organized by FLDOE, CSB, NIIT, EDC, and FloridaMakes



# Apprenticeship

Met with a Volusia Apprenticeship program who has participating employers that work out at the Cape.

Navigator continuously attends training twice a week. CSB Navigator has been the trainer, and asked to Host when Director of Apprenticeship CSFL is unable to attend.

Local ATR Anne Everly and CSB Navigator was interviewed back in July regarding our best practices. In October it was announced that DOL has approved the duo to be recorded as a national model and standard. More to Come.

ATR Anne Everly, CSB Navigator and Susan Bosse CSFL Director of Apprenticeship appeared on a national live webinar for Safal Partners. This was a panel to discuss the practices of RA in FL and how the ATR and AN work together.

Navigator and ATR have met with more 6 companies to discuss RA. Currently Parrish Medical is in the process of writing their Standards. More new programs to come as well as expansions on currently developed programs.



# Apprenticeship

Navigator has been staying connected with Scott Ellsworth who consults with multiple intermediaries for RA. ATR with AN met with JFF (Jobs for the future) in reference to an aerospace apprenticeship accelerator for the next year. Scott has been in contact with Susan Bosse, and Katheryn with FLDOE and there were be multiple events.

EDC Angela Neal has been working closely with Navigator and Veteran team to get Skillbrige involved in the area and with RA.

Navigator sat on the program advisory council for Adult Ed's pre apprenticeship. They are looking for more employers who would like to participate to gain more input. Their new cybersecurity pre apprenticeship program will be graduating 10 students, and they will be going to our local THAP ( telehealth cybersecurity program at CommHit).

Operation New Hope a nonprofit that helps those who have justice involved backgrounds reached out to navigator. In learning more about their program, connected them to Florida Trade Academy. This connection highlighted how FTA created a program in another area that got those who were in Jail ( county ) certified in Pre apprenticeship before release making it easier to place in a career.



## Industry Workforce Committee

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

**Objective 3: Educate the Business Community on the Value of our Services and the Value of Brevard's Talent to Meet their Business Needs**

<u>Strategies</u>	<u>Actions</u>	<u>Timeframes</u>	<u>Status</u>
Educate and Recruit Critical Partners for Sector Strategy Initiatives	Educate the Brevard Community on CSB Services and Sector/Industry Initiatives	Ongoing	<ul style="list-style-type: none"> <li>• Rapid Response Coordinator (RRC) provided 114 services to 88 businesses registered in Employ Florida.</li> <li>• Of the 88 businesses, RRC conducted outreach to 80 businesses that may be starting to struggle financially. This outreach resulted in verifying closure of 15 businesses still appearing on the Econovue report due to the business still owning buildings or having outstanding bills to pay.</li> <li>• Community Partner Outreach to 14 non-profit organizations to share CSB partnership, Metrix Skillup, and Crosswalk portal information.</li> <li>• Layoff assistance offered to BK Technologies. The company will be selling a division in 2024 and CSB is planning to assist 30 people that will be affected by doing on site workshops and an onsite job fair. First Savings Bank out of Indiana filed a federal WARN notice laying off one remote worker in Brevard County.</li> <li>• Rapid Response Lunch and Learn Business Learning event held on December 12, 2023. Twenty-Seven businesses registered in advance of the event.</li> <li>• RRC conducted one Super Tuesday Virtual Job Fair on October 24, 2023. The event had ten businesses representing 170 job openings. There were thirty-three job seekers who attended the event. Each job seeker visited an average of 6 virtual booths. Brevard County Public Works had the most visits followed by the FBI.</li> </ul>
	Conduct outreach to key partners, stakeholders and community on the programs, services, and successes	Ongoing	<ul style="list-style-type: none"> <li>• RRC attended the Melbourne Chamber's Women of Excellence, Melbourne Chamber Small Business Council, and Viera Means Business meeting, and attended 6 other chamber events.</li> <li>• CSB President Marci Murphy was featured in the December issue of Florida Trend magazine's "Top 50 People to</li> </ul>

