



**Strategic Policy & Planning Committee Meeting**  
**February 10, 2021**  
**3:30pm – 5pm**

**Present:** Renisha Gibbs, Scott Watson, Amy Geiger, Shelly Bell, Erin Gillespie, Missy Rudd, Antonio Jefferson, and Kevin Vaughn

**Absent:** Beth Cicchetti, Amber Tynan, and Cristina Paredes

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

**Recording:** Patricia McCray

**I. Welcome, and Call to Order:**

Co-chair Gibbs welcomed everyone and thanked them for joining the meeting. She then proceeded to call the meeting to order.

**II. ACTION ITEM I – Meeting Minutes Approval November 4, 2020**

Co-chair Gibbs brought everyone's attention to the November 4, 2020 meeting minutes. She then asked if anyone had any questions or comments concerning the minutes. There were none.

**Motion:** Co-chair Gibbs entertained a motion to approve the November 4, 2020 minutes. Kevin made the motion, and Amy seconded.

**III. INFORMATIONAL ITEM I – Performance Improvement Plan**

Dee stated that at the last Committee meeting, the performance was reviewed and it was determined that there was a need for improvement in the youth program. There were three (3) measures that were not being met and one (1) measure that had not been for a three (3) year period. Because of these findings, the ROPC decided to implement a Performance Improvement Plan in collaboration with the service provider. It was reported that the PIP was finalized and took effect on 2/1/2021.

The performance improvement plan includes; action steps to improve existing issues in the fourth quarter after exit and credential attainment. It was stated that the ROPC department efficiently manages the Performance Improvement Plan from the board's perspective. This includes tracking and ensuring that there is compliance with the plan. As it is now, the project is slated to go through December 2021. Further evaluation will be done to the PIP during this time to see if there is a need to continue, amend or discontinue the account.

Meetings are held with program managers for the service providers monthly. Decisions have been taken to make these meetings more formal, to ensure that critical points are captured. These are; performance issues, operational process issues, and looking at outreach updates. A performance policy will be created that outlines performance expectations, when to initiate a PIP and what constitutes the completion (termination) of

the PIP. Consideration is being given to implementing consequences for breaching the PIP, which may be a fine or discontinuation of the contract.

On a bi-annual basis, CSCR has to apply to be the local workforce development area subjected to proving fiscal integrity and performing successfully. Our current performance needs to improve, so in a few years, there won't be an issue to apply for the LWDA.

Co-Chair Gibbs asked if anyone has any questions.

Co-chair Gibbs asked for an update along the way and then stated that move on to the next item on the agenda.

#### **IV. INFORMATIONAL ITEM II – Strategic Vision Discussion**

##### **a. Labor Pool for the region – Loss of 12,000 likely to return**

Jim outlined that data shows that 12,000 people have left their labor pool due to the pandemic. According to national studies, approximately 80% of this figure includes women. It can be assumed that they are home with their children. We think that once the waiver ends, they will return by the end of the month.

##### **b. Upskilling challenge for Restaurant and hospitality workers**

Jim stated his concern with returning employees needing upskilling upon return due to their niche and minimal skills. The other problem is the number of people due to not paying any rent or mortgage which will be homeless once the waiver ends. The OEV and our economic development partners are aware of the situation, and it is being monitored. We will do the best we can and will focus on upskilling individuals.

##### **c. Federal assistance with the House bill**

Jim brought attention to the House bill outlining that it may pass again this year. The goal is that the House bill will provide fifteen billion dollars (\$15,000,000,000) to aid the community colleges, technical colleges, and the workforce system. Approximately five billion (\$5,000,000,000) will go to the workforce system.

##### **d. Potential resources – LinkedIn Data collection – Real-time**

Jim stated that LinkedIn has new real-time information and a recruiting product that is very good. Jim hopes that the company will be the first in Florida to utilize this feature. It will help us implement career ladders, and we will be better able to fine-tune prospective employees. Our BES team is working out very well with our partners like it. It's still slow in our Career centers due to the pandemic.

Jim asked if anyone has a question.

Scott asked about the funding for the LinkedIn subscription. Jim stated that the DEO or Career Explorer would cover the associated cost.

#### **V. INFORMATIONAL ITEM III – EDO Quarterly Reports (All Counties)**

Antonio stated that everything is going well, and the county is currently working on a large logistics project. New commissioners have been selected, and a County Administrator, Ed Dixon. The Busy Bee Corporation has acquired an additional 160 acres at the Gretna Inter-State Exit and plans to develop a Busy Bee store at this location.

Jim asked if there any questions for Antonio. There were none

Amy stated that they hired Beth and Julie, and they are meeting next week to discuss some of the received grants. One of these grants is the Duke Energy Foundation grant for \$12,000. Some other grants have been approved, namely EFI Site Preparedness grants and Marketing and Consultant grants. Julie will provide more information next week. Amy also brought to the board's attention that Publix is coming to Wakulla county. There will be a ribbon-cutting in March or April. We have had a record number, possibly five hundred residential construction permits pulled in 2020 compared to any other year.

Kevin congratulated Amy on the report she gave. He shared with the Committee that the four-lane highway is moving forward with significant progress.

**VI. Adjourned**

**Motion:** Co-chair Gibbs asked if anyone has any new business. No one responded. The co-chair entertained a motion to end the meeting at 3:39pm, Kevin supported the motion, and Amy second the motion.

**Next meeting**  
**TBD**