

Minutes



**Career Pathways Council
Meeting
August 9, 2022
2:00 PM – 3:00 PM**

Attendees: Maria Mead, Shelly Bell, Teresa Slade, Jim McShane, Regina Browning, Tom Sexton, Shereada Harrell, and Joey Walter

Staff: Jim McShane, Tandria Edwards, Trish Yahn, Reenee Williams, Khari Harrison, Kevin Gherke, and Heather O'Connor

Recording: Patricia McCray

I. Welcome & Call to Order

Chair Mead highlighted the importance of the council and emphasized that times are getting harder; as such, it can be assumed that it will get tougher before it gets easier. She implored everyone to share and learn from each other and become a part of the solution.

II. Meeting Minutes Approval

a. May 18thth, 2022

Chair Mead stated that she hoped everyone could review the meeting minutes for May 18thth, 2022, before attending the meeting.

Motion: The chair entertained a motion to approve May 18thth, 2022, minutes.

Chair Mead approved, and Teresa Slade seconded—all in favor.

III. Training Gaps

Chair Mead turned this discussion over to Tandria to present this line item.

Tandria greeted everyone and informed the council that their packet contained a list of occupations currently represented on the demand occupations list for their region. She then told the committee that they might contact her or go to the company website if they wish to receive an application for a training program that they would like to see added to the list of eligible training providers.

IV. REACH Act- 10% Holdback Discussion

Tandria mentioned that the Reimagining Education and Career Health Act (REACH Act) became legally binding on July 1stst, 2021. The implementation of this act gave rise to performance-based criteria being introduced to training. This includes the process by which students in the programs are compensated. It is now required that 10% of the payment be withheld pending the successful placement of the student. The current IPA must be updated to reflect this new requirement, which includes new systems and tracking mechanisms to provide a seamless experience.

Tandria invited committee members to air their concerns, feedback, or suggestions.

Shelly was the first to comment; she mentioned that it is a requirement to withhold 10% until the individual is placed, but how would the process work if the individual does not want to be placed or doesn't want to take their final exam? Will they be required to sign a contract to uphold the requirements?

Tandria stated that she does not have an answer to that question yet. She further mentioned that those are possibilities that they will need to plan for.

Shelly asked how long it will be before the schools would be reimbursed. Tandria responded by saying that as soon as they received the invoice.

V. CSCR Updates

Chair Mead asked Jim if he would be presenting on this line item, to which he responded yes. He informed the committee that they did not get the EDA grant. Jim stated they still plan to move forward by looking at transportation distribution logistics as a workforce alliance. He hopes they will receive funding in short order from the state of Georgia.

VI. Partner Updates

Chair Mead told committee members that the last time they met, members were outlining their individual experiences for their respective areas. She then invited members to speak on any trends they would have noticed, their best practices, and also, specifically, if their condition has progressed or regressed. As a result, she was looking forward to receiving updates from members on these situations. Chair Mead began with Regina.

Regina greeted everyone and said they had started their orientation and had a great turnout for this cohort. Chair Mead thanked Regina for this contribution and asked if she saw any trend with students leaning towards online learning. Regina stated that students are opting to attend face-to-face versus online.

Chair Mead then moved on to Tom. Tom stated that he is at Gaston Technical College, and this year, they are in the enrollment process, and it seems they are off to a good start, especially their nursing program. He mentioned that fifteen (15) students are in the program, which is an increase compared to the last few years. He then expressed his appreciation for the newly founded and continued partnerships that they have formed.

Madam chair invited Shelly to share. Shelly informed the board that they didn't have internet access and were trying to find the issue's source to fix it. They got struck by lightning over the weekend. The servers were down but back up as of the meeting today. She further stated that they enrolled fifteen (15) students, and their numbers are rising, which is a favorable report.

Joey stated that the numbers at TCC are looking good, and enrollment has doubled. He said they have been doing well but need to hire more workforce members.

Shereada introduced herself, reporting for Florida State University Career Center as the program director of employee relations. She stated that she works with local employers by helping them figure out where to go to engage with the students on campus. Last year, last fall, FSU decided to do job fairs virtually. Last fall, the number for the STEM fair was 148 a virtual event. We're landlocked in where we host the event, at the College of Engineering. And we only get about 120 employees for that event. And this year, the numbers are at 97, but we probably have about 45 employers attending. Shereada stated that the new student union would be

opening soon. She and other staff got an opportunity to visit before the grand opening, and it's beautiful inside and well worth the long wait.

Theresa with Keiser University greeted everyone and mentioned that they would be hosting an open house on campus on Wednesday, which would be tomorrow. They are also hosting their career fair, which will be held on October 11th, 2022. Keiser is in the process of reaching out to employers and getting their information. Those are the two newest things that are happening right now from the student services side.

Kevin stated there is a concern from the local businesses regarding employee retention because Amazon is coming to town. The Big Bend Manufacturing Association had a meet and greet with some of the local manufacturers to discuss what they are doing to incentivize employee retention. It was a good event. One thing that stuck out was that if they do have employees that decide to leave and go elsewhere to work. You can tell them that they have 30 days to come back when they exit. And they come back to their exact position and pay. If it's longer than 30 days, you can come back, but it's going to be where you started, meaning when you first were employed at the base pay for that position, you lose your seniority. When Ben Pingree went to Chicago to a convention with site selectors, they said that one of the things they commented on was that nationwide, there's a significant shortage of the middle-skills gap exactly the HVAC techs, the welders, machinists, and others. It's a nationwide shortage of that skills, and everybody's trying to figure out how to address it right now.

Maria stated the next meeting would be a hybrid meeting with the BPAC members on November 8th, 11:30am to 1pm, at the Leon Career Center.

Trish said it would be a hybrid meeting on November 8th. If you are unwilling or unable to attend in person, you can join us on Zoom. Lunch will be served at the meeting. We have another joint meeting in May of 2023. And we'll talk a little bit about the business needs with the CareerSource services and solutions. It's also going to be an open forum for everyone to participate. We look forward to seeing the larger group on November 8th. We have a state agency hiring fair on August 31st. It will be at our Leon Career Center. The flyer is in the chat to share with students looking to work for one of the state agencies. There will be eight total employers there, but two state agencies are going to one state agency that will have two different representatives. We Have Highway Safety, Agency for Persons with Disabilities, DCF At Florida State Hospital and Environmental Protection. That's Five Department of Health.

Chair Mead thanked everyone for attending the meeting today. And reminded everyone about the November 8th meeting. Meeting adjourned.