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CAREER PATHWAYS COUNCIL MEETING

May 12, 2020

2:00 PM – 3:00 PM

MEETING CALLED BY: Jim McShane

ATTENDEES: Jim McShane, Dee Robinson, Tandria Edwards, Dan McGrew, Regina Browning, Shelly Bell, Elyse Cornelison, Hadassah Israel, Lisa Jones, Scott Maynard, Kevin Vaughn, Khari Harrison, Trish Yahn, Sean Friend, Shereada Harrell, Maria Mead, Ashley Crowley, Reenee Walter

RECORDING: Patricia McCray

I. CALL TO ORDER

Jim McShane welcomed everyone and called the meeting to order at 2:01 PM. Introductions were made.

II. MEETING MINUTES APPROVAL

Jim asked if everyone had the opportunity to review minutes from the February 11, 2020 meeting and asked for a motion to approve them.

Motion: A motion was made by Scott Maynard and Maria Mead seconded to approve the minutes from the October 10, 2019 meeting of the Career Pathways Council; All in favor.

Action Item I Unanimously Approved.

III. CSCR Updates

Dee Robinson/Trish Yahn

- a. Unemployment Numbers/Job Seeker Update
 - i. Programs
 - ii. Messaging

Dee Robinson introduced herself as a senior director for CareerSource Capital Region. Dee provided an update on CareerSource Capital Region since the COVID-19 pandemic. CSCR has shifted service provision and what are our next steps. Shortly after March 26th shortly after being hit with the health emergency that has affected the world over. In March, the Governor issued a shelter in place order. And along with that came school closures, business closures, as well as waivers for individuals who were receiving public assistance, and those who received a reemployment benefit. As it stands right now, there are more than 1.3 million distinct individuals that applied for and they are receiving reemployment assistance across the state. Locally, there has been an increase in our unemployment for March and an increase to 4.2% with Gadsden at 5.6%, Wakulla at 3.9% and in Leon for 4.1%. So as a comparison in prior months we were somewhere around 3% for the region.

Sadly, we do anticipate that those numbers will continue to increase as we continue to go through the pandemics. The systems of DEO and DCF, were accustomed to receiving the volume of users and as such, they experience issues such as crashes, lags and the lack of being able to respond to customers. So, to aid the communities the CareerSource network offered to the DEO, by making paper applications accessible through our offices as well as offices of other community partners. We have also had some of our staff trained to be able to provide virtual assistants with pin resets and identity authentication so that individuals could be able to apply for benefits. And we are also serving as a resource of information to answer general questions on how to apply, what

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are your next steps for both agencies. Now while we are accustomed to individuals walking through our doors for help or being to serve them remotely within the community, we have had to figure out how we can serve our community.

So as a means of trying to ensure that they are meeting their mission to help people find jobs and connect them with employers. They moved to providing services by use of technology and virtual tools. Therefore, services such as employment readiness, job search assistance and then case management services for those people who are coming to us through WT or SNAP. There were waivers put in place by DEO and DCF, which are due to expire on May 30th. So, with the expiration of those waivers they know that there will be a tornado of people trying to get in contact with them or come to their offices, because they will have work requirements in order to maintain your benefits.

So, they do not have a good number on what that will look like. DEO created a dashboard to provide some information on the number of people who have applied for assistance by County and by industry, but they're currently having some issues trying to get that information packaged in a way that they can put the information on their website. So, once they have that in their disposal, hopefully that will give them a better picture of how many people have been affected and that they could potentially provide assistance to. As a way to market the services of CareerSource network, CareerSource board began a campaign called, "Help Is Here". They have sort of adopted that campaign because they need people to know that they are still here, and they are still able to help. They can help individuals refresh their skills, increase their employability, go back to work in current field or another one, connect them with training and so on and so forth.

They have been having conversations with the career seekers to let them know that the benefits that they are currently receiving are definitely short term in nature and that they should start thinking about their next steps. They definitely believe that there will be folks looking for new careers, especially those who are frontline out there in the fields with the pandemic and providing essential services. So, they have been asking individuals to beat the rush and start preparing to go back to work now. Going forward they are looking to provide additional resources virtually and they are conducting an assessment of their technology and virtual tools to determine what they have to offer, how best to deploy their tools and then what other tools may be needed, so that they can provide the assistance to individuals remotely.

Dee indicated some of the things that they will be rolling out soon will be their service provision through text. Sending and receiving documents, schedule communication for follow-up, appointment scheduling and the likes. They also will be looking to add new resources to provide employment readiness remotely. They are currently doing workshops on Zoom. We have Career Edge, which provides virtual employment readiness and they are currently doing a pilot with that. Dee stated that Dan or Jim may provide more information on Career Edge later in the meeting. But they are definitely ramping up to reopen to the public and it will likely be by appointment for a select few services.

