

# Minutes



## Governance Committee Meeting

4/7/2022

2:00 p.m.

**ATTENDEES:** Holly Henderson, Fred Seamon, Martina McDowell, and Scott Watson

**Members Absent:** Regina Browning and Danielle Price-Andrews

**Staff Present:** Jim McShane, Dee Robinson and Trish Yahn

**Recording:** Patricia McCray

### I. **Call To Order**

Chair Henderson welcomed everyone and called the meeting to order at 2:01 PM. She explained that anyone attending from the public could participate; however, public comment is held to a three (3)-minute limit.

### II. **Action Item I - Meeting Minutes Approval – October 7, 2022**

Chair Henderson drew the Committee's attention to the October 7, 220021 Governance Committee meeting minutes. She asked if anyone had any questions or comments about the minutes, and there were none.

**MOTION:** Chair Henderson entertained a motion to approve the minutes; Martina McDowell made the motion, and Fred Seamon seconded. **Action Item Approved.**

### III. **Discussion on the CSCR Board Retreat – March 25, 2022 – Jim McShane**

Jim opened the discussion by thanking the Board members at the Retreat for taking time out of their day to attend. He said there were a lot of great responses captured by Fairman Consulting. The responses they captured are three pages attached to the agenda packet for today's meeting. He brought their attention to two bullets:

4. Employers are faced with hiring for "fit" and investing in training as the number of thoroughly trained/capable candidates is small.
5. Employers are encouraged to review job descriptions for arbitrary or archaic job requirements to improve opportunities to attract more qualified candidates.

Jim questioned the members,

- a. How does our Board better present to the community suggestions and ways that they can do a better job of stating their job requirements for them to be more successful in acquiring well-qualified candidates?
- b. What's the role of the Board in response to a shrinking workforce?
- c. How does CSCR advocate? There was a great deal of discussion regarding advocacy at the Board Retreat.

Jim stated that he believes that this Committee could be responsible for or create a subcommittee. At this point, most of the advocacy work is done by him. Jim informed the Committee that he would be in Washington, DC, next week at NAWB advocating with our Senators and Congressmen.

In June, the REACH Act will decide how the local workforce boards will be combined, reducing the number. This is contrary to the will of the Senate and the House of Representatives. However, it's crucial to advocate for employers and career seekers. Marti Coley is our lobbyist, and she does a great job on our behalf, but the Board can also contribute to meeting with our legislators to inform them of our importance. Marti keeps us informed about the bills and meetings of the legislatures.

The Board can also ask if you are members of associations that would support our efforts with the legislature. Getting more associations acquainted with and supporting the workforce boards would also help. Additionally, CSCR has education partners, training partners and many others that advocate on behalf of the workforce boards.

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Jim asked the Committee your opinions on the Board taking a stance on advocacy.

Holly stated that we need to be clear what we're advocating for and our role as an organization in this space. Are we talking advocacy around more significant issues facing the workforce and what we think needs to be done to address those issues?

Fred stated, at what level, local, state, federal or other types of advocacy?

Martina stated Jim involves the Board on the federal level by providing the latest information regarding workforce development changes. But more work can be done at the local level by the Board. Martina provided several points: hiring for scale and not education, making job descriptions more inclusive and non-restrictive, including citizens returning home from incarceration by providing second chances. Advocating on these issues at the state level is essential for the community. Martina suggested that the Board work with the HR professionals on the issues that impact the workforce. Some board members can participate with HR Florida when they have their legislative conference to address issues. HR Florida does have local legislatures that the Board engages with regarding our workforce employment concerns. Jim mentioned that CSCR has a lobbyist for the Florida Workforce Development Association that works for us.

Jim asked the Committee if they wanted to have a subcommittee to advocate on CSCR's behalf or make this a goal for the Committee for next year? The fall would be a great time to advocate on CSCR's behalf and again in March 2023 in the spring.

Fred stated that the subcommittee would be charged with creating an advocacy agenda is the first step.

The Committee would need to review and shape the advocacy agenda for all levels i.e. local, state and federal and if legislatures or employees would be the contact for discussion. Holly stated it would also need to define advocacy, legislative, local, state or federal officials or employees. It must be crystal clear on whom the audience is, stating what CSCR does and who would be responsible for advocating and understanding the difference.

Jim stated that the city and county elected officials are the ones who advocate on CSCR's behalf, and we market to the community. All Board members should be advocating on CSCR's behalf.

Scott stated it would be more appropriate for the Board to advocate on the local level with our three counties and state level. Relay on the more prominent organizations to handle the federal level on advocating on our behalf. And leveraging on the relationships in each county to advocate for our CSCR behalf.

Holly stated there's a lot that employers can do to make the employee onboarding process more accessible and not so intimidating. Also, seeing how the hiring managers treat new employees and welcome them to the organization. These are others issues we should add to our advocating subcommittee's to-do list.

#### IV. **Adjourn**

Chair Henderson thanked everyone for attending today and asked if anyone had any further questions before adjourning the meeting. There were none.

**Next Meeting**

**TBD**