			<p>Know in Brevard County”. This distinguished honor helps promote CSB outreach efforts to partners, stakeholders, and the community. Congratulations Marci!</p> <ul style="list-style-type: none"> <li>• VP of Industry Relations Thomas LaFlore quoted in Florida Trend regarding the challenges of keeping a talented workforce in Brevard. CSB’s Florida Atlantic Workforce Alliance (FAWA) was highlighted as a solution to unite and align workforce development, education, economic development, and employers to collectively boost the workforce in aerospace/aviation, advanced manufacturing, and IT/cybersecurity.</li> <li>• <i>See Business Services Quarterly Review Presentation</i></li> <li>• <i>See Quarterly Multimedia Outreach Presentation</i></li> </ul>
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## Rapid Response Updates

Kimberly Weatherby – Rapid Response Coordinator

## SERVICES TO BUSINESSES

- A total of 88 Employ Florida registered businesses received 114 services
- Of the 88 businesses, 80 were listed as beginning to struggle on the Econovue Report
- There were 14 nonprofits that received information on partnering with CSB, Metrix Skill Up Brevard and the Crosswalk Portal.
- CareerSource Brevard information was provided to 17 unregistered businesses to encourage working with CSB

## WARN & Layoff Notifications

- First Savings Bank
- BK Technologies



## SPECIFIC LAYOFF ASSISTANCE

1. BK Technologies accepted the offer to help with onsite assistance in March 2024. The company sold one of its divisions and will lay off 10-13 people each quarter of 2024. First Savings Bank had one remote worker in Brevard County that was provided a layoff information package and additional information on CSB.
2. CSB will have an onsite resume and interview workshop at BK Technologies in March 2024. Two weeks later will have an onsite job fair for manufacturing/assembly positions.
3. BK Technology expressed interest in Incumbent Worker Training to train and transfer up to 3 of the assemblers to customer service positions.

## SUPER TUESDAY VIRTUAL JOB FAIR

- October 24, 2023, from 11:00 to 13:00
- There were 10 businesses
- Job seekers attending: 33
- The Premier Virtual report showed each attendee visited an average of 6 booths
- The businesses attending had 170 job postings on employflorida.com



## TRAINING, CONFERENCES & WEBINARS

- Attended 3 Webinars from Department of Labor Workforce GPS and other sources
- SME Meetings with other CareerSource Regions to learn Workforce best practices
- Completed 6 Emotional Intelligence courses and 4 others through Skill Up Brevard (Metrix)
- Monthly Rapid Response Coordinator Trainings
- Monthly Econovue Trainings for Rapid Response Coordinators



## Recruiting Events, Job Fairs & Workshops

Offering businesses and career seekers quality workforce services

### Recruiting Events

#### 12 Onsite Events

- 8 unique employers included Manufacturing, Security Services, Nonprofit Employment Org., Staffing Agency, Retail & Restaurants represented
- Appointments & Walk-Ins
- 265 Jobseekers attended (87 from Culver's)  
14 Veterans



## Recruiting Events, Job Fairs & Workshops

Offering businesses and career seekers quality workforce services

### Job Fairs - 4 Events

#### Manufacturing Tech Bootcamp Open House & Job Fair

- Partnered with BPS Adult & Community Education, EDC and EFSC
- 19 Employers & Partners participated
- 77 jobseekers / 10 Veterans
- Open House tour for employers & industry partners to hear about the Manufacturing Tech Bootcamp training, which augments the CPT program, giving students credit hours towards a bachelor's degree in engineering technology.



## Recruiting Events, Job Fairs & Workshops

Offering businesses and career seekers quality workforce services

### Job Fairs - 4 Events

#### Back to Work 50+ Job & Resource Fair

- 15 employers in various industries
- 7 Partner Organizations
- 113 jobseekers / 13 Veterans



#### Super Tuesday Virtual Job Fair on Oct 24th

- Partnering with AFRC Patrick
- 11 Employers
- 33 jobseekers / 3 Veterans

## Recruiting Events, Job Fairs & Workshops

Offering businesses and career seekers quality workforce services

### Job Fairs - 4 Events

#### Paychecks for Patriots Job Fair on Nov 8th

- Special Thanks to Brevard County
- Hosted at Viera Regional Community Ctr
- 55 employers from all industries, including federal contractors
- 338 jobseekers / 98 Veterans