Trish Yahn reported on employers and on the career seekers. Trish indicated that most of their efforts over the last two months have been focused on issues related to COVID-19. They have implemented some new processes. And have created a new toolkit for employers. They now have a business tool kit, that went out in an email with a plethora of information for businesses and resources that they can access. Some of those resources include the short time compensation plan, the temporary layoff program, the Warn if an employer has to shut down as well as external resources for employers. Trish informed the group that if anyone did not receive that and would like it, she can certainly provide to them.

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Trish stated that they are starting soon with doing some virtual hiring fairs, they have had a test run to see how it will work. Our plan for now is to use Zoom. They have two employers who are interested and one of the employers is going to be on our test run on Friday, possibly. They are also looking at purchasing some systems that run virtual hiring fairs. But for now, they are going to start off by doing it on our own. So that will help with the employers who are hiring and do have hiring needs and there are a lot of them out there right now. They also started offering their professional development workshops by a webinar. Normally what they would do is go to an employer and provide those workshops to the employees' onsite, but they do want to maintain some business engagement. Not only with the employers who have hiring needs right now, but with those who maybe do not because of COVID-19 and still they want to engage them.

In their first professional development workshop on critical thinking, they had about 68 participants. Two organizations, it seemed like based on the attendance sent half of their staff to that workshop. So that was great. They have another one coming up tomorrow on emotional intelligence and then our next one that we will offer is in June on multigenerational communication. So those also are open to any businessperson who wants to attend. There is still a space available for tomorrow's emotional intelligence. Trish asked that if anyone wanted to attend to send her an email her and register for that, it is from 2pm to 3:30pm, email Trish at trish.yahn@careersourcecapitalregion.com.

Trish stated the last thing they are doing is a combination business and more career seeker focused. So, when COVID-19 first happened, they saw the need for people who did want or need to work. What they have been doing every single day is posting a list of employers who are hiring, "We Know Where The Jobs Are", is what we're calling that. They are going out and finding jobs that aren't necessarily in the CSCR system and sharing that listing with all of our staff so that our talent acquisition staff can contact their career seekers. They are also sharing that daily via our social media sites and with anyone who really wants to work, there's probably a job out there for them. And that is one of the ways that they are really trying to get people back to work in addition to helping those businesses who are needing people. Trish stated that their work is very COVID-19 focused just many others.

Jim asked if there were any questions for Dee. No questions for Dee.

Jim stated that they are going to be promoting Career Edge and that he would talk about it later in the meeting. He asked Tandria about the PDF that has an infographic update. Jim asked Tandria to discuss.

Tandria informed everyone that Chair Kimberly Moore was called to an emergency meeting. Chair Moore extended her apologies for not being able to attend today's meeting.

IV. Career Pathways Infographic Update

Tandria Edwards

Tandria stated that they have been looking at a different way to provide the same information as far as the career pathways are concerned. Tandria thanked Jim for providing an example for the infographic, it is a great tool. They have modeled their new infographic based on the one that Jim provided. Tandria provided a draft of what the infographic would look like. It will support a few different pathways on the same documents versus a single document as they previously provided.

And in this version, they are also going to include the K-12 academies if they exist for those particular pathways. So that students will understand and know, that if they start out with their CNA program in high school they can transition and continue down that pathway to a bachelor's degree if they desire. This is a great example of what it's going to look like. They still have more to complete that we are working on. Tandria indicated that she

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wanted to get this one completed to share what it would look like. They are excited about this new direction that they are moving toward because that will also transition into some updates on the website. They are really excited about that.

Jim asked, what do people think? He stated that it is easier to understand.

Jim asked Tandria if the boxes will be hot linked to more information or how is that going to work?

Tandria stated the goal is to be able to also provide this information on the website and then that is where the hyperlinks will come in that will go straight to other programs that the training provides.

Jim thanked Tandria and stated that the infographic is in our colors and it is beautiful.

Tandria thanked Marcomm for putting the infographic together.

Jim stated that he liked the look and it is easy to see what the pathway is. That there is the pathway to the higher wages from the beginning to the end and he likes it.

Jim asked if anybody else had a comment. And Jim also asked, do you like it? Do you not like it?

Several comments from the attendees stating good job and they liked it.

Tandria stated that if anyone had feedback, please do not hesitate to send it to her and she would be happy to incorporate them.

V. Perkins CLNA

Kimberly Moore

Jim asked Shelly Bell to provide information on the Perkins CLNA since Chair Moore was unable to attend the meeting.

Shelly stated that she did not have anything new for next year yet. They have not released the grant. She stated that they were still waiting to see when the money comes and what the grant application will look like. They are working on the CLNA and they are working all that, but we do not have any idea of numbers, dollar amounts, anything as of yet. Shelly asked Sean if he had information.

