## SFWIB GLOBAL TALENT & COMPETITIVENESS COUNCIL MEETING MINUTES

**DATE/TIME:** August 20, 2026, 8:30AM

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

**1. CALL TO ORDER:** The Chairwoman Ferradaz called to order the regularly scheduled meeting of the SFWIB Global Talent and Competitiveness Council on August 20, 2026, at approximately 8:36 a.m.

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

| SFWIB GTCC MEMBERS PRESENT | SFWIB GTCC MEMBERS ABSENT | SFWIB STAFF |
|---|---|---|
| Brecheisen, Bruce<br>Brown, Clarence<br>del Valle, Juan-Carlos (Zoom)<br>Ferradaz, Gilda, Chair<br>Grice, Sonia<br>Palacios, Carol (Zoom) | None<br><br>**SFWIB GTCC Members Excused**<br>Vasquez, Fermin<br>Whitaker, David | Parson, Robert<br>Smith, Robert<br><br>**ADMINISTRATION / IT**<br>Mumford, Ronald (Zoom) |
| **OTHER ATTENDEES** | | |
| Mitchell, Carlena, Miami-Dade County Public Schools | | |

*Agenda items are displayed in the order they were discussed.*

**2. Public Comment**

*Public comments should be two minutes or less.*

Chairwoman Ferradaz opened the floor for comments from the public. No requests to speak were received by the Executive Office, and no public comment was presented.

No further questions or comments were presented. Item closed.

**3. Approval – Global Talent and Competitiveness Council Meeting Minutes – April 16, 2026 and June 18, 2026**

Chairwoman Ferradaz presented the April 16, 2026 and June 18, 2026 Global Talent and Competitiveness Council meeting minutes for consideration. The two sets of minutes were considered separately.

**April 16, 2026 Minutes:** These minutes were returned following their deferral at the June 18, 2026 meeting and reflect an amendment clarifying remarks attributed to Mr. Smith regarding the impact of artificial intelligence (AI) on employment. Mr. Smith clarified that, from the workforce perspective, AI is changing the nature of jobs rather than simply eliminating them. He cited the fast food industry, where ordering kiosks have allowed cashiers to be repurposed into other roles, and noted that new positions supporting AI are being created. He acknowledged that some job loss will occur as certain positions are no longer needed, and emphasized that affected workers are being given the opportunity to be retrained and repurposed rather than simply laid off.

**Motion:** by Mr. Brecheisen to approve the April 16, 2026 Global Talent and Competitiveness Council meeting minutes; seconded by Ms. Grice; **item is passed without dissent.**

**June 18, 2026 Minutes:**

**Motion:** by Mr. Brecheisen to approve the June 18, 2026 Global Talent and Competitiveness Council meeting minutes; seconded by Ms. Palacios; **item is passed without dissent.**

No further questions or comments were presented. Item closed.

**4. Approval – New Registered Apprenticeship Programs**

Chairwoman Ferradaz introduced the item; Mr. Smith presented two new apprenticeship programs under Miami Dade College: 911 Dispatcher and Airframe Mechanic. Mr. Smith reviewed the program dynamics, including hours of on-the-job training and related instruction.

**Motion:** by Mr. Brown to recommend to the Board the approval of the new Registered Apprenticeship Programs for 911 Dispatcher and Airframe Mechanic under the Miami Dade College Apprenticeship Program, as set forth in the agenda item; Mr. Brecheisen seconded; **item is passed without dissent.**

No further questions or comments were presented. Item closed.

**5. Approval – Miami Dade College Kendall Learning Academy Paid Work Experience (PWE) Cohort 2**

Chairwoman Ferradaz introduced the item; Mr. Smith presented the second cohort of the Kendall Learning Academy (KLA). KLA is a college transition program at Miami Dade College for neurodivergent individuals, and the paid work experience, supported by job coaching and job shadowing, is intended to move participants toward self-sufficiency and part-time or full-time employment. The initial cohort, approved by the SFWIB on February 19, 2026, produced 12 successful completions out of 16 approved students, with 4 students unable to participate due to eligibility issues. For Cohort 2, KLA will provide 18 students who will work 20 hours per week at a rate of $20 per hour for 16 weeks beginning in September 2026, at designated Miami-Dade County sites located primarily in the southern part of the county.

**Motion:** by Mr. Grice to recommend to the Board the approval to allocate an amount not to exceed $124,012.80 in Workforce Innovation and Opportunity Act funds for Paid Work Experience for the Kendall Learning Academy Cohort 2, as set forth in the agenda item; Ms. Grice seconded; **item is passed without dissent.**

During discussion, Mr. Brecheisen asked Mr. Smith to describe the population served; Mr. Smith explained that participants are generally high-functioning neurodivergent individuals who often excel at mathematical, analytical, and repetitive tasks but may find social interaction challenging. Mr. Brecheisen also asked how mid-term success would be measured; Mr. Smith advised that participants are tracked beyond program completion and committed to providing the Council a follow-up report on the outcomes of the Cohort 1 participants. In response to a related question, Mr. Smith confirmed that KLA funds job coaching and case management from a separate source and continues those services after the funded period, while SFWIB funds cover participant wages as an incentive for employers to host participants.

