



SFWIB EXECUTIVE COMMITTEE MEETING

DATE: December 11, 2025

LOCATION: Zoom Only

ZOOM: https://us02web.zoom.us/webinar/register/WN_ISSH7LAzTdywsrtfD2Q3IA

1. CALL TO ORDER & INTRODUCTIONS Chairman Gibson called to order the regular meeting of the SFWIB Executive Committee Meeting at 8:19AM on December 11, 2025.

ROLL CALL: 8 members; 5 required; 6 present: **Quorum established.**

SFWIB EXECUTIVE COMMITTEE MEMBERS PRESENT (VIA ZOOM)	SFWIB MEMBERS EXCUSED	SFWIB STAFF
Chi, Joe del Valle, Juan-Carlos, Vice-Chairman Ferradaz, Gilda Gibson, Charles, Chair Loynaz, Oscar, M.D. Mantilla, Rene	Canales, Dequasia Scott, Kenneth "Kenny" SFWIB EXECUTIVE COMMITTEE MEMBERS ABSENT	Beasley, Rick Bennett, Renee Morgan, Ebony Perrin, Yian Smith, Robert ADMINISTRATION/IT
OTHER ATTENDEES		

Agenda items are displayed in the order they were discussed.

2. Public Comment

Public comments should be two minutes or less.

Chairman Gibson opened the floor for comments from the public. No requests to speak were received by the Executive Office. None presented. Item closed.

3. Approval of Executive Committee Meeting Minutes – November 13, 2025

Chairman Gibson presented SFWIB Executive Committee Meeting minutes for review in advance of approval.

Motion for approval of November 13, 2025, SFWIB Executive Committee Meeting minutes by Mr. Chi; Mr. del Valle seconded; **motion is passed without dissent.**

No further comments or suggestions were submitted by the members. Item closed.

4. Information – Senate HELP Committee on Registered Apprenticeships

Mr. Gibson introduced the item; Mr. Beasley introduced Mr. Smith, CSSF's Contract Manager, to present recent updates from the Senate Health Committee regarding Registered Apprenticeships and the integration of Workforce Education, which aligns with recent changes to the Department of Education.

During the meeting, Senator Lisa Murowski discussed labor shortages in key industries and how registered apprenticeships can help address workforce gaps and strengthen career pathways. Mr. Smith reviewed the key takeaways from the meeting, including employer-driven apprenticeship design, scalable models, and wraparound support for participants to improve completion and retention rates.

During next week's SFWIB meeting, Mr. Beasley will present an updated OJT policy. This policy includes a waiver that permits up to 100% funding for companies located in Opportunity Zones. Additionally, he will discuss a revised process designed to help providers expedite apprenticeship agreements with local organizations.

Mr. Beasley also recapped a conversation with the Madam Provost of Miami Dade College regarding concerns raised by employers. These employers expressed difficulties in executing apprenticeship agreements because they needed board approval, which can be time-consuming.

The proposed policy encourages providers to use their existing training funds to execute these apprenticeship agreements, while CSSF will promptly present the proposed program to the board for approval.

Chairman Gibson inquired about the number of active apprenticeships currently offered by CSSF, which stands at twenty-eight at Miami Dade College. Mr. Beasley provided additional information about other apprenticeship programs available through Miami-Dade County Public Schools and various organizations. He clarified that CSSF supports on-the-job training by covering financial costs to help offset labor expenses.

Gibson requested a detailed list of all available programs to be emailed to SFWIB members. This will enhance communication with the organizations they interact with daily. Mr. Beasley agreed to forward this information and emphasized that we can collaborate with employers to create custom apprenticeship programs tailored to their needs. These programs can then be submitted for approval to the U.S. Department of Labor or the Florida Department of Education.

No further comments or suggestions were submitted from the members. Item closed.

5. Information – Federal Update on the U.S. Department of Education

Mr. Beasley provided an update on the Department of Education and invited Mr. Smith to discuss recent developments with the Committee. Mr. Smith reviewed the newly released plans from the U.S. Department of Education to transfer certain functions to other federal agencies through six interagency agreements. Although no date of transfer has been established as of today, Mr. Smith explained the key elements of the plan, which involves the Department of Labor, the Department of Health and Human Services, the Department of the Interior, and the U.S. Department of State. These partnerships aim to improve the management of specific programs, utilize the administrative expertise of partnering agencies, reduce the bureaucratic layers that have accumulated within the Department of Education over the years, and enhance services for grantees, families, and other stakeholders.