Sean stated that is correct and that they have not received any information from DOE on next year's allocation. DEO did extend the deadline for the CLNA to August 31st. This will give them a couple more months to work through that which gives them a little more time. Sean stated from what he understands, DEO will do some sort of an interim allocation. In that process they will simply be required to send DEO a budget in by June 30th to get started on July 1st versus sending the full applications, which would be due, he believes by September 30th. They still have not heard anything further.

Jim asked Shelly, if she was aware that the House of Representatives has put a bill together that includes some of this in that bill for workforce. Jim stated that he did not the name of the bill but thought that it was something called reengagement workforce. Shelly stated yes.

Jim stated that is a \$10 billion, I think in their total amongst everything they plan to allocate. Shelly stated that they are following to see what happens.

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Jim stated that they are following the bill too because they are flat funded this year. Jim asked for the partner updates.

VI. Partner Updates

Kimberly Moore

Lively (Shelly Bell) stated at Lively, they are like most postsecondary schools right now that they are trying to figure out the Cares Act, and how the money is to go to students. And then there's a, out of the total allocation, 50% goes back in a grant to students and then the other 50% can be used for the institution for Coronavirus related expenditures. They have one year to spend the funds. They have just gotten in the first 50% and we will work on allocating it out to students. They are now at a point now where they are already enrolling for the fall. And they have had a steady foot traffic coming in and most everything will be done electronically for them. And they are adding a pipe fitter, transition technician one and transition technician two programs.

They are hoping to keep their enrollment moving upward and they will still have students coming through the door to come in their programs. They are placing a hold on our summer programs right now which are in the healthcare fields because they do require background checks and right now no one is doing background checks. So, unless some of the background check offices open up, they will have to put the summer CNA and phlebotomy programs on hold and look for a fall enrollment.

Hadassah asked, I heard you mentioned healthcare on pause for the summer, but what about welding? Is that going to be on pause as well?

Shelly stated, no welding is, as a matter of fact, almost all of our programs are back. If the program was slated to go through the summer, they are following the CDC guidelines. They got confirmation from Chancellor Mack, at the Florida Department of Education. They are adhering to CDC guidelines in bringing students back in small groups. Our welding students are back, and it is sort of a hybrid right now with doing distance education and will still coming in and do lab time.

Shelly stated, they will be opening up most of the facilities that most of their programs that need hands on for students to come in, even if their program isn't slated to go over the summer, like welding night does go over the summer, welding day does not. They will be able to come in and get some time practicing in the booth or in the labs or in the automotive lab or building trades. This will help students as they head into taking those industry certification exams. This will help the students to feel like they are ready and that they have the time in the hands-on labs to be successful. Lively has started that along with most technical colleges bringing students back last week.

Hadassah thanked Shelly. She also asked, in the pipe fitting, is there a contact person in the registrar's office? Because that falls under manufacturing and she would like to let them know if individuals come through CSCR that need assistance with scholarships or other help and if the funding is still available.

Shelly stated that person is Tiffany Randolph would probably, or Mary McShane would be our contact there. Mell Sims is currently our instructor contact. Shelly stated that they already have three students that have come in that want to do industrial pipe fitter, so they do anticipate the program being somewhat popular just because of the length and the demand to the West of us for industrial pipe fitters.

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Hadassah thanked Shelly for that information.

Jim thanked Shelly for her information regarding Lively. Jim stated that he knows just for the training providers in the meeting, we are looking at July, August, September and we're going to be in the mode of trying to get people as quickly trained and certified and employed as possible. That will probably be going to be their real focus. So anything that the training providers can do to assist them in knowing where the demand and what they see as demand and making sure that they are trying to get individuals pointed in a direction that will give them the best benefit quickly. So that is what they will be looking at.

Jim asked Maria if she had a report.

Keiser (Maria Mead) stated at Keiser they have been open. She has been her office and so have their administration all there to serve the students online. Their students are online, but all of the programs that require a lab, those students are able to come into the labs and work with their faculty members to do skill checkoffs. They are of course practicing social distancing. They are taking temperatures when people come into the campus and asking relevant questions to ensure safety of everybody who is in the building. They are operating as normal with classes starting each month. They have just recently had our two plus two articulation agreements signed with TCC and that will start up August 1st. And also, by the fall they should have the on- ground Bachelor of Nursing program started, so that will be exciting as well.

