



SFWIB GLOBAL TALENT & COMPETITIVENESS COUNCIL MEETING MINUTES

DATE/TIME: August 17, 2023, 8:30AM

LOCATION: The Landing at MIA
 5 Star Conference Center (Florida Key Room)
 7415 Corporate Center Drive, Suite H
 Miami, FL 33126

Zoom: <https://us02web.zoom.us/meeting/register/tZ0lceysqj4oGtWBmMGILVbF68iV33SCib29>

- 1. CALL TO ORDER:** Chairwoman Ferradaz called to order the regular meeting of the SFWIB Global Talent and Competiveness Council on August 17, 2023 at 8:44am.
- 2. ROLL CALL:** 9 members; 5 required; 4 present: No Quorum

SFWIB GTCC MEMBERS PRESENT	SFWIB GTCC MEMBERS ABSENT	SFWIB STAFF
Brecheisen, Bruce Ferradaz, Gilda, Chair Grice, Sonia Piedra, Obdulio (Zoom)	Brown, Clarence (Zoom) Gazitua, Luis Lincoln, Michelle, Commissioner SFWIB GTCC MEMBERS EXCUSED Del Valle, Juan-Carlos Loynaz, Oscar M.D., Vice-Chair	Almonte, Ivan Beasley, Rick Kelly, Travis Smith, Robert
OTHER ATTENDEES		
Rolle, Alexia, Miami Dade College Ortiz-Velazquez, Gizelle, United Way Miami		

Chairwoman Ferradaz explained that the Council anticipates the presence of additional members; however, a quorum has not yet been reached at the start of the session. The approval of the minutes from the June 15, 2023, GTCC meeting will be waived, and the group will revisit the matter if a quorum is subsequently attained.

Agenda items are displayed in the order they were discussed.



3. Information – Early Learning Coalition Early Childhood Apprenticeship Program Update

Chairwoman Ferradaz introduced the item; Mr. Smith further presented.

Mr. Smith delivered a concise update regarding the program's progression, which the Board approved on June 30, 2022. Moreover, he elaborated that while the initial count for the program was anticipated to be fifteen (15) apprentices and four (4) employers, only three (3) employers and six (6) apprentices were in place at this time. Additionally, he disclosed that the wages for the participants has been increased from \$15.28 to \$15.81; nevertheless, the program will adhere to the fiscal limits previously approved by the Board.

Mr. Piedra inquired about the most significant obstacle that staff faced throughout the recruitment process.

Mr. Smith explained that wages were a matter of initial concern during the program's launch; nevertheless, employers were persuaded to raise wages to a minimum of \$15.00 per hour following a prolonged discussion. Mr. Smith introduced Dr. Rolle, from Miami Dade College, who was present to provide further clarification on the obstacles she believed could be affecting the program's participant count. She shared Mr. Smith's viewpoint on the wage dispute and elaborated on the historical factors that contributed to fueling the call for wage hikes. Moreover, Dr. Rolle disclosed that three of the seven employer partners who have signed the MOU have already hired apprentices; nevertheless, each of them reconsidered their initial decision to hire three to four apprentices in light of the wage increases. Conversely, all of them made the decision to move forward with one.

The Department of Education is currently facing a shortage that extends throughout the state of Florida and across the nation. Various initiatives have been implemented that aim to address the situation; nevertheless, the prevailing sentiment is that there is declining interest in pursuing a career in education. Although a complete turnaround will require some time, numerous initiatives are underway to generate greater enthusiasm for a return to the teaching profession.

Mr. Brecheisen asked if the funds eventually expire or sunset. According to Mr. Beasley, the apprenticeship program is unique. Recruiting for the initiative will continue until the objective set by the Board is achieved.

No further questions or comments were presented. Item closed.



4. Information –Miami Dade College Helpdesk Technician Apprenticeship Program Update

Mr. Smith further an update on the Miami Dade College Helpdesk Technical Apprenticeship Program.

The approval of the Helpdesk Technician Apprenticeship Program (HTAP) for Miami Dade College was granted by the Board at its meeting on August 18, 2022. Eleven apprentices were to be employed by two organizations, Miami Dade College and The Thrive Company. Following the program's approval, The Thrive Company decided to withdraw from the HTAP initiative. Although eleven (11) apprentices were the intended number of participants in this program, only nine (9) are presently active.

