



however, neither were present at the start of the meeting. Should they arrive during the session, they will be given the opportunity to present and respond to questions from the members.

Item closed.

3A. Global Talent and Competitiveness Council Meeting Minutes – October 17, 2024

Deferred – No Quorum

4. Approval – Summer Youth Internship Program

Chairwoman Ferradaz introduced the item; Mr. Smith presented the request to allocate an amount not to exceed \$2,500,000 in TANF funds to Miami-Dade County Public Schools for the Summer Youth Internship Program.

This program is a strategic partnership between Miami-Dade County, The Children's Trust, the Educational Federal (EdFed) Credit Union, and the South Florida Workforce Investment Board (SFWIB). Both the SFWIB and The Children's Trust will contribute \$2,500,000 each, for a total allocation of \$5,000,000 for the Summer Youth Internship Program (SYIP). Recruitment will kick off in April and the program is set to conclude in August 2025.

Recommendation for the board to approve the allocation of an amount not to exceed \$2,500,000 in TANF funding for the Summer Youth Internship Program (SYIP), as agreed **by consensus** of all members present.

No further questions or comments were presented. Item closed.

5. Approval – Future Bankers Program

Mr. Smith introduced and presented the request to allocate an amount not to exceed \$125,000 in WIOA Youth Program funds to support the Miami Dade College Future Bankers Training Camp Program.

Mr. Smith reviewed the programs details and partnerships as well as the outcomes of the Future Bankers Training Program for PY' 2023-2024.

The council inquired about the year-over-year interest in the program. Mr. Smith confirmed that there is very high interest, noting that last year's program reached its maximum capacity



of 50 participants. Chairwoman Ferradaz asked whether any students had been turned away due to the program's limited space. Mr. Smith acknowledged that some students were unable to attend; however, he did not have the exact number available at the meeting. He will review the data and provide that information to the council members as soon as possible.

Continuing the discussion, Mr. Brecheisen asked about the overall experience for each of the participants and whether there was consensus on the program's effectiveness for students at each location. Mr. Smith advised that the CSSF Youth Department gathers participant feedback; however, he could not confirm if "overall experience" is tracked as a data point in the survey. Mr. Whitaker advocated for the inclusion of a question about students' overall experience in the survey, as this would provide valuable insights into how each bank is performing and whether the locations are aligned.

Mr. Brecheisen asked whether CSSF conducts follow-ups with past program participants to verify if graduates have remained in the finance field over the years. Mr. Smith confirmed that CSSF staff have several success stories of students who either began their careers at the financial institutions where they received training or pursued finance in college and continued working in the field afterward. However, he could not confirm that the CSSF Youth Department is actively tracking the career paths of former program participants. He will ask the youth team about this after the session.

Recommendation for the board to approve an amount not to exceed \$125,000 for the Miami Dade College Future Bankers Training Program, as agreed **by consensus** of all members present.

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

6. Approval – New FIU Construction Apprenticeship Program

Chairwoman Ferradaz introduced the item; Mr. Smith introduced a new construction Project Manager Apprenticeship program at Florida International University (FIU). The program includes OSHA 30 certification and Disaster Recovery training.

[Mr. del Valle, having a contractual relationship with FIU, was recused from the meeting during the discussion and vote.]

Mr. Whitaker raised a question regarding the funding source listed as "NA" in the agenda item. Mr. Smith advised that the apprenticeship program has no associated costs. The agenda item seeks approval to add the program to the training options available to the constituents in Miami-Dade County. The employer will bear any expenses related to the technical instruction.



Following the successful recruitment of active and eligible participants, CSSF staff will present a separate agenda item to the board, requesting approval for wage reimbursement for the employer.

Recommendation for the board to approve the addition of the FIU Program Management Construction Apprenticeship Program, as agreed **by consensus** of all members present.

No further questions or comments were presented. Item closed.

[Mr. del Valle returned to the session at the conclusion of the vote process. A Conflict of Interest/Related Party Form will be completed following the meeting.]

7. Approval – New Training Provider

Chairwoman Ferradaz introduced the item; Mr. Smith presented My IT Future for approval as a potential new training provider for Local Workforce Area 23 (Miami-Dade County). This is the third time this request has been brought before the Council. In the October meeting, the absence of representatives prevented any questions from being addressed. Today, representatives were supposed to discuss the organization's ownership structure, yet, despite submitting a Request to Speak Form to the Executive Office, no one from My IT Future attended. The lack of attendance from My IT Future undermines the Council's efforts to receive essential information.

