



# LWDB 20, CareerSource Research Coast (CSRC) Workforce Readiness Taskforce QUARTERLY REPORT

## A. GENERAL INFORMATION

**Report quarter:** Quarter 1, PY23-24

**Date of meeting:** \_March 7, 2024

**Report prepared by:** Christina Coble, CSRC Business Services Manager

**Local workforce development board contact:** Christina Coble, Business Services Manager

**Date:** 03/31/2024

## B. ATTENDANCE

Name	Organization	Industry or Education Organization	Contact Information
Bill Wilcox	Phoenix Metal Products	Manufacturing	772-595-6586 Bill.wilcox@earthlink.net
Linda Fitzpatrick	Keiser University	Keiser University	772-398-9900 lfitzpatrick@keiseruniversity.edu
Lana Barros	Martin County School District	Martin County School District	772-219-1200 barros@martinschools.org
Kelly Johnson	RV Johnson Insurance	Construction	772-287-3366 kjohnson@rvjohnson.com
Bill Solomon (Chairperson)	Indian River State College	Indian River State College	772-462-7655 wsolomon@irsc.edu

Karen Giovengo	HCA Lawnwood Hospital	Healthcare	772-468-4500 Karen.giovengo@healthcare.com
Aliesha Seitz	St. Lucie Public Schools	St. Lucie Public Schools	772-429-5559 Aliesha.seitz@stlucieschools.org
Taylor Hoskins	Hoskins, Turco, Lloyd & Lloyd, P.A.	Administrative Support Services, Waste Management and Remediation	772-528-3393 taylor@htllfirm.com
Christi Shields	Treasure Coast Technical College	Treasure Coast Technical College	772-564-5006 Chirsti.shields@indianriverschools.org
Christina Coble (guest)	CareerSource Research Coast		
Jennifer Eimann (guest)	CareerSource Research Coast		
Leslie Kristof (guest)	Keiser University and CareerSource Research Coast Board Chair		
Martin Rivera (guest)	CareerSource Research Coast		

## B. SUMMARY REPORT

### 1. Summary analysis of the local labor market based on the industry representative needs and education offerings. (Provide summary)

A discussion was initiated regarding the current local labor market and how it addresses the needs of the taskforce members from an industry standpoint. In addition, how educational offerings through the school districts, colleges, and universities are pairing with the needs of the sector industries in the region.

Bill Wilcox, Phoenix Metal Products, stated that individuals coming out of school (high school, trade schools, or higher education) need to have basic business etiquette. Tardiness, unplanned time off, and the inability to adapt to the work environment is an overriding issue he and other manufacturers are currently facing when employing

Individuals. He suggested that these issues may be addressed within school curriculums and offered to students as useful transferable skills. He noted that soft skills should be a part of any training opportunity offered to job seekers, youth, etc. Mr. Wilcox stated that his most significant issue with employees is their attendance record, whether tardiness or absences.

Maddie Williams, Treasure Coast Builders Association (TCBA), stated that working with industry partners to expose middle school students to career exploration opportunities, job fairs, and boot camps would start the career conversations earlier than waiting until junior or senior year of high school. As a result, it would increase the pipeline of skilled workers to meet employers' needs.

As an example, Ms. Williams shared that TCBA sponsored a Marine Exploration event with the Fort Pierce Yacht Club and the city of Fort Pierce. About a hundred middle school and high school students attended. It was a great way to start exposing them to the Marine industry, how businesses operate, the requirements and expectations of employment, and the education and certifications needed to obtain successful employment.

Ms. Williams suggested that as the school systems develop their five-year plans, they could create some workforce readiness classes or certifications that students can take to prepare them for eventually entering the workforce. Topics could include soft skills, business etiquette, and financial literacy.