The Department of Education will retain its statutory authority, while operational control will be transferred to partner agencies. Mr. Smith indicated that we should expect legal and political challenges from congressional Democrats and various stakeholders. Additionally, workforce boards may need to assess the effects on education and training grant management.

Mr. Beasley provided an update on his discussion with Henry Mack, the nominee for Assistant Secretary of the U.S. Department of Labor for the Employment and Training Administration. He mentioned a recent Training and Employment Guidance Letter (TEGL) released by the state, which resulted in the CSSF team working on waiver

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requests aimed at improving employment and education systems in Dade County and potentially across the state. As a result, a few items may come before the board for approval either next week or in February 2026.

No comments or suggestions were submitted from the members. Item closed.

6. Information – Worker Adjustment and Retraining Notification Act (WARN) Update

Mr. Beasley provided an update on the Worker Adjustment and Retraining Notification Act (WARN), which mandates that employers give 60 days' notice of plant closures or mass layoffs affecting 100 or more employees.

He further explained that the agency is responsible for offering employment and training assistance to workers impacted by mass layoffs. This assistance is triggered by a covered employer's notice of a facility shutdown or layoffs affecting 50 or more employees. It's important to note that this does not include part-time employees or those who have been with the company for less than six months.

Mr. Beasley highlighted the significant number of layoffs in 2025, particularly within the accommodation and food services industry, where over 1,400 workers were affected, a notable increase compared to 2024. Mr. Jaffe Cruz, the Response Coordinator for CSSF, reaches out to companies to offer assistance and register affected employees for WIOA services, making them eligible for dislocated worker services.

Mr. Beasley closed the item by advising the member of additional new areas that will be monitored moving forward including arts, entertainment, recreation, and other services.

No further comments or suggestions were submitted by the members. Item closed.

7. Informational – Jobs EQ Labor Market Report

Mr. Beasley introduced and reviewed key demographic and labor force findings from the Jobs EQ Labor Market Report for Miami-Dade County, FL, prepared by Chmura Economics and Analytics. The report utilized American Community Survey data from 2019 to 2023. Mr. Beasley highlighted employment trends, average wage growth, industry sector data, occupational trends, industry clusters, and the educational outlook for the region. The full report was made available to the Committee for review and can be accessed by the public in the SFWIB Executive Committee Agenda Package online, dated December 11, 2025.

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No further comments or suggestions were submitted by the members. Item closed.

7. Approval – Women-in-Tech Supportive Services Allocation

Mr. Beasley introduced a recommendation to approve an allocation of up to \$150,000 from General Revenue and/or Unrestricted funds to Youth Co-Op at the Little Havana American Job Center. The funds will provide supportive services, in the form of a stipend, to the 18 participants currently enrolled in the Women-in-Tech Full Stack Web Developer Training Program, which was approved by the board on February 20, 2024.

In partnership with the City of Miami, this initiative aims to expand workforce opportunities for women in IT while addressing the growing demand for skilled professionals in the region. To support this effort, the City of Miami Commission has approved a \$250,000 allocation for On-the-Job Training (OJT) for program participants. Additionally, the CSSF anticipates further allocations from The Miami Foundation and United Way.

Motion: Mr. Mantilla approves the allocation of an amount not to exceed \$150,000 in General Revenue and/or Restricted Funds to Youth Co-Op, Little Havana AJC which will serve as a stipend for the 18 participants currently enrolled in the Women-in-Tech Program; Mr. Chi seconded; **motion is passed without dissent.**

No comments or suggestions were submitted from the members. Item closed.

New Business

Mr. Beasley announced the retirement of our long-time workforce partner, Ms. Gepsie Mettellus, President and CEO of the Sant La Haitian Neighborhood Center and provided a brief recap of progress made with Opportunity Zones.

With no further business presented to the Committee, the meeting adjourned at 8:57 am.

The next SFWIB Executive Committee Meeting is scheduled for Thursday, January 8, 2026, at 8:15am. Location to be announced.