

**First Coast Workforce Development, Inc. (dba CareerSource Northeast Florida)
Full Board Teleconference Meeting
July 23, 2020**

Chair Elaine Johnson called the CareerSource Northeast Florida Full Board Teleconference Meeting to order on Thursday, July 23, 2020, at 9:30 a.m. Roll call taken and a quorum established.

Board members in attendance:

- Baker: None
- Clay: Paul Cummins
- Duval Elaine Johnson
Jake Schickel
Michael Templeton
Diane Williams
- Nassau: None
- Putnam: Wayne McClain
- St. Johns: Eda Edgerton
- Regional: Darryl Register
Tim Hinson
Dr. Joe Pickens
Lucia Valdivia-Sanchez
Beth Payne
Kirk Barras

Excused/Absent: Clay Lyons and Angie White

Staff: Bruce Ferguson, Cheryl Taylor, Jay Loy, Dianna Davis, Cindy Wadsworth, Ron Whittington, Sammy Green, Sonya Speights, Carmen Lamboy, Melissa Terbrueggen, and Diane Nevison

Others: Rebecca Livingston, Monica Davis, Dr. Linda Woodard (LDW Group LLC), Joann Manning (Job Corps), Anna Lebesch (JAXUSA), Kathy Newman (St. Johns County Chamber of Commerce), Sherrie Mitchell (Nassau County Public Schools), Larry Fairman (Fairman Consulting), Lisa Register (AARP), and others.

Welcome New Board Member – Diane Williams, Black Knight Financial Services: The Chair welcomed new board member, Diane Williams, Black Knight Financial Services, (targeted industry) representing Duval County. Her nomination letter and resume are in the packet. Diane expressed interest in joining our board at the January Talent Forum; we look forward to the knowledge and expertise she will contribute. Ms. Williams thanked the board, is excited to join the board and looks forward to working with workforce development.

Public Comment: None Received.

***Action Items**

Approval of April 23, 2020 Full Board Minutes

Motion by Eda Edgerton and seconded by Paul Cummins to move approval the April 23, 2020 meeting minutes as written; motion carried unanimously.

Election of Vice Chair

The Vice Chair seat previously held by Dan Vohs needs to be filled. The Chair opened the floor for nominations. Dr. Joe H. Pickens nominated L. Wayne McClain. No more nominations were received. **Darryl Register moved the nomination and appointment of L. Wayne McClain by unanimous consent as Vice Chair of the CareerSource Northeast Florida Board of Directors; motion unanimously carried.**

***Approval of Related Party Contracts**

Per Florida Statute, contracts with a board member or related party conflict must be approved by a two-thirds majority of a quorum. There are 3 annual renewal contracts with county Chambers or EDC's, and a customized training contract with Miller Electric Company with board conflicts. All conflict of interest forms have been completed and are on file in the corporate office and those members will abstain from the vote. The Chamber/EDC contracts are business intelligence; company visits are done giving CSNEFL insight to companies' unemployment numbers, companies training needs and understanding the labor market going forward.

Baker County Chamber of Commerce: FCWD, Inc. board members with conflicts: Darryl Register, President, and Clay Lyons, board member, Baker County Chamber of Commerce. **Motion made by L. Wayne McClain and seconded by Lucia Valdivia-Sanchez to move approval the Baker County Chamber of Commerce Contract; Darryl Register abstained from the vote; motion carried.**

Clay County Economic Development Corporation: FCWD, Inc. board member with a conflict: Dr. Joe H. Pickens, board member, Clay County Economic Development Corporation. **Motion made by Michael Templeton and seconded by Darryl Register to move approval the Clay County Economic Development Corporation Contract; Dr. Joe H. Pickens abstained from the vote; motion carried.**

Putnam County Chamber of Commerce: FCWD, Inc. board members with conflicts: Dr. Joe H. Pickens and L. Wayne McClain, board members, Putnam County Chamber of Commerce. **Motion made by Darryl Register and seconded by Lucia Valdivia-Sanchez to move approval the Putnam County Chamber of Commerce Contract; Dr. Joe H. Pickens and L. Wayne McClain abstained from the vote; motion carried.**

Miller Electric Company/Customized Training: FCWD, Inc. board members with conflicts: Tim Hinson, Training Director, Miller Electric, and Kirk Barras, President, Jacksonville General Apprentices Association. **Motion made by L. Wayne McClain and seconded by Eda Edgerton to move approval the Miller Electric Company Customized Training Contract; Tim Hinson and Kirk Barras abstained from the vote; motion carried.**

Program

COVID-19 Response and Reopening Update

Members were updated on CSNEFL's response to COVID-19 and reopening the centers. June employment stats, employment by industry, and Florida Major Metro rates were provided. Regional unemployment in April and May were 11.2% and 10.4% respectively, and June was 8% (June 2019 was 3.4%). Total regional employment is down 27,000 jobs (-3.8%) since last year with leisure and hospitality taking the biggest hit (-18.4%) and Education and Health Service up at 2.4% and Wholesale Trades up 4.0%. Our region is doing better than the state (-6%) due to our diverse economy. Florida's metro unemployment rates has Jax at 8% and Orlando at 16.5%. These numbers will negatively affect our 2021-2022 funding if this trend continues; regions with the most need get more dollars.

Career Centers opened the week after Memorial Day for appointment only clients (450 clients scheduled) and as of July 17th, 675 appointments were scheduled. These numbers are being watched closely; the job search waiver ends August 1 and the extra Federal unemployment benefits end July 31st. There is also an increase in the number of people asking for assistance to reset their Employ Florida accounts (most like due to the work search requirement ending).

New Job Orders have increased the last 3 months with 1,700 new jobs in June.