## Recruiting Events, Job Fairs & Workshops

Offering businesses and career seekers quality workforce services

### Job Fairs - Partnering Events

#### One Senior Place Senior Job & Volunteer Fair

- Held on-site at One Senior Place on Nov 3<sup>rd</sup>
- Hosted over 20 employers & community organizations

#### Kaiser Job Fair on Dec 5th

- Held on-site at Kaiser University
- 19 employers
- 42 jobseekers



## Business Learning Events

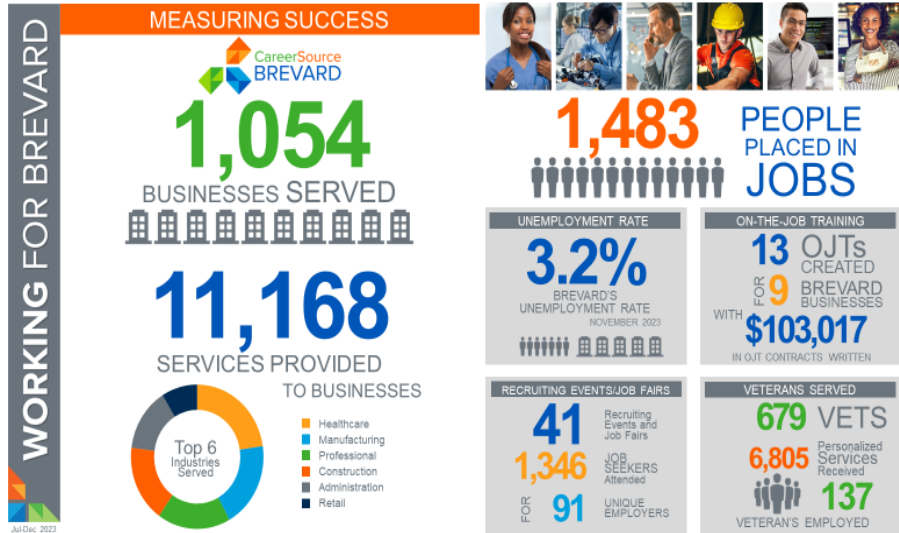
Collaboration of Brevard Businesses

- **Semi-conductors, Nano Technology, and Manufacturing Supply Chain Registered Apprenticeship Accelerator, hosted at Canaveral Port Authority on October 11<sup>th</sup>**
- **Employer Roundtable & Business Learning Event, hosted virtually on November 2<sup>nd</sup>**
- **Proactive Solutions for Talent Retention, hosted virtually on December 12<sup>th</sup>**



# Fact Sheet

Business Services Provided July 1<sup>st</sup>, 2023 through December 31<sup>th</sup>, 2023





# **Strategic Outreach & Awareness**

**July to December 2023 Highlights**

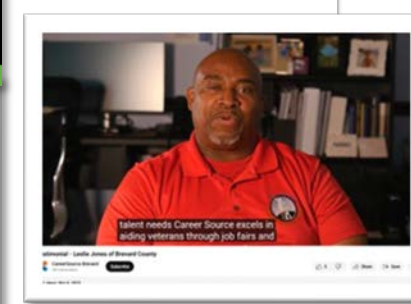
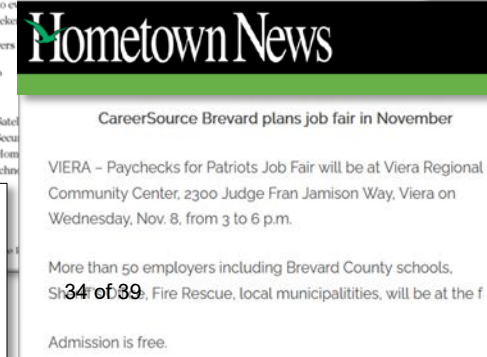
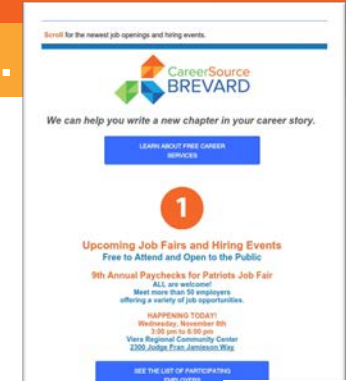
**Engaging digital and traditional multimedia strategies  
to further business, jobseeker and  
industry partner relations.**

# Paychecks for Patriots: Annual Veteran Job Fair Multimedia Campaign

Connecting 338 career seekers (98 veterans) with 55 employers.