An additional barrier within the labor market was identified as transportation for individuals without a vehicle so that individuals entering the workforce are not limited to where they can work based on lack of transportation. Reliable public transportation within Martin, St. Lucie, and Indian River Counties is available but does not serve all areas. As a stopgap solution, Kelly Johnson, R.V. Johnson Insurance, shared that United Way and Martin County have a grant for Lyft to provide transportation to eligible individuals. This grant is specific to Martin County residents and businesses but suggests it could be a viable option for St. Lucie County to investigate.

## 2. Information on priority industry sectors and occupations for the local area. (Provide summary)

CSRC Board Chair Leslie Kristof attended the meeting as a guest and provided an overview of the Workforce Readiness Taskforce's goals and purpose. The overriding goal is to identify the workforce needs within CSRC's targeted industries and for Taskforce members to be the driver of information and ideas to educate CareerSource Research Coast. This ensures CSRC is informed as a provider of services for businesses, job seekers, stakeholders, and community partners.

Ms. Kristof explained that the Workforce Development Board and the Board of Directors will be working on an upcoming WIOA strategic plan and that the Workforce Readiness Taskforce will play an essential role in helping to develop that plan.

An introduction of all consortium members was conducted, and each indicated which sector or educational institution they represented. Priority industry sectors represented on the Workforce Readiness Taskforce include healthcare and social services, manufacturing, construction/skilled trades, transportation and warehousing and administrative support and waste management and remediation services.

### 3. Information on the status of existing talent pipelines for in-demand occupations. (Provide summary)

Aliesha Seitz and Bridget Hargadine from St. Lucie County Public Schools presented their school district's five-year plan, with an emphasis on Career and Technical Education. They explained that during the last school year, the school district met with stakeholder groups from St. Lucie County to develop their annual plan, pick a direction, and get feedback as part of their accreditation process. One of the most significant feedback areas was recognition of their work in CTE programs and the importance of having strong career and technical programs for all students in grades 6-12.

Of note was the desire to see more career exploration and communication surrounding the options available to students and ways for students and families to understand how they can navigate all these choices. As students prepare to graduate from high school and enter the workforce or college, strong community collaborations and connections coming out of the post-COVID era are vital to bringing the community and the schools back together to develop more opportunities for graduates.

These opportunities would assist in building graduates with the skills needed for their future endeavors and make sure that every student be a skilled communicator, good life manager, resilient, confident, able to work well with others, problem solvers, creative and critical thinkers, financially literate, and digital citizen. These traits specifically address the need for soft skills in the workplace.

The four strategic aims laid out in the five-year plan are as follows:

1. Transforming Futures: An individualized K-12 road map to success for every student will culminate in every student having multiple market value assets prior to graduation in the form of college credit, industry certifications, internships, entrepreneurial experiences, client projects, or work experience.
2. Elevate the teacher as the designer of learning, creating engaging student-centered lessons where students embrace a more active, collaborative, and direct role in their own learning on a solid foundation of literacy and numeracy.
3. Provide critical physical, digital, and social infrastructure in schools to engage, support, and collaborate with the St. Lucie community.
4. Implement innovative future-ready school initiatives to meet 2030 needs.


These strategic aims help form the infrastructure that is so important to our community to build talent pipelines.

Ms. Seitz provided information on the St. Lucie County Public Schools Five-Year Plan Survey. She stated that the information gathered via the survey will be highly beneficial because it is tied to some of the funding and initiatives that will be put forward. When the five-year plan is discussed, it is important to ensure that the funding sources for the initiatives being implemented are available and that St. Lucie Public Schools are reaching the needs of our community, including industry and other educational partners.

The survey was distributed electronically to all WRT members and guests at the meeting for their input.

**BOARD SECRETARY CERTIFICATION**

I hereby certify this report reflects the proceedings by the Workforce Readiness Taskforce of CareerSource Research Coast, which have been reviewed by the Board of Directors and approved or approved with modifications incorporated herein.



 Digitally signed by Brian K. Bauer  
 Date: 2024.04.24 11:06:18 -04'00'

Brian Bauer  
Board Secretary

4/24/2024

Date