

Minutes



**Career Pathways Council
Meeting
February 8, 2022
2:00 PM – 3:00 PM**

MEETING CALLED BY: Kim Moore

ATTENDEES:: Kimberly Moore, Tandria Edwards, Dr. Bill Means, Kevin Vaughn, Chelsa Williams, Drew Dietrich, Maria Mead, Stephanie Solomon, Lisa Jones, Corrie Melton, Regina Browning, Kim Kelling, Cristina Parades, Jennifer Madson, Tom Saxton, Dee Robinson, Trish Yahn, Khari Harrison, Dolores King, Jeanne Harden, Keith Gerena, Rachel Oliver, Renee Walter, Shawna Gray, Jim McShane, J. Cordale, Carlette Smith

Recording: Patricia McCray

I. Welcome & Call to Order - Kimberly Moore

Chair Moore requested that the Career Pathways Council members do a quick introduction to ensure that the employers are aware of who they are. The chair asked that Tandria be the first one to introduce herself.

Tandria Edwards introduced herself as a member of the Career Pathways Council and is affiliated with Career Source Capital Region.

Dr. Bill Means introduced himself as the Director of Career and Professional Development at FAMU.

Kevin Vaughn greeted everyone and mentioned that he wears several hats. However, during the meeting, he is representing the {inaudible 01:15}, and he further noted that he was working with Kim at the chamber earlier the said day.

Maria Mead greeted members of the meeting and outlined that she is the campus president at Keiser University.

Stephanie Solomon, dean of healthcare professions at Tallahassee Community College.

Lisa Jones greeted everyone and stated that she is the career advisor with Ace at Leon County.

Regina Browning stated that she serves as the Assistant Director at Leon County Schools Adult & Community Education.

Kim Kelling greeted everyone in the meeting and then mentioned that she is with WFSU Public Media, and their company is exploring ways to raise awareness for career paths for young people.

Cristina Parades gave a hearty greeting to everyone and then mentioned that she is the Director of the talent at Leon County Office of Economic Vitality and is looking forward to the conversation.

Minutes



Tom Saxton greeted everyone and outlined that he is the Director at Gadsden Technical College in Quincy.

Corrie Melton told members of the meeting that she is with the Greater Tallahassee Chamber of Commerce, specifically Vice President of Membership and Talent Development.

Trish Yahn greeted everyone and then stated that she is the Senior Director of Business Services at Career Source Capital Region. She is also the staff lead for the Business Partnership Advisory Council.

Trish acknowledged the BES Team staff, Khari Harrison and Dolores King.

Jean Hardin stated that she is the Sr. HR Specialist at General Dynamics.

Keith Genera stated he is the local Veterans employment representative for CSCR.

Rachel Oliver introduced herself as the Project Director for CSCR.

Shawna Gray is the events coordinator for CSCR.

Jim McShane introduced himself as the CEO of CareerSource Capital Region.

J Cordell is with Troy University.

Chair Moore thanked everyone for attending today.

II. Meeting Minutes Approval

Chair Moore directed everyone to the November 9, 2021, Career Pathways Council Meeting minutes. Chair Moore said she trusts that everyone had gotten an opportunity to review the minutes before the meeting. As a result, she entertained a motion to approve the minutes.

Motion: Chair Moore entertained a motion to approve the November 9, 2021 minutes. Kevin Vaughn approved, and Kim Kelling seconded—all in favor.

III. Training - Industry Trends (Partner Update)

Chair Moore outlined that this next item will be conversational, and she most definitely wants to hear from representatives of the educational institutions. I want to hear about the effects of COVID. Also, update the committee on industry trends and partner updates. Many things changed locally and across the nation, where numbers have declined in degree seekers. However, there's an increase in ones looking for more targeted employment with workforce training. She asked Tom what he saw in terms of differences on his campus.