## Outreach to Businesses & Career Seekers

- **Event Flyer:** Digital and print.
- **Email Marketing:** Weekly sends to career seekers and community partners.
- **Social Media:** Paid ads on Facebook and organic multi-channel posts & toolkit for employers.
  - LVER award news leveraged to build trust in CSB!
- **Business Testimonial Videos:** Businesses and community partners share the benefits of working with CSB and hiring veterans.
- **Key Media & Community Event Coverage:**
  - Brevard's community event calendars
  - Florida Today event announcement
  - FloridaCommerce e-news
  - 98.5 The Beach event PSA
  - Brevard Business News
  - Hometown News event announcement
- **Web/Google/SEO:** Event added to CSB's Google business profile and CSB website.





# Manufacturing Month Multimedia Campaign & Job Fair Promotion

Connecting 77 career seekers with 19 employers ready to hire at Job Fair!

## Outreach to Businesses & Career Seekers

- **Flyers:** Digital and print.
- **Email Marketing:** Weekly sends to career seekers and community partners.
- **Social Media:** Non-paid multi-channel posts.
- **Video:** Marci Murphy supporting Mack Technologies, recognized as first in Florida to offer Surface Mount Technician Registered Apprenticeship.
- **Key Media & Community Event Coverage**
  - Brevard Business News
  - Florida Today
  - Space Coast Daily
- **Web/Google/SEO:** Event added to CareerSource Brevard's Google business profile and updates to CSB's manufacturing sector strategy page.

**FLORIDA MFG MONTH**  
**MANUFACTURING JOB FAIR**  
MONDAY  
October 2  
2:00 pm to 7:00 pm  
Brevard Public Schools  
Clearlake Education Center  
Meet hiring managers who are ready to hire!  
OPEN TO THE PUBLIC  
For all your job & training needs  
careersourcebrevard.com  
(321) 504-7600  
CareerSource Brevard Career Center  
Monday-Thursday  
9:00 am to 5:00 pm  
Friday  
9:00 am to 3:00 pm  
MESA Mentorship  
9:00 am to 11:00 am  
For Phone & Chat Live Hours:  
Visit careersourcebrevard.com  
A proud partner of the  
americanjobcenter®  
network  
As most employers' recruitment strategies require, this site and network is available to employers and job seekers. For more information, please contact the CareerSource Brevard team at (321) 504-7600.  
Brought to you in partnership with:  
ECONOMIC DEVELOPMENT COMMISSION  
COUNTY OF BREVARD  
Eastern Florida STATE COLLEGE  
For Jobs and Events, Text JOBS321 to (321) 384-8803  
CareerSource BREVARD

Celebrating Manufacturing Month, and you're invited to these events...  
**You're Invited**  
Celebrate Manufacturing Month With Us!  
Together We Can Advance the Manufacturing Sector on the Space Coast!  
**1**  
Manufacturing Tech Bootcamp  
Open House and Job Fair  
This talent-building initiative will produce certified intermediate Engineering Technicians, help 10 talent gaps and strengthen the talent pipeline, and provide an academic curriculum to get employees to you fast! Join us for an Open House where you can see the training facility and see the equipment to be used for training, and learn about instruction offered and certifications available to your next employee! **Certified** include Nondestructive Testing, High-Reliability Soldering, Manufacturing Method, Cable Assembly, and more! **Following the test, join your peers for a Manufacturer Fair** to meet your next best employee!  
Network with these program partners:  
Brevard Adult & Community Education, Eastern Florida State College, and Economic Development Commission of Florida's Space Coast.  
**Monday, October 2nd**  
Bootcamp Information Session: 1:00 pm to 2:00 pm  
Open House: 1:00 pm to 7:00 pm  
Job Fair: 2:00 pm to 7:00 pm  
Brevard Adult & Community Education - Clearlake Education Center  
1225 Clearlake Road, Cocoa, FL 32922  
**REGISTER HERE TODAY!**  
**2**  
SAVE THE DATE:  
Semiconductors, Nano Technology, and  
Manufacturing Supply Chain  
Registered Apprenticeship Accelerator  
Continental breakfast and networking followed by presentations on the QEP initiative, protecting our economy and national security, benefits and value of registered apprenticeships, and more!

