



SFWIB EXECUTIVE COMMITTEE

DATE: October 8, 2015

AGENDA ITEM NUMBER: 2A

MEETING MINUTES

August 13, 2015, at 8:15 A.M

CareerSource South Florida Headquarters

7300 Corporate Center Drive, Suite 703

Miami, FL 33126

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| <p>EXECUTIVE COMMITTEE MEMBERS IN ATTENDANCE</p> <ol style="list-style-type: none"> 1. Piedra, Obdulio, <i>Chairman</i> 2. Ferradaz, Gilda 3. Garza, Maria 4. Gibson, Charles 5. Perez, Andy | <p>EXECUTIVE COMMITTEE MEMBERS NOT IN ATTENDANCE</p> <ol style="list-style-type: none"> 6. Bridges, Jeff, <i>Vice-Chairman</i> 7. del Valle, Juan Carlos 8. Gaber, Cynthia <p>*****</p> <p>SFWIB STAFF</p> <p>Beasley, Rick Alonso, Gustavo Graham, Tomara Hernandez, Juan Jean-Baptiste, Antoinette Kavehersi, Cheri Smith, Marian</p> | <p>AUDIENCE:</p> <p>Cela, Jose – <i>SER Jobs for Progress, Inc.</i></p> <p>Quiros, Vivian – <i>Sullivan & Cogliano Training Centers</i></p> <p>Rodriguez, Maria – <i>Youth Co-Op, Inc.</i></p> |
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Agenda items are displayed in the order they were discussed.

1. Call to Order and Introductions

Chairman Obdulio Piedra called the meeting to order at 8:27am, asked all those present introduce themselves, and noted into record that a quorum had been achieved.

2. A. Approval of July 9, 2015 Meeting Minutes

Mr. Andy Perez moved the approval of July 9, 2015 meeting minutes. Motion seconded by Ms. Gilda Ferradaz; Motion Passed Unanimously

3. Information – PY2014-15 Career Center Performance Update

Chairman Piedra introduced the item. Executive Director Rick Beasley further discussed and noted that the agency exceeded its maximum goal. He furthermore stated that letters will be sent to Miami-Dade County Mayor and the Board of County Commissioners providing highlights of this region's prior year performance outcome.

He went on to review with the Committee the balance scorecard and provided a brief overview of internal processes by staff.

Chairman Piedra inquired about the acronym, 'ND'. Staff responded that it stands for data not available; No Data.

Chairman Piedra inquired about the two centers (Carol City and Florida Keys) that were 3% shy of meeting the minimum 65% goal. Mr. Beasley provided a recap on what had been discussed at the prior meeting regarding a letter received by KRA. He explained the letter referenced KRA's decision not to renew its contract with this agency. Mr. Beasley subsequently explained that as of August 1st, Arbor E&T, ResCare, Inc. (Arbor) will temporarily manage the three (3) centers that were previously operated by KRA. They are Carol City, Opa-locka, and Miami Beach career centers.

Discussion continued.

4. Information – Update on the Recommendation as to Approval to Authorize Staff to Draft and Release a RFP for Refugee Employment and Training Services

Mr. Beasley continued his discussion from the prior item, stating Arbor will hold a temporary contract until a qualified contractor is identified. The new contractor will officially begin its contract in January 2016 via a Request for Proposal (RFP) process.

Mr. Perez recommended implementing a service provider incentive based on the new performance based contract that would capture and recognize the highest performing provider. One criteria example he recommended is the most employer outreach.

Mr. Beasley provided an update on an incentive recently approved by the Board of a 5% bonus to contractors that meet or exceed their minimum goals. Mr. Perez asked which contractor exceeded its goal for the reporting period. Mr. Beasley responded Transition, Inc.

Mr. Beasley further explained an additional approved incentive for the highest performing career center staff. He explained there would be a total of four (4) recognized for their highest performance achievements during the months of May and June. The names would be announced at the next full Board meeting (8/20/15). Mr. Beasley additionally noted that staff will also seek to identify and recognize quality placements. Mr. Perez shared his comments regarding Transition, Inc.'s improved performance. Mr. Beasley shared his comments as well regarding the positive changes happening at that entity. He went on to briefly discuss WIA eligibilities and direct job placements.

Chairman Piedra requested additional information on direct job placements and Mr. Beasley provided additional details.

Chairman Piedra inquired about employer service processes at the career centers. Both SFWIB Programs Manager Juan Hernandez and Business Services Manager Cheri Kavehersi explained what the processes entail.

He additionally provided an update on a partnership with the Mayor's office on a developer project located in North Miami.

Ms. Ferradaz inquired about this region's ability to achieve a 76.5% performance outcome when only one career center achieved its goal. Mr. Hernandez explained that although the remaining 13 centers had no data, the results did not negatively impact the overall outcome because the 100% achievement met by Perrine Career Center, offset the overall outcome.

Ms. Garza inquired about job placement retention and Mr. Beasley explained that the process consists of follow-ups made after 60, 90 to 180 days of employment.

There was continued discussion regarding the State/Regionalism; WIA/WIOA -Workforce Innovation and Opportunity Act (WIOA); and Retention.

Ms. Garza inquired about the payment process. Mr. Beasley responded that payments are made based on placements.

Mr. Perez briefly discussed issues regarding wage rates and skills gap.

Mr. Beasley requested feedback on how this Board would address the issues regarding wage rates. Chairman Piedra commented that this could potentially be a very "political issue." Mr. Perez clarified that he is recommending the Board identify ways to increase skills so individuals could possibly earn more. Chairman Piedra and Mr. Beasley discussed pros and cons minimum wage increases. They noted that high minimum wages would potentially result in employees being displaced.

Ms. Garza briefly shared information regarding Miami-Dade County Vendor Living Wage requirements.

Mr. Beasley recommended looking at apprenticeships.

Mr. Perez briefly discussed the U.S. Census data and current paradigm shift on wealth. He gave an example of the City of Miami and continued his discussion by encouraging this board to focus on employer/business needs.

Chainman Piedra inquired about the Career Pathway and Mr. Beasley explained.

There was continued discussion.

Chairman Piedra recommended the following be researched:

- What is the current graduation rate?
- What is the level of “Brain Drain”?

Mr. Gibson commented on how there is no middle class and how there is a huge gap between the wealthy and poor. He recommended identifying ways to assist the middle class population. Ms. Gaza concurred and noted that the middle class is “disappearing.”

Mr. Beasley explained that representatives from JP Morgan Chase & Co. will present a “New Skills at Work” study at the next Board meeting that would touch on the various concerns mentioned. He further discussed the current supply/demand matrix, specifically the high wage/high growth category.

Mr. Perez asked whether there had been any outreach conducted on the Port of Miami tunnel project.

There was continued discussion.

Mr. Beasley went on to explain high wage jobs and direct job placements.

There was continued discussion.

Mr. Piedra recommended staff create a team of career center’s top performers to shadow and train other staff.

5. **Information – CareerSource Florida 2014-15 Business Services Performance Incentive**
Mr. Beasley introduced and presented the item noting that this region exceeded its business services performance goals.

No further questions or discussions.

6. **U.S. Department of Education Launches Second Chance Pell Pilot Program for Incarcerated Individuals**
Mr. Beasley introduced the item.

Chairman Piedra asked whether Transition, Inc. would also be involved in this initiative. Mr. Beasley further explained.

Prior to meeting adjournment, Mr. Beasley, as well as members of the Committee, and staff wished Chairman Piedra a Happy Birthday.

Meeting adjourned at 9:55am.