

Minutes



**Business Partnership Advisory Council
August 15, 2023
11:30 PM – 1:00 PM**

Attendees: BPAC Members: Corrie Melton, Trish Andrews, Bonnie Burk, Claudia Foreman, John Hershey, Carlette Smith, Allie Salyer, Lindsay Holtmacher, Summer Boggs **BOD Members** Patrick Hutto, Mike Temple, Martina McDowell, Keith Bowers, Kim Gay, Louis Dilbert, Monique Ellsworth

Staff: Jim McShane, Trish Yahn, Reenee Williams, Khari Harrison, Kevin Gerena, Dolores King, Shawna Gray

I. Welcome & Call to Order

Trish Yahn provided the welcome and stated Chair Melton was running late. Trish thanked the BPAC members for attending and also noted the Board Members in attendance. A brief review was done of the purpose of BPAC, the returning and new members, and an overview of CSCR Talent Solutions was provided to all.

II. CSCR Updates

Trish reviewed the dates/times/locations of upcoming BPAC meetings. Trish then reviewed upcoming events to be held in the next few months, including Talent Talk (always looking for employers to serve as speakers at this career-seeker focused event), ConnectionsCR and Paychecks for Patriots.

III. Partner Updates

Carlette Smith, Smith Cleaning Service – Working on building more of a community presence. Has workers but not enough work. People are always seeking work from them but they are making sure that they are present in the community, they may not always be able to provide a job.

Claudia Foreman, Capital Health Plan – Applicant tracking system is working well. 50-60 candidates per position.

Louis Dilbert, FAMU/TRIO– Asked how to get someone to serve on Career Pathways Council. Works with adult learners getting into the workplace. Also works with veterans and wants to connect with LVER.

Allie Salyer, League of Southeastern Credit Unions – The industry is used to high turnover however is seeing a newer trend where turnover is way down in the past year. There are only 2 positions currently open. They are partnering with multiple agencies to try and fill the positions. Budgeting wise when someone leaves, the employer is trying to determine if the position should be filled or if it is necessary to have at all.

Martina McDowell, Manpower – Manpower provides staffing services for employers. Martina has a network all across the country. They are able to find the right talent. Manpower has several

apprenticeship programs (highlighted) cyber security and manufacturing. Trends – quite a few applicants coming in. There are people who are lost in the hiring process.

Lindsey Holtmacher, FSU – FSU is coming off of Fall hire. Students are onboarded the applicant pool is larger and the applicant talent has increased.

Summer Boggs, 2-1-1 Big Bend – Contracts and grants, special programs – Would like to be signed up for Paychecks for Patriots. The new CEO is a veteran. Summer would like to hire more Vets. She would like to expand to the FAMU, FSU, TCC. The LIFT program is a partnership through the United Way. There is a slight reduction in funding so looking for there are any daycare providers in the area they have a help me frow program they would like to get in front of the medical community so that they can address the needs.

Patrick Hutto, St Marks Powder They are hiring. Jobs are very labor intensive. He is seeing that candidates are willing to work. Having to look into automation because candidates are still scarce. Candidates must have clean background.

Keith Bowers – 14 active recruitment projects forth community including transportation and logistics. 600 jobs posted in the community. Working non opportunities for small businesses.

Monique Ellsworth, Second Harvest of the Big Bend – Struggling with background screening due to driver's licenses and drug test.

Mike Temple – Background checks regarding credit check are an issue. Speaks to new hires about financial literacy and after 6 months he has seen great changes in their credit. Having trouble hiring member services positions (Customer Service).

Bonnie Burke, Integrisource Director of Recruiting nationwide work consistently. Across every industry candidates are not waiting around they have multiple opportunities in hand when they come to you. Bonnie is the CHAIR of the TalTech Alliance, she is trying to connect with FAMU and other local businesses and education partners. Tal Tech event October 4th, 2023

Trish Andrews, General Dynamics Land Systems– Targeting new grads and paying \$60k - \$70K and still not being competitive.

Corrie Melton, Greater Tallahassee Chamber Worlds of Work, for 9th-12th graders, this is similar to Epcot. Students will be engaged through interactive assistant. October 19th and 20th 2023. Thursday afternoon 10th -11th graders can come back in the afternoon. Educator workforce academy, 15 educators and principals. This will help them understand the community. Public and private schools are invited.

Kim Gay, Goodwill Industries of the Big Bend – Opportunities for justice involved career seekers. Also hires 14 7 15 year olds. Provides CNA Training (one newly trained CNA making \$40k). They are a first job employer. Partnership with Google for certifications however you cannot have a B.A. or A.A.

IV. Meeting Adjourned at 12:55 p.m.