**Manufacturing Tech Bootcamp Open House and Job Fair**  
This talent-building initiative will produce certified intermediate Engineering Technicians, help 10 talent gaps and strengthen the talent pipeline, and provide an academic curriculum to get employees to you fast! Join us for an Open House where you can see the training facility and see the equipment to be used for training, and learn about instruction offered and certifications available to your next employee! **Certified** include Nondestructive Testing, High-Reliability Soldering, Manufacturing Method, Cable Assembly, and more! **Following the test, join your peers for a Manufacturer Fair** to meet your next best employee!  
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Brevard Adult & Community Education - Clearlake Education Center  
1225 Clearlake Road, Cocoa, FL 32922  
**REGISTER HERE TODAY!**

**FLORIDA MFG MONTH**  
**MFG DAY**  
BOOTCAMP OPEN HOUSE & JOB FAIR  
CareerSource Brevard  
Eastern Florida State College  
Economic Development Commission of Florida's Space Coast

**FREE BUSINESS LEARNING EVENT:**  
Securing Our Nation - Building the Future  
**You're Invited**  
Learn about Registered Apprenticeships and Network with Industry Leaders!  
**Wednesday, October 11th**  
8:00 am to 11:30 am  
Canaveral Port Authority  
Administrative Offices Commission Meeting Room  
645 Challenger Road, Cape Canaveral, FL 32920  
Continental breakfast, Networking, and Interactive Discussions  
Learn about the QEP initiative, protecting our economy and national security, hear from Mack Technologies Inc., Florida's first Semiconductor Registered Apprenticeship, get an update on Florida's Apprenticeship program from the Florida Department of Education  
**day, October 11th**  
1 am to 11:30 am  
Live Offices - Commission Meeting Room  
645 Challenger Road, Cape Canaveral, FL 32920  
**REGISTER HERE TODAY!**

Accelerating Apprenticeships in Brevard  
CareerSource Brevard  
Subscribe  
Share

CareerSource Brevard will be closed on these days: December 25th, December 26th, December 28th, January 1st, and January 2nd.  
**Trending in Brevard County**  
Brevard County has the 5th most concentrated high-tech workforce in the U.S., according to the TechAmerica Foundation, is among the top 3 of 360 MSAs in the United States for concentration of electrical engineers and technicians, and ranks first in Florida for the number of patents (7%) for every 10,000 workers. Advanced manufacturing growth and evolution is expanding our opportunities. Exciting new companies are landing here, and corporate brand names are expanding too—such as Fortinet Corporation with an impressive new Technology Center and more than 6,000 employees in Brevard County. Brevard has a home base. And workers willing to change careers have great options on the Space Coast of Florida.  
To get more acquainted with the opportunities in the Manufacturing Sector, to projected growth, training programs and talent needs in Brevard County, contact [Lori Bennett](#), Manufacturing Business Liaison, at 321-394-0532.

