

Minutes



Board of Directors Meeting
2019-20 Annual Board Celebration
9/9/2020
12:00 p.m.

Attendees: Scott Watson, Beth Cicchetti, Holly Henderson, Kevin Vaughn, Nina Self, Amber Tynan, Shelly Bell, Cristina Paredes, Rebecca Kelly-Manders, Renisha Gibbs, Stephen Copper-Butler, Patrick Hutto, Jeanna Olson, Christy St. Jean, Melissa Rudd, Amy Geiger, and Tawana Gilbert

Elected Officials Present: Quincee Messersmith and Nick Maddox

Members Absent: Tom Eisel, Maria Mead, and Martina McDowell

Staff Present: Jim McShane, Matt Salera, Dee Robinson, Charlotte Brown, Trish Yahn, Sedrah Brooks, and Dan McGrew

Guest Present: Dr. Henry Mack, Keynote Speaker, and Lawshawn Gordon-UPHS

RECORDING: Patricia McCray

I. Call To Order

Chair Watson welcomed everyone and called the meeting to order at 12:03pm. He explained that if anyone is attending from the public, they are allowed to participate; however, public comment is held to a three (3)-minute limit.

II. Introduction of New Board Members

Chair Watson welcomed Lisa Blaser, Christy St. Jean, and Amy Geiger to the CareerSource Capital Region Board of Directors. He shared with them the importance of their service to the community and the CSCR Board and thanked them for their willingness to serve.

III. Action Item I: Meeting Minutes Approval March 26th, 2020 and June 4th, 2020

Chair Watson drew the Committee's attention to the March 26th, 2020, and June 4th, 2020 meeting minutes. He asked if anyone had any questions or comments about the minutes. There were none.

MOTION: Chair Watson entertained a motion to approve the March 26th and June 4th, 2020 minutes; Patrick Hutto made the motion, Kevin Vaughn seconded, all in favor. **Action Item Approved.**

IV. ACTION ITEM II – Consent Agenda Items

Chair Watson recognized the new committee members and thanked them for their service to the Board and the Committees. He acknowledged Kevin Vaughn for agreeing to serve as the Board Vice-Chair and Holly Henderson as the Board Secretary in their service as Board officials.

MOTION: Chair Watson entertained a motion to approve the Consent Agenda Items, as described in meeting agenda. Nina Self made the motion, and Amber Tynan seconded, all in favor.
Action Item Approved.

V. ACTION ITEM III - Economic Development Council Contracts

Jim stated the purpose of the Economic Development Council Contracts over the years has been to provide funding to the three counties on an annual basis for economic development. A few years ago, Leon County switched to bring the city and the county together to form the EDC, and no funding was no longer needed for Leon County. Gadsden and Wakulla, and Gadsden are the only two counties that CSCR provides funding.

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CSCR annually provides Gadsden Co. \$11,500 and Wakulla Co. \$7,000. Each county provides a report to CSCR before they receive the funds. Part of the funding is used for CSCR to be able to get a software program that is called Chmura Analytics. It gives CSCR some additional help to be able to come back to prospective businesses with workforce information on what's projected but also on what economic development items there.

Jim informed the Committee that if one of the Board members serves on the Gadsden County EDC or the Wakulla EDC board, as a member, you will have to abstain from voting on Action Item III.

Chair Watson asked the Committee members who served on an EDC Committee to identify themselves and abstain from voting. Kevin Vaughn and Amy Geiger are members of the Wakulla Co. EDC, and Beth Cicchetti is a consultant for the Gadsden Co. EDC. All three abstained from voting on the EDC contracts.

MOTION: Chair Watson entertained a motion to approve the Economic Development Council contracts recognizing the three abstained Board members. Patrick Hutto made the motion, and Nina Self seconded, all in favor.

Action Item Approved.

As the Committee waits for the keynote speaker, Dr. Henry Mack, Jim asked Chair Watson to move to the Secretary's report.

VI. Secretary's Report – Holly Henderson

Holly directed the Committee to the Secretary's report, which is attached to the agenda packet for the Committee's review, which focuses on the 2019-20 accomplishments and challenges. Holly also complemented Jim and the CSCR staff on their adaptability and flexibility to meet the challenges of COVID-19.

VII. Career Seeker Orientation Video – Jim McShane

The Career Seeker Orientation video can be found - <https://www.careersourcecapitalregion.com/job-seekers/resources>

Jim shared that Dan McGrew was leaving DWFS and his last day is September 17th. Jim stated that Dan has done an excellent job in his role as the DWFS Regional Director, and he will be missed. He will be moving on to work for CareerSource Florida, and CSCR wishes him well.