Due to their withdrawal from the program, Chairwoman Ferradaz asked whether Miami Dade County could accept the four apprentices who were originally assigned to work for The Thrive Company. MDC could, according to Mr. Smith, since the funds had already been approved. In further elaborating on Thrive's withdrawal, Dr. Rolle stated that the requirements set forth by WIOA and the Department of Labor for apprenticeship programs are rather outdated. This is because apprenticeship programs were originally intended for unions rather than higher education institutions or small businesses such as Thrive. Some businesses decided to forego extra steps to get reimbursement via the program. She elaborated that Thrive continues to be an employer partner; nevertheless, they have opted to abstain from receiving WIOA support.

Mr. Brecheisen commented that on average potentially 5-15K per apprentice. Employers must take into account the number of hurdles they must overcome and the potential areas where a mistake could lead to the complete non-reimbursement of expenses. Mr. Beasley discussed several advantages of an apprenticeship program, such as the financial support that employers are eligible to receive and the initiatives being undertaken by CSSF to reduce the volume of documentation needed for reimbursement. He also shared some of the work being done around the sixty-seven Opportunity Zones in Miami-Dade and Monroe County, which will help reduce the paperwork required by employers in the area.

Additional discourse occurred regarding the historical context of opportunity zones in the state of Florida.

No further questions or comments were presented. Item closed.

As a quorum has not been attained, Chairwoman Ferradaz announced that the council would hear the items for approval and move them by consensus of those present.



5. Approval – Revisions to the Support Services and Incentives Matrix Limits

Chairwoman Ferradaz introduced the item; Mr. Smith further presented the Support Services and Participant Incentives limits increase request.

Mr. Brecheisen inquired as to when the last increase to support services occurred. It was last updated in 2011, according to Mr. Smith. Following this, Mr. Brecheisen inquired about the methodology used for calculating the value of each of the increases. Mr. Smith explained that a full assessment was carried out for every service rendered, whereby the rate of usage was also taken into account. He further advised that no modifications were recommended in the absence of a price increase since the 2011 update.

Item moved by consensus of members present.

No further questions or comments were presented. Item closed.

6. Approval – Self-Sufficiency Policy

Chairwoman Ferradaz introduced the item; Mr. Smith further presented the new WIOA Self-Sufficiency Policy.

A continuous dialogue ensued with the goal of clarifying the purpose of the policy and providing concrete illustrations of its potential future applications. Regarding eligibility, Mr. Beasley clarified that the WIOA Self Sufficiency Policy will take precedence over any other eligibility guidance we may have.

Item moved by consensus of members present.

No further questions or comments were presented. Item closed.

7. Approval – Self-Attestation Policy

Chairwoman Ferradaz introduced the item; Mr. Smith further presented the new WIOA Self-Attestation Policy.

Further, Mr. Smith elaborated that self-attestation could be utilized as a means of advancing the case in any circumstance where it becomes challenging a constituent to provide documentation. This carries significance in situations whereby former educational institutions have ceased operations or other vital documentation may be no longer

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accessible. Mr. Beasley continued by stating that documentation and evidence can be obtained in the majority of situations; nevertheless, the objective is to optimize the process and ensure prompt and effective assistance is extended to our constituents.

Item moved by consensus of members present.

No further questions or comments were presented. Item closed.

8. Approval – Allocate Funds for Amerant Bank Personal Banking Representative Apprenticeship

Chairwoman Ferradaz introduced the item; Mr. Smith further presented and introduced Dr. Rolle, of Miami Dade College to further elaborate on the apprenticeship.

Item moved by consensus of members present.

No further questions or comments were presented. Item closed.

9. Approval – Apprenticeship Navigators

Chairwoman Ferradaz introduced the item; Mr. Smith further presented.

Mr. Brecheisen inquired as to how progress on the program would be monitored. Dr. Rolle advised that progress would be monitored by performance. Miami Dade College intends to carry out the following: quarterly employer site visits, monthly apprentice check-ins, and classroom attendance/on-the-job hours monitoring.

Additionally, Mr. Beasley disclosed that CSSF staff will provide the Council with regular updates concerning performance. Further, he requested that Board members support the expansion of apprenticeship programs by encouraging the potential employer partnership of businesses with which they are affiliated.

Item moved by consensus of members present.

No further questions or comments were presented. Item closed.

Being as there were no further questions or concerns, the meeting adjourned at 9:51am.