**BBN BREVARD BUSINESS NEWS**  
Manufacturing Tech Boot Camp, and Open House and Job Fair set Oct. 2  
ROCKLEDGE (Sept. 14, 2023) — Three local organizations have teamed up to offer a Manufacturing Tech Boot Camp, and Open House and Job Fair.  
CareerSource Brevard, Eastern Florida State College's Brevard Adult & Community Education division, and the Economic Development Commission of Florida's Space Coast are teaming up to offer a Manufacturing Tech Boot Camp, and Open House and Job Fair.  
The bootcamp will produce certified intermediate Engineering Technicians, help 10 talent gaps and strengthen the talent pipeline, and provide an academic curriculum to get employees to you fast! Join us for an Open House where you can see the training facility and see the equipment to be used for training, and learn about instruction offered and certifications available to your next employee! **Certified** include Nondestructive Testing, High-Reliability Soldering, Manufacturing Method, Cable Assembly, and more! **Following the test, join your peers for a Manufacturer Fair** to meet your next best employee!  
Network with these program partners:  
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Brevard Adult & Community Education - Clearlake Education Center  
1225 Clearlake Road, Cocoa, FL 32922  
**REGISTER HERE TODAY!**

**florida today**  
CareerSource Brevard to hold manufacturing job fair on Monday  
CareerSource Brevard is holding Brevard's Annual Manufacturing Job Fair from 2 Monday at Brevard Public Schools Adult and Community Education 1225 Clearlake Road, Cocoa.  
Employers that will be in attendance are Arnott, Craig Technologies, Aerospace, Eastern Florida State College, Gem Industries, Guardian Manufacturing, Industrial Steel, Jacobs, Knight's Armament, L3Harris, LF Mack Technologies, Manpower, Professional Aircraft Accessories, Renesas, Roswell Global and Shapes Precision.



- **Program Flyer:** Digital and print.
- **Email Marketing:** Three targeted email marketing campaigns and one lead generation campaign.
- **Social Media:** Organic multi-channel posts.
- **Key Media Coverage**
  - Florida Daily
  - Express Healthcare management
- **Web/Google/SEO:** SEO-optimized program landing page with lead generation form, resulting in 250+ leads to-date, and updates to healthcare sector strategy page.

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## Tri-Regional effort building talent in Aerospace/Aviation, IT/Cybersecurity, & Advanced Manufacturing

- **Program Flyer:** Digital and print.
- **Email Marketing:** To businesses, community partners, and career seekers.
- **Advertising:** BBN and Florida Trend.
- **Social Media:** Non-paid multi-channel posts.
- **Business Testimonial Videos:** Businesses appreciate CSB's talent attraction support.
- **Key Media Coverage:**
  - Florida Trend, Marci Murphy "Top 50 People to Know in Brevard County".
  - Florida Today
  - Brevard Business News
- **Web/Google/SEO:** Program landing page, career seeker training, and business sector strategy page updates.
- **Outcomes-to-date:**
  - 56 Businesses collaborating
  - 15 Career seekers seeking training

[illegible]

# Website, Social, and Email Marketing Analytics

OCTOBER-DECEMBER 2023. Powered by paid and non-paid (organic) advertising.



## Website:

- **Unique visitors 50,903 (steady year-over-year increase)**
- **Top viewed pages**
  - Hot Jobs
  - Career services main page
  - Career services pathway to finding a job page
- **Top sources of traffic to our website**
  - Direct (Typed in our web address)
  - Organic search (Google, Bing, etc.)
  - Paid search (Google Ad grant)



## Social Media:

- 555 new followers: steady year-over-year organic increase as compared to nonprofits our size
- Top referring site: Facebook
- Strongest follower growth: Facebook with LinkedIn a very close second!

## Constant Contact Emails:

- Career Seekers average email open rate: 35%, average email click rate: 2.5% (above industry average!)
- Career Seekers average email open rate: 38%, average email click rate: 5% (above industry average!)





# INDUSTRY WORKFORCE COMMITTEE (IWC)

## ATTENDANCE RECORD

PY 2023-2024	JUL	OCT	JAN	APR
Bakke, Kristin	A	P		
Ghosh, Rohit	A	A		
Hoelke, Art	P	P		
Houston, Karen	P	A		
Jurinak, Jeffrery	P	P		
Klinkbeil, Traci	P	P		
Margiotta, Frank	P	A		
Menyhart, Mike	P	P		
McCarthy, Trudy	A	P		
Patchett, Kirsten	P	past		
Peltonen, Nancy	P	P		
Proctor, D. Travis	P	A		
Rolle, Cordell	P	A		
Rutledge, Rachel	A	P		