VIII. Introduction of Speaker – Jim McShane

Jim directed the Committee to Dr. Henry Mack's Bio which is attached to the agenda packet for the Committee's review.

IX. Keynote Address – Dr. Henry Mack

Dr. Mack thanked Jim, the Board members, and staff for the opportunity to speak to them briefly about workforce education, generally speaking; what's in the mind of the Commissioner Corcoran in terms of

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career and technical education. And also, what is at the top of mind for the Governor Desantis in understanding how Florida can better position, attune, refine and enhance its career and technical education programs to meet market demand.

Dr. Mack stated by market demand, we are keenly aware that we mean skill demands; those skills that employers are signaling as needed or needing and how well we align our education system to provide the kind of talent to fuel the poor economy. Dr. Mack shared that he and Commissioner Corcoran confirm an essential component for workforce development is workforce training and workforce education. He suggested that beginning with the public school system with fifth-grade exploratory courses in health sciences or engineering technology would be a major benefit to the workforce. And continue this up through secondary school or our high schools with programs of studying career technical education and then into the Florida college system then into the state university system. Creating this route for education would provide an integrated and coherent career pathway or opportunity for students to explore career technical education programs in ways that they haven't otherwise done.

Dr. Mack continued to elaborate throughout his discussion on other ways that the Department of Education, in partnership with CareerSource Florida can meet the market demand, bring new life to the Apprentice Florida Campaign, and continue to work in the Workforce Innovation Opportunity Act for Adult Education Title II throughout the State of Florida.

X. Strategic Discussion – Jim McShane

Jim posed a question to the Board members and asked, what do you see as the Coronavirus pandemic marches on throughout our communities you see as the primary challenges going forward.

Chair Watson said a big challenge for his company is the overall adjustment. It's how his clients react to their presence, as they wear masks all of the time while working. Especially if they are doing renovation work for the state of Florida and working in a couple of office buildings and how that interaction is not directly with people. Also, ensuring safety as they interact with the project managers or their personnel on site but just the general populace of the building. These adjustments they have to make so their presence on site is not seen as a hazard.

He also shared with the Board, not overloading an elevator, overloading is a relative term now, not many people should crowd in an elevator. Which requires retraining on how many people can safely ride together in an elevator. There are still things that we have to do to try to keep the site open and the workers healthy and safe as they come and go from home to the worksite. Then they are relying on their continued efforts to do the right thing, to keep themselves healthy and not to either take themselves out of the workforce or bring something back, whether it's COVID or any other sickness for that matter.

His most important question is how COVID-19 will affect the construction industry moving forward. Immediately in that manner, there are a whole lot of concerns he has for other things as this drags on and people get more accustomed to working out of the office and working from home. What does that do, does that diminish the need and requirement for office buildings, and there's just a lot of ancillary things that he does not know how it's going to impact them yet. And everyone is still trying to see what's going to happen there.

Nina, Amber, and Cristina both agreed with Chair Watson in that their business is customer service and community-oriented and is keeping the doors open, but cautiously while adhering to COVID-19 safety

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measures. Their issue right now is because they're serving the people and helping the people that are in need at this time, it's hard to get to them. It's hard for them to get to them because they don't let the public in, so trying to change their processes to accommodate the public without being with the public. That's been a challenge for them and to make sure that they're able to keep staff safe. They all have goals that have to meet to achieve their outcomes. It's going to be very hard to reach those things in these grant programs that they have when they can't get to the clients. And the clients can't get to you because of the fear, and it is a lot of fear with staff and the clients of having public contact.

One of the biggest growing concerns is that this continues to remain prevalent is the lack of access to new funding or flexibility in current funding streams to allow for greater capacity to meet needs. As unemployment rises and as needs shift based on people not being able to work or becoming sick and not having access to health care. They are seeing a tremendous burden on the need for services without that constant support from the private philanthropic side but also from the private side or the public side as well.

Jim and Christina agreed, it's a great opportunity to talk about re-education and providing new opportunities for people that are laid off. In the community, the ones that are most affected by COVID-19 are those that tend to be within restaurants and professional services. When you look at the I.T industry, there's a lot of discussion about entrepreneurial growth opportunities, and there are several companies that are looking for new talent. So, that's a great way to help upskill some of these individuals that are adversely impacted by COVID. This scenario is also seen with the Georgia workforce development agencies as they work with career seekers and employers.

Chair Watson asked if anyone had more comments or questions.

Commissioner Quincee Messersmith thanked Jim and his staff for their work on the Wakulla Cares Act.

XI. Adjourn

Chair Watson entertained a motion to adjourn the meeting, and Kevin seconded the motion. Meeting adjourned at 1:25pm.