Mr. Beasley informed the members that CSSF does not promote any training provider and emphasized the importance of an organization having a representative present any time an item is slated for review and approval to address any concerns that the members might have.

The Council chose to postpone consideration of the proposal until a representative from My IT Future could attend to answer members' questions or concerns.

No further questions or comments were presented. Item closed.

8. Approval – Temporary Cash Assistance Time Limits and Hardship Extension Policy

Chairwoman Ferradaz introduced the item; Ms. Vice reviewed the new Temporary Cash Assistance Time Limits and Hardship Extensions Policy, which aims to guide providers in processing hardship requests in a manner that ensures compliance with federal and state statutes.



Mr. Whitaker inquired about the potential impact of the policy on changing outcomes. Ms. Vice clarified that while the policy does not change the outcomes, it serves to provide staff with clear guidance on processing service requests effectively.

Mr. Beasley explained that individuals seeking cash assistance are referred to the Community Social Services Foundation (CSSF) by the Department of Children and Families (DCF) and should be work-ready. However, some individuals require additional skills to become attractive to employers. In such cases, CSSF staff will facilitate the person's enrollment in a training program and provide wrap-around services to support their participation in the training and eventual employment.

During today's board meeting, Mr. Beasley mentioned that members would receive more information on the Benefits Cliff, a concept designed by the Federal Reserve, which offers insight into why hardship requests may arise for individuals already receiving assistance. He also shared several scenarios that hinder individuals on assistance from either securing employment or accepting a pay raise from their current employer. There are several organizations, such as the Beacon Council, United Way, the Early Learning Coalition, and Greater Miami Chamber of Commerce, coming together to determine ways to address this pressing issue.

Recommendation for the board to approve the Temporary Cash Assistance Time Limits and Hardship Extension Policy, as agreed by consensus of all members present.

No further questions or comments were presented. Item closed.

9. Approval – Revision: Rapid Response Policy

Mr. Smith and Ms. Vice presented several revisions to the existing CSSF Rapid Response Policy to ensure compliance with new legislation and state policies, including the introduction of a rapid response tool from the State for monitoring the program.

There was further discussion on the several strategies CSSF has employed to assist workers and employers (i.e., layoff aversion, short time compensation, and Dislocated Worker Program).

Mr. Brecheisen proposed adding clearer language to the “VII. Exceptions” section of the policy to establish guidelines for the Executive Director's authority to make exceptions. Ms. Vice clarified that the Executive Director would only allow exceptions that are in compliance with the law. The council requested that language be added to the policy to specify the limits of the Executive Director's authority to make exceptions.



Recommendation for the board to approve the revised Rapid Response Policy, incorporating language that reflects that the Executive Director will grant exceptions in accordance with the law, as agreed **by consensus** of all members present.

No further questions or comments were presented. Item closed.

10. Approval – Revision: Paid Work Experience Policy

Ms. Vice outlined updates to the CSSF Paid Work Experience Policy, which now incorporates changes to statutory authorities and relevant federal and state laws regarding work experience. In addition, the maximum allocation for any paid work experience participants has been increased from \$7,800 to \$12,500, ensuring our policy is in line with all other training programs that have a work experience activity associated with it.

The Council proposed adding clearer language to the “VII. Exceptions” section of the policy to establish guidelines for the Executive Director's authority to make exceptions. Ms. Vice clarified that the Executive Director would only allow exceptions that are in compliance with the law. The council requested that language be added to the policy to specify the limits of the Executive Director's authority to make exceptions.

Recommendation for the board to approve the revised Paid Work Experience Policy, incorporating language that reflects that the Executive Director will grant exceptions in accordance with the law, as agreed **by consensus** of all members present.

No further questions or comments were presented. Item closed.

11. Approval – WIOA Regional Plan

Mr. Smith reviewed the WIOA Regional Plan, which aims to standardize business practices across workforce boards in the region, specifically in Broward and Miami-Dade counties. Today, the first of three stages in the plan is being presented to the Council for review. Approval would allow us to progress to stage two of a three-stage process. The development and structure of the plan are still in the early phases and will be further refined in the coming months.

Concerns were raised about the accuracy of the data used in the plan, particularly regarding job access and affordable housing. Additionally, there was a question about whether workforce boards outside of Broward County will be included, as many workers from the Miami-Dade County area are bussed to their jobs from further north. Mr. Smith acknowledged that the data



does need to be scrubbed more; however, it has not been communicated how the data will be interpreted and applied.

Recommendation for the board to approve the Phase I of the WIOA Regional Plan, as agreed **by consensus** of all members present.

Being as there were no further questions or concerns, the meeting adjourned at 9:45am.