Ms. Palacios and another member asked whether eligibility is determined before enrollment. Mr. Smith explained that participants are pre-screened, but that WIOA eligibility requires a complete checklist of documentation and that some parents declined to provide required household income information. A member shared his organization's experience hosting three neurodivergent students in an information technology environment, noting strong technical performance when participants are placed in a suitable work setting. Mr. Smith acknowledged the need for stronger parental education before enrollment to prevent mid-program withdrawals, after which replacement participants cannot be substituted.

No further questions or comments were presented. Item closed.

**6. Approval – Apprenticeship Program Wage Reimbursements for New Apprentices**

Chairwoman Ferradaz introduced the item; Mr. Smith presented On-the-Job Training wage reimbursements, at 40 percent of wages, for employers bringing on new apprentices in existing apprenticeship programs sponsored by Miami Dade College: Earl's Kitchen Dadeland, Culinary Specialist (Cook), 12 apprentices, $172,800.00; St. Albans Enrichment Center, Teacher Assistant (Early Childhood Education), 1 apprentice, $12,400.00; and The Carter Academy, Teacher Assistant (Early Childhood Education), 1 apprentice, $12,600.00. Miami Dade College serves as the Apprenticeship Sponsor and delivers the related technical instruction.

**Motion:** by Mr. del Valle to recommend to the Board the approval to allocate an amount not to exceed $197,800.00 in Workforce Innovation and Opportunity Act funds for On-the-Job Training wage reimbursements for new apprentices, as set forth in the agenda item; Mr. Brown seconded; **item is passed without dissent.**

During discussion, Mr. Brecheisen noted that the projected return on investment (ROI) for these programs is $1.50, compared with $2.65 and $5.64 for the Barrington Irving program under Item 7, and asked whether the Council has, or should set, a minimum ROI threshold for items brought before it. Mr. Smith explained that investments are guided by the four quadrants of the SFWIB policy based on industry growth and wage levels; that low-wage industries such as hospitality, tourism, and childcare are major employers in Miami-Dade County and must be served; and that higher-ROI programs are balanced against lower-ROI programs to meet the federal average wage measure. He further noted that the Board may establish a minimum ROI if it chooses.

Mr. Brecheisen further asked whether programs with a single apprentice represent efficient use of staff time. Mr. Smith responded that the teacher assistant apprenticeships address the broader community issue of childcare availability and affordability; that the SFWIB works alongside the Early Learning Coalition and The Children's Trust, which provide additional incentives to childcare providers; that apprenticeships are designed for small employers as well as large ones; that the program required a starting wage above the minimum wage in effect at its launch; and that the apprenticeship connects to Miami Dade College credit pathways toward teacher certification. Members discussed the tension between raising childcare wages and the resulting cost to families. Mr. Brecheisen acknowledged the community's need and asked that Mr. Smith continue to weigh administrative capacity and economies of scale in future single-apprentice items.

No further questions or comments were presented. Item closed.

**7. Approval – Barrington Irving Aviation Workforce Training (BITTS) Program Cohort 3**

Chairwoman Ferradaz introduced the item; Mr. Smith presented to implement a third cohort of the BITTS Aviation Workforce Development Program. This cohort will expand training access, continue strengthening the aviation talent pipeline in Miami-Dade County, and deepen employer engagement for job placement.

Mr. Smith reviewed the participant graduation and placement stats for Cohorts 1 and 2 . In addition, he added that, since the agenda item was written, a third Cohort 2 participant has been hired, and the remaining graduates are interviewing with local aviation employers. Full Cohort 2 employment statistics will be provided once available. Cohort 3 is projected to serve 15 participants with a projected ROI of $5.64.

**Motion:** by Mr. Brown to recommend to the Board the approval to allocate an amount not to exceed $120,000 in Workforce Innovation and Opportunity Act funds for a third Barrington Irving Aviation Workforce Training Program cohort, as set forth in the agenda item; Mr. Brecheisen seconded; **item is passed without dissent.**

During discussion, Chairwoman Ferradaz asked whether training providers are held to a placement threshold. Mr. Parson explained that the objective is to place every participant, with a minimum performance standard of 75 percent, consistent with the REACH Act and the standards applied to other training providers. Mr. Smith noted that providers must report their outcomes to the State and may be removed from the Eligible Training Provider List if they fall below the standard.

No further questions or comments were presented. Item closed.

There being no further business, the meeting adjourned at 9:30am.