Tom responded by saying that he is new to the campus and, as such, he has nothing to compare it to. However, for this year, he gathered that there were some difficulties with enrollment. Specifically, students are not coming in due to the pandemic. Some aspects still need to be streamlined so that students are not trained for a particular company and have issues placing them if that company is filled. Tom assumes that

Minutes



there will be a push for a more specialized partnership in training to get people trained for specific sectors in the summer.

The chair then turned over to Maria and asked her about her campus.

Maria said they were amazed at the first year of COVID because enrollment had spiked. However, there is a decrease in year two (2). Retention is also a cause for concern because students are coping with many issues such as mental health and family and physical health issues. Providing resources for students in recent times is crucial. Job placement rates have never been better. Students can't graduate fast enough to put them in jobs, which is not a problem.

The chair then turned over to Bill and asked about his experience.

Bill mentioned that there is a demand for professional jobs, and they are getting many requests for construction engineering and STEM. There's also a great demand for students in the college of business and industry. They are the most sought-after students Bill has seen in his career.

J. Cordell mentioned that she is a recruiter for Troy, and they have a new support center that is currently online.

Chair Moore then said that she would love to hear from both Lisa and Regina on how things are going with their student profile and any information on the population decreasing.

Regina stated that their enrollment is down and has been affected since the pandemic. As a result, they attend job fairs, etc., to get the numbers up.

Chair Moore outlined what they see at TCC. They did a study that included individuals who lost their job due to COVID or reduced hours. 80% of the people they served have never been involved with TCC before. As a result, they reached another population, and 20% of that population has had a relationship with the college. Of the overall number, approximately eleven hundred (1100) 90% of them stayed with the college. The difference is that the training was ninety (90) days or less. The largest group served was at the GED and high school levels.

IV. Great Resignation Impact

Chair Moore asked Jeanne about how the great resignation impacted them.

In her response, Jeanne outlined that they lost three engineers last month. She further explained that one of the resigned engineers took an offer in South Carolina. He received a high sign-on bonus which included moving him and buying him a house within 90 days, and they cannot counteract that.

Chair Moore asked Kevin about his experience from an insurance standpoint.

Kevin responded by saying there are tremendous opportunities in the industry and job opportunities. Once you have the credentials, you will be hired right away due to available jobs.

Minutes



Carlette outlined a high demand for employees. Their focus is on senior citizens, and they are in high demand. Karla mentioned that she has a janitorial company with 40 employees, and 5-10 people are calling per day looking for work.

Jeanne mentioned that within the last three months, they raised their starting wage by \$2.50. They have it posted on a big sign out by the front lawn. She further mentioned that their issue with getting people onboard is money because while culture keeps them, money is a determining factor as to whether or not they start after they learn the culture.

Jim mentioned that healthcare is in dire need of nurses. Affordable housing is also an issue because nurses are willing to relocate to accept the job but cannot find affordable housing unless it's student housing or an apartment.

Trish informed the council that approximately 6,700 people are looking for jobs, and over 14,000 jobs are available. There is a surplus of more than 50%, which poses a challenge because there aren't enough people to fill these positions.

Jim informed the group he's working on an EDA grant. The target is going to be transportation distribution logistics. The Workforce Alliance has nine workforce boards, three in Georgia, five in Florida, and one in Alabama, and we're all working together, so they all submitted their budgets last week. Our CFO, Matt, is working hard to get it through. And so we have the budget about ready to be put in a narrative. Jim stated his hope to load the grant application into the system later this evening. Jim stated he's working on building a funded workforce development team from the EDA grant to focus on the talent pipeline for the whole industry. And the goal will be that we've got support letters from several of the partners here on the call. Jim stated he would keep everyone informed about the EDA grant as it progresses.

V. Talent Development Council

Chair Moore asked Corrie to overview this line item briefly.

Corrie reported that the Talent Development Council is a group of them responsible for sharing - Cristina interjected, noting a need for a community plan and the need to reach out to the community. Cristina further stated that 35 stakeholders are involved in this process. After it has been formalized, Cristina hopes that there will be a formal launch in February.

Chair Moore adjourned the meeting, thanked everyone for attending the meeting and outlined that she looks forward to seeing everyone in the next quarter.