Maria stated just as Shelly also they are working on rolling out the Cares Act package to their students. They have been remarkably busy here and it has been business as usual for her at the campus and working hard to ensure the success of their students which for many students it is a transition for them. Because many of their students come to a private university because it is small and hands on and individual attention. And moving to transitioning to online was a little bit of a really different feed for them. But because they are small, they are able to mobilize and work with those students still individually. They are doing lots of Zoom and Blackboard instructions and working with them closely so that they do not fall out from this transition. And so far, is been successful. Marie stated that she was happy to say their retention has been good through the transition and enrollment has still been good. They are incredibly happy with that. Maria stated that she is available to help in any way if anybody needs it.

Jim thanked Maria for her report and asked for someone else to share.

ACE (Regina Browning) stated that Leon ACE is like most educational institutions did transition to distance learning or the majority of our classes except for our GED classes at Leon County Detention Facility. She stated that has been really great due to their teachers who have gone over and beyond doing an exceptional job during this transition. They are gearing up for summer school as well. They plan to do that virtually like they are currently doing. They are elated that the GED testing started back yesterday and today and all of the seats were full while they are practicing social distancing. They are really excited about that and they are waiting for further guidelines on what they are planning to do for fall. As of now of course the plan is to continue distancing, but if that changes, they will keep everyone updated.

Jim thanked Regina for providing her information on Leon ACE. He asked if anyone else had a report.

FSU (Scott Maynard) stated that all FSU career fairs will all be virtual. STEM fairs will be virtual, futures all major fair, government fair and grad school parent, law school fair will all be virtual this fall. They are uncertain right now, not knowing whether the students are going to return for the fall. In talking to employers, they are finding

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that larger employers are probably not going to be as willing to travel to campuses either this fall. They are hoping that virtual opportunities will open up more for them.

Trish asked Scott if the career center purchased a platform to do those virtual hiring fairs.

Scott stated, they utilize a platform called Career Eco and they have actually used it for the past 10 or 12 years. They participate in a fair with all of the schools in the ACC and all of the schools in the SCC every year. This year, in their education fair they utilized that platform as well. It ran really smooth. They have capability to do, not only chat within the individual rooms for the employer, but they can also do video and do video interviews as well.

Jim and Trish thanked Scott for his information. Jim asked Dan if he wanted to share anything.

Dan stated he did not have anything more to add to what Dee has already provided about the broad services that we are providing right now.

Jim stated that he would have Patricia provide everyone information about Career Edge that they talked about. It is unlimited, anybody can sign up and it is usable in all three of our counties. If you know of anybody that has been laid off that really would like a helping hand, this program does everything from helping you on your resume to videotaping your interview with questions so you can practice. It has a lot of great things. And they are going to push it out to all their partners, our community partners and all of you. This is a product that they want to see if it is going to get used in this region. If it is, it's a major investment for us, but they really think it might be worth providing that it makes it for everybody to do the work and get their work done without having to come into our centers.

Jim stated he wants the partners to try it to help keep individuals to a minimum in having to come into the offices/centers so that no one is overrun, especially with social distancing and 25%. Jim stated that we all are not going to be able to see nearly the number of people in a day that we used to. So, Career Edge is meant to help offset that. And they are also working with the County library system, so he will have more to share about that at some point down the road. The libraries will become sort of an arm of CSCR for the communities that they serve, the seven libraries in Leon County.

Trish stated in her other role as the executive center career consultant she has been promoting Career Edge to some of her career seekers and asking them to provide feedback from their perspective. She has only heard positive things. Two of career seekers stated that they wished they had known about this years ago. Their information was extremely helpful. It is definitely a great tool from their perspective. And she thinks it is wonderful and we need to get more people using it.

Jim stated that he agreed. He mentioned to Maria that she could send it out to her students. It is just a wonderful tool. Take a look at it and all of the students and all of the adults can use it. Jim said that he wants to see that start to increase the numbers so that he can see whether this major investment is worth it.

Maria stated that she would start with her daughter first.

Jim stated yes, you can start with family, it is okay.

Shelly mentioned that 93.3 is a radio station and she did not know if CareerSource has had an opportunity to listen to their station. They have the exclusive rights to all the high school graduations and leading up to them,

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the students and parents will have to listen to the 93.3 radio station because it is the only way that you can listen to the graduations. She believes it is an opportunity to put an ad out for CareerSource or for the Career Edge on the 93.3 broadcasts. Shelly said that Lively is preparing to do some type of ad just because it is a very captive audience. Shelly asked if this is something that CSCR would be interested in doing.

Jim stated absolutely and that he will let Charlotte know. That is a great idea.

Jim asked if there were any more reports or information to be shared. No comment was made.

VII. **ADJOURN**

Jim stated thanked everybody for being on and appreciated their input. It has been a helpful meeting and he looks forward to the next meeting. Tandria will let you know when it is time for the next meeting and what will be discussed. Stay well and stay healthy please.

NEXT MEETING:

TBD