TANF (cash assistance) caseloads increased from March thru July 10th from 518 to 1713 but has been decreasing. When the work requirement/volunteer waiver ends those numbers will increase bringing staff challenges to limit in person contact. More virtual services are being provided (signatures, documents, etc.) to limit that.

SNAP (food stamps) caseloads have also increased providing challenges. From March thru July 10th SNAP applications increased 3,000% 447 to 15,069. Mandatory participation went into effect July 10; notices were sent and will be tracked electronically.

For program year 2019-2020, 229 WIOA Individual Training Account adult and dislocated workers were served, a \$1.1 million investment, 95% completion rate and \$21.33 average wage. Virtual enrollment for the summer term launched in April and will continue for the Fall. Challenges include training requirements for students with labs and clinical rotations.

For program year 2019-2020, 19 employers were served, 246 employees trained at a cost of \$1,200 per trainee (a \$325,000 investment). Challenges include the in-person application process and onsite training (need to find ways to do more online training). Training was increased \$2.8 million; those dollars will be tracked and how they get obligated.

Bruce asked Dr. Pickens to give an update on how the colleges are handling the fall semester enrollment as this will impact CSNEFL and students seeking scholarships. Dr. Pickens is the Chair of the College of Presidents and has talked to Dr. Avendano, FSCJ President. The colleges are all responding differently to COVID-19 based on student needs. Summer enrollment was up 6% (an anomaly) and fall enrollment still does not have good numbers compared to last year even though registration was delayed 4 weeks to get a better feel on what schools would be capable of doing, i.e., in person, on line, etc. FSCJ expects to be down 10% (a big number when put with the 6% hold back by the Government). FSCJ's Art and Science programs will all be online, except labs and workshops. SJRSC will be more in person and online classes will be different. Typically, online classes are at

the student's convenience meeting deadlines and making benchmarks. Future online will be synchronized via zoom with all classmates participating on the same day and time, or a hybrid online, i.e., if there are 25 in a class meeting on Tuesday and Thursdays, 13 students will be in the classroom on campus social distancing with masks on Tuesday and the other 12 will participate via Zoom and on Thursday that will flip allowing us to social distance. Some classes will be smaller and CARE Act Funds will be used to defray the cost to create more space. This is the first-time system-wide enrollment did not increase immediately during a recession (we think from uncertainty). Also, high school graduates are not moving into college in the fall like they have done in the past; they are remaining home and this is for all colleges, and we are trying to reach out to them since their plans had included college. For the next Board meeting, Dr. Pickens will know the college numbers and looks forward to reporting them to the Board. It will also be interesting to see the longer implication this will have on companies getting the skilled workers they need; employers may have a greater customized training demand for their current workers.

Client Testimonials: Sammie Greene, Assistant Director at the Gateway office, introduced customer Monica Davis to talk about her experience and the challenges she had navigating the system when filing for unemployment. Mss. Davis, a single 58-year-old woman who worked her entire life found herself unemployed with COVID and in unfamiliar territory. In her attempts to file for unemployment and navigate the system she kept getting kicked out. After writing to the Governor and her City Council representative for help she was pleased to be connected to CareerSource Northeast Florida. She called and got an appointment. Staff was compassionate, knowledgeable and got her the help she needed. Hard-working front-line staff are receiving the brunt of customer's frustration and Mr. Greene is great at his job. She was connected to staff person Latasha Carver who stayed with her through the entire process and she received benefits that will keep her afloat until she finds a job. She thanked the CSNEFL staff for their help and providing the services she needed. Both the Chair and Bruce thanked Monica for addressing the board and talking about the impact staff and the organization had on her.

Two additional client testimonials are in the packet. Mr. Philip Hooks from Putnam County, and Bill Fassbender from Nassau County, talked about staff going beyond their duties to help them. Bruce is proud of the good work staff and the organization are doing.

Senior Management Retirements

Two Senior Management staff are retiring. Bruce recognized Cindy Wadsworth, Senior Director of Program Services, who is retiring after 49 years of service. Cindy has been instrumental in WIOA (training, scholarships and incumbent worker training). She is recognized around the state and has extensive program knowledge. Bruce thanked Cindy for her commitment and years of service to the organization. Cindy stated it is bittersweet. She is confident in the team taking her place and is excited about the next chapter in her life.

Lynda Phinney, HR Director, will also be retiring after 22 years of service. Lynda has been in a variety of roles with her favorite being HR. Prior to working for us, Lynda served in the US Navy. Lynda's expertise and steadfastness will be missed, and we thank you for your service.

Introduction of Rebecca Livingston, MBA, JD.

Bruce introduced Rebecca Livingston the new Executive Vice President of CSNEFL who starts August 31, 2020. Rebecca is the perfect fit to lead our region in the state and country. She has 17+ years' experience in workforce development, project management and federal contracting.

Examples include national implementation of WIOA, expansion of apprenticeships into new industries and occupations, creation of career pathways and establishing WorkforceGPS (USDOL ETA online learning and knowledge sharing platform). Prior to joining CSNEFL, Rebecca was the Director of Federal Workforce Solutions at Maher & Maher. Rebecca received her BS in Business Administration from Bucknell University, MA in Business Administration from UF, and a JD from Villanova University School of Law. We are lucky to have her and look forward to our future work together. Rebecca thanked Bruce for his kind words and looks forward to being a part of the CSNEFL team. The Chair stated Rebecca's hire is from all the hard work done by the Executive Committee in building our succession plan.

Next Meeting Date

Full Board Meeting: October 22, 2020 (Thursday), 9:30 a.m. – 11:00 a.m., at the University of North Florida, Adam W. Herbert University Center, 12000 Alumni Drive, Room 1058, Jacksonville or format TBD.

Adjournment: The meeting adjourned at 10:27 a.m.